Appendix
Questionnaire

Questionnaire to measure the managerial performance of women entrepreneurs

1. Name of the Unit : 
2. Address : 
3. Name of the Entrepreneurs : 
4. Age : 
5. Educational Qualification : 
6. Marital Status : 

Part – A

1. Age :
2. Marital Status :
   - Married [ ]
   - Widow [ ]
   - Divorced [ ]
   - Separated [ ]
   - None of the above [ ]

3. Religion
   - Hinduism [ ]
   - Buddhism [ ]
   - Christianity [ ]
   - Jainism [ ]
   - Sikkism [ ]
   - Islam [ ]

4. You belongs to
   - Rural [ ]
   - Urban [ ]
5. Duration of stay if rural / bank :

_______________________________________________________________

____

6. Your position among siblings
   - Only child [ ]
   - Eldest child [ ]
   - Youngest child [ ]
   - Other [ ]

7. Male sibling in the family
   - Yes [ ]
   - No [ ]
   - If Yes _____________________________________________________

8. Total number of siblings
   - 1 [ ]
   - 2 [ ]
   - 3 [ ]
   - 4 [ ]
   - 5 [ ]
   - Or more [ ]

9. Educational qualification
   - Professional degree [ ]
   - Govt. recognized technical [ ]
   - Diploma / certificate [ ]
   - Diploma [ ]
   - Apprenticeship [ ]
10. Is there any link with present entrepreneurial activity and educational or vocational qualification
   - Yes [ ]
   - No [ ]

11. Background of study graduation level
   - Arts [ ]
   - Science [ ]
   - Commerce [ ]
   - Home science [ ]
   - Engineering, Medicine [ ]
   - Law [ ]
   - Others [ ]
   - Not applicable [ ]

12. Area of study at PUC or +2 level
   - Arts [ ]
   - Science [ ]
   - Commerce [ ]
   - Home science [ ]

13. Academic performance at degree level
   - Between 35% - 50% [ ]

14. Academic performance at PUC level

15. Your interests in co-curricular activities
   a) Nature of co-curricular activities
      - Performing arts [ ]
      - Group games [ ]
      - Fine arts [ ]
      - Debate [ ]
      - Individual games [ ]
b) Self rating of participation in co-curricular activities.

- Outstanding
- Above average
- Average
- Below average
- Hardly any participation

16. Did you complete your present educational qualification before marriage?
- Yes
- No
- If yes _______________________________________________________________________

17. How long before marriage your education completed?
- 24 months
- Less than 12 to 24 months
- Less than 6 to 12 months
- Less than 6 months
- If No... How long after marriage was your education completes ___________

18. Type of your family or hat is your family type?
- Nuclear
- Joint

19. What is your family size?
20. How many children are there in your family?
   - 1  
   - 2  
   - 3  
   - 4

21. Change in place of residence
   a) Number of times your family of birth (FOB) changed their place of residence in the last 15 years before marriage.
      - 1  
      - 2  
      - 3  
      - 4  
      - 5
   
   b) Number of times your family of marriage (FOM) changed their place of residence after marriage.

22. Father’s educational qualification
   - Not yet  
   - Primary  
   - Middle  
   - SSLC  
   - PUC  
   - Degree  
   - PG  
   - Ph.D.

23. What is your mother’s educational qualification?
24. What is your father occupation?
   - Agriculture [  ]
   - Business [  ]
   - Private practice [  ]
   - Workmen [  ]
   - Other [  ]

25. Is your mother employed?
   - Yes [  ]
   - No [  ]

26. If yes what is your mother’s occupation?
   - Home base business [  ]
   - Service [  ]
   - Private [  ]
   - Govt. [  ]

27. Does your family of birth have a business background?
   - Yes [  ]
   - No [  ]

28. If yes what type of business?
   ______________________________________________________________

29. What is your husband’s educational qualification?
   - SSLC [  ]
   - PUC [  ]
   - Degree [  ]
   - PG course [  ]
   - Ph.D. [  ]
   - Not [  ]
30. What is your husband’s occupation?
   - Service [ ]
   - Business [ ]
   - Workmen skilled [ ]
   - Agriculture [ ]
   - Govt. [ ]
   - Private [ ]

