CHAPTER 7

SUMMARY OF FINDINGS AND RECOMMENDATIONS

BACKGROUND

Entrepreneurs shape economic destiny of nations by creating wealth and employment, offering products and services, and generating taxes for governments. That is why entrepreneurship has closely been linked to economic growth in the literature on the subject. Entrepreneurs convert ideas into economic opportunities through innovations which are considered to be major source of competitiveness in an increasingly globalising world economy. Therefore, most governments in the world strive to augment supply of competent and globally competitive entrepreneurs in their respective countries. While developed nations have a reasonably good pace of entrepreneurial supply, most developing countries suffer from dearth of such entrepreneurs. This is one of the reasons for the poverty in developing countries, despite their rich resource endowments.

India has been growing at a relatively high rate in the last few years, and is likely to be the largest economy in the world by 2050. This is a plus factor in its favour as studies have found that nascent entrepreneurship prevalence rates are highest in the 25-34 age group.

To achieve the objective of Entrepreneurial Development several agencies are sponsoring the Entrepreneurial Development Programmes in India, as a part of their promotional and developmental role. Apart from conducting macro level studies, the sponsoring agencies also undertake micro level studies to identify business opportunities in the changing environment, sponsor training for upgrading the skills of the existing entrepreneurs to enable them to face the increasing competition and also assist to secure finance. The initiatives taken by the sponsoring agencies are not restricted only to identifying the training needs and funding the training programmes but also in identifying the
needs in terms of process technology, environment management, quality management, provisioning of common facilities centre etc.

As of now, only about 5-6 per cent youth have access to some kind of skills. The Indian society, by and large, has a distinct preference for service/decent job, that provides economic security and access to power that be. Youth get exposure to this kind of pro-service culture since childhood. They grow up with a job-oriented mindset, and seldom think of entrepreneurship as a career. Our educational system also rarely exposes the students to entrepreneurship; prepares them for a job instead. Even if someone with a high entrepreneurial aptitude wants to set up a business, she/he is discouraged by a host of adverse factors: lack of adequate access to information on setting up and operating a business, procedural hurdles, lack of start-up funds, lack of adequate networks and mentoring support, difficult access to technology, lack of a supportive system, operational difficulties, and the nightmare about the consequences of failure. These factors loom large and hinder the emergence of entrepreneurship, in adequate measure.

There has been a gradual increase both in the number of organisations conducting EDPs and the number of programmes conducted, a need is felt to review the impact and effectiveness of such programmes especially in view of the changed scenario of small enterprise development in the context of liberalization started in 1991. Apart from a few region-specific or organisation-specific evaluation Entrepreneurship Development Institute of India (EDI), there is hardly any exhaustive study available on evaluation of entrepreneurship development programmes with specific objective of assessing growth of Small Scale Industry. The present study was, therefore, conceived to analyse and assess the impact of Entrepreneurship Development Programmes in Punjab.

The objective of the study was to assess the progress of Entrepreneurship Development Programmes (EDPs) in Punjab, and to examine the process of organizing EDPs. The Socio-economic Profile of the EDP trainees was also studied in depth. Main focus was on to study the impact of EDPs in terms of success/settlement rate, incremental income and employment generation. In addition the constraints in implementation of EDPs were identified and to suggest...
changes in inputs, techniques and methodology, in the conduct of EDP to make it more effective

A tentative framework was designed, on the basis of studies already conducted on Entrepreneurship development. A series of meetings and discussions with key functionaries of organizations sponsoring Entrepreneurship Development Programmes, organizations conducting EDP's and experts in the area of entrepreneurship were held to finalise the various parameters required for assessing and evaluating effectiveness of EDPs.

- Status of EDP beneficiaries (pre EDP and post EDP after setting up the enterprise).
- Percentage of trained persons who established entrepreneurial ventures.
- Worth of setting up the units
- Sales turnover
- Time taken by trained entrepreneurs for setting up units.

Since it was not possible to carry out the study in all the districts, due to time and resource constraints. Therefore, it was considered appropriate, to carry out the study in five districts. Total area for the study thus comprised of five districts. With a view to give this study a regional character it was decided to include two industrially and commercially developed districts with high concentration of small-scale industry and one relatively lesser-developed district from each state. Developed and lesser-developed status of the districts was decided on the basis of number registered small-scale industries in those districts.

