CHAPTER VII

MAJOR FINDINGS
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Introduction
Chapter wise findings are summarized in the following paragraphs.

CHAPTER NO. III:
SOCIO ECONOMIC BACKGROUND OF THE EDP PARTICIPANTS

3.1. Personal Background
(Findings about Age, gender, Mother tongue, marital status, Time of marriage, Education, Activity status, Income) Table no. 1 to 11

Majority (46%) of the participants were in the age group of the 21 to 30 at the time of EDP course. This is the age group where youngsters are on verge of the competing their formal education and are undecided about career to choose. However participants ranging from 18 years to 50 years had joined the programme. It is indicative that for those who want to try something new in life, age does not come into the way. Entrepreneurship is not limited by age. People at later age also are not averse from looking for new avenues for income generation. (Table no. 1)

Both male (81%) as well as female (19%) had participated in the programme. The inclusion of the female participants is indicated that even in this non-traditional career, women are also are not lagging behind. They also want to know about the new career. Society also has become more open and supportive to women. This also indicates that the selection of the participants for EDP course of MCED was free from the gender bias. (Table No. 2)

Majority participants are (91%) Marathi speaking indicating more and more youngsters are trying to enter into this non traditional career which was until now
not at all considered as viable career option by Maharashtrians. Presence of the non-Marathi speaking participants means that youngsters from these sections of the society are also not lagging behind in search of the new career options. This also throws light on the unbiased attitude shown by the MCED in selection of the participants for EDP course.

Presence of Gujarati speaking participants points towards the fact that the youngsters from this community—traditionally considered as a business community in Maharashtra, are also looking for other alternatives. They also want to acquire knowledge for identifying other, more lucrative, non-traditional business. *(Table no.3)*

As far as marital status is concerned, 63 % participants were unmarried at the time of EDP. This high percent of the unmarried status is indicative of their young age and unsettled future and also their search for more suitable career option. It may also indicate that they had not much financial responsibilities upon them *(Table No.4)*. Majority of participants (63 %) were unmarried at the time of EDP. *(Table No: 5)*

Inclusion of graduate (50%), post graduate (17%) diploma holders, (16%) HSC (12%), S.S.C (7%) in the programme it shows that after their education participants were looking for new career options. Participation of the SSC, HSC and Diploma Holders (33% aggregate) indicates the increased awareness among the students about the Entrepreneurship. Presence of the postgraduate students, throws light on the changing mindset among the highly educated students. Even after acquiring the high qualifications, students want to go for or at least want to consider other options for their career. *(Table No. 6)*

Continuation of education of 24 % participants after the EDP course to complete their further education might indicate 1) their urge to complete education, 2) importance of education in the Maharashtrian society 3) casual approach taken by the participants towards the EDP course and 4) Improper selection procedure of selecting right candidates. *Table No. 7*
26% participants had completed other courses in computer and other areas. Completion of the courses in the field of the computer by large numbers of the participants establishes fact about the importance of the computers in day-to-day life of the people and awareness of this fact amongst the participants. *Table No. 8*

23% participants completed courses in the various fields after EDP, out of those more than 50% in computers again. Along with other courses 8.69% participants have competed courses in the technology transfer and personality development. Completion of the technology transfer course by the participants may indicate participants' specific interest in technology based project/s, this aspect might not have been given due weightage or might not have been included in the course, weakness of the selection procedure in selecting right participants pointing towards the need of improvement in selection procedure. (*Table No. 9*)

At the time of EDP 40% participants were employed. 18% participants were completing their education. 16% were idle. In aggregate 64% participants had exposure to the business world because of their service/employment, business activities. This is also indicative that people even though, are engaged in the education, doing business or employed, are interested in learning more about this non traditional career option although their motives behind it might differ. (*Table No. 10*)

More than 50% participants were earning more than Rs 5,000/- per month. Participation in the EDP by the participants in spite of earning may indicate that, individuals even though earning, were not satisfied with the kind of jobs they were having, or wanted to go for new entrepreneurial career or wanted to know more about the various other opportunities available in the business. (*Table No. 11*)

3.2 Family Background

*Family structure, father’s education & occupation, Sector wise distribution of business of father’s, Mother’s Educational / Occupation, Educational / Occupation Spouses, advantage from earning spouse, No. of dependents*
Distribution of the participants in relations businessmen relatives, Sector wise distribution of the business of the relatives, Distribution of the participants according to their involvement in the relatives business. (Table No. 12 to 25)

 Majority participants had Joint family (70%). High percentage of the joint family may indicate more number of participants were unmarried and yet to finish their education. (Table No. 12)

 Majority of (99%) participant’s fathers were literate / educated. This is indicative that education is not coming in the way of their children’s decision to prepare for non-traditional career option like entrepreneurship in fact it helps to take more pragmatic view on changing world. Generally it is considered that more the education, more the tendency towards getting decent secure job and earn fixed and secured monthly salary. (Table No.: 13)

 Even though majority of participants’ father were employed (70%), they had supported their wards decision to prepare for non-traditional career. This can be seen as the change of the mindset of the middle class parents and can be clearly observed from this higher percentage. This is indicative that the mindset of middle class families is changing. They have become more supportive. (Table No.: 14)

 Participants’ fathers who were in business, out of them 50% fathers had service business, .31% were in trading business and 19 % were in manufacturing business. This also puts light on fact that there are the more job opportunities available in service sector and trading sector as compared to manufacturing sector, which has become more complex. (Table No: 15)

 96 % participants’ mothers were literate. It may mean that they were aware about their children’s decision to try for this non traditional career. (Table No.: 17). Occupation wise majority of participant’s mothers (85%) were housewives. 16%
were employed. 2% were in business. Those who were in business had service sector business. (Table No.: 18)

Spouses of all the participants were educated, indicating that education is not coming in the way of their spouse’s decision to prepare for non-traditional career option like entrepreneurship. Generally it is considered that more the education, more the tendency towards getting decent secured job and earn fixed secure monthly salary. It is indicative of the fact that the trend is changing. Spouses are becoming more supportive. (Table No: 19)

Spouses of the 51.56 % participants were housewives. 40.62% were employed. 5% were in the business. (Table No.: 20). Majority of the participants (93.54 %) are of the opinion that their employed spouses were of financial help for them. (Table No. 21)

49% participants had no dependency on them. In an aggregate 74% participants had maximum 2 dependents on them, indicating that they had not much financial burden on them. (Table No.: 22)

39% participants had their immediate relatives (within their own family and from mother and fathers side) in the business. (Table No.: 23)

Out of them 41.02%) were in manufacturing business, 33.34% had service sector business and 25.64% relatives were in trading business. Aggregate 60% (58.98%) relatives are in trading or service sector business, again indicating that these sectors have more opportunities than manufacturing. (Table No.: 24) Majority of the participants (74.36 %) had no role in their relatives’ business.

3.3. Work experience

Before joining EDP,

(Organization structure, Type of work, Aggregate Period, Reasons for leaving service etc.) Table No.: 26 to 35
Majority of the participants (93.72 %) had experience of working with Ltd. companies. 25.00% have worked with proprietary firms (Table No. 26.) Majority of (39.06%) participants worked in marketing. Other major area of work was maintenance, production. (Table No. 27) 64.17 % participants had more than the 3 years work experience. Table No. 28

Out of total 47 participants those who were employed, 9 participants did not leave job. They continue the same. Other meaning of this is 20% (19.14%) did not leave the service.

There are various reasons for leaving the service. 60.52 % participants wanted to start their own business activity and therefore they left the service. According to 15.79%, they had acquired sufficient experience to start their own business. Therefore aggregate 76.31% participants left the job to start their own business. Another10.53% was not satisfied with their income. No job satisfaction, no future prospects are other prominent reasons along with various other reasons given by the participants. (Table No.: 29)

After EDP
(Structure of ownership, Nature of work Period of work experience, type of business, Organizational structure, period of running business, etc.)

