Chapter-6

Summary and Conclusion
6.1 Recommendations

- Courses catering to the hospitality industry and their seats be increased.
- Work in close collaboration with VTPs for meeting the training needs of the existing and new employees.
- The department of tourism should maintain transparency regarding the status of job opportunities of the people residing in the particular tourist destination related to tourism.
- The consent of the village authority in expressing their views about the new schemes related to tourism in that village.
- An induction program for the associates and the authorities of the villages should be started by the administration of Maharashtra.
- Adequate knowledge should be implemented to the localities for taking up the responsibility of guide as the only source of income.
- A substitute source of income should offered for the residents in the respective tourist destination.
- The contribution of all localities should be entertained by the administration for planning and executing a new strategy.
- Implementing adequate measure in prevent of migration of qualified professionals to urban areas.
- Promotion and development of handicrafts by organizing exhibitions every year to popularize and market Konkan’s handicrafts and cuisine.

Thus, the recommendations can be said to divided into various headings and are discussed below,
6.2 Summary:

The major findings of the study of “Impact of Manpower Aspects in Northern Konkan of Maharashtra” are:

- Poor communication skills in English among hotel staff and tour travel agents
- Inadequate soft skills and communication skills
- Lack of knowledge of new concepts such as adventure tourism, religious tourism, experiential tourism etc.
- Lack of qualified professional
- Gap between required and available certified and trained manpower for tourism industry exists in the Northern Konkan of Maharashtra
- Localities need to be key contributors in sustaining tourism.
- The Seats available with Universities/Certified Government run agencies/other such institutes are lesser than the demand.
- Facilities of infrastructure and manpower skills at the tourist destinations are lesser than demand.
- Northern Konkan tourism has a direct impact on manpower aspects of the Northern Konkan of Maharashtra
- Practicing Tour operators and Travel agents should fulfill the eligibility criteria pertaining to the infrastructure and educational qualifications laid by Government.

Developing Training & Development Model

1. Thane and Raigad Areas in Northern Konkan of Maharashtra has great potential; A reality check confirms that reaching world standards of goods, services has been seen in the tourism and travel sector in Maharashtra. There is a common pattern which is observed in the overall scenario the urge to keep learning is seen to be prevalent strongly in all. Tourism of Thane and Raigad areas of Northern Konkan of Maharashtra is experiencing problems related to manpower development, their skill set availability, checking on the quality delivery standards, and exploring untapped technology. Every sector gets affected by the above mentioned factors. But Tourism being a cusp of the hotel and restaurant, travel and tour operators experience it to a little lower
intensity. Seasonal businesses hamper constant flow of finances which acts as a huddle to gaining sustained employment.

2. By large tourism is undergoing a talents gap and the absence of competent labour together it signifies the amplified struggle on superiority and generates a brutal circle. In spite of an enhancement in the level of formal/certified education, tourism is still – with allowances for segments such as tourism agencies, transportation enterprises and tourism establishments which are characterized by a comparatively little education associated to other divisions of the economy. Additionally there is suggestion that understanding is no longer sufficient to be commercially viable and the business in many nations an employer struggles with a poor image particularly in the accommodations and restaurant sector. In statistics the image shows a co-relation existing between education, labour environment and engagement. Therefore Tourism is in need of deliberate evidence of new educational concepts i.e. the precise needs of small enterprises, better-quality labour markets and new managing theories – precisely the Human Resource Management concepts - in order to meet the upcoming experiments which will arise from rivalry on labour, labor force with the other sectors of the economy. But the general situation is that the tourism industry has problems of holding labour and the industry in some nations is undergoing severe difficulties of recruiting labour.

The main obstacle which are recognized for the progress of tourism industry has far as the manpower point of view is concerned.

- The industry lacks skilled manpower
- Training and retention of manpower
- Helping built SMEs’ at the district and state level for manpower development.

The contribution of MTDCs’ reflects the inefficiency of labour and learning in tourism in Maharashtra especially in Thane and Raigad region. Adequate number of educational institutions should be started to subside the gap
between the required manpower and the available manpower. So that the above mentioned issues can be overcome.

So it can be concluded the following two measures will help in the progress of tourism:

i) Formation of an vigilant body to evaluate the performance of Thane and Raigad region ii) The learning center should be established to produce the skilled and efficient manpower.

