CHAPTER II

Review of Literature

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CHAPTER II

REVIEW OF LITERATURE

This chapter presents a brief review of past and recent studies on entrepreneurship development in Maharashtra and India. A number of individuals, eminent scholars and others have conducted broad and diverse research studies on different facets of entrepreneurship development. Some studies examined the role of micro credits for the development of micro enterprises, some emphasized on problems of small scale industries and some others have examined the role of entrepreneurs in strategy making process and performance of small firms. However, a few books and unpublished doctoral thesis, dissertation, published papers prepared and compiled by experts and scholars are referred to and suitably charted in the ensuing pages. The review of literature referred to above in the aforesaid context is conveniently classified under following heads.

1. BOOKS

1. Bisht and Sharma (1991), in their study on "Entrepreneurship Expectations and Experience" have evaluated entrepreneurial role at different stages of development, their difficulties, the existing agencies to assist them. This study covers producer goods industries and consumer goods industries with total of 150 firms of Faridabad region of the State of Haryana. Since the study focuses on the existing and developing entrepreneurs, it would help to provide a direct insight into the problems faced by the emerging entrepreneurs. This would also help in formulating a specific policy regarding the subject by the Government and other subsidiary institutions. The study found that majority of the entrepreneurs do not have business or a trading background. The widespread opinion, usually held, denotes that people with business or trading background possess capital and establish most of the industries. All important occupational groups have contributed their entrepreneurial talents to industrial development. The established entrepreneurs had diversified into new ventures.
In order to improve the healthy growth of the small industrial units in an underdeveloped country, authors had made some suggestions:

In the context of industrial growth and development in the region, the Government should actively take part. Only the publication of a list of incentives would fail to motivate the entrepreneurs to come forward and shoulder the risks involved. The Government would, on the other, have to identify the potential entrepreneurship in the area through well-designed systematic techniques of identification of entrepreneurs.

2. Mustiary Begam (1993), in her research article on “Problems and Prospects of Small Scale Exports” has examined the share of small scale industries in India’s total exports during the period 1984-85 to 1989-90 and problems. She has analysed and observed that the share of small scale exports is nearly 45% of the total exports. In fact, the share of small scale sector in the total exports would be much more if their contribution in the form of indirect export is also taken into account. Further, she has evaluated the problems of exports and they are:
   (1) Indian banks do not have advanced communication techniques, (2) The assistance rendered by trade development authority and export promotion councils is not enough, (3) Lack of adequate finance to tap the foreign market is yet another problem, (4) Inadequate import quota of raw material. Finally, she has suggested that the industrial policy 1991 has provided an attractive package to the small-scale industry. If the package is properly and adequately implemented, there is no doubt that small-scale industries will contribute to the bulk of India’s exports.

3. Dr. Moharana S and Dr. Dash C. R. (1996), in their study on “Entrepreneurship Development” have examined the nature and flow of financial assistance from OSFC to the small scale entrepreneurs in the State and analysed the policies and practices of the corporation for the growth and development of small scale industries. The study covers 100 (OSFC assisted) small scale units selected from the districts of Cuttack and Balasore of Orissa State. The study highlights the role of the state level development banks in the
growth and development of new entrepreneurship. It throws light on the effectiveness of the policies and procedures of the financial institutions in expanding and diversifying the entrepreneurial base. Further, study analysed the problems, the problems faced by new units at different stages of the development of the enterprises. The study found that from the sample Vaishyas and Kshatriyas are playing a lead role in the supply of entrepreneurial talents. However, excepting exterior castes (traditional service castes), persons from all other castes have adequate representation in the industrial entrepreneurship. In order for growth of new entrepreneurship, authors have suggested some suggestions and they are as follows:

(i) Proper selection of entrepreneurs be given maximum importance by OSFC.
(ii) Steps be taken to provide adequate and timely finance to the new entrepreneurs.
(iii) Keeping in view the large requirement of new entrepreneurs, OSFC is expected to introduce new scheme to supplement the existing ones.
(iv) More emphasis be placed on tapping large entrepreneurship potential existing in rural and small towns and amongst the non-traditional and non-business communities.
(v) The promotional efforts of OSFC need much vigorous and bold action during the nineties.
(vi) The pace of industrial development can be made much faster if financial assistance to new entrepreneurs is supported by ready availability of infrastructure. It is suggested that the industrial Infrastructure Development Corporation of Orissa should make some serious attempt to make available more and more industrial estates in the state.

4. Ali N. 1(1999), in his research article on “Problems and Prospects of Village and Cottage Industries”; the study aimed to promote rural industrialization and employment and to suggest suggestions. He analysed the problems of village and cottage industries. There are many problems, but mainly poor transportation, lack of power facilities, scarcity of finance were the main problems. In order to overcome the aforesaid problems, author has suggested many suggestions and some of them are stated below:
The small scale industries have been benefited to some extent by the liberalization policy in technological upgradation, obtaining licenses and in exports markets.

It is therefore desirable to design strategies and implement policies and programmes in the state for the promotion of these industries in conformity with the ongoing economic reform of the country.

More financial supports in addition to the existing one should be provided to the village artisans at panchayat level.

A strong base of rural industrialization not only provides the employment opportunities to a greater level in rural areas, but can also earn foreign currencies by exporting the products manufactured with the help of cheap labour of these industries.

5. Panigrahi Sarat Chandra\(^5\) (1999), in his research article entitled "Rural Industrialisation: A Pointer of Rural Development" aimed to analyse the different components of rural industries and to assess the role it is playing in rural development, he has analysed that problems of village and small industries sector are general in nature. He observes from the different components of rural industries that the value of output in this sector increased at constant price at compound rate of 12.06 percent between 1984-85 and 1989-90. However, the production of Khadi, village industries, handloom clothes, coir yarn and coir products fell short of their respective targets. Exports from this sector have increased at current prices at a compound rate of 26.57 percent. In the case of employment coverage (full time and part time) while the rate of compound growth is 4.43 percent, it is short of the seventh plan target. With these achievements, in order to develop rural industrialisation, author has made some suggestions. They are stated below:

(i) The state governments must further devolve the responsibilities to the district/block/panchayat authorities for effective rural institutionalisation.

(ii) The other basic requirements to promote these rural industries are the timely availability of credit and they must be provided credit at low interest rate.
(iii) Industry Association will be encouraged to come forward and evolve a suitable distribution mechanism so that the interest of this sector is protected.

(iv) To improve marketability, there is a need to induct better and appropriate technology.

(v) In order to prevent sickness at the incipient state, it is necessary that SFCs and commercial banks should properly monitor the project.

6. Srivastava Y. P. and Tripathi Uma (1999), in their study entitled "Development of Small Scale Industries" analysed the problems of small scale industries, problems in respect of marketing, financial, technological upgradation, besides raw materials availability, infrastructure and information. They also analysed some of the innovative financing mechanism that could be effectively implemented to overcome the financial constraints of the SSI sector. Finally, they remarked that our small scale sector has in the past exhibited tremendous dynamism and with appropriate institutional and financial support it will successfully meet the new challenge.

7. E. Chandraiah and P. Rajalingam (2002), in their research articles on "Small Scale Industry a Catalytic Agent for Rural Development - A Study" have analysed small scale units in Andhra Pradesh during the period 1950-1993. They also analysed economic and infrastructure profile of Warangal district. Finally, they have remarked that small scale industry provides employment generation and improves rural health, education and other amenities. Despite all the efforts and increasing number of units over a period, the rural development did not develop substantially due to some of the deficiencies. Some of the major deficiencies found by the study are lack of institutions support for supply of raw materials and marketing, absence of monitoring mechanism, inefficiency and inadequacies at all stages of implementation, lack of absorptive capacity of beneficiaries, highly target oriented irrespective of practicability, no follow up action etc.

Among all multiplicity of rural development efforts, a sustained and accelerated small industry development will be a more effective step to accelerate rural development in the years ahead.
8. Prof. Misra Baidyanath\(^8\) (2004), in his research article entitled "Role of Small Industries in Rural Development" has examined capital employment and output in manufacturing enterprises during the period from 1965 to 1978-79 and productive capital employment and value added in industries during 1985-86, and also highlighted the location of industries and choice of techniques. In his study, he has covered all three types of industries namely small, medium and large scale manufacturing enterprises. On the basis of data analysis, he has observed that a number of other industries have been established at different places without taking into account any locational advantage. Since, population pressure compelled the government to establish small scale industries at different places, locational advantages were very often neglected. Locational problem was often mixed up with the beneficial programmes of small scale industries. Even private enterprises did not give sufficient attention to locational advantages in establishing small scale industries. It was expected that agro-based industries would be started in rural areas. Finally, he has remarked that small scale industries are required for number of factors, which include (1) Transformation of social economy by fostering local initiative and self-reliance; (2) Increase capacity building; (3) Ensure effective utilization of local resources; (4) Create employment opportunities near the place of residence and at low cost, which will reduce rural urban migration; and (5) Generates increased demand for industrial products.

9. Dr. (Mrs) Mishra Rashmi\(^9\) (2004), in her research article entitled "Status and Prospects of Fruit Industry in Orissa" has evaluated the export market potential for fresh fruits in Orissa, production and capacity utilization in food processing industry in India during the period 1990-91 to 1997-98. On the basis of interpretation of data, she has observed that the capacity utilization on an average is less than 50% over the years. This situation is resultant of the fact that most of the companies in the fruit processing sector are small and medium enterprises (SMEs). The concentration of demand for these products in urban pockets of the country is one of the problems of lower capacity utilization. Finally, she has remarked that Orissa has immense opportunities for growth of agro-based industries particularly fruit processing units. Introduction of state of art technologies in fruit
processing and better packaging can help the processed fruit products to compete in national and international markets.

10. Prajapati, Ram Komal Prasad\textsuperscript{10} (2005), in his research article on "Small Scale Industry: A new paradigm" focused on the contribution of small scale industry in Indian economy. Further, he has mentioned state-wise employment distribution and they are: it contributes almost 40% of the gross industrial value. This sector in India creates largest employment opportunities for the Indian populace next only to agriculture. And study shows that SSI contributes state-wise employment distribution: Tamilnadu (14.5%) made the maximum contribution to employment. This was followed by Maharashtra (9.7%), Uttar Pradesh (9.5%) and West Bengal (8.5%) the total share being 27.7%, Gujarat (7.6%), Andhra Pradesh (7.5%), Karnataka (6.7%) and Punjab (5.6%) together accounted for another 27.4%. Per unit employment was high – 17, 16 and 14 respectively – in Nagaland, Sikkim and Dadra and Nagar Haveli. It was 12 in Maharashtra, Tripura and Delhi. Madhya Pradesh had the lowest figure of 2. In all other cases it was around the average of 6. About 45-50% of the Indian exports are contributed by SSI sector. Finally, he observes that one of the major deficiencies in the small industry scenario is the prevalence of outdated production and management methods hindering the efficient operation of small scale units. It was also found that the most important reason for the reluctance of small industrialists to install modern machinery and equipment was the lack of investible funds.