On the basis of random sample method, One district each from Majha and Doaba (From four districts each) and three districts from Malwa area (From thirteen districts), namely Amritsar, Jalandhar, Ludhiana, representing the developed districts and Ferozpur and Moga from among the relatively lesser-developed districts were identified for this study.

The study covers Entrepreneurship Development Programmes conducted during 2000 to 2011. As per the data obtained, a total of 304 EDPs were conducted in which 7758 participants were
trained, in the selected districts. A total of 578 participants trained in the Entrepreneurship Development Programmes were selected through a systematic random sampling technique.

A total of 109 trainees had started enterprises. The data pertaining to them was collected and a corresponding number of comparable untrained entrepreneurs, identified through purposive sampling technique, formed the basis for impact assessment.

The study is based both on primary and secondary data. Secondary sources of information have been used for drawing the sample. The data for the study were collected from various organisations, sponsoring institutions, like Small Industries Development Bank of India (SIDBI), National Bank for Agriculture and Rural Development (NABARD), National Science and Technology Entrepreneurship Development Board, Ministry of Defence, Development Commissioner (SSI), Ministry of Micro, Small medium enterprises and Agro and Rural Industries, organisations conducting EDPs, Banks / Financial Institutions financing the entrepreneurs, officials from the support agency like District Industry Centre (DIC), Small Industry Service Institutes (SISIs), trained entrepreneurs and untrained entrepreneurs.

7.2 FINDINGS OF THE STUDY

Findings of the study have been presented in two sections namely:

- Entrepreneurship development promoting agencies
- Socio Economic Profile of the Trainees
- Impact assessment of EDPs
7.2.1 Entrepreneurship Development Promoting Agencies

The Entrepreneurship Development encompasses multiple stages in the emergence of an enterprise from pre-start to stabilization and growth. It usually focuses on motivation, opportunity and skills with the primary objective of encouraging people to venture out. Moreover, while an MSME Policy uses ‘hard policy instruments’ to directly benefit established firms; entrepreneurship development uses ‘soft’ policy measures such as awareness, promotion, skill development, networking and mentoring, and tries to change the mind-set of target group. In short, it aims at making entrepreneurship a movement.

It is often argued that while every entrepreneur is self-employed, every self-employed person is not an entrepreneur. By and large, Entrepreneurship development policies across the globe do not regard self-employment as ‘entrepreneurship’. Rather, entrepreneurship has some element of innovation and growth potential. Entrepreneurs bring productivity enhancement through innovations and improve competitiveness and strive to promote and strengthen the requisite competence. This further improves the overall quality of life through improved products and better technology.

There are 12 EDP conducting agencies functional in the area of the study; out of them two agencies are Non-Government Organisations (NGOs). The entrepreneurship training movement in the area of study is largely being carried out by Technical Consultancy Organisations (TCOs), Small Industries Service Institutes (SISIs), Science and Technology Entrepreneurs Parks (STEPS), District Industries Centres (DICs), National and State Level Financial Institutions, Government Departments and Voluntary Organisations. The number of beneficiaries have also increased with each passing year. Maximum number of EDPs were organized during the year 2009, when 75 EDPs were conducted. During the years, 2003 onwards the number of EDPs went on increasing. There is a increasing trend after 2006. The number of EDPs conducted during the year 2008-09 are maximum. During visits to / interactions with the key functionaries, it was observed that the focus for EDPs is gradually shifting to
product-specific/ skill programmes or science and technology related ones. The General EDPs were sponsored by Development Banks, whereas Science & Technology EDPs were sponsored by National Science and Technology Entrepreneurship Development Board (NSTEDB). The majority of product-specific EDPs were conducted by Small Industries Service Institutes (SISIs), and were sponsored by Development Commissioner Ministry of Small Scale Industries and Agro and Rural Industries. The Women EDPs were sponsored by Small Industries Development Bank of India (SIDBI) and National Bank for Agriculture and Rural Development (NABARD). The focus of NABARD programmes have been mainly limited to rural areas in non farm sector. A total of 65 EDPs were conducted in the District Ludhiana in the 11 year period, The EDPs conducted in Ludhiana are the highest in Malwa area of Punjab. A total of 1910 beneficiaries were imparted training during this period. The details are shown in the table 4.4. The fact of organizing significant courses in Ludhiana, Amritsar and Jalandhar was discussed . It was pointed out that a number of factors favour the number. The main offices of sponsoring agencies and the agencies conducting are located in Ludhiana city, which include STEP, Guru Nanak Dev Engineering College, SISI, NITCON. The visits to various industrial units are easy to arrange. Coordination and Organization at local venue result in a lot of time and resource saving. The resource persons from Industry and university frequently participate. The motivational aspect gets multiplied with the presence of renowned entrepreneur. A total of 78 EDPs were conducted in the District Amritsar in the 11 year period, which represent an average of just above 7 EDPs conducted every year. If we try to find out the comparative in these districts a very clear conclusion can not be withdrawn . It seems that publicity and trade also plays a role also.

