While many have emphasised on the need for developing small-scale industries in a developing economy, few studies have been made on small entrepreneurs. The Schumpeterian risk-bearing and innovative entrepreneur managers played a vital role in the industrial development of the new-developed countries. In fact, in most developing countries of Asia and Africa, entrepreneurship has been found to be the most important limiting factor in their economic development.

The entrepreneur is an integral part of economic transformation in India and for that matter in any developing economy. The problem of poverty and unemployment can be met by generating growth induced economic activities, the focus of which should lie in the entrepreneur pertaining to agro, small-scale and medium scale industries in India. The different shades of unemployment in rural areas, and their low-saving potential which thrives within the parameter of their poverty also tend to vanish, at the appearance of several entrepreneurs on the village horizon.

At no other time therefore was the need felt so much as it is today of feeding the rural/urban areas with the requisite entrepreneurs to establish SSI, generate more employment and income and produce more goods and services. It is said that unlike in China and Japan, the Indian "in his own environment does not often display the qualities of grit and tenacity that he has shown in South East Asia or Africa". The problem in short is to identify entrepreneurship in M.P. for the growth of small-scale sector.
Since independence economic challenges drew out economists and researchers for investigating the phenomenon of entrepreneurship and business organisation, as is evidenced by the empirical inquiries conducted since 1960 on gaining knowledge about the personality profile and the situational perspective of the entrepreneur. Yet cumulative literature in this direction is lacking due to regional variations in the environmental influence.

**Definition:**

An entrepreneur in the narrow sense of the term is a planner, innovator, ultimate decision-maker in a productive enterprise. He may be defined as:

(a) A person who, in the course of production, assumes the responsibilities of organisation, management and risk.

(b) A proprietor of a business enterprise who recognizes opportunities to introduce a new product, a new productive process or an improved organisation. He raises the necessary money, assembles the factors of production and organises the management. The entrepreneur may or may not be a capitalist, in that he may or may not provide funds of his own. He does not, however, function simply as a routine manager. Many economists of all schools, including Karl Marx, have emphasised the contribution of the entrepreneur to the development of capitalist economy, but Joseph A. Schumpeter, who argued that the rate of growth in an economy depends in large measure on the activities of entrepreneurs, has probably put greater emphasis on the entrepreneurial function than any other economists.
Entrepreneurial Characteristics

There are important sociological and political advantages in encouraging small industries, found in the development of a middle class group of independent entrepreneurs, which are desirable and much needed elements in a society that values democratic self rule.

Of all the essential inputs required for starting a small industry, what is today woefully lacking in the country, particularly in the backward areas is entrepreneurial skill. This need is something which cannot be developed overnight and requires constant efforts on the part of all agencies concerned.

It is necessary for the Small Industries entrepreneurs to develop competitive spirits with that of the large-scale sector. This will help in creating more income and employment generation. For this purpose the entrepreneurs should concentrate on reducing their costs and improving quality of the products.

A person who is to become an industrial entrepreneur must have personality traits in addition to those resulting from a drive to a mass wealth. The chief characteristics of a small industrial entrepreneur is not so much his venture-someness, nor his motivation to make profits, as his capacity to lead other men in a common undertaking and his inclination to introduce innovations. In the early stages of industrialization, especially when production is carried on by small-scale plants, the over-
whelming bulk of these innovations are of a technological nature
requiring the direct and immediate participation of the entre-
preneur.¹

Main Characteristics:

The entrepreneurial skill with which industry is carried
on, and the life spirit which enlivens the parties in it, are
life and blood for economic progress of our nation.

The requisites for the making of an entrepreneur are:

Personality

(Specialized) + (professional) + (executive) + (training) + (experience)

Supplemented by

(Training in the principles and techniques of Industrial administration)

(1) Personality: It is an important factor in entrepreneurship,
but training serves to direct and develop personality and adds
to the constructive value derived from thought and study.

An entrepreneur must clearly be above the average in the
community in brains - in the speed and accuracy of receiving and
dealing with ideas. He must be naturally a cooperative and posi-
tive person who sees the best in people rather than the worst,
who is encouraging rather than discouraging, who can accept
difficulty as a challenge. He must be the sort of a person who
will be acceptable to his subordinates, to his colleagues of
equal status and to his own enterprises. His standards of

conduct must be somewhat better than the average because so much attention is focussed on all his actions. It is obvious that both physically and mentally, a manager must be able to withstand the pressure of events and be able to retain his optimism, positiveness and consideration for others when things go wrong.