11. S. Revathy\textsuperscript{11} (2005), in her research article "Globalisation: Opportunities and Challenges for Indian Small Scale Industrial Sector" has examined opportunities and challenges to the small scale sector in new era of globalisation. She has analysed opportunities and the opportunities are: (i) Credit flow to the sector; (ii) Access to international market; (iii) Easy availability of raw materials; (iv) Increased sales volume. With these opportunities, she has evaluated the challenges to this sector and the challenges are: (i) Technology upgradation and modernization; (ii) Maintaining quality standards; (iii) Research and development; (iv) Hiring human resources. Finally, she concluded that as a positive result of globalisation, the SSI sector should take all the
opportunities as an advantage and meet as well all the challenges as a stepping stone for the development in future.

12. Panwar J. S. (2005), in his research article on “Marketing Challenges for Small and Medium Enterprises in the post WTO Era” focused on three issues; the very first, emerging competition and search for a proper business model for SSE units. To overcome this issues, he has mentioned three options: (1) Concentrate more on tech mass consumption items; (2) To go in for a high tech component or ancillary product even if it means operating in a niche market, contract manufacturing is the last resort of weaklings. The second issue is addressing the quality/technology. He has given priority to new technology through licensing or collaboration. The third issue of this study is solving the marketing and distribution problems. For this he has mentioned three options for marketing SSI products: (1) Marketing through government agencies; (2) Collective marketing through some co-operative venture; (3) Individual marketing. Finally, author has agreed that in the post WTO era, competition is unavoidable. According to him, for survival, best marketing strategy is essential.

13. Dr. Mishra Ashish and Dr. Shukla Narendra (2006), in their research article entitled “Globalisation and Small Scale Industries performance in India” focused on general performance of the SSI Sector in India from 1990-91 to 2003-2004 and their study shows that number of SSIs increased in post globalisation, but annual growth rate was decreased. Further, they analysed an industrial sickness in SSI sector and study found that sickness in the total SSI sector was of the order of 1%, whereas in the registered and unregistered SSI sector it was 3.38% and 0.64% respectively. The maximum number of sick units was located in West Bengal, Kerala, Maharashtra, Karnataka and Andhra Pradesh. About 59-53% of the sick units were located in these five units. With this finding, they concluded that production, fixed investment, employment and exports of SSIs were continuously declined after globalisation of Indian economy. Hence, the impact of globalisation is going to add fuel to the fire of sickness resulting bad impact on SSIs units. The globalisation policy marked by increased competition on one hand and
great dependency on foreign technology and imported goods on the other will result in the SSIs to adopt modern imported technology to face the global competition.

14. Dr. Aronkar Chandrasekhar\textsuperscript{14} (2006), in his research article on "Entrepreneurship Development in Rural India and Globalisation" focused on panchayat, which is a smallest administrative unit having a say in socio-economic decision making process of villages, can play a vital role in developing entrepreneurial skills amongst the rural youngsters and especially in women of the rural areas. Further study throws light on the 3 E's, i.e., education, economic environment and encouragement. Finally to accomplish the objectives, he concluded that if panchayat can extend their activities, give a vision and really take entrepreneurship development as a challenge, then definitely, the fruits of economic reforms can really be effective at the village levels and this will pave the way for our country to become economic power in the world with the participation of all the Indians and the rural people who are the backbone of the country.

15. Dr. K. Kanak Durga\textsuperscript{15} (2006), in his research article entitled "Small Scale Sector Emerging Scenario" has examined the performance of the Indian small scale sector during 1993-94 to 2002-03 considering the critical parameters such as number of units, production, employment and exports. He has observed from the analysis of aforesaid parameters that there is an increase in the aspects of number of units, employment, production and exports. Further findings and suggestions of his study are stated below:

(1) Most of the small business in India are set up by first generation entrepreneurs.
(2) Small businesses lack access to capital and money markets.
(3) Mix of craft work with new technology is needed.
(4) Sick units should learn from successful ones.
(5) Administration of SSIs should get higher levels of training.
(6) Technology upgradation has to help the SSIs.
(7) Efforts to make the SSI units self-sufficient are essential.

Finally, he has suggested that programmes like quality circles, total quality management, total production maintenance and six sigma which are aimed at continuous improvement
in the enterprise help the SSIs to move confidently in the present increasing domestic and international competitiveness.

16. Prof. D. Nagayya¹⁶ (2006), in his research article on "Enhancing competitiveness among Small and Medium Enterprises" focused on the emerging scenario, performance review of the post-liberalisation period and strategies. He has analysed that small and medium sector has been playing a prominent role in the socio-economic development of the country for the past 5 decades. On the basis of analysis and interpretation of data during the period 1990-91 to 2003-04, growth of exports from SSI sector during the post-liberalisation period has been quite impressive, though it had recorded ups and downs in the same direction as total exports over years. However, the SSI sector has to go a long way in improving its competitiveness, particularly in comparison with countries such as china. Further, he has laid emphasis on strategies to enhance the competitiveness of small and medium enterprises. Finally, he concluded that formation of consortia, cluster associations and strategic alliances with their counterparts in other countries, technological linkages and financial tie-up can maximise the growth potential of SMEs in the country.

17. P. Srinivas Subbarao¹⁷ (2007), in his research article entitled "Role of Small Industry Financial Institutions in the Era of Globalisation" has examined the role and performance of different apex level, national level, regional level and banking institutions for the development of small industry in India. And finally, he has concluded that the SSI sector has contributed significantly to the Indian economy and has emerged as a dynamic and vibrant partner. The sector, as stated earlier, has been outperforming the overall GDP growth rates as well as industry sector growth rates.

18. G. Satyanarayan, M. L. Kanta Rao, M. Reddy Ramu, M. V. Raghavulu, I. Sreenivasulu¹⁸ (2007), in their research article on "Cottage and Small Scale Industries under Five Year Plans" focused on financial allocation for village and small scale industries (VSSI) under the five-year plans during the period from 1951-56 to 1992-97. Further, they highlighted The Karve and Ashok Mehta Committee's report in respect of village and small scale
industries. The Karve Committee suggested to build up a pyramidal structure of industry board based on progressive rural economy through small industrial units also with the necessary services in big villages and small towns all over the country. With this, Ashok Mehta Committee suggested a seven year programme for progressive improvement of techniques in respect of each of the traditional industries, includes Khadi. Finally, they concluded that the percentage of financial allocation made for this sector in the successive five-year plans did not reflect it adequately. The highest financial allocation for this sector was made available only in the second five-year plan.

19. A. Abdul Raheem and M. Abdul Jamal (2008), in their research article entitled "Socio-economic constraints among Rural and Urban Women Entrepreneurs" aimed to identify the discrimination of socio-economic constraints among rural and urban women entrepreneurs and to take suitable remedial measures to overcome their problems. The study covers following fields for urban women entrepreneurs namely food processing, garments, and mechanical units and rural women entrepreneurs namely handicrafts, dairy farming, pickles, powder and papad, petty shop keeping, match boxes, agarbatties, agriculture and allied operations and establish small units. For the study, they have selected 100 women entrepreneurs; 50 from urban and 50 from rural area of Chennai district. On the basis of analysis of 10 socio-economic constraints variables, they have observed from the results of the correlation metrics that a very high correlation of more than 0.80 was found between the socio-economic constraints variables. With this observation, the study found that lack of appreciation (6.67), labour problem (19.17), inadequate infrastructure (15.83), marketing problem (12.50), transport problem (10.00) and lack of self confidence (8.33) were the significant variables which discriminate between rural and urban women entrepreneurs. With these findings, they have suggested some measures with respect to rural women entrepreneurs in Chennai. Some important measures are:

i. NGOs and Government should come forward with awareness programmes exclusively for young women and make efforts to diffuse information on prospects of entrepreneurship among the less educated women.
ii. Wide and extensive campaign should be done by these organizations, particularly for involving rural women in agricultural entrepreneurship.

iii. Special training cum orientation programmes are needed for these employees and officers who are supposed to help women entrepreneurs.

iv. Government should take initiative to organize large numbers of cooperative societies of women entrepreneurs.

20. C. Dhanalakshmi20 (2008), in her research article on "Problems on Women Entrepreneurs" has analysed the role of SIDO – Small Industries Development Organization is providing technical schemes for the establishment of SSI units. She also analysed the role of SIDBI. The aim of SIDBI is specially designed for economic development of women. Further, she has highlighted the problems of women entrepreneurs. In order to promote women entrepreneurship, she has given suggestions. The main suggestions are as below:

   (1) Women entrepreneurs should be treated as separate target groups for all entrepreneurial development programmes.

   (2) Vocational training facilities are to be developed by the government for women.

   (3) Institutional support system should be designed to suit the requirements of women entrepreneurs.

21. Singh Balbir21 (2009), in his research article entitled "Sub-contracting Small Units in the Industrial Development of Punjab" has evaluated the industries in the context of size and investment limit of small ancillaries and reservation/de-reservation issues, structure of capital, profitability, relative wage rates and markets and input problems. The study covers bicycle/bicycle parts industry located at Ludhiana and tractor industry working at S.A.S Nagar (Mohali). For the study, he has selected 90 small ancillary units besides two large parent units from bicycle and bicycle parts industry and 24 small ancillary units besides a large parent unit from tractor industry. On the basis of analysis, the study found that our sample ancillaries in bicycle industry export 20% of their total output through the private and government agencies purchasing their inputs. The same is almost true in case
of tractor ancillaries. With this finding, he concluded that since 75% of the total value of the bicycle is contributed by small scale ancillaries and in case of tractor industry these ancillaries contribute to about 70% parts in the total tractor assembly, it has become very important that for the development of these two Punjab industries, the development of small scale ancillaries becomes the utmost necessity. Moreover, the small ancillary units are relatively known to be labour intensive and would be helpful in providing more employment opportunities.

22. Achanta Jyoti (2009), in her research article on “Service Entrepreneurship in the era of globalisation” aimed to show how entrepreneurship in a globalised and market oriented economy plays a significant role in economic development to examine a broad spectrum of activities involved in the service entrepreneurship and also to highlight problem associated in service entrepreneurship by small business entrepreneurship. She has analysed thoroughly service entrepreneurship. She has also analysed 8 case studies of Baroda city. Her study found that entrepreneurs in service sector more or less faced the following similar types of problems. The main problem faced by entrepreneurs are financial constraints, intense competition, low mobility, family ties and responsibilities, adverse effect of risk bearing, lack of education and skill acquisition and low need for achievement. Finally, she concluded that, in India, the problem of unemployment and poverty can be tackled effectively by developing entrepreneurial skill in them. For the same, many states come up with several schemes.