The process of conducting EDP includes

(a) selection of agencies for implementing EDPs,

(b) selection of trainees,

(c) terms and conditions of sanction,
(d) infrastructure support,

(e) post follow up arrangements by agencies,

(f) monitoring system in vogue, etc.

In most of the cases it was found that there are three Distinct Phases of EDPs

Phase I Identification of activity and venue, Identification of Master Craftsman, Selection of Candidates, Coordinating with Banks, Formation of Selection Committee and Formation of Project Monitoring Committee

Phase II Duration is of 6-8 weeks, Skill up gradation, Exposure visits, Knowledge of supporting agencies and schemes, Preparation of project and maintenance of records and Management of resources

Phase III Follow up phase is for a period of minimum 2 years, Credit linkage, and Giving extension support to trainees for setting up of units

The main focus remained on identification of persons with entrepreneurial traits. On the basis of the entrepreneurs' identification mechanism, the organisations could be categorized as per the following:-

a.) Selection through application
b.) Selection through application, and interview
c.) Selection through application with business proposal and interview

It was observed that the very few participants of various EDPs who had already the selected the project were more serious participants and they had done necessary spadework: both they had critically reviewed and appraised the environment government policy and experience of the entrepreneurs in the same line of activity; they had also fixed up the resources like finance and suppliers. They had also explored the market to some extent.
Small Industries Bank of India and National Bank for Agriculture and Rural Development ensure that their representatives take part in selection process (interviews), and associate with training by taking sessions and show interest in monitoring and follow-up.

The inputs covered by the organisations conducting EDPs can be broadly classified into three categories:

a) Motivational inputs;

b) Managerial inputs

c) Functional inputs

It was observed that all the EDP conducting organisations / agencies / institutions considered training inputs on motivation as well as management skills as critical to the success of EDP. However information through motivational videos was imparted by only 2 organisations. It is given to understand that latest teaching aids were not adopted by these organizations. Knowledge about Business environment was provided by 5 EDP conducting organizations. Majority of organizations gave inputs on scouting for project ideas, and product selection.

The experts were engaged by few organizations to provide the Inputs on technical analysis. The key functionaries from banks and financial institutions were invited to make the trainees aware about the various schemes alongwith their salient features, of different organizations, through which the trainees could avail loans during setting up of their own units. Brief knowledge about financial viability was provided to give the candidate an idea of calculating profits.

In case of Science & Technology (S&T) EDPs and product-specific EDPs, approximately 30 per cent of the time was utilized in delivering classroom inputs and the remaining 70 per cent time was utilized in workshops / tool room / computer laboratory. However, in case of general EDPs, around 80 to 90% of the time was utilized in delivering class room inputs and the remaining time was utilized for organising field visits.

It has been observed that not all organisations imparting entrepreneurship development training offer such follow up services in true spirit. There were a few EDP conducting organisations (60%), which admitted that there was no further contact with the trained
participants on completion of EDPs. The follow-up activities pursued by the organisations under study have been found lacking and require serious attention to improve existing conditions.

7.2.2 Socio Economic Profile of Trainees

Age wise distribution of trainees—in whole Punjab, majority of EDP trainees (49%) was in the age group of 18-25 years followed by trainees in the age group of 26-30 years (28%) and 30-40 years (18%). 5 per cent of trainees was 40 years and above. This is focused on developing entrepreneurial activities oriented skills among educated unemployed youth of 18-35 years.

Age wise distribution of trainees—Ludhiana, majority of EDP trainees (42%) was in the age group of 18-25 years followed by trainees in the age group of 26-30 years (31%) and 30-40 years (20%). 7 per cent of trainees was 40 years and above. When the distribution is compared with the total trainees of the district, there are marginal differences observed. These are insignificant.