31. Is your family of marriage has a business background?
   - Yes [ ]
   - No [ ]

32. What is your total family income from all sources?
   - Less than 3000 [ ]
   - 3000 – 6000 [ ]
   - 6000 – 9000 [ ]
   - 9000 – 12000 [ ]

33. What is the economic FOB and FOM?
   - A lot more strong [ ]
   - Some what strong [ ]
   - More or less strong [ ]
   - Some what less strong [ ]
   - Not less strong [ ]

34. Family income monthly
   - Less than 50,000 [ ]
   - 50,000 – 1,00,000 [ ]
   - 1,00,000 and above [ ]

35. Income from other sources if any?

__________________________________________________________________________________
Part – B
Entrepreneurial Activity Taken Up By Women Entrepreneurs

1. Year of establishment of the unit

2. Type of organization (Please tick by marking (✓) in the column applicable)

   - Sole pro-partnership
   - Partnership with family members
   - Partnership with outsiders
   - Joint Stock Company.
   - Co-operative society
   - Any other (please specify) ____________________________________


   - Service
   - Manufacturing
   - Manufacturing & service
   - Trading
   - Manufacturing, Trading and Service
   - Trade and service

4. Mode of functioning of the enterprise.

   - Throughout the year
   - Seasonal sales
   - Seasonal in production
   - Complete stoppage of production during certain period

5. Do you use agricultural produce?

   - Yes
   - No
6. Business partners
   - Solely from among relatives
   - Meanly
   - From among relation

7. Size of the unit
   - Micro
   - Small
   - Medium
   - Large

8.

<table>
<thead>
<tr>
<th></th>
<th>At the time of Establishment Rs.</th>
<th>A present Rs.</th>
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<tbody>
<tr>
<td>a)</td>
<td></td>
<td></td>
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<tr>
<td>1. Total Investment</td>
<td></td>
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<tr>
<td>2. Own contribution</td>
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<tr>
<td>3. Borrowed capital</td>
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<tr>
<td>b) Number of Employees:</td>
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<tr>
<td>1. Male employees</td>
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<tr>
<td>2. Female employees</td>
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<tr>
<td>Total</td>
<td></td>
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<tr>
<td>c) Installed capacity</td>
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<tr>
<td>d) Actual Production</td>
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<tr>
<td>1. In terms of quantity</td>
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<td></td>
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<tr>
<td>2. In terms of values of output</td>
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</tbody>
</table>

9. Your unit situated at
   - Home
   - Owned premises
   - Rented / leased premises
10. Product manufactured by your unit is
   - Nature [  ]
   - Service [  ]

11. Is the unit
   - An independent one [  ]
   - An ancillary unit [  ]
   - A sub contractor unit [  ]

12. Information about business partners.
   - Solely [  ]
   - Mainly among relatives solely [  ]
   - Mainly from among non-relatives [  ]

13. Time contribution of respondents in case of partnership enterprises.
   - Full time [  ]
   - Part time [  ]

14. Total investment in Rs. ____________________________

15. Whether taken loan for initial investment.
   - Yes [  ]
   - No [  ]

16. Sources of loan
   - Financial institutions [  ]
   - Relatives & friends [  ]
   - Relatives & financial institutions [  ]
   - Money lenders [  ]
   - Commercial bank [  ]
17. Amount of loan taken for initial investment.
   - Period
   - Duration

18. What is the mode of repayment of loan
   - Never definite
   - By and large definite
   - Sometimes definite
   - Usually definite

19. Revenue from enterprises Rs. ________________________________

20. Annual turnover of Business ________________________________

21. Monthly income from enterprises ________________________________

22. Diversification of product or service since inception.
   - Yes
   - No

23. Innovation in business
   - Yes
   - No

24. Innovative aspects of the enterprise
   - Marketing
   - Management
   - Organization structure product
   - Product process

25. Whether preference was given to female employees
   - Yes
   - No
Training and Development

1. Have you ever participated in any entrepreneurship development programme?
   - Yes [ ]
   - No [ ]

2. When
   - Before marriage [ ]
   - After marriage [ ]

3. Have you participated in any other training programme?
   - Yes [ ]
   - No [ ]

4. If yes mention the name of the programme attended ________________

5. Have you made any effort to enter into any job?
   - Yes [ ]
   - No [ ]

6. Phase during which efforts were made to enter into a job?
   - Prior to starting the enterprise [ ]
   - After starting the enterprise [ ]
   - Both [ ]