23. Anusha Patil23, (2009), in her research article entitled “Challenges faced by women entrepreneurs” has analyzed the challenges faced by women entrepreneurs in the society by selecting a sample of 100 women entrepreneurs from Thane district. She concluded that the challenges that affected most of the women entrepreneurs were time management, lack of guidance, no outside contacts, lack of security, negative attitudes and less moral support.
24. Gupta Ashis\textsuperscript{24} (2010), in his study on "Indian Entrepreneurial Culture" has conducted sixty interviews with prominent business owners, owner-managers and managers. Some were first generation entrepreneurs, others represented a second or even a third generation. Some had little or no formal training, other had been trained in the top business and engineering schools in India, Great Britain and the United States. For interview, he has selected five cities namely Calcutta, New Delhi, Bombay, Pune and Madras. One hundred fifty odd entrepreneurs and managers participated in this study. Further, he has analyzed historical roots of contemporary Indian entrepreneurship, the unique role of religion, family and other influences, problem facing entrepreneurs, symbolic aspects of the concept of entrepreneurship and finally, he has remarked that the dominant culture of India Hinduism, appends an extremely rich symbolic significance to time. This symbolism is varied, multi-dimensional and pervasive, so pervasive that the symbolism does not require to be transmitted generationally through instruction, but is picked up by even the most uneducated almost through a process of cultural osmosis.

25. Jyoti Shekhar Jakhete\textsuperscript{25}, (2010), in her research article "Role of food processing industry for food security in India (with special reference to Haldiram’s food) has analyzed the role of food processing industry for food security in India and also Haldiram’s food and concluded that India has access to several natural resources that provides competitive advantage in the food processing sector. Due to its diverse agro-climatic conditions, it has wide-ranging and larger raw material base suitable for food processing industries. Presently, a very small percentage of this is being processed into value added products.

26. Dr. Ghule T. P., Dr. Minu Thomas, Prof. Jayashree Giri, Prof. Aarthi Kalyanraman\textsuperscript{26} (2011), in their research article on "Women Entrepreneurship - A case study of Navi Mumbai." The research article aimed to study the socio-economic background of women entrepreneurs, to remove the gender barrier and widen the scope of women entrepreneurs, to promote growth of women entrepreneurs through the efforts of local bodies and to suggest the establishment of trade association and professional bodies in Navi Mumbai. The study covers Navi Mumbai, which is divided in 12 zones. For the study, authors have selected 200 women entrepreneurs as a sample. Further study covers small,
medium and large sectors of Navi Mumbai. Study throws light on organizational structure, nature of product and location of the enterprise. According to the authors, the main finding of the study are:

(1) Religion-wise two-thirds of the women entrepreneurs belong to the Hindu religion.

(2) Linguistic portion of the respondent shows 42% are Marathi speaking, 37% are Hindi speaking.

(3) Almost two-thirds of women entrepreneurs, i.e. 71% belong to nuclear families. However, 29% women belong to joint family.

(4) Entrepreneurial activity in most of the educated women is taken as a purposeful career, i.e., pull factors.

Finally, they have made conclusions, which are as follows:

(1) Most of the women were in the informal sector.

(2) Surveys conducted demonstrate that women primary entrepreneurial activity is focused on the small and medium enterprise (SME) sector. However, the involvement of women entrepreneurs in the production sector is minimal and the development of this sector is rather slow.

(3) The number of women entrepreneurs has increased especially during the 1990s.

27. Jena Sanjeeb Kumar (2012), in his research article on “Micro Finance and Entrepreneurship” aimed to evaluate the socio-economic status of the entrepreneurs, to make a comparative study of the MSEs availing micro financial intervention and those having no intervention and to suggest some remedial measures to improve upon the efficiency and effectiveness of micro-finance in developing the MSEs. The study covers Koraput district, the most backward district of the country in Orissa. Orissa is a backward state having substantial size of depressed population nearly 40% SC and ST community. For this study, author has selected a sample of enterprises receiving loans (Intervention Group, IG). It was randomly selected from the database of the intervening organization. A one-to-one matching was implemented to select a “similar” enterprise not receiving loans (Control Group, CG). The article focuses on many key issues
concerning micro finance and its role in the socio-economic development of the rural poor. He has analysed socio-economic background, capital, training, marketing and employment aspects of entrepreneurs. On the basis of analysis and interpretation of data, the main results of his study are stated below:

1. There are large number of MF packages offered to the micro and small entrepreneurs in both the urban and rural areas in KBK districts.

2. The average levels of employment do not show significant differences between the intervention group and the control group.

3. Within the intervention group, it could be noticed that the enterprises had significantly higher levels of employment in every year from 2005-09.

4. Within the intervention group, the enterprises that received loans after they became established in the market were in a better position to create employment than the enterprises that received loans just as they were starting up their businesses.

5. The size of the capital is significantly higher in the intervention group relative to the control group.

With this result to improve efficiency and effectiveness of micro finance, he has suggested that official policies often make business difficult for micro-entrepreneurs. Improved business regulation, tax regimes, licensing requirements, financial sector reform and bank supervision will promote better conditions for micro enterprise development.

28. Kalita J. C. (2012), in his research article entitled “Micro Credit for Development of Micro Enterprises” focused on MFIs. There are mainly three types of MFI service providers. These are formal, semi-formal and informal. Micro credit has been playing an important role in development of micro enterprises, thereby contributing in the national income of our country. Further, he has mentioned micro credit models. In India, there are 3 models. These are:

1. A model that works on banking principles with focus on both savings and credit activities and where banking services are provided to the clients either directly or through SHGs and play role as self-help promoting institutions (SHPIs).
(2) There is also a comprehensive banking model where the clients comprise NGOs, MFIs and SHG federations.

(3) Further, there is an individual banking –based model that has its clients as individuals or joint liability groups (JLGs). NGOs/SHPIs play role as financial intermediary.

Finally, he concluded that the overall mobilization of the micro credit through SHGs is quite satisfactory. However, the performance may not be uniform in every region of the country. It may be necessary for additional input or support services to enhance the capacity of the SHG in India, especially in the Northeast region.

29. Dr. Narahar S. Pandit29 (2012), in his study on “Industrial Entrepreneurship Development” has evaluated the entrepreneurial role at the different stages of development of an industrial unit and examined skills used by entrepreneurs in industry. His study focused on Satara MIDC in the State of Maharashtra. This was on the critical appraisal of the government policies, organization, and programmes concerned with promotion and development of small enterprise.

30. Dr. Radha Rani Kothakalla30, (2013), in her study on “Role of Micro Enterprises in women empowerment – A case-study of A.P” has examined role of micro enterprises in women empowerment in Andhra Pradesh. The study is an empirical investigation based on primary data as well as secondary data. Primary data has been collected from 890 women enterprises hailing from three regions. In order to develop women entrepreneurship, she made suggestions. Some important suggestions are: (1) Consider women as specific target group for all developmental programmes, (2) Sufficient training programme on management skills to be provided to women community and encourage women’s participation in decision-making, (3) Infrastructure in the form of industrial plots and sheds to set up industries is to be provided by state run agencies.

31. Prof. Shabana A. Memon, Dr. A.B. Arekar, Prof. A. A. Basade31, (2013), in their study on “Entrepreneurial Ecosystem in Maharashtra Industrial Development Corporation (MIDC) with special reference to Shiroli, Kolhapur – An empirical study” have analyzed
the entrepreneurial climate prevailing in Shiroli MIDC, Kolhapur, Maharashtra. The adopted methodology for this exploration includes structured one-to-one interview with 30 entrepreneurs in the entrepreneurial eco-system in Shiroli industrial areas. Some important findings of the study showed that: (a) A change in the attitude of banks is desired so that the hardships of entrepreneurs during the stage of infancy get reduced and they could concentrate on establishing their enterprise on a sound footing, (b) Academia and industry alliance should be strengthened by encouraging students to take up industry funded projects. Big business houses can partner with the academic institute and come up with the curriculum which will make the students employable, (c) Entrepreneurs should update themselves by attending exhibition/seminars within the country and abroad. Finally, they concluded that India can lead the way to develop global solutions that work on a very large scale. It just needs to put in place the culture, ecosystem and infrastructure needed to release the latent potential of its huge entrepreneurial pool of business people.

32. Parikshita V. Shetty, Kiran Shukla32, (2013), in their research article entitled "Entrepreneurship and Development: A study of the scheduled castes in Goa" have evaluated entrepreneurial activities of the scheduled castes and analyzed also few cases of successful entrepreneurs. An empirical study has been conducted on 133 scheduled caste entrepreneurs who were identified from a sample of 1600 respondents from the villages and the cities of Molem and Ibrampur in Goa. After analysis, they concluded that their study reveals how, through entrepreneurship, the ex-untouchables and the down trodden sections of the society could acquire their economic position that raised their social status as a result of modification and diversification in their work. They have been able to earn more profits, which raised their standard of living and they moved up in the social hierarchy as well. It may be emphasized that the artisan castes have been able to utilize their skills according to the new needs of the modern industry and thus are able to perform better than the other scheduled castes.
33. S.N. Arjunkumar\textsuperscript{33}, (2013), in his research article "\textit{Total quality management in small scale industries: New Manthra}" has analyzed important role played by small scale industries in India, implementation of TQM in a small scale industry and finally concluded that TQM in a small scale industry is very important and useful as compared to large and medium scale industries. Quality circles, small groups activity, Kaizen implementation are much easier in case of an SSI unit. Even though it is expensive to implement TQM in an SSI unit, but it is worthwhile investment to sustain and excel in the global markets.

34. Mrs. Diya N. Udasi, Ms. Varsha K. Bhatia, Ms. Anju A. Sawlani\textsuperscript{34}, (2014), in their research article entitled "\textit{Entrepreneurship as a tool for socio-economic development – Opportunities and Challenges}" analyzed characteristics, challenges, contribution of entrepreneurship in development of Ulhasnagar by selecting 50 entrepreneurs, 2 presidents of vyapari associations, 3 UMC officials. Their paper focused on development of Ulhasnagar due to SMEs and entrepreneurial spirit of citizens. The city has progressed by leaps and bounds due to entrepreneurial activity. They observed that 98% of the respondents feel that hard working and risk taking are the characteristics of most of the entrepreneurs, 90% feel passionate and respect to customers, 80% feel self-independence, 78% feel perseverance, 40% feel innovative and smart while 10% feel time management, interpersonal skills, recognition and appreciation of employees.