Out of those had continued job after the programme, majority of them (57.79%) were working with limited companies. (Table No.: 30) Majority of participants were in marketing (22.22 %.), supervisors (8.88%), R & D. department (6.67%), clerk etc. (Table No.: 16.) After completion of the course an aggregate 37.79 % participants worked for more than 3 years. (Table No.: 32)

26 participants had business experience. More than 50% participants (57.70 %) had service sector business, 30.77 % had manufacturing units, 23.08 % participants had trading business. (Table No.33) 76.92 % participants had proprietary units, 11.54 % participants had partnership firms and remaining

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11.54% were in the family business. Table No.34. However out of them 57.69 % participants closed down business within three years of start-up. Table No. 35

3.4. Starting a Business

(Time of decision, Reasons of going into business)

More than half (54%) participants had decided to go into business before joining EDP. 12% decided after completion of the EDP. 34% participants even after completion of the course could not decide about whether to the going into business. It may mean that they might not have been in the position to decide the business they wanted to start, or it might because of existing service or simply they could not have gathered required confidence to start the business. (Table No. 36)

Desire to start own business (66%), disinterest in service (15 %) and family background are the major motives for most of the participants for going into their own business. To acquire independence, interest, and availability of technical know how along with other host of reasons were given by the participants for going into business. (Table No. 37)

3.5.Status of the participants after the course

33 % participants become entrepreneurs after the completion of the course. However 3% participants closed down their business. Nearly 1/3 (32 %) participant did not even try to start their own business. 18 % participants who had business before joining the course continued their business. 9% percent tried to set up business however could not succeed. 5 % participants joined their existing family business .3% participants closed down their existing business. (Table No.: 38)
CHAPTER NO. IV:

PARTICIPANTS THOSE WHO BECAME ENTREPRENEURS

4.2. Personal background

(Education before / after EDP, Age, Income level at the time of EDP, Gender, those had business, time of decision & entrepreneurship). (Table No. 1 to 7)

Business started by 36% graduates from the total graduates, , 23.53% post graduate from the total post graduates and , 57.14% S.S.C. participants from the total SSC participants , who had participated in the course indicate, that as education level increases it is not necessary that it also increases entrepreneurial behavior. It may mean that the entrepreneurial decision may be closely associated with the education level. Lower the educational status; more the chances of one becoming entrepreneur, may be after going through specific training. (Table No.1)

Out of the 21.22% participants who continued their education. It can be inferred from this finding that participants aim for the higher education did not come into the way of their becoming entrepreneurs. This is also indicative of the importance of education by / in Maharashtra / Maharashtrians. (Table No.2)

The participants from the age group 15-20, 21-25,31-35 and 36-40 have shown more entrepreneurial behavior-indicating, age is no bar for becoming entrepreneur. (Table No.3) 57.58% participants were earning at the time of the EDP participation. This may indicate even earning may not come in the way of becoming entrepreneur either because of dissatisfaction from the job or interest in doing something new or readiness to risk of entering into new career (Table No.4)

33.33% male and 31.58% female participants had started business out of the total 81 male and 19 female participants. Percentage indicates that that there is no much significant difference between the male and female starting the business after completion of the business. (Table No.5)
7.69% participants had prior business experience joining EDP meaning there by at the time of the EDP they were not in the business. Remaining 93.94% participants had no experience of running business. This large percent of the respondents having no business experience, becoming entrepreneurs is indicative that in spite of non-experience in business people want to enter into this non-traditional career. People do take risk. *(Table No.6)*

Majority of the participants (87.88%) had decided to start their own business, well before joining the EDP. Remaining 12.12% took decision after completion of the course. This is indicative of the fact that after completion of the course some participants get motivation, may find opportunity, which suit their personality and other related factors like resources available, education and experience etc. for starting business. This particular point should be given more importance while selection of participants for the course. It may mean that, there are more chances of the participants transforming into entrepreneur if he/she has already selected product. *(Table No.7)*

### 4.3. Family background
*(Family structure, Father's education / occupation, Spouse occupation, Number of dependents, Relatives in business, product selected, & entrepreneurship) *(Table 8No. 8 to14)*

Majority (69.70%) of the participants had joint family, indicating support from the family. This percentage comes to 32.85% in relation to total participants who had joint family. All respondents who had closed down the business unit, had nuclear family. Closing down of the business by the respondents having nuclear family may indicate that they had no body to support them in that critical phase of life. It also indicates that nuclear family does not become hindrance to entrepreneurship. *(Table No.8)*

Majority of entrepreneurs' fathers (97%) were educated indicating that education of the father would not become hindrance for choosing entrepreneurship - a non-traditional career by their children. *(Table No.9)* Participants who had employed
fathers out of them, 32.85% have started business; in case of businessmen fathers this percentage is only 18.17%, in case of professionals it is 33.33%. This profile of the occupation of the fathers of the participants turned entrepreneurs puts light on the fact that whatever be the occupation of the father, they support this non traditional career chosen by their wards. It is also interesting to note that, comparatively smaller number of participants (18.75%) who have businessmen fathers, have chosen entrepreneurial career. (*Table No.10*)

In aggregate 36.37% participants spouses were earning members, indicating availability of financial support. (*Table No.11*)

42.42% participants had no family member dependant on them. Another 26.36% of them had one to two dependants. In an aggregate 21.21% participants had 3 to 6 family members who were financially dependent on them. Having no dependent family member means more freedom, less financial worries. However those having more member as dependents, have also taken this career indicating, more dependant also does not become hindrance for taking this career. (*Table No.12*)

Out of the total participants who had businessman relatives, 35.89% have started business this indicates that the businessman relatives play role of motivator for the participants. (*Table No.13*). Out of them 50.00% participants have started the same or quite similar business that of their relatives. This is indicative of the fact that the business of the relatives also influences the selection of business by the participants. Participants might have selected similar business in anticipation of getting help, guidance from the relatives in future or using the established business contacts of their relatives to establish their own business. *Table No.14 (a) & (b)*

*Ref. Table No. 13*

### 4.4. Work experience

(*Entrepreneurship & Ownership structure of the organization, Type of work experience, Reasons for leavening service*) (*Table No. 15- 16*)

Majority of the entrepreneurs had worked with proprietary firms (24.24%), and limited companies (69.69%). (*Table No. 15*)
One third of entrepreneurs (33.33%) had worked in the marketing / sales, 12.12% had worked as supervisors where they had been employed. (Table No. 16)

42.42% entrepreneurs left job to start business and 12.12% left job because they had acquired sufficient knowledge to run the business. (Table No. 17)

4.5. Present status of the business started by the participants.
At the time of the field investigation business run by 9.1% were found closed. 90.9% participants found to be continuing with the business. (Table No.: 18)

4.6 Preliminary Information of business
(Business started, Sector wise (nature) distribution, Location, type of business & location, registration, ownership) (Table No. 19-25)

Out of the total number of the participants only 18% (18.18%) have started manufacturing business. 36% (36.36%) have started training business and remaining 46% (45.45%) entered in the service sector business.

Service sector business seems to be favorite choice of the trainees. Little less than fifty percent participants have started business from this sector.

Considering the objective of the EDP, i.e. to motivate First Generation Entrepreneurs to take up the entrepreneurial career in the manufacturing sector, percentage of the participants who had opted for manufacturing industry tells altogether a different story.

This also puts light on fact that new entrant into this field prefer business from service industry indicating more opportunities in this area. (Table No. 19)

Majority of entrepreneurs have started different business except Construction and computer training they are started by more than one (two) entrepreneurs. This may be because of the present trends and demands. (Table No.: 20)
55% participants have independent office / place for the business. 42% participants are running their business from the residence. Only 3% are having independent plot at MIDC area. Business run from the independent office, MIDC area required more financial involvement. *(Table No.: 21)*

Nature of business has bearing on the selection if business location. For the service industry 52.33% entrepreneurs have started their business at residence. Remaining entrepreneurs have gone for independent place. In case of trading business majority of them (58.33%) preferred independent place. In case of the manufacturing units 66.66% have preferred independent office. 16.67% are working from their residences. Another 16.67% have taken the plot in the MIDC area. *(Table No.: 22)*

All business are registered either under small-scale industry status with DIC or with municipal corporation under Shops Act. *(Table No.23)*

Ownership structure of the businesses chosen by the participant is either proprietorship or partnership. Majority of (78.8%) participants have opted for proprietary concerns. Going for partnership firm may be seen in the light of comparatively high investment in the venture, or trainees’ weakness in marketing, management skills etc. These are some of the probable reasons that might have prompted trainees to opt for partnership. *(Table No.24)* 66.67% of manufacturing units, 80% of Service business, and (83.33%) trading units are proprietary firms. *(Table No.: 25)*

To obtain financial help, to encash experience of others, divide responsibility in business, to take advantage of partners’ expertise in business are the main reasons given by the trainees who have chosen partnership.