7. Were you successful?
   - Yes [ ]
   - No [ ]
**Motivation aspects**

1. What was the most important motivating factor?
   - Psychological
   - Economical
   - Social
   - Other

2. Psychological motives
   - Need fulfillment
   - Avoidance of psychological stressful
   - Difficult situation

3. Social motives
   - Avoiding risk of staying alone in the home through out the dog
   - Developing more contacts in the society
   - Acquiring more social status and prestige in society

4. Others
   - Desire for more meaningful use or spare time.

5. Pay motives
   - To make use of one’s potential
   - For self actualization
   - An attraction to words adventures and challenging situations.
   - To avoid psychological difficulties and stressful situations.
   - Migration from rural areas to urban areas.

6. Economic motives
   - To generate additional resources for the family
   - To get over financial difficulties being faced by the family.
   - To generate additional resources for personal need and requirements.
**Entry phase entrepreneurial activity**

1. Age at various sub-stages of entering into entrepreneurial activity
   - Wanting to do something 
   - Deciding to start entrepreneurial activity 
   - Actually starting the entrepreneurial activity

2. Entry into entrepreneurial activity in the pre or post natural phase
   - Post material 
   - Pre material

3. Number of years after or before marriage after which entry was made into entrepreneurial activity
   - 1 
   - 2 
   - 3 
   - 4 
   - 5

4. Age of the youngest child at the time of starting the enterprise
   - 1 
   - 2 
   - 3 
   - 4 
   - 5

5. Total monthly income of the family. (Excluding entrepreneurial income)
   - Entry into entrepreneurial activity in the pre or post marital phase.

6. Information about the choice first entrepreneurial activity.
   - Was difficult about the activity since beginning 
   - Selected the activity after considering several possible potions
7. Person / persons responsible for the respondent entry into entrepreneurial activity.
   - Self [ ]
   - Husband [ ]
   - Mother [ ]
   - Father [ ]
   - Relatives [ ]
   - Friends [ ]
   - Others [ ]
   - Any women’s org [ ]
   - Govt. agency [ ]

8. Self confidence about your abilities (to establish and run the enterprise) in the phase just prior to starting the enterprise
   - Very high [ ]
   - High [ ]
   - Some what high [ ]
   - Some what low [ ]
   - Low [ ]
   - Very low [ ]

9. Self confidence after starting the enterprise
   - As before [ ]
   - Much more than before [ ]
   - Worse than before [ ]

10. Professional / vocational qualifications and self (JOC) confidence
    - Very high [ ]
    - High [ ]
11. Educational qualification and self confidence
   - Very high
   - High
   - Low

12. Are you a member of any social / cultural organization?
   - Yes
   - No

13. If yes please specify or mention the name of the organization

14. Mention any benefits you receive from social organization.

Membership if any organization
1. Are you a member of any women’s organization or any social or cultural organization?
   - Yes
   - No

2. Are you member of the following organization?
   - WISE
   - AWAKE
   - Any other (please specify) ____________________________________________

3. How the organization has helped you?
   - Fulfill social, psychological needs.
   - Promotes business interests
   - Any other (mention) _________________________________________________
4. What changes have you made in your unit offer establishment?

- Addition of new products [ ]
- Deletion of some product [ ]
- Improvement of existing product [ ]
- Expansion of the unit [ ]
- Installation modern machinery [ ]
- Establishment of new unit [ ]

5. From which such help was received?

- Father [ ]
- Mother [ ]
- Husband [ ]
- Brother [ ]
- Sister [ ]
- If any other please specify ________________________________

6. Do you receive any help from your family member in decision?

- Yes [ ]
- No [ ]

7. If yes

- Financial help [ ]
- Help in purchasing site [ ]
- Help in raising capital (by providing collateral several guarantee et) [ ]
- Help in dealing with govt. facilities [ ]
- Help in having labourers [ ]
- Moral support [ ]
- Any other, please specify ________________________________
Decision Making