35. Prof. Renu K. Ranjan\textsuperscript{35}, (2014), in her research article entitled "\textit{SMEs – The catalyst of India-Africa Economic Cooperation}" has analyzed the role of SMEs in Indian economy and African economy and highlighted that Africa offers immense potential in industrial and economic front. Moreover, India and Africa is having century long cultural ties. Africa offers abundant opportunity in terms of capacity and raw material utilization. Due to similarities in many fronts, India and Africa, if came together, they can be the driving force for the world economy.

36. Prof. Rishikesh Kumar\textsuperscript{36}, (2014), in his research article on "\textit{Social Entrepreneurship in India}" has analyzed the social entrepreneurship and woman social entrepreneurs in India. For the study, he has used secondary data and concluded that social enterprises are an
informal hidden positive enterprise that fosters equitable society, promotes sustainable development of human power and has a social mission of acquiring profit through ethics. It needs to be promoted in a more organized format that can build stronger corporate citizens and harmonious industrial India.

37. Mr. Armond D'Costa, (2014), in his research article entitled "Pink slip to Entrepreneurship" has analyzed the advantages involved for both the employer and employees from a retrenchment policy aimed at steering employees towards entrepreneurship or working as independent business professionals. After analysis, findings and suggestions of his study, it is clear that allowing existing employees to exist with a chance to work on their own and build on their existing skills and talents, benefits accrue to both the firm and retrenched employees with both considering each other a valuable resource well after retrenchment. Such a policy, if incorporated into the HR programmes of firms at all levels today could result in a boom of entrepreneurs during every economic downfall ensuring that the recovery and subsequent boom would be amplified, enhanced and magnified on account of the new born entrepreneurs and working professionals created by every down turn.

38 Dr. Meera S. Kulkami, (2014), in her research article entitled "SME Success: AMOD (A case study)" has evaluated AMOD, a family run business. Finally the study highlighted that this case brings forth creation of customer value, developing unique solutions to small business challenges at strategic and tactical levels and making growth strategy for an SME in this geography. It brings forth the dynamism within the leadership, talent, strategy and organizational culture that allows an Indian SME to compete. This case brings out pragmatic insight by an SME to meet newer and higher standards set by larger corporate that they serve.

39. Dr. Nilanjana Das Chatterjee, (2014), in her research article entitled "Survival potentiality of small scale sector in the era of globalization: A case of Bishnupur – Sonamukhi silk industry, Bankura, West Bengal, India" has evaluated silk industry at Sonamukhi and Bishnupur within a historical and cultural environment. After analysis, she has highlighted that small scale industries play a significant role in Indian economy. Among them, the role of silk weaving industry is noteworthy. The silk weaving industry
is unorganized in character and in most cases they used traditional techniques of weaving and have a localized market. Due to globalization of economy and local problems, these indigenous handicraft industries lost their market and were unable to compete with the branded products. The fact is same for Sonamukhi and Bishnupur silk industry in Bankura district (West Bengal), India. Sonamukhi is famous for Tussar silk sarees and dress materials. On the other hand, Bishnupur is a silk weaving centre since the time of Malla Kings.

2. **THESIS AND DISSERTATION**

1. Vaidya P.H. (1976) in his thesis entitled *“Working Capital Management in the Engineering Industry”* has evaluated the practices of working capital management in the engineering industry and assessed the relative significance of the various sources of working capital in the industry. The study was restricted to 3 groups of companies in the engineering industry in India namely automobiles, textile machinery and machine tool companies. His study revealed that a scrutiny of the performance of the engineering industry during the period under investigation recorded a substantial growth. However, the rate of growth had not been at the same rate. Besides, the industry had to face recession, inflation, shortages, stringent credit policy etc. During the period, in fact, the entire period was marked by uncertainties on various fronts. Finally, he has made conclusion in respect of 3 companies. They are stated below: (1) The automobile companies: There was no efficient management of current assets. (2) Textile machinery companies: The rate of increase in current assets was faster than the rate of increase in sales indicating inefficient management of current assets; especially, credit management was totally unsatisfactory. (3) Machine tool companies: The rise in current assets was certainly disproportionate to the rise in sales indicating inefficient management of current assets.

2. Shri. Rao K. N. M. (1976) in his thesis on *“Management of capital in the Cotton Textile Industry of Bombay”* has the objectives to undertake comparative study of the financial statements of the cotton textile mills of Bombay, to study how far the cotton textile mills
have failed to procure sufficient finance for their modernization, rationalization and renovation, to study the causes of failure of a number of cotton textile mills in Bombay and their nationalization. To achieve these objectives, he called for the financial statements in the form of annual accounts from 53 cotton textile mills of Bombay with the help of Bombay Mill Owners Association. He has studied various items of the income statements and the balance sheet through systematic analysis of the ratio. For the purpose of this study, he has divided the cotton textile mills into 3 groups, i.e., A grade mills, B grade mills and C grade mills and his study shows that there has been a substantial growth over the years at least in respect of certain units. But the role of growth had not been uniform. Moreover, the industry had to face recession, inflation, shortages, stringent credit policy etc during the period. Lastly, he remarked that this study makes a modest claim to make some contribution in the field of management of capital in the cotton textile industry with particular reference to Bombay. In all humility, the author would like to add that the results of this study are not intended to cast a reflection on the quality of management in any cotton textile company of Bombay.

3. Kaveri V. S. (1976), in her thesis on “Financial ratios as predictors of borrowers health – with special reference to Small Scale Industries in India” aimed to find out the significance of the ratios indiscriminating the small units, to evaluate how well the financial ratios could predict the borrower’s health, to examine the managerial implications of the discriminant model on the banks in India. For the study, she has selected 524 small units as a sample and for data collection has also selected 14 branches from Bombay and Thane area. There were 700 units which were financed by the 14 branches of the bank. Finally, on the basis of availability of financial statements she has selected 524 units. She has covered textile, paper, leather, chemical, engineering, food manufacturing and tobacco industries, miscellaneous industries in her study. This study examined the predictive ability of the ratios keeping in mind the banker-borrower relationship. This study has identified how far a banker would be benefited by developing the discriminant model for predicting a borrower’s health. Through education and training the banker and the borrower may appreciate the usefulness of the model. For bankers this type of model is more useful for assessing the needs of the borrower,
establishing better follow-up pattern and measuring the risk involved in the business. This will certainly strengthen the banker-borrower relationship. This study has considered the existing policies and practices of the banker and small units while developing the discriminant model. Further, this study examined 22 ratios out of which 13 ratios are used in the bank.

4. Atthreya N. H.43 (1977) in his thesis on “Small Scale Entrepreneurship Development — some manageable factors” has enumerated the important objectives of his study which are: (1) To identify the elements of the entrepreneurial spirit; (2) To observe the mixes in which these elements are found in individual entrepreneurs; (3) To look for the elements that are more frequently found in the entrepreneurial mix. For the study, he has chosen one hundred small scale entrepreneurs. He has analysed the above chosen entrepreneurs and his study found that, almost till recently and all over the world, entrepreneurial manpower has been looked at as a phenomenon and not as a resource. Once we realize it is a key human resource, once we realize it is a resource that makes the possible real, we will consider entrepreneur resource management as an opportunity area. Finally, he has recommended giving support to those who have the entrepreneur potential irrespective of their educational or other background.

5. Sant Suhasini V.44 (1987) in her dissertation on “A Study of Financial Problems of Small Scale Industries with special reference to Fixed Capital Requirements” has selected 5 small scale private limited companies manufacturing engineering items i.e., units from Kandivali Govt. Industrial Estate. The study covers the financing of fixed capital for a period 1982-86 of aforesaid 5 units. She has evaluated the financial requirements of small scale industry, also she has examined the financial problems of small scale industry and highlighted the problems faced by SSI in financing the fixed assets. The study found that during 1982-86 fixed capital investment of the units, covered in this study, was in land and building (26%), plant and machinery (50%) and other assets (24%). Major share, i.e., 50% of the fixed capital was invested in plant and machinery. Usually, the initial set up of manufacturing unit involves purchase of land and construction of building depending upon the long-term requirements of a particular unit. Therefore, for last 5
years additional investment in land and building was very low, i.e., 26% of the total investment in fixed assets. Study further found that out of 5 private limited companies surveyed, 3 companies had sound internal financial position in their venture and 2 companies could mobilize the financing support from friends and relatives to finance the additions to fixed assets. Finally, she has suggested that financial problems of small-scale units cannot be separated from overall planning and operations of small-scale units. Many of their problems originate in the area of marketing, labour management and production. It is necessary, therefore, to guide and train small-scale industrialists in the matters of overall planning strategy and operations.

6. Patil Dilip A. (1988) in his dissertation on "Problems of Working Capital in Medium Scale Industry: A case study of Engineering Units in Thane Industrial Area" aimed to determine the level of working capital to analyze the constituents of current assets and current liabilities, to analyze cash holding methods of inflow and outflow of cash, to suggest suitable measures for management of the working capital in the light of conclusions arrived at. His study concentrated on Thane Industrial Area, which has 196 medium size industrial units. These include: (1) Engineering units 77, (2) chemical units 45 and (3) others 74; a total of 196 units. He has analyzed the above-mentioned units and his study found that the current ratio on an average in all the three group of units is below satisfactory level. In case of machinery manufacturing units, it is on an average 1.47:1, automobile spare parts and accessories units is 1.25:1 and other engineering units is 0.77:1. This fact clearly indicates that the working capital position is weaker. The current ratio is not satisfactory. The study further found that it is difficult to access correctly the inflow and outflow of cash. There is no synchronization of inflow and outflow of cash. Sometimes cash payment exceeds the cash receipts and sometimes the cash inflows exceed the cash outflows resulting into accumulation of cash balance. One of the reasons for holding of cash is an account of irregular methods of cash collections and payments. With this finding, he has suggested that stocks items should be budgeted and the actual stocks measured and compared periodically with the budget plan to detect significant variation.
7. Mrs. Amte Lata Narendra (1995) studied in her dissertation on “Small Scale Industries of Ambernath, Maharashtra Industrial Development Corporation (MIDC) and their working capital problems” has analyzed the problems of small scale industry units in Ambernath with respect to working capital availability. She has approached 50 units through the questionnaire and interview method. She has observed that nearly half needed working capital between 5-10 lacs and it is seen that the majority of units from these samples obtained working capital from nationalized banks. Most of the banks either opt for cash credit or bill discount, each unit borrow from several sources or use several facilities. The various problems have been listed out, which highlight the reason for under-utilization of working capital as also lack of access. Lastly, she has suggested that the credit limit may be bifurcated into a loan and a cash credit, which should be reviewed annually. This will bring in some financial discipline because of the interest on the loans while at the same time enabling him to use the cash credit for his requirements.

