CHAPTER – VII

SUMMARY OF FINDINGS, RECOMMENDATIONS AND CONCLUSION
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The chapter is organized by the researcher in the following manner:

- Findings of the research
- Recommendations based on the study
- Model
- Future research directions and
- Conclusion

7.1 FINDINGS OF THE RESEARCH

The findings of the research are organized in the following manner:

1. Findings related to Functions

2. Findings related to Roles

3. General Findings

7.1.1 Findings related to Functions

1) Regarding the Entrepreneurship Development Cells considered for the study 35.3 percent of the Entrepreneurship Development Cells have been functioning for 4 years to 6 years, 32.4 percent of the Entrepreneurship Development Cells have been functioning for 2 years to 4 years and remaining Entrepreneurship Development Cells have been functioning for less than two years.
2) The number of Coordinators working in Entrepreneurship Development Cells is 1 and the number of trainers is around 9 and the number of administrative staff is 1 or 2.

3) To run the Entrepreneurship Development Cells, they need to mobilize fund from any agency. In this regard, 52.9 percent of the Entrepreneurship Development Cells have received fund from funding agencies like All India Council for Technical Education, University Grants Commission and Department Of Science And Technology. And remaining 47.1 percent of the Entrepreneurship Development Cells have mobilized fund from self or some other means.

4) The major funding agency is Department of Science and Technology and the All India Council for Technical Education follows it. Some of the Entrepreneurship Development Cells have received fund from University Grants Commission also.

5) Entrepreneurship Development Cells who have not received fund from any agencies, majority of the Entrepreneurship Development Cells have mobilized fund from their colleges. Some of them have been receiving money from private sponsors. Very few Entrepreneurship Development Cells have been collecting money from the trainees.

6) Majority of Entrepreneurship Development Cells (41.2 percent) have been receiving only Rs.1 Lakh to Rs. 2 Lakhs of fund for running their Entrepreneurship Development Cells. Only 5.9 percent of the Entrepreneurship Development Cells have been getting the maximum amount of fund above Rs.4 Lakhs.

7) There is a significant association between the Fund Received by Entrepreneurship Development Cell and Sufficiency of Fund. The Entrepreneurship Development Cells those receive more than Rs. 3 Lakhs accepts that the fund received by them
is enough for their functioning. But other Entrepreneurship Development Cells reports that the additional amount is required for their functioning.

8) The additional amount required is not only related with Fund Received by the Entrepreneurship Development Cell but also with total number of programmes organized.

9) There is a highly positive agreement between the respondents regarding the participants of their Entrepreneurship Development Cells according to the benefits received by them. The Engineering participants are the most benefited participant among all the 3 participants.

10) All the Entrepreneurship Development Cells have been organizing Entrepreneurship Awareness Camp and Entrepreneurship Development Programmes. Entrepreneurship Counseling and Vocational and Skill Training programmes have been organized by 76.5 and 82.4 percent of Entrepreneurship Development Cells respectively.

11) Among the total number of programmes organized by the Entrepreneurship Development Cells, 39 percent of the programmes are Entrepreneurship Development Programmes and 34.5 percent of the programmes are Entrepreneurship Awareness Camp. Only small percent of 13.6 percent Entrepreneurship Counseling and 12.9 percent Vocational and Skill Training Programme are organized by the Entrepreneurship Development Cells.

12) There is a significant relationship between total number of Programmes organized and the Fund received by the Entrepreneurship Development Cell. If the fund amount is higher, the number of programmes may be increased.

13) There is no significant relationship between duration of functioning of the Entrepreneurship Development Cell and the total number of programmes.
organized. Experience of the Entrepreneurship Development Cell does not have any influence on total number of programmes organized.

14) There is no significant relationship between interaction of the Fund amount received and the duration of the functioning of the Entrepreneurship Development Cell and total number of programmes organized. The experience of the Entrepreneurship Development Cells does not have any impact on collecting the fund and also increasing the number of programmes.

15) There is a correlation between the total number of programmes organized and the total number of people working in the organization. To organize more number of programmes, the man power is the essential requirement.

16) In an Entrepreneurship Awareness Camp, 73 participants have been participating. 37 participants have been participating in an Entrepreneurship Development Programme, 34 participants have been participating in an Entrepreneurship Counseling and only 26 participants have been participating in a Vocational and Skill Training Programme.