1. What is your role in the decision making process in the organization?
   - Have a very important role in the decision making process [ ]
   - One of the significant members involved in the decision making process [ ]
   - One of the relatively more important members having some say in the decision making process. [ ]
   - An ordinary member in the organization [ ]
   - More towards the margin or periphery of the organization [ ]

2. Who takes day to day and important decision of you unit?
   - Self [ ]
   - Partner [ ]
   - Both [ ]
   - Husband [ ]
   - Father [ ]
   - Any other [ ]

3. Who takes the following managerial decision?

<table>
<thead>
<tr>
<th>Decision</th>
<th>Self</th>
<th>Manager</th>
<th>Family member</th>
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<tbody>
<tr>
<td>1. Mgt of dog today affairs</td>
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<tr>
<td>2. Purchase of raw material</td>
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<td>3. Finance</td>
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<td>4. Hiring labourers</td>
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<td>5. Printing</td>
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<td>6. Marketing and prom activities</td>
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<tr>
<td>7. Accounting and book keeping</td>
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</table>
Entrepreneurial activity and the family (Multiple roles)

1. How do you perform your household work?
   - All alone
   - Maid / servants help
   - Support extended by husbands and family members

2. What is the perception of your family members about the role performance of as wife, mother and home maker?

3. What is your own perception about the role performance as wife, mother and home maker?

4. What is your own perception about marital and family relationship and conditions within the family for the fulfillment of physical and emotional needs of children?

5. What is your opinion regarding the negative and positive consequences of the entrepreneurial work on you and your family?

Opinion of women entrepreneurs about several aspects related to their entrepreneurial work.

1. The 3 most important achievement according to you (Rank them I, II & III)
   - Succeeded in providing support of family
   - Meaningful use of one's own potential
   - Independent income and a feeling of self reliance
   - Could utilize leisure time meaningfully
   - Better status and prestige in society
   - Better status within family
   - Could overcome stressful and difficult situations in the family
2. Your satisfaction about your achievement.
   - Completely satisfied [  ]
   - To a large extent satisfied [  ]
   - To some extent satisfied [  ]
   - To little extent satisfied [  ]
   - Not satisfied at all [  ]

3. Your rating of your achievements.
   (a) Economic achievement
      - Highly significant [  ]
      - Somewhat significant [  ]
      - Insignificant [  ]
   (b) Status in the family

4. Meaningful use of time and use of one abilities and knowledge, skills and experience.

5. Your rating of your success as an entrepreneur.
   - Completely successful [  ]
   - Moderately successful [  ]
   - Some what successful [  ]
   - Moderately unsuccessful [  ]
   - Completely unsuccessful [  ]

6. What is your opinion about the most important factors which contributed to success in their entrepreneurial activity?
   - Family support [  ]
   - Personal serial traits [  ]
   - Financial support [  ]
   - Efficient management [  ]
   - Education and technological knowledge [  ]
7. What is your opinion about the most important characteristics or qualities essential for achieving success as an entrepreneur?

- Self confidence
- Capacity for hard work
- Ability to communicate effectively
- Problem solving ability
- Organized way or working
- Capacity for risk taking
- Foresight
- Motivation / determination / tenacity of purpose
- Knowledge about the area of work
- Innovative / creatively
- Honesty
- Emotional strengths

8. Your perception of yourselves in comparison to other women.

- __________________________________________
- __________________________________________
- __________________________________________
- __________________________________________
- __________________________________________
- __________________________________________
Problems of women entrepreneurs

1. While carrying entrepreneurial activity have you faced any problem?
   - Yes [ ]
   - No [ ]
   - If yes ____________________________________________________________

2. What is the most important problem / constant being faced by you
   - Financial constraints [ ]
   - Inadequate institutional support [ ]
   - Problems in marketing [ ]
   - Social attitude [ ]
   - Non-availability of good workers [ ]
   - Power shortage [ ]
   - Other constraints [ ]

3. Do you regret having entered into entrepreneurial activity?
   - Never [ ]
   - Rarely [ ]
   - Yes, some times [ ]
   - Yes, Many times [ ]

4. Your suggestions for women contemplating entry into entrepreneurial activity.
   - Necessity of family support [ ]
   - Careful selection and planning of a project [ ]
   - Knowledge about the project [ ]
   - Need for strong desire [ ]
   - Need for adequate financial resources at the various stages [ ]