8. Shitole G. Y. (1996) studied in his thesis on “Performance evaluation of Maharashtra Industrial Development Corporation” has evaluated the role of MIDC in industrial development of Maharashtra by selecting 20 entrepreneurs from the different types and different regions of the state. He has observed that Govt. of India enforced successive industrial policy resolutions and the five-year plans laid special emphasis in four major objectives. They are: (1) Acceleration of the rate of industrial growth; (2) Promotion of small scale industries; (3) Reduction of regional disparities in the distribution of industrial activities; (4) Prevention of concentration of economic powers. With these observations, the important findings of his study are: (1) Regional imbalance in Maharashtra. (2) MIDC has created a network of infrastructural facilities in the different parts of the state. (3) Since 1962, MIDC concentrated on industrial development with the help of land acquisition and making arrangements for basic amenities to attract more industries initially near big cities and thereafter district places. With these findings, he has suggested that improvement in quality services is needed.

9. Mr. Mohammad Izzat Ikrayyem Al-Halalmeh (2002) has studied in his thesis on “Financial appraisal of Small Scale Industries in Mumbai” on the basis of purposive
sampling, he has selected 40 units. He has examined the pattern and structure of the financial appraisal and financial investment in small scale industries and also analyzed the cash appraisal of small scale industries in Mumbai. He has covered engineering, plastic, chemical, textiles (including women), furniture and miscellaneous industries in his study and his study found that four-fifth of the total selected small scale industries were found to have correct concept of working capital requirements. The position regarding conceptual clarity about working capital in the selected small scale industries appear to be highly satisfactory. Steps may be taken to encourage the use of standard accounting classification regarding components of working capital through educational process in the form of extension work and/or management development programmes in this area for small scale industrial units. Further, he has suggested that small scale industrial units may be encouraged to learn modern tools and techniques for systematic determination of working capital requirements. Extension and/or management development programmes may be designed for this purpose.

10. Homi, Daruwala Ardeshir (2002) in his thesis on "Management problems of Entrepreneurship Development (With special reference to Maharashtra State)." The significant objectives of his study were: (1) To examine the pattern and extent of supply of indigenous small-scale entrepreneurs; (2) To study economic, social, educational background of the small-scale entrepreneurs in India; (3) To trace out the management problems of small-scale entrepreneurship in Maharashtra State and to suggest the remedial measures for the revival/survival and growth. His study is restricted to the management problems of small-scale entrepreneurship in Maharashtra State. The study is confined mainly to two areas of the entrepreneurs engaged in manufacturing and processing activities/operations. For the study, 30 different types of entrepreneurs are selected as the product sample. A ten percent, 132 out of 1320 small-scale entrepreneurs in Maharashtra State sampled at random is selected from Maharashtra State and product line is taken. He has evaluated the aforesaid objectives and his study found that the small-scale entrepreneurs/industries in a backward region are facing the main problem of the backwardness of the region. Therefore, planners and policymakers for backward region/area may focus on the policies, objectives, planning and methods of
implementation of the industrial policy and industrial programme and they should prepare special concession facilities with other privileges may be provided for small-scale entrepreneurs/industries in Maharashtra State within the framework of one and the same industrial policy for the development of industrially Maharashtra State in India.

11. Mrs. Lali Rajan\textsuperscript{50} (2006) in her thesis entitled "A study of sick industrial units in Maharashtra Industrial Development Corporation areas of Dombivli, Ambernath and Badlapur in Thane District of Maharashtra State" has highlighted mainly various factors/causes which are instrumental for the sickness in industries in the areas under study, i.e., Dombivli, Ambernath and Badlapur MIDC areas in Thane District areas of Maharashtra. For the study, she took 24 units from each of the 3 industrial areas. Three industrial areas in the 4 categories of industries were taken up for the study. These 4 categories are chemical, engineering, textile and other industries, which include plastics, food processing etc. From the field study, she has observed that 50-60% industrial units in all these 3 areas are sick and performing below their production capacities. With these observations, she has concluded that finance, management, marketing and other forms of assistance are imperative in the upliftment of such sick units.

12. Ms. Patel Kajal J.\textsuperscript{51} (2007) in her dissertation on "Role of Small Industries Development Bank of India (SIDBI) in the development of Small Scale Industries in India" has the objectives to study the overview of Small Industries Development Bank of India, to study the functions of SIDBI providing financial services and to make valuable suggestions for better performance of SIDBI. She has evaluated the above-listed objectives and her study found that SFMC (SIDBI Foundation for Micro Credit) has emerged as an apex wholesaler for micro finance in India, which provides a complete range of financial and non-financial services to the micro finance institutions. SIDBI has provided direct assistance by way of term loan or participation in equity capital. Finally, she has recommended that SIDBI should keep the linkages between large industries and small industries and also the creation of subcontracting facilities at the regional, national and international levels.
13. Sardar Swapnil Anandrao\textsuperscript{52} (2008-2010) in his dissertation entitled "The role of industries in Marathwada's Regional Development" has evaluated small scale industries of Marathwada during the period 2001-02 to 2008-09. His research study is based on judicious mixture of qualitative and quantitative data analysis methods. On the basis of data interpretation, the main findings of his study are: (1) Most of the entrepreneurs hire local people; (2) Except two interviewees who run a family business, the remaining entrepreneurs have set up their own industrial units; (3) Most of the entrepreneurs are graduates; (4) Most of them obtained the land from private source or capital through private money lenders. With these findings, he has suggested that local entrepreneurs in Marathwada must come forward to start their industrial units in different districts of the region. Under the PIS scheme (Package Incentives Scheme), capital incentives, sales tax incentives, octroi refund, electricity refunds are the main incentives given under the scheme. Local entrepreneurs should take benefits of this kind of schemes and established industries by taking of the above-mentioned scheme.

14. Chhatar Loknath\textsuperscript{53} (2008-10) in his dissertation "Impact of SHGs on Micro-Enterprise Development" has selected Balangir district of Orissa, which was taken as the universe. The study is conducted in Balangir district of Orissa, which is located in western region of Orissa. In this region, majority of the Dalit and Advasi communities are living and negligible members of general and other backward communities are also dwelling. He has evaluated the scope and potential of different rural micro enterprises, impact of SHGs on micro-enterprises in Balangir district of Orissa. The key findings of his study are: (1) Low level of social mobilization, capacity building and training imparted is very low. (2) Pro-poor institutions such as community based organizations (CBOS) do not exist. (3) SHG-Bank linkage process is routine and perfunctory. (4) The impact on micro-enterprise in the study region is very low because of inadequate knowledge about resources and they believe on traditional occupation. With these key findings, the researcher proposes the following model, which will help in overcoming the barriers faced by the SHGs in creating employment opportunities specifically in developing micro entrepreneurs. The proposed models are: (1) Market research. (2) Micro-credit. (3) Gap
analysis. (4) Trainings. (5) Accessibility to market. (6) Linkage with support agencies. (7) Monitoring and evaluation.

3. RESEARCH PAPERS IN JOURNALS AND MAGAZINES

1. Biren Barkataki\textsuperscript{54} (2007), in his study on "Promoting Entrepreneurship through Formal Education System" has analyzed entrepreneurship education. Education and training can play an important role in promoting entrepreneurship. He also analysed the entrepreneurship development programme. The objectives of EDP are promoting entrepreneurship, speeding up industrialization and eradication of unemployment. Finally, he concluded that in the face of dwindling job opportunity in the organized sector, our effort should be to encourage them to take up entrepreneurial activities. In preparing for this, we need to infuse entrepreneurial element in our education system with the objective of developing core entrepreneurial competencies among our youth.

2. Bhatiya, Ramindar and Kaur, Baljinder\textsuperscript{55} (2010), in their study entitled "Indian Women Entrepreneurs – Issues and Prospects" focused on problems and prospects of women entrepreneurs. Basically, women entrepreneurs face two types of problems, the general problems and the problems specific to women. Further, authors have analysed the successful women entrepreneurs like Ekta Kapoor, Kiran Mazumdar Shaw, Shahnaz Hussain, Ritu Beri, Vandana Luthra. These women entrepreneurs have worked in their fields by removing all limitations with different entrepreneurial styles. In order to promote women entrepreneurs, Indian government has taken many steps like the Rashtriya Mahila Kosh, which is set up in 1993. The role of this kosh is to provide micro-credit to poor women to start their own small ventures. Finally, they concluded that women in India are no longer submissive and are not confined within the four walls of the home. The government and voluntary agencies should take more steps to recognize and integrate the strength of women in the process of industrial development.

3. M. B. Eswaran\textsuperscript{56} (2010) in his paper on "Role of Entrepreneurs in strategy-making Processes in Small Firms" has analysed entrepreneur’s role in small firms. He also
analysed the influencing factors in small firm entrepreneur’s strategic decisions. Finally, he remarked that in small firms, entrepreneur’s role is the foundation upon which the other constructs are built. Entrepreneur’s role in small firms can be considered as an organizational culture, a set of organizational capabilities or pre-dispositional propensities that focus on innovativeness, pro-activeness and willingness to take risks and the entrepreneur has an overall positive influence on firm performance, although both strategy and entrepreneurship theories predict that entrepreneur’s role in strategy making has a strong positive influence on firm performance.

4. Dr. M. I. Saifil Ali and Shobha Kiran Sristy\textsuperscript{57} (2010), in their paper on “Entrepreneurial Opportunities for Foreign Investors in the Indian Small Industry Sector – A Study Report” have examined the performance of SSIs in India during the period from 2000-2001 to 2007-2008. Their study shows during the aforesaid period the number of SSI units has increased from 101.1 lakh units in the year 2000-01 to an estimated 133.67 lakh units in the year 2007-08. Even the production and export performance is very much impressive indicating the increasing trend from 2000-01 to 2007-08. The exports of the Indian SSI units include direct exports. The growth rates during the various periods have been very impressive. Further, they have analysed entrepreneurial opportunities for foreign investors, opportunities in the small scale sector due to the various advantages. Finally, they concluded that in the Indian context, particularly small firms, comparative advantage lies in value-added labour which the country has to utilize effectively by opening the doors for the foreign investors through the horizontal FDI more than before.

5. Santosh Pinto and Dr. A. Raghurama\textsuperscript{58} (2010), in their paper entitled “Entrepreneurship among Minorities in Small Scale Industries: Literature Review and Research perspectives” have examined literature review in respect of Indian entrepreneurship with some empirical studies and also international empirical studies of entrepreneurship. Further, they have mentioned the recent study on small business administration. The study shows that minorities now own 51% of all businesses. Minority owned businesses generate $ 591 billion in annual revenues and employ more than 4.5 million workers. The future is promising for this new generation of minority entrepreneurs who are better
educated, have more business experiences and are better prepared for business ownership than their predecessors. Finally, they remarked that entrepreneurship in minority communities can also contribute to reducing social exclusion and contributing to raising living standards in groups that can be often among the more disadvantages in society.