3. Developing a Handbook on Learning Areas in Hospitality and Tourism Development. The Handbook will act as a teaching material to impart practical knowledge especially to the aspirants of tourism industry.

4. The above mentioned feature having a mutual relationship as a vigilant body will inculcate the academic information which will cover the numerical and descriptive awareness, this will basically encompass forming strategy. This information will be forwarded to the Learning area. Learning area in turn will send the information the reports and the theoretical knowledge to converting it to hands on work. This evaluated material will form basis for educating the youth interested in making their career related to T&T industry.

5. Ideally the Observatory along with Learning Area will together with the relevant national agencies create a circle of innovation and learning. The actions suggested not only have a mutual relationship but they are also flexible and open to experience. These experiences will help to build on syllabus which will be interactive and practical. They will be radically different from what is available. It will restructure the entire system to the point that newer system will be tweaked to make it progressive and usable for one and all syllabus.

6. There exists a gap between required and available certified and trained manpower for Tourism Industry in Northern Konkan region and the seats available with Universities/Certified Govt. run agencies/other such institutes
which train manpower for tourism is sufficient in number than what is actually required is also rejected hence we can say that there is requirement of more number of institution to train manpower in tourism industry in Northern Konkan Areas of Maharashtra.

**Regards to Development of Infrastructure**

Thane and Raigad district of Maharashtra has great capacity for becoming an eminent tourist destination. With some basic needs being catered this will surely bear fruit in the long run and provide employment for many.

1. Inspite of having huge capacity for becoming an eminent tourist destination numerous pains are to be borne by the administration to make Thane and Raigad as eminent tourist destination. It is concluded that not only administration but the localities should also contribute for the development of the same.

2. Where role of MTDC is more towards imparting skilled training to local people to increase the potential of Local tourism where most of the tourism spot are surrounded by Villages nearby hence role of local people are very important for the growth of Tourism in Thane and Raigad. Villages should be connected with road connectivity through National Highways, Billboards and signage with better visibility which can attract more number of satisfied tourists. The total length of railway routes in the state by the end of March 2001 was 5459 km. This was 8.7% of the total length in the country (63028 km). The railway routes are classified as per the width of the different tracks. The maximum width is 5ft 6in, mid-width 3 ft. 3$\frac{3}{8}$ in. and smallest width lies at the range of 2 ft.

3. According to the distance between two rails in meters as given in parentheses. Out of the total railway route length in the state, 77% was covered under broad gauge, 9.2% under meter gauge and the remaining 13.8% under narrow gauge. Corresponding percentages for All India were 71%, 23.8% and 5.2% respectively. The railway route length per 1000 sq. km. of geographical area was 18 km in the state as against 19 km in the country at the end of March 2001. At the end of March 2001, the proportion of electrification of the railway route length in the state was 35.4 % as against 23.6% for the country as a whole. At the end of March 2001, the proportion of railway route
length with double line in the state was 30.6% while it was 24.3% at the All India level. Insipite of such tremendous initiative towards development the Konkan region of Maharashtra gets affected by the climatic catastrophes. The Konkan tourism has highest income in the monsoon season however it cannot be neglected that in the year 2013, Konkan faced several mishaps like derailing of trains. Government should take necessary steps to avoid such accidents.

4. The doubling of railway line between Diva-Vasai road and Sewagram-Chitoda has been completed. The works of railways in the state are progressing very slowly. The conversion work of narrow gauge into broad gauge in Miraj Latur section is being done in phases. In the first phase, gauge conversion work from Kurduwadi to Pandharapur (52 km) has been completed. Work on Kurduwadi Latur (152 km) has been taken up Miraj-Pandharapur (137 km) work will be taken up as last phase of the project. The conversion work of new broad gauge line from Amravati to Narkhed is in progress. The work of doubling of railway line in Daund Bhigwan section is in progress and expected to be completed during 2001-02. Final location survey for Ahmednagar Beed Parali Vaijanath has been completed for 15 km from Ahmednagar end. Construction of Beed station is in progress. To decongest Mumbai and to develop Navi Mumbai, following works are in progress: 1) Thane, Turbhe Nerul Vashi railway line (22.6 km) costing Rs. 403.39 Crore 5th and 6th line between Kurla and Bhandup (8.5 km) costing Rs. 95 Crore 3) 5th and 6th line between Bhandup and Thane (8 km) costing Rs. 56.79 Crore, 4) Borivali Virar quadrupling (25.81 km) costing Rs. 401.66 Crore 5) 5th line between Santacruiz and Borivali (16.37 km) costing Rs. 82.42 Crore 6) Double line between Belapur/Nerul Seawood and Uran (27 km) costing Rs. 495.44 Crore and 7) automatic block signaling of Virar Dahanu road costing Rs. 29.09 Crore. (Source: Economic Survey of Maharashtra, 2000-01) The addition of new lines between Ahmednagar – Parali Vaijanath via Beed and Putamba – Shirdi will benefit tourists travelling to Parali Vaijanath and Shirdi, which are among the major pilgrimage centers in Maharashtra.

