APPENDICES

(1) Questionnaire 376

(2) Selected Bibliography 390
QUESTIONNAIRE

BLOCK A

Name : 
Male/Female : 
Address & Telephone : 
Whether the permanent resident of Poona : Yes / No
If no, from which place : 
Age at the time of Entry : 
Age at the Maturity Stage : 
Region of Birth : 

BLOCK B

Name of the firm : 
Address : 
Registration of unit & Date : 
Awareness of promotional formalities : Yes / No
Main/Major Motives (Give two) : for starting enterprise
Time required to complete the promotional formalities : 
Reasons for delay in starting the business : 
How much time required to start the business? : 
Who helped in completing the promotional formalities: Nobody, Family Member, Friend, Relative, Development Agency, Other entrepreneurs.

What are the main ingredient for selection criteria for choosing the product: Product Area, Actual product, Type of product, R/M requirement, Machinery, Market Area, Purchaser, Technical know-how, Location, Profitability.

What are the facilities available when business started? (Tick off): None, Few, Major, All

Type of organisation: At entry stage: At Maturity stage

BLOCK C

Employment of capital in Business at entry stage and on date of Interview

<table>
<thead>
<tr>
<th>Sources of Finance</th>
<th>Amount in '000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>At the entry time</td>
</tr>
</tbody>
</table>

Financial Institution
Banks
Indigenous Bankers
Money lenders
Friends
Relatives
Own source
Any other
Grand Total
Long term Finance

Sources of Finance Amount in Remarks*

Financial Institutions

Banks

Indigenous Bankers

Money lenders

Friends

Relatives

Own Source

Any other

Grand Total

* Approached for loan but did not receive the loans.

Institutional Loans for Business

<table>
<thead>
<tr>
<th>Name of the Institution</th>
<th>Whether approached for loans</th>
<th>Amount of loan demanded</th>
<th>Amount sanctioned</th>
<th>Gap between sanctioned and demanded amount</th>
<th>How the gap is met</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i)</td>
<td>(ii)</td>
<td>(iii)</td>
<td>(iv)</td>
<td>(v)</td>
<td>(vi)</td>
</tr>
</tbody>
</table>
**BLOCK D**

<table>
<thead>
<tr>
<th>Education</th>
<th>Who incurred the expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i)</td>
<td>(ii)</td>
</tr>
</tbody>
</table>

1. No education or less than High School  
2. Up to High School  
3. Graduate/Post graduate  
4. Technical

* Work experience : Yes/No  
* Who managed to give :  
* Training for particular trade related to present business : Yes/No  
* Who managed to give : 

**BLOCK E**

Information on occupation, earnings, etc.

<table>
<thead>
<tr>
<th>Person</th>
<th>Type of nation</th>
<th>Designation</th>
<th>Salary</th>
<th>Reasons for resigning</th>
<th>When leaving work</th>
<th>(i)</th>
<th>(ii)</th>
<th>(iii)</th>
<th>(iv)</th>
<th>(v)</th>
<th>(vi)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entrepreneur's</td>
<td>(i)</td>
<td>(ii)</td>
<td>(iii)</td>
<td>(iv)</td>
<td>(v)</td>
<td>(vi)</td>
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<tr>
<td>Grandfather</td>
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<tr>
<td>Entrepreneur's</td>
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<tr>
<td>Father</td>
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<td>Entrepreneur's</td>
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<tr>
<td>First Job</td>
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</tbody>
</table>
Entrepreneur's last job

* Only the occupation, in which major portion of life was spent, is to be considered.

Entrepreneur's income at the time of maturity stage in Rs.

**BLOCK F**

Average employment at the time of interview.

<table>
<thead>
<tr>
<th>Type of worker</th>
<th>No. of workers</th>
<th>Average salary p.m.</th>
<th>Other incentives p.m.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Related</td>
<td>Not related</td>
<td>Related</td>
<td>Not related</td>
</tr>
<tr>
<td>Supervisory</td>
<td>Skilled workers</td>
<td>Unskilled workers</td>
<td>Office workers</td>
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<tr>
<td>Any other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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Grievances

<table>
<thead>
<tr>
<th>Nature</th>
<th>Score expressed</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High</td>
</tr>
</tbody>
</table>

Dismissal or discharge

Wages

Bonus

Dearness Allowances

Leave facilities

Overtime allowance

Service condition

Any other

BLOCK G

Product line : Immitative/Innovative

Type of Product : Producers/Consumers

What are the most important factors in giving consideration for small scale : 

Type of control on production :

Method of production : As per demand/ or in anticipation of demand:

Method of supervision : Entrepreneur himself

Hired Manager

Family Members
Installed capacity in '000 Rs.: 
Actual utilized capacity: 
Reasons for under-utilization of capacity: 
Average credit facility received from suppliers: 

BLOCK H

Major Purchaser of Product in last year:

<table>
<thead>
<tr>
<th>Type of Purchaser</th>
<th>Amount of sale</th>
<th>% sale of total</th>
<th>Period</th>
<th>Remarks on payment of</th>
<th>Remarks on extended bills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Industries</td>
<td></td>
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<tr>
<td>Distributors</td>
<td></td>
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<tr>
<td>Any Other</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
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</tr>
</tbody>
</table>

 Whether the price of your product usually covers the cost of the production of the order (Tick off)

(1) Cost + some remuneration
(2) Cost + Rewards
(3) Cost + Rewards + Additional allowances
(4) Below cost

Major sale done by (Tick off): Entrepreneur himself, Family members, Hired managers
Sale at Initial Stage : (for one year)
Direct orders Rs. :
Orders through intermediaries :
By entrepreneurs :

Reasons for not advertising : the product
Frequent Advertising media : used
Awareness of sales promotional : Yes / No tools

Region where maximum product sold (Tick off) :
Poona, Bombay, Other than Maharashtra, Maharashtra

Average distance covered to deal with customer :
Kms.