17) In Entrepreneurship Awareness Camps for every 100 engineering participants, only 2.8 participants become entrepreneurs. In Entrepreneurship Development Programmes for every 100 engineering participants, only 8.2 participants become entrepreneurs. In Entrepreneurship Counseling for every 100 engineering participants, 27.5 participants become entrepreneurs and in Vocational and Skill Training Programmes for every 100 engineering participants, 30 participants become entrepreneurs. On the whole Vocational and Skill Training Programmes shows the high level of productivity for engineering participants.

18) In Entrepreneurship Awareness Camps for every 100 ITI and Diploma participants, only 5.2 participants become entrepreneurs. In Entrepreneurship
Development Programmes for every 100 ITI and Diploma participants, only 10.9 participants become entrepreneurs. In Entrepreneurship Counseling for every 100 ITI and Diploma participants, 21.6 participants become entrepreneurs and in Vocational and Skill Training Programmes for every 100 ITI and Diploma participants, 24.1 participants become entrepreneurs. On the whole Vocational and Skill Training Programmes shows the high level of productivity for ITI and Diploma participants.

19) In Entrepreneurship Awareness Camps for every 100 Unemployed Youth participants, only 16.4 participants become entrepreneurs. In Entrepreneurship Development Programmes for every 100 Unemployed Youth participants, only 10 participants become entrepreneurs. In Entrepreneurship Counseling for every 100 Unemployed Youth participants, 24.8 participants become entrepreneurs and in Vocational and Skill Training Programmes for every 100 Unemployed Youth participants, 16.8 participants become entrepreneurs. On the whole Entrepreneurship Counseling shows the high level of productivity for Unemployed Youth.

20) The following functions such as Arranging visits to industries of successful entrepreneurs, conducting research for identifying the business opportunities and giving need based training, Developing & introducing curriculum on entrepreneurship, Creating awareness about changing technology and Providing information on business opportunities, process, technology to the trainees are extracted from the opinion of the respondents and grouped together based on the analysis and named as Curriculum development and implementation function.

21) The following functions such as organizing seminars on entrepreneurship development, organizing development programmes for trainers and organizing
guest lecture for prospective entrepreneur are extracted from the opinion of the respondents and grouped together based on the analysis and named as Organizing functions.

22) The following functions such as Guiding prospective Entrepreneurs in getting approval and execution of their projects, Rendering advice to rehabilitates sick industries and Guiding the trainees in getting loans from the financial institutions are extracted from the opinion of the respondents and grouped together based on the analysis and named as Guiding functions.

23) There is a highly positive agreement between the respondents regarding the facilities required for the effective functioning. The facilities required for the effective functions are found out from the analysis. Professional Manpower required, Administrative Support, Follow up, Training for Trainers, Modernized Equipment and Accommodation are the facilities and which are written in the sequence based on its importance relative to others.

24) There is significant relationship between type of programmes and type of participants In Entrepreneurship Awareness Camps Programmes, Engineering and ITI Diploma Participants have shown high involvement and Unemployed youth have shown low involvement. In Entrepreneurship Development Programmes, All the three types of participants have shown very high involvement. In Entrepreneurship Counseling Programmes, only Unemployed youth have shown very high involvement and In Vocational and Skill Training Programmes, Engineering and Unemployed youth Participants have shown high involvement.
7.1.2 Findings related to Roles

1) From the factor analysis, the following responsibilities such as providing information regarding business opportunities, creating awareness regarding entrepreneurship, providing the details regarding the legal formalities, Loans, Government Schemes, Subsidies and Educating the role of entrepreneurs in the development of economy are extracted from the opinion of the respondents and grouped together based on the analysis and titled under the role of Information Provider.

2) From the factor analysis, the following responsibilities such as Organizing various Entrepreneurship Training Programmes, Arranging Seminar Programmes, Conducting competitions between participant and Arrangement for publicity media and campaigning for the programmers are extracted from the opinion of the respondents and grouped together based on the analysis and titled under the role of Organizer.

3) From the factor analysis, the following responsibilities such as creating awareness & training the participants in changing technologies, Helping the entrepreneurs to groom management ability and providing need based training are extracted from the opinion of the respondents and grouped together based on the analysis and titled under the role of Trainer.

4) From the factor analysis, the following responsibilities such as assisting the participants to get the loans, guiding the trainees to obtain approval and giving advice to the unsuccessful entrepreneurs to eliminate the errors are extracted from the opinion of the respondents and grouped together based on the analysis and titled under the role of Guide.
5) All the Entrepreneurship Development Cells accepted that they are facing practical difficulties in running the cell.