6. Surinder S. Jodhka, (2010), in his paper on “Dalits in Business: Self-employed scheduled castes in North-West India” has examined dalit businesses in two urban centres of Haryana and western Uttar Pradesh by selecting 321 dalit entrepreneurs. On the basis of analysis of study, he concluded that the dalit situation in Haryana was certainly more vulnerable than in UP. Apart from a longer history of entrepreneurship among a section of dalits, UP also has the distinction of having a much stronger dalit politics to the extent that the present chief minister of the state is a dalit woman. Dalits also have larger proportion in the population of UP, however, despite this, the general pattern of responses to our questions did not differ much across the two states. Similarly, the experience of caste discrimination also seemed to be shared across caste groups, though it was felt more by Balmikis than the Chamars in both the states.

7. Dr. M. S. Subhas, Vijaykumar A. N. (2011) in their paper entitled “A Glance at Evolution of Entrepreneurship and scope for Entrepreneurship at the BOP (Bottom of the Pyramid) in India” have evaluated evolution of entrepreneurial concept and the BOP. Their paper is the extended contribution of the work done by Patrick J. Murphy, Jianwen Liao and Harold Welsch. In their work, they have divided the entire history into three parts as three bases: Prehistoric bases, economic bases and multidisciplinary bases. Further study throws sufficient light on the significance of BOP. They have mentioned article on “Fortune at the bottom of the pyramid” by C. K. Prahalad and Stuart L. Hart (2006) and summarized as follows:

(1) There is much untapped purchasing power at the bottom of the pyramid. Private companies can make significant profit by selling to the poor.

(2) By selling to the poor, private companies can bring prosperity to the poor and thus can help to eradicate poverty.
(3) Large multinational companies should play a leading role in this process of selling to the poor. According to Prahalad, selling to the poor can simultaneously be profitable and help in eradicating poverty. Finally, they concluded that poverty is the problem found at the bottom of the pyramid and then public or private sector or even PPP models can help the poor by focusing on them as producers and strengthen their entrepreneurial ability. This could be done either by making markets more efficient such that the poor capture more of the value of their outputs or investing in upgrading the skills and productivity of the poor and help to create more employment opportunities among themselves. This is the better win-win solution to make real fortune at the bottom of the pyramid.

8. Vijay Thakur (2012) has studied in his article on “Indian Handicraft Industry” analyzed the profile of handicraft industry. In India, handicraft sector is highly labour intensive cottage based industry spread in almost all parts of the country, primarily in rural areas. He has also analyzed the India’s share in world handicraft industry. His study shows that its share in the global market is negligible, not even two percent of the world export trade of about USD 230 billion. He has highlighted the reasons for the decline of some craft segments. With this, he has remarked that government intervention is essential to uplift this industry. The development and promotion of crafts are the responsibilities of the respective state governments. The central government through various development schemes plays the role by supplementing their efforts.

9. Roy Amit, Dr. Sumanash Dutta (2012) in their paper on “Assessing Income Generation from SHG Micro Enterprises: A study of the backward region of Assam” have detailed the main objectives of their research paper which are:
   (1) To study the net income of the SHG members who have taken up economic activities by starting micro-enterprises 4 years back from the date of the survey;
   (2) To identify proximate determinants of income generation from micro-enterprises and;
   (3) To examine the impact of SHGs NGO connection in the income generation activities from micro-enterprises.
For this study, they selected Karimganj district. This district has 7 development blocks. Out of these, 4 blocks were selected purposively, one each from east, west, north and south parts of the districts. Finally, 77 SHG members of 15 SHGs having NGO connection and 80 SHG members of 22 SHGs who have no NGO connection were selected at random. They analyzed sample characteristics. The number of sample SHG members belonging to general, SC and OBC category were 92, 20 and 45 respectively. There was no ST SHG member in the sample. The noteworthy point is that, in the general category, 65.22% of the SHG members had NGO connections whereas the corresponding percentage for SC and OBC members was zero percent and only 37.78 percent respectively. Their study throws light on the net income of SHG members from their micro-enterprises and its determinants. Finally, the study revealed that farming, which was considered in the regression analysis as a reference group as an enterprise of SHG activity has a negative albeit statistically insignificant impact on income generation.

10. Deepak D. Shelar and Parveen J. Kaladiya (Solanki) (2012), in their paper on “Potential of SMEs to Become Drivers of the Economic Growth: A Study of Die-making Business in Dahanu Taluka” aimed to highlight the traditional and employment generator die-making business, to find out the importance of die-making business, to find out the problems of dye-making business and to give suggestions for reducing the problems of dye-making business. The study covers 100 households from Dahanu taluka. The study highlighted dye-making business of Dahanu taluka. Basically, this business assist the Gems and Jewellery Industry on a large scale by supplying dyes. The study found that dye-making business is major business of Dahanu taluka creating more employment next to agriculture. Different communities of this area are involved in this business, i.e., Mangela, Muslim, Panchal, Wadhwal, Adivasi Samaj etc. It shows that this business is helpful to create national integration. All entrepreneurs have got the knowledge and skill from their ancestors, so they are not having any types of training certificate. Without certificate, the banks are refusing their loan proposals. In order to solve the problems of dye-making business, authors have suggested some suggestions and they are stated as follows:
1) Government must give relaxation of load shedding hours because this business totally depends on electricity.

2) Steps to be taken for motivating entrepreneurs to get organized.

3) Training and assistance centres must be established, which will tend to give professional approach to this business.

4) Government should include these enterprises in micro or cottage enterprises.

5) Pension scheme must be introduced by government to this business.

11. Pushpadeep Dagar (2012), has studied in his paper on "Working Capital Management of SSI in Haryana" to analyze the overall working capital management of small scale industries in Haryana. For the study, he has selected 150 small scale industry groups which were selected randomly from six groups of Gurgaon district. In his study, he has covered food products, wooden products, leather products, chemical products, repair and services products and textile products; total 150 industries, 25 industries from each group. He has analyzed the aforesaid industries and his study revealed that a positive correlation between working capital and sales, which is significant at 99% level of confidence in chemical products, leather products and textile products. There is also positive correlation in working capital and sales in repair and services and food products, but it is statistically insignificant. A wooden product is the only exception where there is a negative correlation however statistically insignificant. Finally, he concluded that working capital management is extremely important in small business since it is relatively more important in small companies than in large companies. A firm may sometimes be able to reduce investment in fixed assets by renting or leasing plant and machinery, but it cannot avoid investment in current assets. The management of working capital also helps the management in evaluating various existing or proposed financial constraints and financial offerings.

12. Snigda Sukumar and S. Venkatesh (2012), in their paper entitled "Problems of Rural Women Entrepreneurs in Periyapatna" have the main objective of their study to examine and analyze the financial, family life problems of rural business women entrepreneurs and to analyze the comfort level of women entrepreneurs in male dominated society. For
the study, they have selected 44 rural business women entrepreneurs. The study covers
the following activities of tailoring, provision stores and cattle farm. Most of the rural
business women entrepreneurs strongly emphasized that initial capital and collateral
security while availing loan were main problems to start and run their business. The
study further shows that most of the rural business women entrepreneurs strongly cited
that lack of cooperation from family members was the main hindrance to concentrate on
their business and were not comfortable in the male dominated society. Finally, they
concluded that women entrepreneurs may not only provide employment opportunities,
but also add confidence, self-reliance, better living, empowerment and in turn better
India.

Subrata Debnath (2012), in his paper on “Preparedness of Tripura for Entrepreneurial
Activities: An appraisal with regard to Entrepreneurial Framework Conditions” aimed to
improve the achievement motivation and other entrepreneurial qualities among
participants, help the participants to identify projects and formulate a business plan and
impert industry knowledge and managerial skills. For EDPs, 5375 participants were
participated. The area covered by the study was north-eastern states. On the basis of data
analysis and interpretation, it was observed that only 18.89% of the participants of
entrepreneurship development programmes succeeded in establishing their own
enterprise. In the case of male candidates, this success rate was 21.67% and in the case
of female candidates, the success rate was only 13.33%. The study found that amongst
the seven states, Tripura had the lowest success rate with 13.2% “doers” only. Finally,
the author has concluded that with a view to promoting entrepreneurial activities in the
state of Tripura, entrepreneurial framework conditions need to be improved to a great
extent and as such the government policy makers and all other stakeholders may
concentrate on this issue to achieve a glorious future of the state.

Goswami Rachana and Jain Ruby (2012), in their paper on “Performance Evaluation of
Rajasthan Handloom Development Corporation (RHDC) with respect to Jaipur
District,” aimed to assess the performance evaluation of the services of Rajasthan
Handloom Development Corporation to identify the weakness and strength of the
organization. The study covers the Jaipur district. For this study, they have selected 320 handloom weavers from 15 cooperative societies within the periphery of 50 km from Jaipur district. Handloom industry is perhaps the most important one among the hundreds of small scale and cottage industries in India. On the basis of analysis of data, the results of their study are: 90% of the respondents felt that yarn was not available easily from the organization; 80% of the respondents were of the opinion that technical upgradation provided was not satisfactory and whatever upgradation done was not useful, the reason being that they had not upgraded looms and infrastructure to utilize the training; 70% of the respondents were not satisfied with the facilities provided by the organization; 45% of the weavers were of the view that the organization did not help in improving their productivity. From the above results, they concluded that the organization needs financial aid. Thus, there is an urgent need to revitalize the entire organization from the top level to the bottom so that it can facilitate maximum number of handloom weavers in their overall upliftment.

15. S. Tarakeswara Rao, G. Tulasi Rao and M.P. Suri Ganesh (2012), in their paper entitled "Management of Micro-Enterprises: A study of the performance of Micro-Enterprises in Srikakulam District, Andhra Pradesh" aimed to examine the district-wise status of self help groups in Andhra Pradesh to evaluate the performance of business enterprises run by rural women entrepreneurs and to offer suggestions for promoting entrepreneurship among rural women. The area covered by their paper is Srikakulam district, Andhra Pradesh. For the study, they have selected 130 women SHG members randomly from among 95 SHGs. They have analysed SHGs thoroughly. On the basis of analysis, the study revealed that as many as 76.90% of the respondents started their business with both - their own funds and borrowed funds, and the remaining 23.10% started the business exclusively with borrowed funds. Loan repayment - both group loan and bank loan - was done on time by all the sample respondents. With these findings, in order to promote entrepreneurship among rural women, they have offered suggestions. The main suggestions are: (1) The milk producers union should collect the milk produced in the respondents dairy and take steps to ensure a fair price and continued marketing of the produce. (2) The women should be provided with adequate training in development of
entrepreneurial skills. (3) There is a need to establish marketing information centres at the district level for enhancing the opportunity of marketing outside the locality.