(3) Technical Knowledge: Some entrepreneurial jobs require a certain amount of technical knowledge. An entrepreneur must be capable of assessing the potential value of new methods and design. He must know when to call in a right type of expert.

(3) The Place of Experience: A certain amount of experience of the job to be managed is highly essential. Training for entrepreneurship, to be effective, must include precept and example, learning and doing, education and experience. Experience is primarily necessary to establish standards of what is possible. Secondly it is required to know how the work can be organised. Thirdly, it will enable him to demonstrate any new methods which are to be introduced. Fourthly, he will have a clear understanding of any human problems involved in its preference. Fifthly his proposals will be more easily acceptable to his subordinates and associates in view of his experience. No young man without adequate experience can be taken as fit for managerial functions and position of responsibility.

(4) Knowledge of Technique of Industrial Administration: An entrepreneur must have a command on the industrial administrative
knowledge of the latest standards and this should be his another requisite in addition to those already discussed.

(5) **The Universality of the Entrepreneurial Function** :- The principle of efficient entrepreneurship are universal and it is only their application which differs according to the special function and circumstances of individual enterprises or services.

(6) **An Entrepreneur as a Humanist and a Technologist** :- The entrepreneurship problems are either human or of a technical nature. But a strict division is not possible and most of the problems are partly human, and partly technical.

(7) The entrepreneurs should see that they are prepared to shoulder the responsibilities cast on them.

If a young person is to start a tiny or a small-scale industry he must be aware of the techniques of his industry. He must know what products he is going to produce, how the product could be made or manufactured by using the right technology, how the market could be developed and how the finances could be utilised judiciously. The entrepreneurs look to the consultants for project reports, they depend on the banks for extension services, and they rely on the Government or some other agencies to create a marketing link for them. While it is understandable that all these are basic requirements for running an enterprise, it is not correct for the entrepreneurs to take things easy which are ultimately detrimental to their own interest.
A small-scale entrepreneur will have to be rather more careful as he cannot overlook or allow to waste his scarce resources. He must also see that the raw-material is not wasted, the work in progress is not unnecessarily delayed and the goods, ready for sale, do not lie on the shelves.

(8) It is now for the small industry entrepreneur to be up and doing and to take all the necessary steps to achieve the maximum possible productivity. Perhaps the most important step he can take is to maintain harmonious relations with his employees. He must give them requisite amenities and as fair a deal as he would himself like to have if he were an employee. In such an atmosphere he should be able to arrange remuneration payable to workers which is linked to individual and to group production. Reasonable workloads should be worked out and not only maintained but improved from time to time. He should remove any impediments which come to light from time to time to increase per capita production. It should be the constant endeavour of entrepreneurs to keep his men contented and happy. He should give them facilities and helps to improve their skills, and reward them for acquiring the same.

(9) He should build up his monetary reserves so as to replace as soon as circumstances permit absolute machines with the latest efficient ones and he should maintain strict control on the quality of his products. He should keep himself informed of technological improvements and innovation and if possible he should try to adopt them.

(10) The small entrepreneur should avail himself of the increasing opportunities offered by various organisations in the field of
management development (including finance and accounts control). Attention has to be paid immediately to efficient management, where the major factor is productivity.

(11) The Central and State Governments have provided intensive help to small industry entrepreneurs to start and run their industries efficiently. They should take maximum possible advantage of these facilities to increase their total production as well as per capita production, and continuously improve the quality of their products and reduce the cost of manufacture so that they may have cause to be proud of their achievements.

(12) An entrepreneur must always keep in mind and make provision for the revision of his decision if it is discovered at a later stage that the original decision was founded on wrong interpretation of data. This system is surely likely to give rise to new ideas and inventions.

(13) An entrepreneur can give evidence of good faith on his own part by the competence of his entrepreneurship, by his care in ensuring satisfactory payment for the work done, or rewards for inventors or promotion for competent men. He will provide up-to-date plant, modern buildings, good working conditions. He will attend promptly to grievances, believing that if a man has a complaint, the man has not merely a right but a duty to have the fault corrected.

At a first glance it may appear that the conditions for creating a climate of entrepreneurship, at least in some of the
largest underdeveloped areas are favourable in view of the already existing entrepreneurs in the commercial and money lending fields.