Name of the first ten purchasers of the products :

Scale of competition (post survey enquiry) :
High, Severe, Medium, Low

Mode of sales supervision :

Method of collection of payment :

Average time for collection from customers :
From Government From Industry

Comments on payment :
From Government From Industry
BLOCK I

Progress Indicator (Average)

<table>
<thead>
<tr>
<th>Indicator</th>
<th>1976</th>
<th>1977</th>
<th>1978</th>
</tr>
</thead>
<tbody>
<tr>
<td>Profits (+)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Turnover</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Strikes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lockouts</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Facilities received as regards infrastructure: None, Few, Major, All
(Tick off)

(Interviewers were educated about level of facilities)

BLOCK J

Family Particulars

Type of family set up: Joint, Independent
(Tick off)

No. of earning members:

Position in the family: Among all members, Among male members

Social Culture: Regional, Religious

Caste:

Sub-caste:
Location of town of Birth or Native Place (Tick off)

Influential person in the family circle

Atmosphere in home

Location of town of Birth or Native Place (Tick off)

Influential person in the family circle

Atmosphere in home

BLOCK K

What was the age when you received maximum "Impression Creation" towards determining goals. (Tick off)

An individual's entrepreneurial tendency first appears evident at - (Tick off)

Read the following questions and tick off the answers.

1. What is the contribution of your parent/guardian in giving training in childhood: High, Medium, Low.

2. How was the treatment of parents/guardians in the childhood: Strict, Friendly, Informative.

3. What are the most significant characteristics of parents/guardians, that you feel have given encouragement to development of skills.


Before 5, Between 5 to 10, Between 10 to 20, Above 20, Above 40 years (Tick off)
5. What are the characteristics of potential entrepreneurs according to you? Explain.

6. Maximum influence on mind and 'Mind catching' impression always come from

Father, Mother, Education, Persons of high achievement, Historical event, Any other. (Tick off)

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**BLOCK L**

Answer following questions carefully

Details of personal behaviour and characteristics (Tick off)

1. What is your attitude to other people: Concerned/Helpful/Not Helpful.
2. What is your attitude to resources: Possessing, Using, Capitalizing
3. What is your attitude to things: Owning, Hiring, Dispose off
4. What is your attitude to opportunities: Seeking, Noting, Ignoring
5. What is your attitude to change in life: Initial, Welcome, Resist
6. What is your attitude to new ideas: Jump at it, Receive, Kill
7. What is your attitude to problems: Tackle, Try, Succumb
8. Attitude to failure: Get up and try again, sit, weep
9. Attitude to long hours of work: Habit, Occasional, Not possible
10. What is your attitude to loss of reputation: 
   Mean, Do not care at all, Take as doom

11. Attitude to crisis: Fight, Collapse, Paralysed.

12. Attitude to write wrong: Traditional, Situational, Cynical.

**BLOCK M**

Score envisaged for traits: High, Medium, Low

<table>
<thead>
<tr>
<th>Traits</th>
<th>Pre-entry period</th>
<th>Post-entry period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High  Med- Low</td>
<td>High  Med- Low</td>
</tr>
<tr>
<td>Like challenges</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Need for recognition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liking for free bird</td>
<td></td>
<td></td>
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<tr>
<td>High tolerance for uncertainty</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Willing to take risk</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Highly creative nature</td>
<td></td>
<td></td>
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<tr>
<td>Self reliance attitude</td>
<td></td>
<td></td>
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<tr>
<td>Strong desire for money</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Need for achievement</td>
<td></td>
<td></td>
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<tr>
<td>High energy level for work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Getting along with the people</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Need for possession of power</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Definiteness of purpose</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Patience
Taking initiative
Tendency to hard work
Self confidence
Competition
Versatility i.e. free
to adopt any change
Leadership effectiveness
Perseverance
Dynamism
Good foresight
Average intelligence
Sharpness of mind
Pleasant personality

Note: Post-entry period means at the time of Interview.

BLOCK N

Have you made any efforts to improve the attractiveness of your product in terms of quality, price, design, durability, etc. Yes/No.

If yes, indicate the nature of efforts made.
1. Carry out research and development.
2. Keep in touch with development abroad.
3. Keep in touch with research organisation concerned with product development in India.
4. Conduct market survey

5. Conduct surveys periodically to gauge consumer's tastes and preferences

6. Always experiment with new ideas

7. Visit national and international fairs and exhibitions

8. Attend and discuss trends with other producers in the field

9. Any other (Specify)

BLOCK 0

What are the major difficulties or problems with you have to face in running/managing your concerns? (Tick off)

1. Keen competition

2. Shortage/irregular availability of raw materials

3. Irregular supply of power

4. Shortage of skilled labour

5. Delay in obtaining finance from lending agencies

6. Heavy excise duty on product

7. Lack of quick transportation facility

8. Limited nature of market

9. Any other (Specify)

10. What efforts have you made to overcome the above difficulties (Tick off)

   a) Booking of orders in advances

   b) Explore new markets