16. Naila Aajaz, Dahlan Bin Ibrahim and Ghazali Ahmad (2012), in their paper on ‘From Learners to Entrepreneurs: A Study on the inclination of University Students towards Entrepreneurship as a Career Option and the Role of Education’ had the main objectives to examine the effect of entrepreneurship on UMK students’ attitude towards entrepreneurship, to examine the relationship between entrepreneurship education and university student’s inclination towards entrepreneurship. For this study, they selected 84 students from the final year UMK (University Malaysia Kelantan) students pursuing the undergraduate programmes in entrepreneurship. UMK is an entrepreneurial university, which offers degree programme based on entrepreneurship. All sample students respondents were Malaysians. Authors have analysed the role of university in promoting entrepreneurship. The study revealed that about 62.5% (50 out of 80 students) of the students felt that their higher education in the field of entrepreneurship studies will help them in “becoming successful entrepreneurs.” Even in the case of subjects, they found some subjects to be very tough and formal coaching was considered important by more than 87.5% of the students (70 out of 80 students). These instances made it very clear that a university education does play a very important role in promoting entrepreneurship. The study further highlighted the impact of formal education in entrepreneurship on university students’ career options. On the basis of analysis, it can be seen that the students found pursuing higher education in entrepreneurship useful in becoming successful entrepreneurs. Finally, in order to enhance the present situation, they have made some recommendations: (1) Introduce special practical entrepreneurial short courses. (2) Provide training to faculty members (role models) in using simulation in teaching entrepreneurship studies. (3) Establish student business advice and guidance centres within the university.

17. Gopal Guru (2012), in his paper on “Rise of the ‘Dalit Millionaire: A low intensity spectacle” has analysed the Dalit Millionaire as a spectacle within the context of caste, the corporate sector and the state. Finally, he concluded that at the analytical level, the
specific context of caste in India tends to produce different levels of the spectacle with high and low intensities. The divide between the high and the low is enduring, thus suggesting the impossibility of a dalit becoming a capitalist of the top order, the relative gap between the two gets sustained by the structures of patronage controlled by the corporate class and the Indian government. The Indian corporate class has offered some fringe benefits to the underprivileged sections as part of their corporate social responsibility to the latter, whereas the Indian government has adopted certain welfare policies for these sections from time to time. Moreover, the impossibility for dalit millionaires of descent angling themselves from caste has to be understood in terms of the ideological need of the corporate to use the dalit for legitimation purpose.

18. G.H. Nagaraju, Gundegowda\textsuperscript{71}, (2013), in their paper on “Role of SSI in alleviation of Poverty: A case study”, have analyzed the role of SSIs in alleviating poverty in the study. Tumkur taluk, one of the industrially advanced talukas in Karnataka State has been considered for the study. Therefore, present study exclusively uses 50 live units data to have meaningful analysis. On the basis of analysis, they concluded that the study gives a clear picture about the alleviation of poverty through the SSI units. The government is also upholding the entrepreneurs to start new SSI units by way of providing the financial assistance and training programmes through the industrial promotional agencies (IPAs) at national and state level in order to generate employment opportunity which would result in eradicating poverty from the industrial sector, particularly in SSI sector.

19. Laxmi Iyer, Tarun Khanna, Ashutosh Varshney\textsuperscript{72}, (2013), in their paper on “Caste and Entrepreneurship in India”, have analysed caste and enterprise ownership, trends in enterprise ownership and employment generation by caste category, determinants of SC/ST shares in enterprise ownership and employment. On the basis of analysis and interpretation of data, they concluded that an observation about how SCs and STs are especially OBCs have made significant progress at the level of political representation in independent India. The evidence they have presented shows that OBCs have made progress in entrepreneurship, but SCs and STs have remained considerably under-
represented in the entrepreneurial sphere, that is, for SCs and STs political gains have not manifested themselves in greater entrepreneurial prowess.

20. Sarbjit Singh Bedi, Amit Kumar Lal, Sukhwinder Kaur (2013), in their paper on "A study of Credit Rating Potential and Awareness among SMEs in Baddi Region of Himachal Pradesh", have evaluated the awareness level of credit rating among the small scale industries in Baddi region of Himachal Pradesh and also analysed market potential of credit rating among small and medium scale industries. They have selected 150 SMEs during the period from May to July 2012 in Baddi region of Himachal Pradesh. The findings of their study reveal that most of the SMEs lacked awareness about credit rating products. Three factors which can enhance the effectiveness of credit rating companies are managerial effectiveness, credibility and creative marketing efforts.

21. Shilpi Gupta (2013), in her paper on "The impact of developmental programmes on the entrepreneurial attitude of potential entrepreneurs in Raipur city", has analyzed the impact of developmental sessions on the overall entrepreneurial attitude of the prospective managers of the Raipur city by selecting the sample of 28 MBA second semester students with age group between 21-24 years; out of 28, 16 male and 12 females. These respondents were the students of an autonomous renowned private university. The major finding of her study was that the developmental sessions did have a positive impact on the overall entrepreneurial attitude amongst the potential entrepreneurs.

22. Santha S (2013), in her paper on "Socio-economic Status of Women Entrepreneurs in Kerala and Tamil Nadu" has assessed the socio-economic status of the women entrepreneurs in Kerala and Tamil Nadu by selecting sample SSI units 327 from Kerala and 160 from Tamil Nadu. The study revealed that the women entrepreneurs in Kerala and Tamil Nadu were similar in the following aspects viz. decision making power, power exercised in the business, degree of involvement in social activities, and reason for involvement in social activities.
23. Ashwini Deshpande, Smriti Sharma (2013), in their paper on “Entrepreneurship or survival? Caste and gender of small business in India” have examined the involvement of dalits and other marginalized groups, especially adivasis and women, in the micro, small and medium enterprises sector. On the basis of analysis, the result of the study shows that, there are clear caste and gender disparities in the ownership of registered manufacturing MSMEs, whereas SCs and STs are under-represented compared to their population shares, OBCs are roughly equal to their population share, and “others” and Hindu upper castes (non-SC-ST-OBC-Hindus) are over-represented. Caste disparities have increased marginally over 2001-02 and 2006-07, whereas gender disparities have marginally decreased. The proportions of SC, ST, OBC and female ownership are higher in rural areas based on descriptive evidence as well as rigorous growth regressions. Study find that SC-ST enterprises are more survivalist than entrepreneurial.

24. Achintan Bhattacharya (2013), in his paper on “Credit retrogression in the micro and small enterprise sector” has examined nature, dimensions and directions of flow of bank, credit to micro and small enterprises with special reference to the manufacturing sector in the wake of post-1991 reforms that promised a better play of market forces. On the basis of analysis, the study shows that despite a robust credit growth, the actual level of financial intermediation in the post-reform period of the last two decades in the industrial sector and within industrial sector, MSEs and manufacturing MSEs in particular – does not support any notion of increased industrial financing despite the need for an enhanced role of bank-led financial intermediation for the MSE sector. Further study shows that credit growth was buoyant, but growth of credit to the MSEs decelerated. Credit became costlier to MSEs relative to what companies in the private corporate sector had to pay; its flow declined to a third and its composition changed.

25. Vinod Kumar Yadav (2013), in his paper on “Capital budgeting in small-scale industries” has examined whether small-scale industries used capital budgeting techniques for their long-term capital investment decisions by selecting case studies of 400 small-scale industries of Haryana during the year 2011-12. On the basis of analysis his study fond that in the small-scale industries, only large units in the true sense of
capital budgeting prepared capital budgets for taking long-term capital investment decisions and comprised of only 12.5% units of the total small-scale industries.

26. Pooja Singh (2013), in her paper on “Socialization and nurturing entrepreneurship among Indian women” has highlighted that equal opportunity to access and control resources is a pre-requisite stage to produce successful and influential women entrepreneurs in India, who may take innovation and risks without the fear of failing or avoiding success. Finally, she has concluded that an independent nurturing and strengthening of the values in the female child by giving them equal opportunities to exploit their potential from childhood is what is suggested in this study.

27. B. Venkatachalam, J. Krithika (2014), in their paper on “A study on entrepreneurial competencies among the MBA students of Bangalore” have examined the entrepreneurial competencies among the MBA students of Bangalore colleges. They have selected 260 samples using random sampling method. The students pursuing MBA in Bangalore were considered as the samples for the study. On the basis of analysis, they concluded that entrepreneurship requires ample number of productive human resources with multiple skills for a sustained period of time that can transform opportunities provided by the economy at the local, national and global levels. If the education system and curriculum of MBA supports further to develop the entrepreneurial competencies, many of the business students will start their own business which will support the economic growth of the country.

28. Juao C. Costa, Harshal Shah, Kapil Korgaonkar (2014), in their paper on “From grassroots to success: A case study of a successful goan woman entrepreneur” have analysed the case study of Mrs. Carafina Pereira of Martin’s Corner, Betalbatim, Goa. The case study on Martin’s Corner shows how entrepreneurial skills with value-added personal touch and quality can become the driving force for the success in business. An extraordinary visionary, Mrs. Carafina Pereira, backed up with a value system that can go against the trend, and with no specialized management training utilized her talent and skills to become one of the most popular Goan cuisine chef’s of recent times. Mrs.
Pereira along with her family is successfully running her restaurant and is delivering authentic, delicious and a pleasurable Goan experience to their customers.

29. A. Aruna Devi, K. Subramaniam, (2014), in their paper on “Women entrepreneurship in Tirunelveli: A study” have assessed the attitude of women entrepreneurs in Tirunelveli District, also analysed the services rendered by government agencies and financial institutions by selecting 300 women entrepreneurs. On the basis of analysis and interpretation, the researchers recommended that government should design specific training programmes to impart latest technologies and skills for self development.

30. Salini C. R., Arun Lawrence, (2014), in their paper on “Women entrepreneurs in SSI in Kerala: An assessment” have analysed the profile of women entrepreneurs in Kerala. The study highlighted that entrepreneurship among women, no doubt, improves the wealth of the nation in general and of the family in particular. Women entrepreneurship must be moulded properly with entrepreneurial traits to meet the changes in trends, challenges in global markets as well as domestic market and also be competent enough to sustain and strive for excellence in the entrepreneurial arena.

31. Satinder Kumar, (2014), in his paper entitled “Industrial sickness in the small-scale industrial sector of India with special reference to financial gap” has analysed the industrial sickness in the small-scale industrial sector of India along with assessment of working capital requirements in the reformed era. In this study, he has observed that a shortfall of the working capital has been observed in the small-scale industrial sector of India. It was also observed that the growth rate of working capital gap in India grew at the rate of 5.5% per annum in the entire period. Furthermore, in the pre-reform period, it grew by 8.5%. However, in the post-reform period, the working capital gap increased to 24.7% in India. Hence, during the post-reform period, the working capital gap has risen thereby reflecting a shortfall in the availability of working capital to the small-scale industrial sector from the financial institutions. Furthermore, the application of VAR model, Wald test, Granger causality test, and F-statistics have proved that in India the working capital gap has significantly caused sickness in the small-scale industrial sector.
32. A. Manivel⁸⁵, (2014), in his paper on "Women entrepreneurs – Problems and Factors influencing enterprises" has analysed the socio-economic background, motivational factors and problems faced by the women entrepreneurs in their enterprises by selecting 34 entrepreneurs randomly from the universe of 110 entrepreneurs in a conference. This analysis reveals that marketing is the major problem. There is a need to train these entrepreneurs in effective marketing strategies.