The entrepreneurship in small-scale industries has dormant in M.P. and in this respect M.P. has fared badly in comparison with some other States. From a historical point of view this dormancy could be attributed to several factors. Lack of mass education is one of them. Dependence on super human powers for food and other essential needs has contributed to this dormancy. The inherent, lazy nature of the people of this State has made them indifferent towards work for improvement of their lot. Superstition is widely prevalent in scheduled castes and tribes. This makes them believe that human efforts would not serve any purpose unless destiny ordained it. Thus the lack of inherent desire to improve their lot explains the indifference of these people to engage themselves in entrepreneurship in spite of the Government policy of providing work to them for their betterment.

Organisations working for Development of Entrepreneurship in SSI in M.P.: 

(1) Small Industries Development Organisation, SIDO - (Both at Central and State Levels):-

The Entrepreneurial Development Programme aimed at development of new entrepreneurs for providing gainful employment opportunities to suitable persons. For this purpose, a close liaison was being maintained by SIDO with the State Industries Department, State Industrial Corporations and other Development Agencies so
that more and more people were motivated to set up small industrial enterprises as a means of self-employment.

The salient features of activities undertaken under the programme are given below:

**Training and Self-Employment:**

A special scheme for training of Engineer Entrepreneurs has been implemented by the SISI. Unemployed graduates and diploma holders in engineering trades, and science graduates with three years experience in production are admitted in the training courses of three months duration with a stipend of Rs. 250/- per month. These courses are conducted for the prospective engineer entrepreneurs so that they can equip themselves for setting up small scale units on their own and provide employment to themselves as well as others.

Until March, 1980 about 7,640 engineer entrepreneurs had been trained, of whom about 30% have set up their own small-scale industrial units. During the year 1980-81 a total of 429 engineers were trained in 14 sanctioned courses.

Another scheme for Development of Entrepreneurship amongst students is being conducted by the SISI for students to be acquainted with the opportunities available in the small-scale sector and the details of facilities and assistance provided by the Government for development of the SSI.

The course on entrepreneurship development amongst students cover two phases viz. - preliminary course for one week and
advance courses for one month.

Special programmes for development of entrepreneurship amongst women and other weaker sections of the community like war widows, scheduled castes and tribes, ex-service men, people from backward and rural areas, tribal and hill areas, etc. are drawn up. On specific requests from the group of women or other voluntary agencies, demonstration-cum-training courses are organised by SISI for women entrepreneurs. Besides the practical demonstration of manufacturing processes, guidance and information for establishment of small scale units is also provided.

During 1978-79, new schemes/programmes for development of entrepreneurship were drawn up which include identification, selection and motivation of entrepreneurs, entrepreneurial development amongst women, unemployed men, weaker sections of the society and rural artisans.

These programmes had benefited 5,508 persons till March, 1980. During the year 1980-81 a total of 83 programmes had been sanctioned to benefit a total of 5,790 entrepreneurs belonging to backward areas, rural artisans, weaker sections of society, students, unemployed and women entrepreneurs.

Preparation of State Profiles:

State profiles giving information on various aspects of setting up small industry in a state are prepared in the EDP Division. These profiles are primarily meant for prospective entrepreneurs intending to set up SSI units. Among other
things, these profiles contain information on physical features and resources, existing small industries, scope for setting up new SSI units, infrastructural facilities, procedural formalities involved in setting up SSI units, brief details of the function of various small industry developmental agencies operating in the States and incentives available. The Profile of Madhya Pradesh has been published.

Intensive Campaigns:

Intensive campaigns are organised to motivate to identify and to assist entrepreneurs in industrially backward areas. In these campaigns all the agencies which help the entrepreneurs in establishing small-scale units offer their services in a coordinated manner practically at the door steps of entrepreneurs. Prior to the launching of the campaign, a survey of new industrial possibilities of the area is conducted. During the campaign all the processes involved from selecting an appropriate line of manufacture to processing of applications of machinery on hire-purchase, finance, provision of work-shed, etc. are finalised on the spot. They also provide technical schemes, project profiles and other requisite information for their guidance.

Interest Subsidy Scheme:

The Government of India have been operating since 16th August 1974, an interest subsidy scheme for the benefit of Engineer Entrepreneurs. The scheme envisages financial assistance to these entrepreneurs in the form of subsidy on interest payable on loans
taken by them from banks/State Financial Corporations and other financial institutions for the acquisition of fixed assets. The quantum of subsidy is the difference between the interest at the rate of 7% per annum and the normal rate of interest charged on the loans advanced by Financial Institutions, provided that the total quantum of subsidy on any one case shall not exceed Rs. 20,000 per annum.

**Assistance Programmes:**

Dissemination of economic and other information to prospective entrepreneurs - both resident and non-resident Indians.