6) There is a highly positive agreement in ranking between the respondents regarding the practical difficulties faced by the Entrepreneurship Development Cells. Tie-up of guest lecture for training purposes got ranking 1, Mobilizing Fund got ranking 2, Evaluation of trainees got ranking 3, Identifying the Beneficiaries got ranking 4, Arrangement for publicity media and campaigning for the Programme got ranking 5, Review of training work got ranking 6 and Arrangement of Infrastructure got ranking 7.

7) There is a complete agreement between the respondents regarding the Ranking of the reasons for the participants who have not started the business after attending the training programmes. Based on the analysis the reasons are given in the hierarchical order: Financial constraints, Personal problem, Marketing problem, Fear of changing technology, requirement of skilled manpower, Scarcity of raw materials, transportation problem, Legal formalities, Environmental problem and political problem.

8) 70.6 percent Entrepreneurship Development Cells have been giving further training to the people who have failed to start the business after attending the Training programmes. In that 66.7 percent of the Entrepreneurship Development Cells have been conducting motivational training, 62.5 percent have been conducting personality development training and majority 83.3 have been conducting project/business plan preparation training.

9) The factors such as Importance of Group Discussion in Training Programmes, Importance of Lecture Method in Training Programmes, Importance of Business Plan Preparation in Training Programmes and Importance of case studies in
Training Programmes are extracted from the opinion of the respondents and grouped together based on the analysis and termed as Training Methodology

10) The factors such as Importance of Creativity of the Trainers in Training Programmes, Importance of interactive skills of trainers in Training Programmes, Importance of Experience of Trainers in Training Programmes and Importance of communication skills of trainers in Training Programmes are extracted from the opinion of the respondents and grouped together based on the analysis and termed as Quality of trainers

11) The factors such as Importance of study materials, Importance of visual aids in Training Programmes and Importance of stationary items in Training are extracted from the opinion of the respondents and grouped together based on the analysis and termed as infrastructure facilities

12) The factors such as Importance of Industrial Visits in Training Programmes, Importance of interaction with successful entrepreneurs in Training Programmes and Importance of interaction with R & D Institutes in Training Programmes are extracted from the opinion of the respondents and grouped together based on the analysis and termed as Practical Exposure

13) There is a complete agreement in ranking given by the respondents regarding improving the skills of the trainees. Based on their response it is found that planning and motivational skills are the important skills that Entrepreneurship Development Cells should concentrate on.

14) Based on the weightages given Lack of Experts, Unstructured Training, Lack of R & D Facilities, Lack of Motivation, Lack of practical classes, Lack of Industrial Visit and Stereotype Lectures are flaws in training which are given in the order based on their severity.
7.1.3 General Findings

1) In Tamilnadu only 34 Engineering Colleges are having full-fledged Entrepreneurship Development Cells. For every year they have been conducting at least 7 Entrepreneurship Development Training Programmes. Even though Engineering students have participated with involvement in all the programmes, they are not prepared to become Entrepreneurs. Because they wanted to settle in a secured job.

2) The total number of engineering colleges in Tamilnadu is 252. But only 34 Engineering Colleges are having Entrepreneurship Development Cells.

7.2 RECOMMENDATIONS

7.2.1 Recommendations Related To Programmes Conducted By The Entrepreneurship Development Cells:

1) Unemployment problems are increasing in our country at a rapid rate. Self employment is one of the major tools which pave the way to reduce the Unemployment problem. Training can mould the ordinary persons as entrepreneurs. To conduct these kinds of training programmes, Entrepreneurship Development Cells require sufficient financial assistance. But the fund received by the Entrepreneurship Development Cells from funding agencies and all other means are not enough. So Government may understand the importance of entrepreneurship in economic development and offer the necessary financial assistance to the Entrepreneurship Development Cells.
2) The number of programmes organized and the effectiveness of the programmes depends on the people working in the Entrepreneurship Development Cells. At present the number of people working in the Entrepreneurship Development Cells are very less. So that the Human resource Planning may be implemented in Entrepreneurship Development Cells and based on the manpower requirement forecasting, suitable persons may be recruited in Entrepreneurship Development Cells.

3) In any organization, Experience of that organization should have an impact on its functioning. But the Experience of the Entrepreneurship Development Cells does not have any impact on Programmes Organized and the number of entrepreneurs produced. So the training is also needed for the people who are working in Entrepreneurship Development Cells.

4) Most of the programmes organized by the Entrepreneurship Development Cells are Entrepreneurship Awareness Camps and Entrepreneurship Development Programmes. But Entrepreneurship Counseling and Vocational and Skill Training Programmes play a significant role in Entrepreneurship development. The conversion rate of participants in to Entrepreneurs is high in Entrepreneurship Counseling and Vocational and Skill Training Programmes. Entrepreneurship Counseling reduce the unnecessary fears regarding starting the business and Vocational and Skill Training Programmes give training in necessary skills needed for participant to start the business. Entrepreneurship Development Cells may increase the number of programmes in Entrepreneurship Counseling and Vocational and Skill Training Programmes.