4.7. Selection of the business

*(Business wanted to start, role of EDP, reasons for not selecting other business, source of the business idea, other business in mind, started business in relations with education/ work experience / course completed before / after EDP, business*
Majority (73%) of entrepreneurs succeeded in starting business desired by them. However 24% participants could not start their desired business (Table No.: 26).

Business that entrepreneurs could not start were all manufacturing units. (Table No.: 27)

Finance was the main problem for majority of the entrepreneurs (75%) along with more age and recession in the market (Table No.: 28).

Majority of the entrepreneurs (81.8%) did not benefit from EDP for business idea (Table No.: 29). Unsuitability (investment of high investment etc) of the business is the main reason given by the majority (70.37%) of the participants for not selecting business suggested in the programme. Interest in the selected business, prior decision on business to start, need of technical know how for the business suggested/selected from the program, lack of confidence about the success of the business suggested in the programme, and unavailability of information of selected business suggested in the course are the other reasons given by the participants for non selection of the projects from the EDP course. (Table No.: 30 (Ref. Table No 27))

Majority of (96.30%) entrepreneurs selected their business themselves. Other sources include family members, govt. officers etc. (Table No.: 31)

Majority of the business the participants had in mind at the time of the business selection were manufacturing business (PCB mfg., Electronic equip, Garment mfg.). (Table No.: 32)

Majority of (80%) entrepreneurs relate their business with their education or/and work experience. It means that while selecting business education and work experience become important considerations. Those who have no relevant background for business confirm that with the entrepreneurial spirit one can do any type of business if one decides to do so. (Table No.: 33)
Finance (50%), not getting required information (25%), lack of confidence of success (25%) are the major problems encountered by entrepreneurs in business selection. Other problems encountered by the participants at the time of these business selections include lack of personal guidance, labor problems, and marketing. (Table No.: 34)

Only 3 (9%) participants have started the business in the same field in which they have completed course. These participants had done course in the computer and have started computer related business. It focuses the need of career counselling / guidance with respects to their selection of the business.

Out of total 11 entrepreneurs (this comes to 50.00% of course participants who had completed course/s before EDP) those who have done courses in various fields before EDP, only 27.27% started business related to course subject. All these participants had completed course related to computer field and started business in this field only. Table No.: 35 (a)& (b)

Out of (6) participants who done courses after completing EDP, only 2 (33.33%) participants have started business in the same field in which they have done course. It focuses the need of career counselling / guidance with respects to their selection of the business.

Out of total 6 entrepreneurs (this comes to 28.08% of course participants those had completed course/s after EDP) those have done courses in various fields after EDP, 33.33% participants have started business related to course subject. These participants had completed course/s in the computer and finance. It seems more number of participants have taken benefit of the course completed after EDP. Or it may be planned activity after understanding of the business environment. Table No.: 36(a & b)

50% of the participants have started the same or more similar business or have chosen the similar line as that of the relatives business. It is indicative that the
businessman relatives surely make an impact on the selection of the products/business of the participants. (*Table: No. : 37*)

Not a single entrepreneur has started business that matches with the factories visited by them during the course. All the entrepreneurs have chosen different business. (*Table No.: 38*)

50% (48.48%) entrepreneurs had not prepared Detail Projects Report during the course. Generally it is expected that during the course every participant should identify the business he wants to go in. Then he should prepare project report for the same so that within no time he can start the processing of the business proposal including approaching the financial institution, if required and start business within a period of maximum one year.

Out of entrepreneurs who have prepared Detailed Projects Report 43.75% have started the same business for which they have prepared Detail Project Report during the course. However majority (56.25 %) of them have started altogether different business, not related with the DPR prepared during course. *Table No.: 39(a) & (b)*

4.8. Project report preparation

Majority (63.7 %) participants did not prepare project report before launching the enterprises. Remaining 36.3 % participants had prepared projects report. In that also

66.66% from manufacturing, 20% from service sector and 42.66 % from trading business had prepared project report before going into business.

Because of unawareness of procedure of the preparation of project report 80% did not prepare project report by themselves. This might be the result of not attending class regularly and attentively Lack of confidence and lack of time are the other reasons advocated by other entrepreneurs. (*Table No.: 40*)
Because of not wanting to take loan (57.14%) and awareness about all aspects of the selected business (38.09%) entrepreneurs did not prepared project report at all.

4.9. Market survey

Market study for the business selected is an important activity. It becomes utmost important for those who want to start new business. It gives the general as well as specific idea about the existing market as well as about what would be the future status of the market. It helps to take many vital decisions about business right from decision on whether to go into the business or not.

Majority of (60.6%) the participants conducted formal market study before going into business. Around 66.66% from each manufacturing and 60.00% from service sector, 58.33% from trading sector had conducted market study. Majority of the entrepreneurs are more serious about the market study.

During the course, participants get exposure to the technique of the market research and also practical experience, as they have to do market study by themselves on selected products as well as to identify the feasible product. 90% participants have conducted market study by themselves.

Because of lack of time and unawareness about the method of market survey, entrepreneurs did not conduct market study on their own.

Majority of (92.30%) the entrepreneurs who did not conduct market survey were aware about the market situation of the product selected and therefore they did not conduct market study. 7.69% were dependent on the partner’s knowledge about the market. (Table No.: 41)

4.10. Technical skill

(Need / Sources, problems, help sought from MCED for of technical knowledge): Table No.: 42 & 43)
48.5 % entrepreneurs needed some sort of technical knowledge. *Table No.: 42.* However work experience (47.07%), acquired during the service, training (35.29%), formal education (17.64%), educational institution (11.76%) are the main sources of the technical know-how for entrepreneurs. 1.18 % participants had acquired technical know-how from the MCED. Only small percentage (11.76%) of the participants had problems related to non-availability of the technical consultants while acquiring technical know-how. *Table No.: 43.* However entrepreneurs did not approach MCED seeking help for the problems faced in acquiring technical know-how.

4.11. Finance

(*Cost of the project, Fund raising pattern, Types of Financial institutions* *Table No.: 44 to 46*)

Total project cost of the business started by the entrepreneur’s ranges from no investment in the project to maximum investment Rs.15,00,000. 84 % business started with investment between Rs. 50,000 to 7,50,000 lacks. 12% business needed no investments in terms of money. *Table No.: 44*

7 entrepreneurs have made 41.12% investment in Land/ building. 11 entrepreneurs have made investment of 23.12% in machinery. 8 entrepreneurs have made 2.50% investment in other fixed assets. Majority of entrepreneurs (25) required 33.18% investment for working capital. *Table No.: 45*

Bank loans (50.08%) own funds, savings (30.00%) and family members (19.61%) are main sources for the entrepreneurs for finance (*Table No.: 46*) Majority of the participants (57.6%) had not applied for loan to any financial institution. 42.4 % approached financial institutions for raising funds. Majority of them approached nationalized banks (42.85 %), co-operative banks (42.85 %). Majority of (92.85%) participants had approached financial institutions for forwarding loan applications themselves.
The period required for the sanction of the loan to the participants is between less than three months and one year. In that also 64.28% participants got sanction within three months from the application.

For 28.37% entrepreneurs the experience with the financial institution was good, for . 42.86 % it was satisfactory. However for 28.37% entrepreneurs their experience during loan processing was not at all good. Lengthy process / time consuming process are the major area of dissatisfaction of the participants (75%). Other reasons for dissatisfaction mentioned by the participants are bureaucratic style of working, involvement of too much paperwork, and unavailability of proper guidance

No need of the loan to start the business was the main reason for not applying for loan.