Age wise distribution of trainees—Ferozpur, majority of EDP trainees (49%) was in the age group of 18-25 years, followed by trainees in the age group of 26-30 years (28%) and 30-40 years (17%). 6 per cent of trainees was 40 years and above. Main focus is to develop entrepreneurial skills among educated unemployed youth of 18-35 years. When the distribution is compared with the total trainees of the district, there are marginal differences observed. These are insignificant.

In Moga—EDP trainees in the age group of 18-25 years are 38%, 26-30 years (29%) and 30-40 years (19%), 40 years and above(10%). Overall more than 90% candidates belonging to 18 -35 age group had been imparted training in various EDPs.

Age wise distribution of trainees—Jalandhar, in this district a vast majority of EDP trainees was in the age group of 18-25 years (65%). 26-30 years (20%) and 30-40 years (11%). 40 years and above(4%). focus is on developing entrepreneurial activities oriented skills among educated unemployed youth of 18-35 years.
Age wise distribution of trainees—Amritsar, in this district a vast majority of EDP trainees was in the age group of 18-25 years (55%). 26-30 years (31%) and 30-40 years (11%). 3 per cent of trainees was 40 years and above.

Educational profile of trainees—in the five districts depict that a majority of EDP trainees have completed 10+ 2 (47%). 33% of the trainees are only having qualification of matric. The no. at graduate & postgraduate level is very less. This study conducted about Moga shows that most of the trainees are matric pass or 10+2 pass. Then they look for any professional skill based training rather than traditional courses.

Social Group Angle

Effort has been made to understand the group profile of the trainees from social group angle.

One of the major objectives of EDPs is to bring the different social groups into the mainstream, which on the basis of training being imparted seems to be getting achieved. The data was analyzed in conjunction with educational qualifications and on social group basis. Significant relationship have been noticed.

On The Gender Basis

out of 578 sample trainees as many as 365 sample trainees were males, which constituted 63% of the total sample, while the rest (37%) were females. The chi square test value (1.037) calculated value < table value signifying that there is no direct relationship between male and females.

Income Based Frequency Distribution of Trainees

The analysis was also carried out to understand another demographic profile of the trainees. The income level of more than 56% of the trainees was reported to be below Rs 25,000, 21% trainees were having family income upto Rs 50,000. Many of them have small shops/ workshops, trading activity. There were 12% having income more than Rs.51000 There were only (2%) trainees with income of Rs 2,00,000 and above.
7.3 IMPACT ASSESSMENT OF EDPs

Impact assessment of EDPs covers number of programmes organised; perceptions of conducting organisations about the investment per unit and employment generated; effectiveness of the programmes; perception of the trained entrepreneurs (participants) about the effectiveness and usefulness of the programmes; and other qualitative areas; success in regard to setting up enterprises; success of enterprises with constant growth and expansion; follow-up system; constant contact with the trained entrepreneurs even after the latter had set up their units; availability of support and guidance were analysed.

During the study period — 2000-2011, 304 EDPs were conducted in which 7758 participants were trained. For the research purpose at random participants have been selected and an effort has been made that uniformity must be maintained to cover all segments so that logical conclusion can be made. So a total 578 sample participants were covered and out of which 109 who involved themselves in various activities and got success in starting their own work (Set up their units) in mainly three areas

- Manufacturing area
- Repair and Maintenance
- Household work
  - 152 trained participants had started trading/business enterprise activity.
  - 168 were successful for job/wage employment
  - 47 got engaged in agriculture activity.
  - 28 trained participants opted for Higher studies.

The major objective of EDP is to generate self employment. Job seeker should become a job giver. The organizing agencies also claim that the trainees who opted for agriculture, even higher studies, was due to the motivational inputs by the experts. Success seems to be clearly visible as a good number of participants were successful in starting their units.
Technical and Non Technical Profile of Entrepreneurs

The details of 109 entrepreneurs who have started small and medium units under any category i.e manufacturing, processing, repair workshops, or household industry were further studied. Their educational background and previous experience, if any was also considered. There were 72 entrepreneurs, with only non technical background, as compared to only 37 entrepreneurs with technical background.

Amritsar, Ludhiana & Jalandhar are at the top three positions with 40, 29 & 20 number of entrepreneurs who started their units. Ferozpur and Moga are also doing good for the purpose but size, geography and industrial culture also matters here as per the setting of units as concerned.