5) The Conversion rate of participant in to entrepreneur is high for Engineering and ITI students in Vocational and Skill Training Programmes and for Unemployed
youth in Entrepreneurship Counseling Programmes. The expectation in the training programmes is different for different type of participants. So Entrepreneurship Development Cells should identify the need of the participants and offer the trainings according to that need.

7.2.2 Recommendation Related Functions:

1) From the analysis, the Functions are classified in to Curriculum Development and Implementation, Organizing and Guiding. Separate Departments should be established for each functions and concentration should be given for each and every element of the functions.

2) Computerized database may be created and the details related to Financial assistance, new business opportunities, Legal formalities, approval of projects and execution details may be stored in that database. This database will always be available online for the entrepreneurs. This database must be updated regularly.

3) Research Centre may be established and through this research, people may be encouraged to do the research related the Entrepreneurship development and the various type of training programmes.

4) Feedback and Follow up Mechanism should be developed so that the elimination of errors and effective functioning would be possible.

5) Involvement level of the participants show the success of the training programmes. Before Conducting the Programmes, proper planning should be made. The programmes should be designed according to the profile of the participant.
7.2.3 Recommendations Related to Roles:

1) The responsibilities are grouped in several roles such as Information Provider, Trainer, Guide and Organizer. Individuals may be assigned a particular role and they should be trained to perform the responsibilities related to that role.

2) Changing technology is always the problem for successful as well as the unsuccessful entrepreneurs. The information provider’s role is very crucial in this part. Information provider should concentrate on educating the entrepreneurs regarding the change and preparing them to react with the change positively.

3) Advertisement of the programmes would only bring the reach among the participants. Before organizing the Programme, the Organizer may develop media plan for creating awareness regarding the Programme.

4) All the Entrepreneurship Development Cells are facing difficulties to identify the guest lecturers. So Knowledge base may be created from the experience of the Experts. Knowledge management tools may be introduced and trainers may be trained based on that knowledge base. It would reduce scarcity for professional manpower.

7.2.4 Recommendations Related to Training:

1) Irrespective of the type of business, every entrepreneur is facing difficulties in marketing their products. When developing the curriculum for training, the training related to current marketing strategies may be included. Practical Exercises related to the marketing strategies may be conducted in training programmes.

2) Training quality depends on the four major factors such as Training methodology, Quality of trainers, Infrastructure facilities and Practical exposure. Training
Methodology may be carefully designed based on the profile of the participants. Trainer’s background may be carefully analyzed before selection. The necessary arrangements for infrastructural facilities and practical exposure may be made before starting the training programmes.

3) Un-structured Training is the Major flaw in training. The training schedule may be prepared before starting the Programme. The sequence of the sessions may be interrelated with each other. The session may be classified separately according to the need and profile of the Participants.

7.2.5 General Recommendations

1) Entrepreneurship is an important tool for Economic Development. So Government may insist all the colleges to set up Entrepreneurship Development Cells and it may also provide necessary assistance to the colleges which are having Entrepreneurship Development Cells.

2) Colleges should create the awareness about the importance of Entrepreneurship among the students and motivate the students to become entrepreneurs.

3) Entrepreneurship Development may be included as the subject for all professional courses and Universities may implement it as a compulsory in curriculum.

4) Corporate and Successful entrepreneurs may take Entrepreneurship Development as a corporate social responsibility activity. They may come forward to share their experiences and take initiatives to train the students.
7.4. MODEL DEVELOPMENT

Model – 1 – Model for Functions of Entrepreneurship Development Cells

For the convenience of Entrepreneurship Development Cells to allocate work and to collect the data relevant to the functions, the similar Functions are grouped together and classified under the major functions namely

1. Guiding
2. Organizing
3. Curriculum Development

The activities to be performed are clearly given in the Model-1-Functions of Entrepreneurship Development Cell.
FUNCTIONS OF ENTREPRENEURSHIP DEVELOPMENT CELL

FUNCTIONS

GUIDING

Responsibilities
- Guiding prospective Entrepreneurs in getting approval and execution of their projects
- Rendering advice to rehabs sick industries
- Guiding the trainees in getting loans from the financial institutions

ORGANISING

Responsibilities
- Organizing seminars on entrepreneurship development
- Organizing development programmes for trainers
- Organizing guest lecture for prospective entrepreneur

CURRICULUM DEVELOPMENT & IMPLEMENTATION

Responsibilities
- Developing & introducing curriculum on entrepreneurship
- Arranging visits to industries of successful entrepreneurs
- Conducting research for identifying the business opportunities and giving need based training.
- Creating awareness about changing technology
- Providing information on business opportunities, process, technology to the trainees
Model-2- Model for Roles and Responsibilities of Entrepreneurship Development Cells

The responsibilities of the Entrepreneurship Development Cells are classified and grouped together and named as suitable for effective performance of each and every persons in the Entrepreneurship Development Cells. Model-2 depicts roles and responsibilities of Entrepreneurship Development Cells in a simplified way.