4.12. Assistance from MCED
(Visit to MCED / Reasons) Table No.47 & 48

Only 30.30% entrepreneurs had approached MCED for assistance mainly for project report preparation (30%), technical know-how (20%), market study (20%) and other motives like help in finding place for business, assistance in obtaining bank loan, help in product selection (Table No.47 & 4).

4.13. Employment in the business (Employment Generation)
(Total / Category wise manpower) Table No.49 & 50

Majority of the entrepreneurs (69.70%) created employment through their own business and offered employment to 132 people. (Table No.: 49)

Out of this major share goes to skilled workers (71.97%). Unskilled workers occupies second position consisting 25.75 %. On an average one unit has created jobs for 4 skilled workers labor and 3 jobs for unskilled labors. Table No.: 50
More number of units (43.48%) have offered employment for two skilled people. 39.19% units have offered job for one skilled person.

More number of units (41.67%) have offered employment for two unskilled people. 25.00% units have offered job for one unskilled person. 16.67% units have offered employment to 3 (three) unskilled persons.

50% of units have offered employment for one semiskilled person. Another 50% have offered employment for 2 semiskilled persons.

Majority of entrepreneurs (97%) have not appointed professionals to look after tax, accounts etc. Entrepreneurs themselves do all this work. This confirms the small size of the business and also the tendency to avoid extra expenses.

4.14. Temporary closure of the business

(Temporal closure / Reasons of business units) Table No.: 51

15.2% participants had closed down their business temporarily after running for some period Table No.: 51 financial problem is major reason, other including like personal problems, non-availability of the skilled labor, etc., for temporary closure of the units.

4.15. Starting a business

(Activity taken more time to complete, period required starting the business) Table No.: 52 &53

Around 60.0% participants were able to start their business within a period of less than one year, once they took decision to start a business. 21.2% could start their business within one year. 9.1% started their business within two years. For 6.1% this period was five years. 3% participants required more than 5 years to start the business. (Table No.: 52)

Bank loan (35.30%) and NOC’s from different Govt. departments (35.30%) have taken maximum time of entrepreneurs to complete, along with others like
finalization of the place for the business (17.34 %) product identification (11.76%), purchase of the machinery and getting labor. (Table No.: 53)

4.16. Participant’s Perception about the working of business
(Sufficiency in profit, Strong points of business, Weak points, Main difficulty in running, Visits to MCED, Responsibility in business) (Table No.: 54 to 57)

36.5% participants had not completed one year in business, they could not comment on profit earned. According to 36.5% entrepreneurs who had completed one year, their business was in profit, however 27.0% those who also had completed more than one year were not satisfied by the profit they had earned. Table No.:54

Good demand for the product / service (43.33%) technical know-how of the business (26.67 %), marketing (16.67% ) along with timely completion of the work / service, quality , good business relations, contacts, low investment in the business, good will etc. are the strong points of the business.

And introduction of the new technology (35.71%), unavailability (inability to locate) skilled labor (21.42%) finance (21.42%) along with problems specific to Indian women, less experience , non-availability of the machinery are the weak points of the business as perceived by the entrepreneurs

Because of changing, saturated market some of the entrepreneurs (20.83%) were facing difficulty in marketing. Recovery of bills (16.67%) is another difficulty along with increasing competition, finance, non-availability of skilled labors are face problems by the entrepreneurs. (Table No.: 55) However majority of the entrepreneurs (97%) did not visit MCED for assistance for difficulty faced by them. (Table No.: 56)

72 % entrepreneurs are doing all types of work. It is quite common for the small business owners, to work by themselves, at least for initial years, for lack of finance and the small nature of the business. Majority of the entrepreneurs
(90.91%) take their own decisions. It is obvious, because most of the business are proprietary concerns. Table No.: 57

### 4.17. Skills in different areas of business

Majority of entrepreneurs (83.83%) are good in production. 16.67% are average. 21.2% entrepreneurs are "very good" in marketing, more than half (51.5%) are good in marketing skill. 21.2% are average. 6.1% are poor in marketing. Half of the entrepreneurs (51.52%) are good in financial management. 30.33% average. However one third (33%) are 'poor' in this area. Majority (63.3%) of entrepreneurs are good in personal relations. 30.3% participants even stated that they are very good in this skill. Majority of entrepreneurs (69.7%) are good in general management. 15.2% are "very good. 6.1% participants are poor in this skill. Table No.: 58-a to e

### 4.18. Usefulness of the EDP

(Use of EDP in various area Table No.: 59-a to h)

42.5% entrepreneurs are of opinion that the programme is not at all useful in selection of business line. According to one third (33.33%) entrepreneurs EDP is good for the selection of the right business. 24.2% had ranked it average.

For majority of (66.66%) entrepreneurs the programme is useful for production planning. However according to one third (33.33%) it is not useful.

50.00% entrepreneurs opined that the programme is useful for planning inventory. However one third (33.34%) have opined that the course is not at all useful. According to 6.66% this is not as useful as it should have been.
According to 45.4% entrepreneurs the programme is very much useful for marketing. For 27.3% it is not useful as expected to be. However, for remaining 27.3% the course is not at all useful.

According to 42.4% entrepreneurs, they confirms that the course is very much useful for Financial Management. Another 27.3% opined it as an average one. However for remaining 27.3 % the programme was not at all useful.

For General Management, the programme is very much useful according to 24.2% entrepreneurs. However according to 45.5% entrepreneurs, the programme is not that useful as it should have been. For remaining 27.3 % the course is not at all useful.

According to 24.2% entrepreneur’s course is very much useful in the industrial relation development. However majority of entrepreneurs (54.6 %), it is not as useful as expected. For remaining 21.2% participant’s course is not at all usefulness for the purpose.

Majority of entrepreneurs (66.67 %) entrepreneurs the programme is not at all useful for cost control. Remaining (33.33 %) also opined that the useful of the programme in cost control is average, not as expected.

4.19. Future plans of the participants
All the entrepreneurs (100 %) have plans for future. expansion of the existing business is the plan for 48.4% entrepreneurs. 21.21% want to start their own manufacturing unit. Addition of new products in existing business is the future plan for the 15.15 % participants. Another 15.15% wants to start altogether new business. 6.06% participants who had closed down started business, wanted to go into the same business once again. Table No.: 60/61
CHAPTER NO. V. II
THOSE WHO HAVE CLOSED DOWN THE BUSINESS

5.1.1. Period for which the started business run before closing down
33% entrepreneurs closed the business within one year of startup. Maximum period of running business was four years. (Table No. 1)

5.1.2. Reasons for closing down of the business
Family problems and financial problems (33% each) are the major reasons for closing of the business by the entrepreneurs. Existing service and education are other reasons for closing down the business, which shade light on the mind set, as well as family compulsions of the entrepreneur. (Table No.2)

5.1.3. Avoiding closure of the business
One third (34%), entrepreneurs had taken specific steps, like attempt for development of marketing supports, obtaining support from family to avoid closure. (Table No. 3)

Before taking the very important decision of closing of the business, not visit MCED, the training organization, for any type of consultation or assistance, pointing organization’s failure to build the confidence among participants that they would get timely and required support for their problems, inspite of the course structure offering two years after training support to the course participants. (Table No. 4)

5.1.4. Future Plans of the participants
(Future plans, Business selected)

Inspite of the untimely and compulsive closure of their maiden venture majority of the (83%) participants want be in business Table No.5. At this point proper, consistent and sufficient, after training counselling / support given by the MCED has major role to play. If done continuously this may result into motivating respondents to start once again, to take up entrepreneurship career once again
and start same business or any other business resulting into increasing effectiveness / success rate of the EDP course and also for creating very positives image of the working of the organization, encouraging others also opt for this very much self-satisfying, self-rewarding non-traditional career. (Table No.5)

Half of them (50%) even have clear business in the mind. All these business are service sector business. Table No.6. If the organization continues to offer follow up support to these participants who have already selected the business, can definitely make out their way to start their new business once again, and would become the source of pride for the organization and also become source of the encouragement to others who are looking for the counselling / follow up support.
CHAPTER NO. V. II
THOSE WHO DID TRY TO SET THEIR OWN BUSINESS HOWEVER COULD NOT SUCCEED.