Many agencies argue it from a different perspective that the very purpose of EDP is to inculcate the risk taking quality and opting self employment as a career. This fact was also elaborated by many trainees that they were able to start trading activity due to guidance being provided by the agencies regarding the various options for availing loans and banks and financial institutions supporting those activities.

The difference between technical and Non-technical knowledge with respect to the units was found insignificant when Chi Square test was applied (1.011). Calculated Value < Table Value i.e. there is no relationship between technical and non technical knowledge with the training.

SMEs have been broadly classified into three categories i.e Manufacturing/processing units, repair and maintenance and Household units units. A total of 30 units were reported to be functional and in working conditions, which could be set up by the trainees in the districts under study, from a sample of 578 trainees. It could be inferred that around 5% of the trainees set up manufacturing units, while another 7% of the trainees opted for setting up repair and maintenance units. 6% of the trainees could start SME units under household category.

In Ludhiana units provided employment to 165 persons, in the sample units. The average employment per unit was the highest in Ludhiana with 5.570 per unit. Amritsar
with employment of 198 persons in the sample units, the average employment of 4.95 persons next to that of Ludhiana. Moga, Jalandhar & Ferozpur have also done good b. When calculated of all five together average employment lies between 3 to 5.5. Keeping in view the level of the units, the employment generation objective seems to be achieved to some extent. The manpower engaged was sometimes for a particular skill. The fact which require a specific mention is that a job seeker has become a job giver. He is not earning himself but giving employment to few people. The employees were mainly in the category of unskilled and semi skilled

**Incremental Income Generation of the Selected Districts**

The average monthly incremental income of the sample trainees engaged in the activity due to EDP was assessed on the basis of the present level of income of the trainees from the activity either as self employed entrepreneur or wage earners and the level of income before undergoing training. As per incremental income is concerned Ludhiana is no. 1, while the trainees of Amritsar were close 2\textsuperscript{nd}. The performance of Jalandhar trainees was also good. Ferozpur trainees also reported an incremental change in the income. Moga being at the last and towards lower side. Overall scenario shows a positive outlook emerging from the EDPs conducted at various centers across the state.

**District wise & Activity wise Monthly Incremental Comparison after getting the Training**

Broadly Four type of activities were selected & compared in different districts and it was analysed that how much increase is there in the monthly income of the persons involved in this after successful completion of their training. The five type of units selected are Agro based industry, Repair & Servicing, Computer Hardware & Mobile Repairing. When compared within the district it was found that that in Ludhiana Maximum growth is in the income of those involved in Repairing & Servicing i.e 13100. In Ferozpur its again repairing & servicing 10700. In Moga its Mobile Repairing 6300. In Jalandhar its Computer Hardware 9200. In Amritsar its Computer Hardware 11800. When compared
intra district in a particular type of units in Agro based its Amritsar with 9300 at the top. In Repair & servicing its Ferozepur at no. 1. In Computer hardware its Ludhiana being at the top. In Mobile repairing its again Ludhiana at No.1.In many districts in a particular incremental increase is clear that is due to the geographical nature and demand and manpower available for the purpose so these areas developed as a hub for those type of tiny units. As Hand Tools & Sports Goods in Jalandhar. Incremental change in income is also quite significant as compared to the other activities and districts. It is probably due to this reason that focus of the agencies have always been to conduct as many EDPs as possible, as they get a good response as well as the success rate is found to be favourable to them..

**Period for Implementation of Projects**

After completion of Entrepreneurship Development programme, ideally a trained should be very keen to launch his unit/activity. His achievement motivation level should be very high because of the EDP training and also because of the interaction with successful entrepreneurs as a part of training inputs. It is expected that with the training exposure and assured escort services support from the EDP conducting organisations, the trained entrepreneurs will be in the position to implement their projects faster and avoid over run in the time and cost of the project.

To judge the effectiveness of the EDP training one of the parameter which can be useful is to track down the time taken in implementation of the project.

A total of 109 units have been considered for the purpose of working out the period of implementation of projects. These units were classified into three categories Manufacturing Units, Repair and maintenance units, household. Manufacturing units are the most typical with technical feasibility and market viability of the project to be carried out.