The roles are:

1. Information Provider
2. Guide
3. Organizer
4. Trainer
ROLES OF ENTREPRENEURSHIP DEVELOPMENT CELL

Roles and Responsibilities

Guide
- Assisting the participants to get the loans,
- Guiding the trainees to obtain approval
- Giving advice to the unsuccessful entrepreneurs to eliminate the errors

Organizer
- Organizing various Entrepreneurship Training Programmes
- Arranging Seminar Programmes
- Conducting competitions between participant
- Arrangement for publicity media and campaigning for the programme

Trainer
- Creating awareness & training the participants in changing technologies,
- Helping the entrepreneurs to groom management ability
- Providing need based training

Information Provider
- Providing information regarding business opportunities
- Creating awareness regarding entrepreneurship
- Providing the details regarding the legal formalities, Loans, Government Schemes, Subsidies
- Educating the role of entrepreneurs in the development of economy
Model-3- Model for Quality of Training

Performance and Productivity of the Entrepreneurship Development Cells depend on the quality of its training Programme. There are number of factors constitute in quality of training. The Model-3 is suggested for the quality of training program. This model identifies the important factors where the Entrepreneurship Development Cells should concentrate on.

The factors are:

1. Training Methodology
2. Quality of Trainer
3. Infrastructure Facilities
4. Practical Exposure
ENTREPRENEURSHIP DEVELOPMENT CELL
QUALITY OF TRAINING

- Group Discussion
- Case Study
- Lecture Method
- Business Plan Preparation

Interactions with Successful Entrepreneurs
Industrial Visits
Interactions with R & D Institutes

Practical Exposure

Training Methodology

Quality of Training

Infrastructure Facilities
Study Materials
Visual Aids
Stationary Items

Creativity of the Trainers
Communication Skill of the Trainer
Interaction Skills of the Trainer
Experience of the Trainer

Quality of Trainer
The present research has revealed the important Roles and Functions of Entrepreneurship Development Cells. Though this research has been carried out to with reference to Entrepreneurship Development Cells in Engineering Colleges in Tamilnadu, the results may be generalized to other science and Technology Institutions in Tamilnadu. This paves the way for the future researches to apply the results, to explore more outcomes through further research in this field and the related fields. The researcher has also taken a step forward to identify few potential areas in the field, where further research could be taken.

Similar to that of this study, a study may be carried out with a special focus on Problems Faced by Entrepreneurship Development Cells.

- A study may focus on the Entrepreneurship development Cells in the aspects of Economic Development.
- An exclusive study may be carried out for the Development of Women Entrepreneurs.
- An In-depth survey may be conducted related to the Global Entrepreneurship Development in IT sector.
- An Intensive research can be carried out to find the Need Based Training to different profiled Participants.
- In the Present Study, researcher has developed three models for the roles and functions of the Entrepreneurship Development Cells in engineering colleges in Tamilnadu. This research can be extended to all over India not only to Entrepreneurship Development cells but for all development cells.
CONCLUSION

This research was carried out to identify the Roles and Functions of Entrepreneurship Development cells. In India, Unemployment rate is growing day by day. This Unemployment rates indicate us the need for self-Employment. The only way to overcome the unemployment problem and develop the economic position is developing entrepreneurship. All the Entrepreneurs are not born but they can be moulded. Proper training is the only mean which helps to develop the Entrepreneurs. The Role of the Entrepreneurship cells is very significant in this scenario.

Based on the Findings related to the study, the research has come out with the recommendations related to Roles and functions of Entrepreneurship Development Cells and recommendations related to the effective functioning of Entrepreneurship Development Cell. It is sure that the recommendations given to the Entrepreneurship Development Cells would help them to achieve excellence in their activities. Of course, this research work, no doubt, would also be of immense help to budding researchers in this area or related areas for enriching their expertise in their academic fields.

"Let us initiate and innovate the process of the growth of Entrepreneurship for strong Economic Development"