5. Insipite of such tremendous initiative towards development the Konkan region of Maharashtra gets affected by the climatic catastrophes. The Konkan tourism has highest income in the monsoon season however it cannot be neglected that in the
year 2013, Konkan faced several mishaps like derailing of trains. Government should take necessary steps to avoid such accidents.

6. The National Highway no.17 is mainly for a distant voyage from Mumbai to South Konkan and the state transport buses operate in this highway. Since it’s an express highway there is no halt for those buses at the Bird Sanctuary located at Karnala. Hence, the footfall of the tourist is never high. Thus it is recommended the administration should make an arrangement for the buses to halt at Karnala sanctuary which will ultimately increase the number of tourists at the Karnala Bird Sanctuary.

7. The administration should improve the mode to reach the destination from the foothills of Matheran. The condition of rope way is deteriorated hence it is recommended to develop this route to increase the comfort and convenience of the visitors to the preferred destination.

8. The bus services from the administration should be started to explore the Raigad district which fascinates the visitors on a large scale. In addition to this tourism fests at Alibaug and Harihareshwar should be promoted. Maharashtra state is very well connected by different modes of internal transport services. These include railway network spread over 5459 km, roads network of 2.6 lakh kms (NH, SH & other roads). There is a regular network of State transport buses operated by MSRTC. Besides several routes are covered by private bus services and road transport services of other states neighboring Maharashtra also. In the rural areas besides Tongas and bullock-cart, jeeps also provide a useful source of transportation for the farmers and their families. All large cities are well provided with intra-city bus services for local commuters. There are also large number of taxis, autos and cycle rickshaws, etc.

**Regarding the development of a strong Communication Model**

Tourists’ data analysis reveals that lack of print media or publicity; tourists know the attraction of tourism in the district. Therefore, it is suggested that the print media should be used to promote tourism vigorously to increase the number of tourists visiting in Raigad district.
At the end of March 2001, the number of post offices in rural areas of the state was 11394 and in the urban areas it was 1394. Of these, 2778 post offices in the rural areas and 699 post offices in the urban areas were having telegraph facility.

A public sector company ‘Bharat Sanchar Nigam Ltd (BSNL) has been formed from Oct 2000 to provide telecom services. There were 54.58 Lakh telephone connections in the state as on 31st March, 2001 showing an increase of 15% over that of previous year. Out of the total 54.58 Lakh connections, only 16.2% were in the rural areas and 83.8% were in the urban areas. The number of telephone connections per Lakh of population at the end of March 2001 in the state was 5639. Out of the 54.58 Lakh telephone connections, 24.8 Lakh (45.5%) were managed by MTNL, Mumbai alone. The number of PCOs under MTNL and BSNL were 87808 and 32017 respectively. PCOs with STD and ISD facility were 20538 and 49321 respectively.

For the development of tourism in the district, MTDC should establish the sub center at district headquarter. Maharashtra Tourism Department has also brought out a number of tourism related documents with its punch line “Maharashtra Unlimited”. Besides, other literature highlighting various historical and religious sites, MTDC complexes at different locations as well as information about festivals and fairs celebrations in the state are also available at the information centers. Details about Maharashtra Tourism are also available at various websites. The State Tourism Department, in addition to the Tourism Director Office in Mumbai has opened.

Tourism information center’s at Pune, Mahabaleshwar, Aurangabad, Goa and MTDC holiday resorts. The recruitment of localities for the security of the caves and forts has should be implemented. Two small hutments providing the food facility to the tourist are situated at the base of the Raigad fort. The inadequate electrical supply of the way leading to the fort and the broken and unmaintained staircase and security parameters are the parameters which needs to be focused and developed as soon as possible.