The income included all the sample trainees irrespective of their status (wage earners/entrepreneurs). There was found to be handsome increase in the income
level of these beneficiaries among all the sample trainees irrespective of their status (wage earners/entrepreneurs). The beneficiaries admitted that training have enhanced their employability to a great extent. The level of confidence and motivation had undergone a sea change. The success rate is quite visible among the persons, who set up the units after taking training. During the study it was revealed that incremental income generation has gone up. It also meant that living standard of the trainees has improved.

Keeping in view the time spent by the trainees and the cost involved for the agencies, the overall scenario shows a positive outlook emerging from the EDPs conducted at various centers across the state. The incremental income was substantial for large number of household, with majority of the trainees coming from the economically weaker class.

It was also noticed that there were entrepreneurial clusters, due to which a kind of specialization has emerged in the various areas. Due to those activities, an obvious choice for the entrepreneurs was to start the enterprise in that particular sector only. It was probably due to this reason that Ludhiana has many units in the garment manufacturing, cycle parts, sewing machines etc., while Jalandhar witnessed units related to sports goods. Moga had food processing units.

When compared in terms of time taken in project implementation, significant difference was found in manufacturing and repair maintenance units. The mean value was calculated at less than 10 for manufacturing units.

As far as the investment in projects was concerned, similar significant difference was found in manufacturing and repair maintenance units. The mean investment was around 9 for manufacturing units, while it worked out to be near 7 for repair and maintenance units. It signifies that average investment per project was significantly higher for manufacturing units as compared to repair and maintenance units.
7.4 **RECOMMENDATIONS & SUGGESTIONS**

Entrepreneurs shape economic destiny of nations by creating wealth and employment. That is why entrepreneurship has closely been linked to economic growth in the literature on the subject. Entrepreneurs convert ideas into economic opportunities through innovations. Therefore, most governments in the world strive to augment supply of competent and globally competitive entrepreneurs in their respective countries. While developed nations have a reasonably good pace of entrepreneurial supply, most developing countries suffer from dearth of such entrepreneurs.

India has been growing at a relatively high rate in the last few years, and is likely to be the largest economy in the world by 2050. Unlike most of the developed economies, India is a young country with about 63 per cent population currently being in the working age group of 15 to 59 years. This is a plus factor in its favour as studies have found that nascent entrepreneurship prevalence rates are highest in the 25-34 age group. But the problem is that we are not successful in inculcating the entrepreneurial skills amongst the youth.

Only about 5-10 per cent youth have access to some kind of skills. The Indian society, by and large, has a distinct preference for service that provides economic security. They grow up with a job-oriented mind-set, and seldom think of entrepreneurship as a career. Our educational system also rarely exposes the students to entrepreneurship; prepares them for a job instead. Even if anyone wants to set up a business, he is discouraged.

Entrepreneurship comprises multiple stages in the emergence of an enterprise from pre-start to stabilisation and growth. It usually focuses on motivation, opportunity and skills with the primary objective of encouraging people to venture out. It has to use ‘soft’ measures such as awareness, promotion, skill development, networking and mentoring, and tries to change
the mind-set of target group. Entrepreneurs bring productivity gains through innovations and enhance competitiveness. While the above paradigm has merit and will be given due consideration, in a developing country like India, suffering from serious unemployment problem, we can hardly ignore self-employed segment of the economy. While there always is an autonomous supply of entrepreneurs in all parts of the world, in the developing countries it falls short of the quantity that is necessary to adequately exploit resources to generate wealth and employment. There are also issues pertaining to the quality of entrepreneurs. The quality of whatever little autonomous supply of entrepreneurs these developing countries have is also rather suspect. India needs a strong entrepreneurial base for the development of the economy and to solve the problem of unemployment.

There are the burning issues of unemployment and poverty that continue to pose serious challenges to polity and economy of the nation. From where will jobs come if we do not have adequate number of job providers, i.e. entrepreneurs? Government jobs are likely to be limited over a period of time. Agriculture has limited capacity to provide gainful employment to the teeming millions. They will have to look at agriculture as a business rather than a traditional occupation and merely a source of livelihood. Service sector has been emerging as a major source of employment creation. Entrepreneurs is the answer to all these problems.