33. Shweta Rani⁸⁶, (2014), in her paper entitled "Small Scale Industries (MSMEs) in Himachal Pradesh: A pivotal look" has analyzed the profile of SSIs in Himachal Pradesh and finally she concluded that small scale industries have a tremendous scope for growth in Himachal Pradesh as they aid in increasing the economic growth of the state. The state government must frame an industrial policy from time to time. It must be guided by the economic and social benefits accrued to small scale industries.

34. Varinder Randhawa, Parul Gupta⁸⁷, (2014), in their paper on "Problems faced by rural women entrepreneurs in Kandi area of Punjab" have analysed problems of women entrepreneurs in Balachaur block of Nawanshahr district of Punjab and suggested remedial measures to solve the problems of the women entrepreneurs. For the study, they have selected 28 women entrepreneurs. The results of their study are in line with the results obtained by Jayammal (2012) and Maniar (1999) that majority of the women faced problems related to finance, raw materials, marketing, family and gender bias. (Rao 2002) also showed that women entrepreneurs faced socio-personal problems, lack of family and community support, production-related problems in the form of availability of fund plots and premises, lack of knowledge about marketing the products, and financial problems regarding loan and subsidy, problems related to inadequate government assistance were also reported. Finally, they concluded that the central and state governments should initiate policy measures to address the relative disadvantages faced by women entrepreneurs and address the obstacles faced by them at specific intervals or wherever needed.
35. Mandeep Mahendru, Kalyan K. De, (2014), in their paper on “Multivariate relation between advertisements, sales, and profits: A study on the Indian FMCG industry” have analysed the relationship between advertising expenses, sales, and profits with respect to the Indian FMCG companies by selecting 100 BSE-listed companies from the FMCG industry. After analysis, they concluded that the descriptive statistics lead to the conclusion that the sample companies differ significantly from each other in terms of sales, revenue, profit after tax, and advertising expenses. The series under reference are found to be positively skewed and leptokurtic. A significant positive correlation is observed between the three variables.

36. Raveesh Kumar M, (2014), in his paper on “Problems and prospects of small business in D.K.: An analytical study” has examined the problems faced by the small business entrepreneurs in Dakshina Kannada district by selecting 80 entrepreneurs of micro and small industrial units of 5 talukas of Dakshina Kannada district. The study is based on both primary and secondary sources of data. After analysis, finally, he had made conclusion that continuous effort is needed by the government and small industry to introduce technological changes, technological up-gradation and innovation and sharing of technology. There is urgent need for sufficient and adequate flow of credit to this sector. It is essential that technologically superior, internationally competitive micro and small industries should be encouraged to continuously contribute to national income, employment and export.

37. M. Chitra, B. Kalpana, (2014), in their paper on “Women entrepreneurs in the beauty industry: Is it sustainable?” have examined the reasons for selecting a particular location for starting a beauty saloon, the inter-relationship between elements of a business model and sustainability of beauty saloons by selecting 350 women entrepreneurs in Chennai. The results of the study clearly indicate that majority of the respondent women entrepreneurs entered in the beauty saloon business between 31-40 years of age; most of the respondents were graduates, with professional training in beauty services. Most of the respondents were married, settled, and had the support of their family members to start their own venture, that is, a beauty saloon. According to the present study, women
from nuclear families are entering in this business as they can earn money and also it is not very difficult to maintain the work-life balance.

38. Tyeri Basilide Tcheubeu Nana, Alain Bernard Ndzogoue, David Kamdem (2014), in their paper on "Control networks in Cameroonian SMEs: Influence of selection criteria on performance partners" have described the criteria for partner selection in network of SMEs in Cameroon. Finally, they concluded that from an observation of 54 Cameroonian SMEs in the manufacturing and logistics sectors, it appears that these SMEs while selecting partners took into account some very important criteria such as price, quality, past relationships as a significant criteria, production capacity, reputation, and technical ability were taken into account. However, they found that despite the inclusion of these criteria, they did not alter the opportunities of actors, which remains in the background selection, and therefore, does not explain performance.

39. Rajiv Khosla, Ramandeep Saini (2014), in their paper on "Analysis of performance appraisal systems used in the manufacturing industries of Punjab" have analyzed the performance appraisal system being practiced in industries of Punjab besides identifying the factors affecting the same. The study focuses on performance appraisal, a useful subsystem of the HRD process. After analysis, they have made conclusion that performance appraisal systems being practiced in different manufacturing industries of Punjab were assessed followed by identification of different variables affecting the performance appraisal systems. Comments from mentors or coaches, assessment centres, 360-degree appraisal, development supported by managers, potential assessment criteria, comments on the methods and appraisals used by the employees for future assignments are the dominant variables which affect the outcome of performance appraisal.

40. V. Arunchellammal (2014), in his paper entitled "Micro women entrepreneurs in Chennai: A study" has evaluated the role of micro women enterprises in India in the economic empowerment of women. His study has covered the women micro enterprises functioning in Tamil Nadu. For the study, he has selected 450 women micro enterprises. On the basis of analysis of the data, he has made conclusion that the role of women
entrepreneurs in economic development is also being recognized and steps are being taken to promote women entrepreneurship. Resurgence of entrepreneurship is the need of the hour emphasizing on educating women strata of population spreading awareness and consciousness amongst women to outshine in the enterprise field making them realise their strengths and important position in the society and the great contribution they can make for their industry as well as entire economy.

41. K. Vetrivel, G. Raghunath and R. Senthil Kumar\(^9\), (2014), in their paper entitled “Some aspects of small scale Rice Mill industrial units in Tiruchirappalli” have analyzed the prospects of the small scale rice mill units in Tiruchirapalli taluk of Tamil Nadu state. On the basis of analysis they concluded that all the relevant details regarding the history, functioning and future prospects of the study units have been analyzed to understand and explain the actual situation of industrial and entrepreneurial development in Tiruchirapalli taluk. It is found that the overall policy and physical environment has been utilized by the entrepreneurs to maximize the benefits. However, it is noticed that due to various reasons, some units could flourish while others could not. Hence, it is concluded from the analysis that inspite of all the external factors, the individual factors do play more important role in the expansion of the industrial activities.

42. Ms. Ruby S\(^9\), (2014), in her paper entitled “Women entrepreneurs in the new wave of F-Commerce dimensions beyond traditions” has assessed the extent of usage of face-book for business promotion by women entrepreneurs of Kerala. For the study she has selected 50 women entrepreneurs of Thiruvananthapuram district. On the basis of analysis, she has concluded that as people are looking for an easy way to shop and F-Commerce got its momentum, it is time the women entrepreneurs of Kerala use the golden opportunity for growth. They have to consider the online world of selling through the social networking sites, women entrepreneurs of Kerala can use face-book as a marketing tool.

have examined the various operational constraints faced by women entrepreneurs and also analyzed the socio-economic status of SC/ST community. Their study area is the Tezpur subdivision and sample size is 50. On the basis of analysis, they concluded that from the study carried out among the women entrepreneurs of the SC/ST community in the Tezpur subdivision, it is being found that still they are lagging behind in this sector. There are many talented women those who want to do their own business and earn a livelihood, but they have lot of problems which is acting as a barrier for their growth. Most of their problems are family issues and conservative nature, even lack of adequate knowledge is also another problem.

44. Shehnaz S.R., M. Suresh Kumar\textsuperscript{97}, (2015), in their paper on "Women Empowerment: A case of women micro enterprises in Kollai Grama Panchayat" have assessed the impact of micro enterprises on women empowerment. For the study they used primary and secondary data. Primary data is collected from a sample of 10 micro enterprises representing 50 women members of "Kudumbashree" five members each in each of the micro enterprises from Kollai grama panchayat in Thiruvananthapuram district. After analysis and interpretation of data, finally they concluded that micro enterprises operated by women have now become a modern economical weapon for empowerment to fight against poverty.

45. N. Mani, N. Krishnan\textsuperscript{98}, (2015), in their paper entitled, "Growth of Indian textile industry during pre and post liberalisation period" have assessed the growth and development of textile industry in India and in Tamil Nadu. Their study is based on secondary data. After analysis and interpretation of data, study findings and conclusion are: study concentrates on growth, productivity, and cost functions of textile industries both at aggregate level of all India and Tamil Nadu state level by using time series data for the period of pre-liberalisation (1981-82 to 1991-92), post-liberalisation period (1991-92 to 2010-11) and overall period (1981-82 to 2010-11). The growth rate of different indicators were compared at all India level and found that the number of factories, total persons engaged, real value added, total emoluments, real raw material and real value of
output registered higher growth rate in the post-liberalisation period than the pre-
liberalisation period.

towards women empowerment in India: Plan initiatives” have outlined the measures
taken by the government towards women empowerment in the various five-year plans,
analyzed various schemes initiated by the government towards women entrepreneurship
and also analyzed the present status of women entrepreneurship in India. Their study is
based on secondary source of data comprising mainly of planning commission reports
and MSME reports. After analysis, finally they concluded that entrepreneurship offers
tremendous opportunities for women across the world by opening doors to greater self-
sufficiency, self-esteem, education, and growth not only for the women themselves, but
also for their families and their employees. In addition, women are changing the face of
business ownership internationally between one-quarter and one-third of the world’s
businesses are owned by the women. As their numbers grow and as their businesses
prosper, they will change the way the world does business (Julie R. Weeks, 1995). This
statement manifests the enormity of the role of women entrepreneurship in the
development of any economy.

47. R. Gandhi100, (2015), in his paper on “Problem loan management and MSME financing”
has evaluated the problem loan management and MSME financing and concluded that
increasing access to finance can only be successful if qualitative aspects are taken into
account. Adhering to principles of responsible finance and the G-20 principles on
innovative financial inclusion can serve this purpose. It should also be noted that
although financial access is critical for MSME growth, expansion of financial access
should not be achieved at the cost of financial stability. Appropriate prudential measures
need to be exercised while offering finance to MSMEs in order to avoid the potential
pitfalls stemming from excessive credit.
4. SUMMING UP

In the preceding pages of this chapter, a short review from previous study literature on entrepreneurship development in India was taken in the present study. These studies covered various aspects on the subject of entrepreneurship development in India. It will aid in preparing the background of present research work by obtaining the reference and bridge the gap between various studies.

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