Another area could be developed by putting proper focus on following points:-

1. The different agricultural universities and colleges should step forward for the growth of the agricultural tourism in their respective state. The state of Maharashtra
faces a humid weather conditions along with heavy rainfall. In the months of summer season the scorching sun expels maximum heat. In mid-winter the tepid lies in the range between 15°C - 33°C at the beachline. While in the month of June the tepid lies in the range of 25 °C - 33°C at the beachline. While the terrestrial tepid In the winter season falls in between 13 °C - 30°C in mid-winter and its source between 24 °C - 41°C in summer. The coastal region is blessed with a high rainfall more than 79% per year. The rainfall is over 400 cm, on the Sahyadrian crests, which diminishes to a meagre 70 cm in the western plateau districts. Usually, the inception of monsoon is experienced at the beginning of June which is preceded by days of very sultry weather, thundershowers and heavy gusts of wind. July is the wettest month followed by August. Autumn season is experienced in the month of October. Between Nov – Feb the weather is pleasant. In the Eastern Vidarbha region, the summers are hot and the winter cool. Copious rainfall and large number of rainy days have promoted the best forest cover in Maharashtra and an agricultural economy dominated by rice.

The government of Maharashtra has created a separate department for Environment in 1985 to look after environmental problems in the state. The Maharashtra pollution control board has been in force since 1970. The board is regularly monitoring environmental water quality at 38 locations in the state. The board is also monitoring the overall environmental quality at 136 other locations of which at 64 locations the water quality has deteriorated since BOD was exceeding limits. The main reason is discharge of domestic effluent in the river without treatment. The ambient air quality in Mumbai is monitored by Municipal Corporation of Brihan Mumbai at 6 locations. It has decided to monitor 26 stations under the project, National Ambient Air Quality Monitoring (NAAQM) in the state. The Maharashtra pollution control board is monitoring the ambient air quality at 5 locations in the state, the remaining monitored by educational institutions. During 2000-01, at one location, SO₂ concentration was found above the standard and at 8 locations SPM (Suspended Particulate Matter) level was found above standard. For proper and planned industrialization, work of zoning atlas is undertaken by Maharashtra Pollution control board in association with Central pollution control board. Zoning for Ratnagiri has been completed and in progress for Aurangabad and Pune district. (Source: Economic survey of Maharashtra, 2000-01)
As per the Annual survey of industries 1997-98, nearly 50% of the factories in the state belong to the polluting category. These industries contributed to about 58% of the output and 50% of the value added in the manufacturing sector in the state. Nearly 50% of the factory workers in the state are employed in polluting industries. The economy cannot afford to shut down the industries due to environmental reasons.

The major recommendation has been given by researcher is to employ women and encourage them for taking Tourism as a career option. Tourism – the highest employer: Tourism sector is the highest employer of manpower in the country. As per the published evaluation the tourism section mentions that more than Rs. 10 lacs capital in lodging and boarding generates more than 85 opportunities with comparison to less than 11.6 for production and less than 45 in agronomy. Employment generation for Women: As most of the major tourist destinations in the state are located in the rural and semi-urban places, there exists a great potential to involve local mass participation and help them generate more and more income from the tourism activities. Women participation can greatly be encouraged to many of these activities befitting the nature and style of the women folk. Hospitality and Service industry in particular (Hotels, Restaurants, Call Centre’s, Reservations, Tour coordination, even Tour guides etc.) can encourage and provide ample opportunity for women employment. IT and Training segments also have high potential so far as women employment generation is concerned.

As per a study on reviewing macro trends in the 1990s for women particularly with special reference to urban informal employment, it was found and suggested that there was greater reliance on subsidiary rather than primary activity and important concerns relating to the quality of employment. The statistical study highlighted the assumption and its growth status two decades down the line. To evaluate the statistical data and efficient strategy was mandatory to frame efficient strategy. To ensure and encourage healthy participation of women in various streams of activities in the tourism industry, certain things, as mentioned below need to be considered:

Necessary measures against commercial exploitation of women in tourist areas, stringent action for abuse against women as well as taking action against those who
deliberately involve in illegal and unwarranted activities which are detrimental to the tourism any way.

A transparency (on the part of DOT) in providing information and data on employment of women in the tourism industry and state their position for further discussion.

Formation of a Specific Purposes Committee in tourism places to address the issues of tourism development like issuing and cancellation of licenses.

Empowerment of Panchayat in such a way that Panchayat have say in deciding new projects especially with respect to Special Tourism Area (STA).