On the basis of the data collection interactive sessions trained entrepreneurs, and other entrepreneurs, it is observed that there is need to further consolidate and integrate the efforts of the various agencies, which may be helpful in further strengthening the system of EDPs and more positive impact could be derived through these programmers, which can go a long way in promoting entrepreneurship in the country.
The EDP conducting and sponsoring agencies need to follow a multiple role as during the study it has been observed

- From the study it is clear that entrepreneurs after attending EDPs have collected necessary information and relevant knowledge about relevant functional areas and concerned agencies. They were not clear about the project to be undertaken.
- It is also clear from the time taken that after attending the EDPs they have taken much time in starting the project in some of the cases.
- It has been analyzed from the study that financial help and guidance is lacking in many cases.
- Data shows candidates who have attended the EDP has started the business or in the process of setting up but the figure is towards lower side.

So the role of agencies increases with the purpose of getting desired results out of EDPs:

(i) Promoting Entrepreneurship

(ii) Creating Entrepreneurial desire

(iii) Planning Entrepreneurship activities

(v) Implementing the strategy

It has been observed that few short term Entrepreneurship Awareness Programmes and Entrepreneurship Orientation Programmes are being organised secondary and vocational schools, to expose the students to the concept of entrepreneurship and the emerging opportunities in the field. However the frequency is required to be increased so that these concepts become deep rooted among them so that the students see a career in entrepreneurship.
The major barriers to entrepreneurship are found to be

Risk and uncertainty

Family Resistance

Lack of awareness

Lack of finance

Fear of social stigma in case of unsuccessful

Moreover, entrepreneurship is not considered as respectable a career as bureaucracy or other professions like medical, engineering. The major thrust of the agencies involved in EDPs should be to remove is the negative mindset towards entrepreneurship by raising the profile of entrepreneurs in society.

Provisioning of business development services and business counselling for these target groups is also required to be ensured, given its importance in promoting and nurturing entrepreneurship.

Academic Institutions need to be encouraged to develop case-studies on local 'successful entrepreneurs' and use them in the classrooms. They will also be encouraged to publish these stories in local Newspapers. For this purpose, additional incentives could be provided.

Further there should be talk shows, entrepreneurship quiz, discussion forums, interactions with young achiever-entrepreneurs, business simulation competition, serials, etc., to facilitate development of entrepreneurial orientation among youth through various TV Channels (particularly Business Channels) and such like similar activities in regional languages;
During the study it was noticed that there were problems being faced by the entrepreneurs in availing the loans. Concerted efforts are required to enhance access to easy finance arrangements.

The Government role should play a major role for the purpose. An attempt is required to reduce barriers to entry into entrepreneurship and hasten the pace of entrepreneurial supply. During the study, it was found that most of candidates which attended for the EDPs, did not have the required exposure. They were not even not aware of the concepts and major objective of EDP i.e they have to start business activity, keeping in view the above it is recommended that selection procedure of the candidate for the EDP should be revised so that the success rate of setting up the units increase and the energy and efforts made by the agencies also bring the results.

A major gap was found that selection of the candidates was not carried out properly. The candidates were not even aware about the purpose of attending the EDP and they were thinking that they are to get the certificate after completion of the programme which can be used when required to go abroad or to get a job. It is proposed that the selection criteria should be such that candidature is checked and competency to set up the unit is there. For the purpose following factors may be taken into consideration.

✓ Practical knowledge
✓ Social Support
✓ Vision
✓ Resource
✓ Leadership

If all the following suggestions are followed in totality then the scene of entrepreneurship will change in the society.
1. It is necessary to change the mindset from wage employment to self employment. It has observed that even having the potential they are not going for self employment. Regular counseling is must for purpose & Govt. should set up some counseling cell for it.

2. Our entrepreneurs are still using the traditional technology so it becomes very difficult to compete in the market. Latest technology should be available for the purpose.

3. From the study it has been observed that there are multiple organizations working in the name of entrepreneurship development but the ground reality is that spirit is missing and institutions are busy in the no. game i.e achieving the targets in terms of no. of persons trained so the need of the hour is that parameters of the targets should be changed to setting up the unit successfully.

4. It has observed that after the completion of the training programs proper follow up is missing so more emphasis should be given on this part.

Success of an enterprise depends to a large extent, among other things, on proper selection of the right project/product and other steps during the process of setting up of the unit. Following factors may be considered

- Project viability
- Economic Viability
- Resource Availability
- Risk factors
- Financial Management
- Product characteristics and uses
- Market Potential
- Technological Feasibility
- Economical feasibility

As it is rightly said that well begun is half done so if proper planning is done then success rate of EDPs will be very high.