5.2.1. Preliminary Information of the business/ unit
*(Name of the business, Sector, organization structure)* Table No.1 to 3

Participants had selected business from various industries like computer, engineering, automobile, etc. *(Table No. 1)* Majority (88.9%) of business selected was from the manufacturing. *(Table No. 2)* Majority 77.8% of business was in proprietorship. Remaining 22.2% was partnership. *(Table No. 3)*

5.2.2. Selection of the business
*(Source of the business idea, reasons for not selecting business from EDP, reason for selecting the business, other business in mind at the time of the business selection, education / work experience and business, Problems faced in selection of business)* Table No.4 to 8

Self observation was the major source for the majority of (77.8%) participants. Small number of participants have benefited (11.1%) from EDP on this matter *(Table No. 4)*

Project suggested in the course, were not suitable for 44.4 % participants. Failure to give detailed information about the projects is another drawback of EDP.

Majority of participants (44.4%) had already decided on the projects. *(Table No. 5)*

The criteria used by the participants for deciding on the business include liking for the particular business (33.33%), work experience (22.22%) and good scope (22.22%), for the business .Requirement of less capital, less competition, more profit and family support are the other reasons for selecting a particular business. *(Table No.: 6)*
22% participants also had another business in the mind at the time of finalizing the projects. Majority of the projects thought were service sector business unlike their first choice where majority projects belonged to manufacturing sector. As the setting up of the manufacturing units is more riskier than the setting up of the trading unit/service business, it also indicate that more number of the participants were ready to take risk and had entrepreneurial traits.

Business chosen was related to education and work experience of the participants. Majority of (77.8%) participant's business was related to either education or work experience. However, 22.2% participant's selected business had no relation with either education or work experience. Table No7

Finance (22%), difficulty for suitable place (11%) and raw material procurement (11%) were the major problems faced by the participants in business selection. Table No.8

5.2.3. Project Report preparation

Majority of participants (66.7%) had prepared project report. However, one-third (33.3%) participants did not have ready project report. Majority of them (85.71%) had been involved in the preparation of the project report, 22.2% had taken help from the professionals. (Table No: 9)

Because of unawareness about techniques of preparation of project report participants did not prepare project report by themselves.

Because of unawareness of which agency to approach for the project report preparation and realization of high projects cost of the selected project, participants did not prepare projects report.

5.2.4. Market survey

It is expected that every participant before starting business, irrespective of requirements of the financial institutions, type of industry, should conduct market study to understand various aspects like demand for the products, service,
competitors, type of competitions, expectations of customers, present prevailing
trends about the business etc. 100% participants had conducted market study for
the business they had finalized for real life.

Majority of the participants (89%) had conducted market research by themselves.  
(Table No.10)

5.2.5. Technical skill

(Need / Source of the Technical know-how) Table No.: 11 & 12

As the majority of participants (77.8%) had selected technology-based project,
they needed special technical know-how. It is remarkable to know that even
though participants have attended EDP intended for general category, they had
selected technology-based projects. (Table No.: 11)

For one third of participants (33%) their work experience became the main source
for technical knowledge. Other sources were education, books / journals,
machinery manufacturer who supplied machinery, and knowledgeable employees.  
(Table No.: 12)

5.2.6. Finance

(Applied for loan, financial institutions/ amount / sanction of loan, reasons for non
sanction) Table No. 13 to 16

Majority of (66.7%) the participants had applied for the loan. Application for loan
by high number of the participants is itself indicative of the their seriousness of
entrepreneurial career. (Table No.13) Majority of them (66.66%) had approached
nationalized banks, 50% participants had approached Maharashtra State Financial
Corporation (MSFC) and 33.33% to the co-operative banks.

Majority of the participants (83.33%) have applied for more than Rs. 2 lacks. Only
16.67% participants had applied for less than Rs. 2 lakhs. Maximum amount for
which participants applied is Rs. 75,00,000. (Table No.: 14)
All the participants (100%) themselves approached financial institutions for the loan application. However those had applied for the project loans no one received the loan (Table No.: 15)

Those had not applied for loan out of them one third of participants, i.e. 66.67% had stopped making efforts towards setting up of the business, either because of realizing that the cost of the projects is high or for other reasons.

Majority of participants (aggregate 49.99 %) could not receive loan because of technical reasons like either they could not provide collateral security or could not provide guarantor. Another 33.33% could not raise required margin money. All these aspects they must have comes to their minds before finalizing the projects and before applying for the loans. These reasons and other reason like blacklisted product by the financial institutions could have been avoided if these participants had prepared business plans. (Table No.: 16)

5.2.7. Assistance from MCED

(Help sought from MCED, Type of help sought, Usefulness, Reason for not visiting) Table No 17 to 20)

Little over 50% of participants had visited MCED for assistance for the problem they had faced during the business-startup phase. (Table No. 17)

Majority of the participants (45.45%) had visited MCED for getting help for bank loan, including help for project report preparation, acquiring technical know how, market survey, and govt. NOC's. (Table No. 18) however majority of them (80 %) did not receive desired help from the MCED (Table No. 19)

It is important to note that majority (75%) participants did not visit the MCED just because they thought they would not receive help from the organization (Table No.: 20).
5.2.8. Perception about the working of business

(Period for which tried, Perception about success. Reasons for not startup) Table No. 21 to 23

Majority of (77.8%) participants were trying for almost two years for the business start up. 22.2% had stopped their try within one year.

However, more than 65% participants were very much confident of success in case the business proposal had been materialized. 22.2% were not sure of future in the same situation. Table No.: 21

Financial problem was the basic problem for the majority of the participants (88.88%) for not starting the business. They either could not raise required money or could not get loan from the financial institutions or could not offer collateral security required by the financial institutions for the loan disbursement. Other reasons are, non availability of the plot in industrial zone, delay in decision, problem with the partners, and incomplete projects report. (Table No.22) Majority (88.1%) are of the opinion, that even though they could not succeed it, they had selected right business. (Table No. 23)

5.2.9. Future Plans of the entrepreneurs

(Future plan, business selected, steps taken, time, total project, planning to leave service) Table No.24 to 30

Even though these participants have failed in their first attempt to become entrepreneurs, all of them (100%) want to go into business in future. (Table No. 24)

It is interesting that business (44.4%) participants want to start the same business again, in which they have failed in first attempt. (Table No. 26)
All the (100%) participants, are determined to set up their own business, and, are putting in efforts to start business. *(Table No.: 27)* More than fifty percent (55.6%) participants want to start their second venture as early as possible. According to another 22.2% participants it would take two years for them to start up. 11.11% participants want to start within one year. Only 11.1% are not sure about the timing.

45% participants even have decided upon the total investment in the project. *(Table No.: 28)* 75% participants' cost of the new business is above Rs. 5 lakhs. *(Table No.29)* 75% participants would leave the present service for the sake of business. *(Table No.:30)* All this indicates the seriousness and firmness of the decision taken by the participants on entrepreneur career.
CHAPTER V.III
THOSE WHO DID NOT TRY TO START BUSINESS AFTER COMPLETION OF THE COURSE

5.3.2. Reasons for not trying to start the business
Existing service and govt. service taken together are major reasons for not trying to start the business by 46.87% participants. Other reasons are inability to finalise the business (28.12%) and priority to complete education (25%). Table No.1

5.3.3. Background of the participants

(Employment, Monthly Salary, Time of joining of service) Table No.2 to 5
Majority of (66%) participants were employed, 38.10% were employed in the limited companies indicating receipt of good salary and job security. 28.57% were employed in Pvt. Limited companies. Another 19.04% participants were with proprietary firms. (Table No.2) Around 50% (71.38%) participants were earning more than Rs.5,000 per month. (Table No.3)

Majority of participants (76.19%) had joined the service before they completed EDP. It is indicative that their first priority was the job. Other participants, who joined services after EDP, got service within the 6-months after completion of the EDP. (Table No.4)

II. Education
The participants who were completing education after EDP, 37.5% of them were pursuing their graduation, 25% completing their post graduations in respective field. Another 25% completing Diploma, and remaining 12.5% had joined certificate course. (Table No.5)

5.3.4. Motives of joining EDP

75% participants didn’t have specific motives for doing the programme. The approach of the participant was very much casual toward the programme, also
explaining why this much percentage of the participants did not even try to start their business. *(Table No.6)*

### 5.3.5. Future Plans

*(Future plans, finalization of the business sector wise classification, Source of Business idea, Reasons for selecting business, Initial activities to start business, time of launch, investment, leveling service for business.)* *(Table No.7 to 15)*

Majority of the participants (81%) want to start their own business in near future. *(Table No.7)*

Majority of them (61.54%) even have finalized the products. *(Table No.8)*

Majority of them have selected business from engineering and computer. *(Table No.9)*

Majority (47.61%) of them were manufacturing and service sector business *(Table No.10)*

This indicates participant’s interest in becoming financially independent. Again the first choice of most of the participants is to start manufacturing industry and service industry. It also reveals that with awareness of the competition and difficulty they have to face, participants are interested in starting manufacturing unit. It also proves that by nature, EDPs are especially providing detailed knowledge for setting up of manufacturing business units.