The state should organize orientation training for ward members/ Panchayat leaders on issues of women and tourism.

State should train and involve local community as full time guides in all tourism places.

Create alternative, viable employment opportunities for local women in tourist places.

The Government and the Tourism Industry should refrain from stereotyping of women and their roles.

The state and local governments must allow for community participation particularly women in tourism policy formulation and implementation.

Prevention of migration of rural artisans to urban areas. While migration may assist the preservation of traditional craftsmanship, state and civil society alike need to look at fresh ways to nurture rural talent.

Continued economic/ financial support through various schemes / pensions for poor craftsmen based on certain criteria. These would encourage and help poor craftsmen to contribute to the sector in a sustained way.

An artisan welfare trust may also be created (if not in existence)
Besides implementing welfare schemes for artisans, the state government should also work to promote and develop handicrafts like organizing exhibitions every year to popularize and market Maharashtra’s handicrafts.

**Regarding Developing Human Resource Development**

The Thane district is now developing as a Metropolitan city and people of all religion and caste inhabit here. While the Konkan region is mostly inhabited by the Kolis, Agris, Warli tribes, Kunbi, Bhandari, Brahmin and other community people belonging to Barabalutedar. Most of the people of the Konkan districts earn their livelihood by fishing, rice crop cultivation, mango, cashewnut, jackfruit, kokum plantations etc. Mostly all the means of the livelihood of the Konkan people are seasonal in nature and they last mostly for about 4 to 5 months only. In search of job mostly the young generation of the Konkan districts migrates to nearby cities like Mumbai, Kolhapur, Kankavali etc. So in most of the village area of Konkan young crowd is scanty due to lack of livelihood resources.

The success of tourism industry depends as much on the availability of requisite infrastructure, as on availability of trained manpower to work as guides, interpreter, and tour operators and above all to serve in Hotels and Restaurants, so as to ensure a comfortable and happy stay by the tourists. Hence trained persons in tourism related sub sectors are seen as a sinequa for the tourism industry. Tourism being a part of the service industry it requires a large number of manpower. So the ratio of the recruitment gives a compounded impact in forming the supplementary job openings. However, it is hypothesized that the asset of more than 9 lakhs creates more than 80 vacancies out of which more than half are related to agronomy, and more that 10% are related to the production. In addition to this it is also hypothesized that one visitor from overseas gives a source of income to one localities. Simultaneously more than 15 local visitors create the source of income for one citizen in the country.

However, in the absence of adequate training facilities within the state the local youths may not be able to benefit despite generation of additional job opportunities. Hence, the need for the state government to consider setting up more – institutes and Training Centers to prepare the young boys and girls to be part of the manpower available for tourism sector. Though there are over 35 institutes which run the
programs related to the effective administration of restaurants and the institutes running the catering services.

Another aspect could also be signified like the role of state government in development of tourism in Thane and Raigad Tourism:

The state government will act as a facilitator and restrict its work for the growth of the set-up, propagation of the efforts and the statistical data which reflects their efforts for the growth of the set-up and draw the attention of the organisation which are not fully/partially owned by the Government to venture in the tourism and travel industry. The Government agencies are inefficient to provide the transport facility as well as to carry out the services required for the hospitality industry. Hence, it becomes mandatory to give the responsibility to the skilled and trained people to carry out the mentioned activities for the survival of the tourism industry. This particular location will offer a monetary location.

It will also help in giving the related/appropriate locations and eradicate/eliminate the blockages. The region grants top preference to the human resource and secure the welfare of the visitors. In addition to this it will organize or help in organisation of implanting the required skill and appropriate schemes for confirming the value/worthiness of the services. The equilibrium of eco-system will be given the first preference which will motivate the vigorous involvement of the NGOs’ and restaurant owners’ association.

The state administration has sanctioned a principle amount of not less than Rs. 24 Crores for the effective expansion program of tourism, the act was amended under the corporate act by the states’ tourism development corporation. The administrations’ contribution for this development was more than Rs.1300 lacs. The corporation is backed up the monetary support. The administration has assigned all the events related to the marketing of tourism under the governance of the above mentioned corporation. The organisation increases its investment by taking aid of the finance from the administration. The administration has given the responsibility to conduct all the events for tourism to the above mentioned corporation. The corporation compliments its assets by taking help of institutions, the administration also supports this industry by funding the committee of controllers.
With a view to tap on tourism for income generation the Indian Government has accepted to meet the following needs:

1. Refurbishment and equal status given to the projects which have importance in history, culture as well as from the tourism point of view.
2. Extending invites to both national and foreign tourists
3. Associating adventure and recreational activities with some destinations
4. Developing newer areas of tourism like the recent craze of Agro-tourism.
   Marketing it well will help it being beneficial to the tourists.