This is also a good news for the MCED. The MCED can offer needed assistance to these participants by way of consultation. Counselling can help them to find suitable business, to carry out market research, prepare business plan and support in other areas in which they require assistance. In fact, these are all potential entrepreneurs needing regular and consistent assistance from somebody / MCED.

Majority of the participants (87.50%) themselves decided about the business. For others (12.50%) sources are relatives/ friends It proves that participants especially
depended on themselves to select the business. It is an important aspect, that people have their own perception, liking about the specific business. (Table No.11)

Experience in the field (31.25 %), good prospects (18.75 %), and own interests (18.75%) are principle reasons for the selecting the business. (Table No. 12)

Around fifty percent (46.15%) participants have initiated steps for starting business. Majority of the participants who want to start their business (61.54%) are quite clear about the time of the launch. 38.46% participants wants to start their business within 3 years. (Table No. 13)

Around one third (30.75%) have even finalized the required investment in the business. 15.37% participants, in an aggregate; propose to investment up to Rs. 5 lakhs. 15.38 % expect that investment would be between Rs.5 -10 lakhs. Majority (61.53%) of them are yet to finalise investment in the project. (Table No. 15)

The participants who wanted to go into business and were in service at the time of the field investigation, out of them 49.98% participants are even ready to leave the present service for the business they have planned to start in the future. This indicates their self-confidence. (Table No. 16)

All this is indicative of participants’ natural urge to start business and make use of acquired knowledge during the programme. At this crucial stage what is required is helping them to start business. This urge to start business may start declining with growing age and increased family responsibilities.
CHAPTER NO. VI
FEEDBACK FROM THE EDP PARTICIPANTS

6.2. Reasons of joining EDP
Among twenty-two specific motives for joining the program, majority of (79%) participants had joined the course to collect information about the business. 20% participants wanted to know about the financial schemes. 20% participants participated in the programme to identify suitable business.

Other motives include to collect information modalities to start the business, about government NCOs, gather information about the market, etc.

Some exceptional motives are to gain confidence, business expansion, to develop skills, to get confidence to leave job, solve present labor problem, mind-set development, to identify new career option. Out of these motives, business expansion and solve labor problem are indicative that the participants who had these motives were existing entrepreneurs.

Motives like looking for new career options is indicative that the new generation wants to understand and try all the options available to them before finalizing life long career. This is the positive development. Table No.1

6.3 Awareness about the EDP at the time of joining
Little over fifty percent (54%) participants had collected details about the EDP before joining. They did not depend only on hearsay and advertisement published by the organization. However remaining 46% did not collect this type of information. This may be indication of casual attitude of the participants towards the programme. It also has direct relation with programme becoming effective. (Table No.2)
6.4. Need of training For Entrepreneurship Development

(Perception of participants / Virtues needed / need of training/ type of training / essential Traits for becoming entrepreneur) Table No. 3 to 7

Majority of participants (68%) have belief that not any body can become entrepreneur. However another 32% participants felt that anybody can become entrepreneur. Table No.3

More than 50% (57.35%) participants advocate that the burning desire to start business, is the most important requirement to become entrepreneur. Other virtues considered important are self-confidence (39.70%), patience (13.23%), and strong will power (7.35%). Other virtues include positive thinking, hard work, perseverance, technical knowledge, communication skills, risk taking ability, creativity, determinations, financial support, entrepreneurs mind set, etc. (Table No.4)

Special training is essential as per majority of participants (71%) for those who want to choose entrepreneurial career, 29% participants feel that there is no need of such training. (Table No. 5) However we have to consider that these are the views of the participants after completion of the programme.

On the type of training, training related to the selected business should be given according to the majority of participants (52.11%). Training should cover all relevant aspects of the business. Other meaning of this is that only those factors should be covered in the class that are important for the selected business and therefore it should be business specific. According to 15.49% participants training of business selection is important as it has direct relation with success of the entrepreneurs in their new venture. Most of the business started by the new-comers failed just because of improper selection of the business. Selected business has to suit the entrepreneur's personality, his temperament. Practical training is important for 8.45% participants. As most of the entrepreneurs are first generation entrepreneurs they lack the actual experience of running business, they lack real-
time experience, which is the most important, he or she being the first generation aspirant.

Other suggested areas include Achievement Motivation Training (7.04%), training for how to start business, technical know-how, human resource planning, about market, inputs for overall personality development, financial management, time management, interpersonal relation management, communication skills mind set development. (*Table No.6*)

Even for joining the programme, according to all (100%) participants, burning desire to start the business is essential. 29.57% participants think self-confidence is very much necessary, business orientation is necessary for 15.49% participants. Other traits advocated by participants are interest, good communication skills, human management skill, readiness for hard work, financial support, leadership qualities, etc. (*Table No.7*)

6.5. Opinion and suggestions of the participants about various aspects of the course

(*Opinion: Course period, lecturers, syllabus, method of teaching, eligibility criteria, and selection process*) *(Table No.8a to f)*

Little more than fifty percent (52%) participants considered that the course period is sufficient. However according to 45% period is not sufficient. Only 3% participants considered that the present course period is more. *(Table No.7a)*

According to more than fifty percent (56%) participants the lecturers were 'good'. However 40% participants considered the lecturers as 'average' indicating that there is wide scope for improvement in this area. *(Table No.7b)*

Majority of the participant (62%) ranked syllabus as 'good', 26% ranked as 'satisfactory'. However 12% feel that the same is not at all satisfactory. *(Table No.7c)*
According to 52% participant’s method of teaching was ‘good’. 40% ranked it as ‘satisfactory’. According to another 8% participants it was unsatisfactory. *(Table No.7d)*

Eligibility criteria for the admission were suitable according to 77% participants. According to 15% it was not suitable. According to only 8% participants the present system is good. *(Table No.7e)*

According to 38% participant’s selection process followed by the organization was ‘good’. 47% ranked it as ‘satisfactory’. According to another 15% it is unsatisfactory. *(Table No.7f)*

*(Suggestions: Course period, lecturers, syllabus, method of teaching, eligibility criteria, selection process) Table No.8a to f*

Little over fifty percent (51.11%) participants have suggested six months duration for the programme. Another 14% opined that, it should be for more than the present duration, they however, could not suggest exact duration. Small percent of participants even have suggested one-year duration. That means majority of the participants are in favors of longer duration of the programme. *(Table No.8a)*

One third of (31.70%) the participants expect that the lecturers should be very experienced in their own field. 29.27% participants expect that they should be from the industry. That means in aggregate for 60.97% participants, experience is more important.

Open mindedness of the lecturers is important for 14.63% participants. This could be seen in the light of the lecturers were have been called by the MCED, were consultants in their respective filed. It has been reported by the participants that most of them were not open, in their approach regarding their own subjects. Other participants (14.63%) gives importance to the communicative lecturers i.e. lecturers should possess communication skill. Here the participants expect interaction with lecturer on particular subjects. As most of the participants were not from business family, this type of expectation is quite logical and one can
Majority of the participants (75%) have suggested practical orientation of the program. At present according to them program is more theoretical. 25% participants have given more specific suggestion that programme should be based on the products selected by the participants. It should be product specific covering all the aspects related to that particular product. Another 18.75% suggested that in the programme stress should be given on mind set development, which is required to become successful entrepreneur. A 12.25% have suggested that program should be more focused in approach rather than general. 9.37 % participants have suggested that programme should focus on cottage industry products (low investment requirement), marketing inputs, low investment projects.

More inputs for developing communication skills, accounts / finance, understanding entrepreneurship, new time business, details of each industry, motivation are the other suggestions advocated by the participants. (Table No.8c)

Majority of the participants (47.91%) have suggested need of the practical approach in the programme. According to them only classroom coaching is not sufficient to inculcate that particular dynamism into the participants which is needed for the actual running of the business. Need based guidance is necessary and should be part of the teaching methodology, this was suggested by 31.25% participants. 12.50% participants have suggested that there should be continuous interaction between participants and existing entrepreneurs. 10.41% participants suggested need of two lecturers per subject. It may be to avoid biased views of lecturer. Interactions between the participant and the EDP participants turn entrepreneurs on various issues are suggestions of 10.41% participants.

Other suggestions includes all the participants should be divided into groups as per their interest for more specific inputs, more discussions should be encouraged on viable projects, interaction amongst participants should be increased, language
used in the course should be Marathi (participant) a also includes 10th / 12th educated participants). (Table No.8d)

Introduction of entrance examination (20.00%), graduation should be basic qualification (13.33%), prior experience, and graduation with minimum two years experience are some of the eligibility criteria suggested by the participants. 13.33% have suggested that there should not be education bar for attending the programme. (Table No.8e)

Formal selection procedure for the course includes the entrance examination along with the personal interview. Suggestion like entrance examination suggests that, this aspect may not be given necessary importance or it might be totally avoided by the organization.

40% participants feel that there should be an improved selection procedure, even though they are not specific about the area needed to be improved. According to 26.67 % participants’ organization should look for the genuine interest of the candidates for the course. (Table No.8f)

6.6. Curriculum

(Important subjects, unimportant subject, Subjects should be included, Subject more liked) (Table No10 to 14)

All the subjects covered in the program were important by 35.71% participants. The Achievement Motivation Training (AMT) (16.67 %), Marketing (11.90%), financial management (8.33%) , banking and market survey ( 7.14%) each, financial schemes and project report preparation (5.95 %) were important subjects according to participants, Information about the institutions, product selection , industry visit, time management, case studies, communication skills etc, are other subjects participants have mentioned as the important subjects in the programme. (Table No10)
According to 30% participants subjects which are not related to the business selected by the participants are all unimportant. Technical details of the particular products is also an unimportant subject according to 20% of the participants. The list included subjects like Taxes, HRD, high investment projects, theoretical projects. (Table No.11)

Personality development (15.38% ) inputs for development of entrepreneurial mindset (15.38%) , communication skills (11.53% ). practical training (11.53%) , technical training to each participant and discussion viable projects. (7.69%) should be included in the programme.

The list also includes subjects like low investment projects, information on trading business, loan availing details of selected business, accounts keeping, field assignment, personals counseling on regular basis, high investment projects, information on service industry, internet technology. Table No.12

The subject most liked by the participants from the programme includes AMT (21.87%), Marketing (18.75%), Interaction with Entrepreneurs (12.50%) and Product Identification (12.50%). The list also includes Banking, Labor Law, Projects Report, Market Survey, Personality Development Test, Taxation, and Product Development etc Table No.13

**6.7. Factory visits**

(Visit to factory, No. / Type/ of factory visited, type of knowledge improvement, need / usefulness/ expectations / fulfillment of expectation / reasons for not fulfillment of expectation, Suggestions on type/ mode of factory visit. ) Table No.15 to 23

Little over 55% participants had attended factory visit sessions. 43% of them did not visit at all. 2% do not remember about factory visit. Table No.15

There is a vast difference in numbers of factories visited by the participants. Number of factories visited by the participants’ ranges from one to fifteen. In an
aggregate 48% participants had visited 1 to 6 factories. Out of that, 11% participants had visited 2 and 4 factories each. 14.81% visited only one factory. 16.66% had visited 3 factories. 5 and 6 factories had been visited by 11.11% and 5.55% respectively. 9.25% had visited more than 7 factories. Maximum number reported is 15. *Table No.16*

18.51% units, visited by the participants were the fabrication units. 16.66% units were plastic molding units. 9.25% were the engineering products units. Another 9.25% were the bakery units and wire-manufacturing units each. Category wise food (29.41 %), plastic (26.47%), engineering (15.68%) units, paper (6.86%) and electronics (5.88%) are maximum visited units during the factory visits. Other industries include rubber, cement tiles, printing, livestock, horticulture, powder coating, cold house, packing, etc. *Table No. 17-a/b*

82.54% participants were benefited by the factory visit with overall improved knowledge. However 34.54 % did not experience improvement in knowledge after factory visit. *Table No.18*

Through factory visits 75% participants understood the actual working of the factory, 50% received information about the machinery used in the factory, 9.37% participants understood the difficulties faced by the entrepreneurs and in 6.54 % participants confidence was increased.

Even though many of the participants did not visit factories during the program, majority of them (95%) agrees that the factory visits are important. *Table No.19*

Understanding actual working of the factory (90.53%), opportunity of direct interaction with the entrepreneurs (35.89%) and understanding of difference between the practical and theory (8.42%), are the main benefits of factory visit as understood by the participants. Other benefits include confidence development, ideas about the investment requirement in the projects, technology awareness, change in the outlook, and motivation inputs etc. Various answers given by the
participants indicate that the participants had a fair idea about benefits of the factory visits. \((\text{Table No.20})\)

Prior to factory visits majority of the participants \((67\%)\) were expecting to observe the machinery and it actual working. \(37\%\) were looking forward to talk with the entrepreneurs. Those factories would be visited in which participants are interested, on the job training were other expectations if the participants. \(3\%\) participants had no idea about the factory visit \((\text{Table No.21})\)

Little over than one-third of the participants \((34\%)\) were dissatisfied as their expectations of the factory visit were not fulfilled.

Visit to different factories –(wanted to see one type of factories and they had shown other) \((41.17\%)\), not getting information from factory people \((35.29\%)\), and as expected interaction with the entrepreneurs did not take place \((29.41\%)\), are the three main reasons responsible for dissatisfaction of the participants over factory visit.

Majority \((62.43\%)\) the participants suggested that the factories of the same products should be visited that are selected by the participants. It is logical that business one wants to start, if he gets the chance to see it before starting his own, it would give clear understanding. \(30\%\) participants suggested to visit small-scale units. Looking at the participants’ background, their expectation to visit the small factories is understandable. \(10\%\) of them have suggested that those factories should be visited those have been set up by EDP participants. This expectation arises out of the desire to interact with the entrepreneurs for understanding the initial experiences of the entrepreneurs, difficulties he is facing in the actual running the factory, etc. \((\text{Table No.22})\)

\(23\%\) participants emphasized that the interaction with the entrepreneurs should take pace. \(16\%\) participants have suggested pre planning of every factory visit. \(9\%\) participants suggested that the trainer accompanying them should be knowledgeable about factory to be visited. Visit to all departments of the factory \((5\%)\), opportunity of conversation not only with owner but also with the other
staff of the factory, sufficient time for to every factory visit, these are few other suggestions given by the participants. Table No.23

6.8. Project report preparation during course

(Projects report preparation, DPR prepared during EDP) (Table No.24 to 25)

More than fifty percent (51%) of the participants had not prepared project report.

Table No.: 24

11.36% participants had prepared DPR on Plastic articles manufacturing 9.09% participants had prepared project report on computer training center and food processing unit each. 6.81% participants prepared report on for hotel project and unit of software development each. Another 4.55% participants had prepared project report on garment mfg., CAD/CAM center, fast food center, Chemical Mfg. and pharmaceutical manufacturing each. DTP, business of electronic items trading, agro based products manufacturing, chemical manufacturing, computer – sales and service, auto garage, fabrication, oil extraction solar water heater, furniture mfg, electronic shop, engineering services, USP manufacturing, jewellery making are the other products / business on which participants prepared DPR.