Agro-tourism is a cumulative specialized field of tourism and agriculture/farming together. It gives a boost to the financial condition of agriculturists. Not only that but it also increases the occupational options available with the agriculturists in their local area. The state of Maharashtra is already reaping the fruits of sustaining tourism in many districts and it has a chance of doing so in numerous other districts.

The chances of Agro-tourism possess a tremendous caliber to transform the economy of Northern Konkan region of Maharashtra. Developing agro-tourism will help Northern Konkan region of Maharashtra in many ways. It will beneficial to both agriculturist as well as the localities. These advantages of agro-tourism may have a positive impact on the financial status of the agriculturist as the localities.

The various advantages of tourism are:

- The work options are provided to the agriculturist and their kins even the teenagers can be actively involved in this program.
- The supplementary aid of generating the revenue for the agriculturist to mitigate the volatility of the economy.
- The cultural give and take among the industrialized and the localities of the remote interior areas can take place.
- Agriculturalist can progress their status because of the interactions with the citizens of the industrialized areas.
• The citizens of the industrialized areas will add to their knowledge their role of agriculture in the Indian economy and the status/living habits of the localities.
• The role of IT and telecommunication in the progress of agro-tourism.
• Newer tourism avenues motivate the new players to enter the markets.

The climatic conditions and several agricultural yields, the authentic civilization of the remote interior areas, the various events are the prime features responsible for the growth of Agro-tourism. In addition to this those factors have created a caliber in the districts of Raigad and Thane which covers Maharashtra’s Northern Konkan region. Not less than 46% of industrialized areas adore the lifestyle of the people of remote interiors on India. This gap can be bridged up, consequently it will have a positive impact on the occupation of agriculture in Maharashtra. Agro-tourism is not well known. Agriculturist doesn’t have adequate knowledge about agro-tourism. They also doesn’t have economic support to sustain it.

The departments related to education of Agriculture and the various Vidyapeethis’ related to imparting education in agriculture should take an initiative to implement the creative ideas for the growth of Agro-tourism. The administration should enhance the policies by sanctioning the subsidies related to the growth and development of agro-tourism. In addition to this the banking sector should also extend their financial support for Agro-tourism. The development and the growth of this particular sector should create and intermediaries’ to educate the agriculturist the benefits of agro-tourism.

Encouraging the National Cadet Corps, National Service schemes pupils from the various educational institutes belonging to the local areas with a view to create vigilance regarding the ecological challenges at the various destinations of tourism.
6.3 Conclusion

On the basis of the discussion on the various hypothesis in this study it can be concluded that Null hypothesis is rejected using analysis of appropriate statistical tool and it is concluded that “There exists a gap between required and available certified and trained manpower for Tourism Industry in Northern Konkan region”. And the seats available with Universities/Certified Govt. run agencies/other such institutes which train manpower for tourism is sufficient in number than what is actually required is also rejected hence we can say that there is requirement of more number of institution to train manpower in tourism industry in Northern Konkan Areas of Maharashtra.

Another assumption also failed to be accepted is that Facilities of Infrastructure and Manpower skill at these tourist places are sufficient than expected and study revealed that there are ample number of chances to improve facilities of infrastructure and Manpower in Konkan Belt for the growth of Industry.

The last hypothesis considered for the research was that North Konkan Tourism does not impact the manpower aspects of North Konkan of Maharashtra also rejected and study revealed that there is an impact of manpower on growth of North Konkan Tourism.
6.4 Limitations of the Study

1. Sample size remain medium.
2. The Geographical area of study is limited to Northern Konkan of Maharashtra. Hence restricting the study to Thane and Raigad districts only.

6.5 Scope for Future Research

The present study is expected to open up avenues for further research on factors other than Training and employability skills which affect tourism growth in Konkan areas of Maharashtra. The study could lead to further research on the political, technological and economic aspects that might play a role in the bridging the gap between supply and demand in tourism segments growth in Konkan belt.