In all 43.18% participants had prepared projects for manufacturing unit. (Table No. 25)

6.9. Classroom discussions

(Participation, reasons for non participation in the classroom discussion) Table No.26 & 27)

88% participants had actually taken part in the classroom discussions held during the program. (Table No.26)

Uninteresting subjects of discussions (58.33 %), thinking of discussion as unnecessary (25%), are the major reasons for non-participation in the classroom discussions. Lack of confidence and language problems are the other two hurdles
for the non-participation in the classroom discussions. 16.66 % even claimed that such discussions were not of help. Table No.27

6.10. Change in personality
(Change / Type / permanency of personality of Change observed) (Table No.28 to 30)

Majority of the participants (85%) experienced change in their personality after the programme. Table No.28

Majority of (72.94%) participants observed increase in the self-confidence and overall increase in business knowledge (71.76 %). 21.17% experienced increase in desire to do business. Table: No.29

For majority of the participants (89.41%) these changes had permanent impact. For other participant this effect lasted from 6 months to maximum 2 years. Table No.30

6.11 Participants' views on Usefulness of EDP
(Usefulness of EDP to develop entrepreneurs / according to industry sector / to start business/ running business) (Table No.31 to 34)

The programme in general is useful for development of the entrepreneurs. This was the view of majority (77%) of the participants. However for 20% , in its present form programme is not that effective as expected. Table No.31

According to the majority (93.15%) participants program is useful for development of entrepreneurship in the manufacturing sector. 72.60% found its suitability in developing entrepreneurship in service sector. Comparatively small number (52.05%) of the participants feels that it is more useful for developing entrepreneurship in trading sector. Table No.32
Only one-third participants (32.55%) found that EDP is useful for starting business. However majority of the participants (67.43%) found the program not as useful as expected (37.20%) or not at all useful (30.23%) to launch new business. This can be related with the EDP in present form not helping the participants in identification of right business, completing necessary initial formalities etc. *Table No.33*

Even less than one third, only (25.42%) participants are of the opinion that the programme is useful for running the business. However majority of the participants (74.58%) opined that the programme is not useful as it was expected to be (45.76%) considered completely unsuitable for the purpose (28.82%). *Table No.34*

**6.12. Consultation for starting business**

(*Need / Type of consultation needed before EDP, Need / area of consultation after EDP, Step taken / Institutions approached for consultation*) *Table No.35 to 40*

Majority of the participants (61%) needed consultation on starting business before joining programme. This can be taken as an indication of the seriousness of the participants towards setting up of the business. *Table No.35*

Business identification (31.19%), financial schemes (27.86%), how to start business (18.03%), raising of finance (18.03%), marketing (14.75%), Technical know how (11.47%), Govt. NOC's, rules etc. (11.75%), Projects report (8.20%), business management (8.20%) these are the main areas in which the participants needed consultation before joining the program. *Table No.36*

One-third (33%) of the participants needed consultation after the programme. *Table No.37*

Availing bank loan (25.75%), practical knowledge in the selected field (20.%), preparation of the project report (14.28%), problems faced in the field (11.42%),
checking feasibility (11.42), technical know how (8.56%), market (8.56%), these are the main areas in which the participants needed consultation after completing the program Table No.38

Even after the programme participants needed consultation in the areas like availing bank loan, marketing, technical know how, projects report etc.

However only 60% participants approached various institutions for consultation. Table No.39

MCED (38.21%), existing entrepreneurs and government officers who had delivered the lecture (28.57%) Chartered Accountants and lecturers who had delivered lectures (19.04 %) are the main sources from where participants sought consultation. It is notable that less number of participants had sought help from the MCED. (Table No.40)

6.13. Expectations and their fulfillment
(Expectations from EDP, Fulfillment of expectations, Expectations not fulfilled) (Table No.41 to 44)

Majority of the participants (86%) participants had specific expectations from EDP, before joining the course. (Table No. 41)

Basic information about the business (27.78%), identification of the opportunity (20.00%), information of various schemes available from the government and banks for the entrepreneurs (15.55 %) ,learn how to start business (12.22%) , develop confidence (7.77%) , technical training, practical knowledge and assistance from MCED for starting business(05.55%) were the major expectations of the participants from the EDP.

However Expectations like assistance in marketing of the products / service, buy back arrangement, MCED will set up and hand it over to its participants, where the actual involvement of MCED is expected by the participants indicate need of making participants aware of exact objectives of the course. The clearly defined
role of the course and organization in this case is very important to avoid reverse publicity of the course in future. \(\text{Table No.42}\)

Less than fifty percent (42%) participants’ expectation, were fulfilled. However 45% participants’ expectations were remained unfulfilled. \(\text{Table No.43}\)

Not getting desired information (2.22%) not able to finalize the business (26.67%), no practical training (15.55%), no follow up support (13.33%), non inclusion of low investment projects (6.67%) no personal guidance (6.67%) etc. are the major expectations of the participants that remained unfulfilled. No entrepreneurs were invited for the interaction as per the expectation, no confidence development, non cooperation from Govt. officers, no help from organization for finance raising, no information on marketing are some of the other expectations of the participants that remained unfulfilled. \(\text{Table No.44}\)

6.14. Follow-up meetings

(Presence of follow-up meeting, Usefulness of meeting, Reasons for not attending follow) \(\text{Table No.45 to 47}\)

Majority of the participants (83%) did not attend follow up meetings after completion of the course, which is one of the very important aspects of the programme. \(\text{Table No.44}\)

The participants who attended follow up around fifty percent (47.05%) of then found meeting/s useful. However 47.05% found the meetings were not useful. \(\text{Table No.45}\)

Unawareness about such meetings (45.78%), not getting time for meeting out of the daily schedule (25.30%), and considered unimportant (18.7%), not getting information about the meeting (8.43%) are the main reasons for not attending the follow up meetings. \(\text{Table No.47}\)
According to 3.61% participants they went for meeting, however meeting was not held.

6.15 Recommendations of the course to others

(Recommendation of course, reasons for not recommendation) *(Table No.48 & 49)*

Majority of the participants (77%) would recommend this course to others. 23% participants, however, would not recommend this programme to others. This is positive points and should become strength for the MCED that majority of the participants will recommend this programme to others. *(Table No.48)*

Majority of the participants will not recommend programme because they found program is not at all good in its present form (56.52%) It has failed to provide information of the desired business to participants who had particular product / business in mind (43.57%), and has failed to provide necessary assistance (26.08%) . Other reasons include more fee, lack of practical knowledge, inexperienced faculty. *(Table No.49)*

6.16. Limitations of EDP and suggestions

(Limitations, Suggestions) *(Table No.50 to 52)*

According to majority of the participants (95%) the programme in its present form suffers form limitations. *(Table No.50)*

Programme is too much general in nature (81.05 %), more theoretical (77.89%), fails to provide guidance as needed by the participants ( 32.35%), lack of practical knowledge (13.68 %) , are major limitations of the programme. Other limitations include failure to provide information on selected business, lack of motivational inputs, lack of follow-up support, no information on low investment projects, no detailed information of products, insufficient duration of the course, lack of focus on Small Scale Sector, inexperienced faculty, improper selection process, no interaction with entrepreneur etc. *(Table No.51)*
34.61% participants have suggested provision of personal counselling in the programme. This expectation is logical as it is considered that the participants who enrolled for the course are not from the business family. This career choice is all together new for them. The course duration and inputs in terms of hours are also limited. Intensive practical training is also lacking. Therefore considering the first generation status of the participants, duration of the course, and input in terms of hours, their expectation of the personal counselling is logical.

30.76% participants have suggested that activity / industry focus EDP should be considered / introduced, than the non-focused EDP. Considering the present form of the EDP, which is too general, participants get little about particular business/industry. Despite of taking decision even before joining EDP they have to collect needed information of that particular business.

26.92% suggested about strong follow-up support after the completion of the course. According to 15.38% frequency of interaction of the entrepreneurs with the course participants should be increased. This helps in building confidence, developing understanding of the business environment, guidance on specific aspects to the participants. Etc. (Table No.24)