(i) A number of enquiries are being received from the prospective entrepreneurs - both resident and non-resident Indians with regard to industries having scope for development in the small-scale sector, facilities/incentive provided by the various Government and semi-Government bodies.

(ii) Small-scale units were also assisted in solving the problems in day-to-day working. The problems are: allotment of sheds, difficulty in procuring raw-material, delay and refusal in registration, etc. This organisation is active for the development of entrepreneurship in SSI in M.P. through its various programmes, which are discussed in these paragraphs.

2. Small Industry Extension Training Institute (SIETI), Hyderabad:

SIETI, Hyderabad, is a Government of India Society, established in 1962 for the promotion of SSI in the country. It is a
Training Academy in Industrial Extension including research consultancy and documentation. The Institute organises national and international training programmes in different aspects of Management, Development, Behavioural Sciences, Information Storage and Retrieval System, etc. The Small Enterprises National Documentation Centre (SENDAC) set up in 1971, which is a part of SIRT institute, collects information and disseminates technical and technological information, and provides the services of library, documentation and publication.

Training: During the period from April to December, 1980, the institute conducted 39 training programmes. Candidates from different organisation like SITO, Directorates of Industries, Public Sector Undertakings, Financial Institutions, etc. participated. Five programmes were there for trainees from 22 foreign countries. The Institute also organised a National Workshop on promoting Entrepreneurship in small towns and 52 delegates from various institutions participated in it.

Special Programme: During the period under review, 5 special programmes were conducted. These programmes were sponsored by different organisations to meet their specific requirements.

SENDAC was nominated as a collaborative institution by the International Labour Organisation, Bangkok for a study of the establishment of a new international mechanism/system, to facilitate technological choice within the ESCAP region.

Consultancy and Research: The Institute continued its expansion of activity in this area. As a result of the involvement in the
consultancy activities, the Faculty of Institute were brought into direct contact with actual field problems and practical requirements. This, in turn, helped the Institute to enrich its training programmes with the practical experience of the Faculty and first hand data available. The Institute undertook the consultancy and research assignment such as: Water Development Society, Ancillary Development, Project by ICSR on structure of small industries, development of backward districts, etc.

**Documentation Services:** During the year 1980 under review, SENDOC continued its activities of collection of information from various sources and offered the following anticipatory services:

(a) The library required over 1,600 books, reports, standards, etc., and subscriptions to about 1,300 periodicals - Indian and foreign were continued.

(b) Over 1,400 technical enquiries from small industries were attended to during the period. About 650 product profiles were supplied to entrepreneurs, small industrialists, DIC's and consultancy organisations.

(c) The monthly 'SENDOC' Bulletins issued in three parts viz. Industry and Technology, Economics and Development and Management, and Behavioural Sciences are being published regularly as also the fortnightly issues of SENDOC chronicle. The bi-monthly 'Appropriate Technology Documentation Bulletin' is also being brought out regularly.

(d) Processing of information is also made.
In addition to the routine documentation activities, a number of projects have been taken up during 1980-81. A few projects are:

(1) Index to product profiled at SENDOC,

(2) Union Catalogue of product profiles in India,

(3) Directory of training facilities (courses offered by different institutions, Polytechnics, etc. in different trades/industries).

This institute is also helping entrepreneurs of MP indirectly in many respects, which are mentioned above.

(3) Small Industries Service Institute SISI, Indore
Its Branch and Extension Centres:

(a) Entrepreneurial Development Programme: Educated unemployed, including technical persons and women entrepreneurs are suitably oriented to industrial culture both through formal training and actual work and motivated to start small industries of their own. Actual demonstration of processes involved in the manufacture of some items forms an integral part of entrepreneurial development effort.

Promotional programmes are organised in backward and rural areas in cooperation with the State Directorate of Industries, Banks, National Small Industries Corporation Ltd., etc. to motivate prospective entrepreneurs to set-up small units. Provisional registration of units and acceptance in principle of proposals for various assistance on the spot are the novel features of such programmes, popularly known as Intensive Industrial Development Campaigns.
(b) Consultancy Services: Consultancy services and assistance to 16,907 existing and prospective entrepreneurs were provided on various aspects of small industries development. This included technical advice to 4,311 entrepreneurs, guidance to 4,056 prospective entrepreneurs for starting new industries and assistance to 4,014 entrepreneurs in the matter relating to procurement of raw-materials, machinery and store purchase programme, etc. The details of consultancy services offered by the Institute during the year 1979-80 are as under:

<table>
<thead>
<tr>
<th>Type of Assistance</th>
<th>At Unit Premises</th>
<th>At SISI/Ext. Centres</th>
<th>Through Correspondence</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical</td>
<td>1,235</td>
<td>2,226</td>
<td>850</td>
<td>4,311</td>
</tr>
<tr>
<td>Managerial</td>
<td>24</td>
<td>368</td>
<td>921</td>
<td>1,313</td>
</tr>
<tr>
<td>Economic and Statistical</td>
<td>1,169</td>
<td>969</td>
<td>1,075</td>
<td>3,213</td>
</tr>
<tr>
<td>Others</td>
<td>532</td>
<td>1,882</td>
<td>1,600</td>
<td>4,014</td>
</tr>
<tr>
<td>Assistance to start New Industries</td>
<td>658</td>
<td>1,890</td>
<td>1,508</td>
<td>4,056</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>3,612</strong></td>
<td><strong>7,835</strong></td>
<td><strong>5,954</strong></td>
<td><strong>16,907</strong></td>
</tr>
</tbody>
</table>

(c) Technical Service: The Institute provides the following workshop and other technical facilities in the state:

SISI, Indore - Tool room, General Engineering Chemical Laboratory, Metallurgical and Sand Testing Laboratory.

Branch Institute:

- Gwalior - General Engineering,
- Raipur - General Engineering.
Extension Centres:

Jabalpur - General Engineering & Electroplating,
Ujjain - General Engineering.

The Institute provided common facilities and job services, through costly precision machines and skilled workers at the workshop/laboratory attached to the Institute/Centre. Besides this, the Institute prepared and supplied to the entrepreneurs 95 technical schemes, 90 blue prints, 472 drawings and 4 designs. Technical schemes prepared by the Institute proved helpful in the rural areas as these schemes included information on input requirements like investment machinery and equipment, raw-materials, scope for development, etc.

(d) Economic Information and Services: - The Institute provided economic information to about 3,213 entrepreneurs on various aspects of small industries development. Industry prospect sheets were prepared for various items.

The Institute regularly collected statistical information for the index of production for selected items through personal contacts and correspondence. It assisted 31,132 small industrial units in securing financial assistance from banks.

(e) Managerial Consultancy and Training: - The Institute made strenuous efforts for the development of entrepreneurship in the State by initiating a number of motivational programme for promotion of entrepreneurial skills among various sections of the people. It provided managerial consultancy to 1,313 units. For
motivating women entrepreneurs, special programmes were arranged with demonstration in respect of suitable items such as detergents, wax candles, chalk, resin items and bakery products. The Institute also trained a batch of 21 young engineers under self-employment programme. As a result of these efforts out of 434 engineers, 151 set up their own industries. The Institute also organise training course in export marketing.

(f) Training and Seminars :- Under the Entrepreneurial Development Programme, 14 techno-managerial courses in various trades like Hi-Fi speaker system, candles, cosmetics, miniature bulbs, dolls, food preservation, etc. were organised for common as well as deaf and dumb persons. The total number of persons participated in these courses was about 313 including 31 deaf and dumb.

In addition to the above 12 ad-hoc training courses on maintenance of machine tools, measuring instruments, etc. were organised and about 353 persons took advantage of them.

Under the group extension services four seminars on press tools and dyes, welding, plastic industries and industrial design were organised in which more than 800 persons participated.

Achievements of SISI, Indore, Its Branch Institute and Extension Centres in the Year 1981 :-

(a) Technical Training for Workers :- SISI, Indore with a view to up-grading the skills of the workers of SSI, commenced its six months technical training courses w.e.f. September, 1981 at its workshops at Indore, Gwalior, Jabalpur, Ujjain in the following
<table>
<thead>
<tr>
<th>Place</th>
<th>Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>SISI, Indore</td>
<td>1. Machine shop practice</td>
</tr>
<tr>
<td>Br. SISI, Gwalior</td>
<td>1. Machine shop practice,</td>
</tr>
<tr>
<td></td>
<td>2. Fitting shop practice.</td>
</tr>
<tr>
<td>I.E.C. Jabalpur</td>
<td>1. Machine shop practice,</td>
</tr>
<tr>
<td></td>
<td>2. Fitting shop practice,</td>
</tr>
<tr>
<td>I.E.C. Ujjain</td>
<td>1. Machine shop practice,</td>
</tr>
<tr>
<td></td>
<td>2. Fitting shop practice.</td>
</tr>
</tbody>
</table>

(b) Industrial Management Course for Army Officers:— SISI Indore, on the request of Director of Re-settlement, Central Zone, Ministry of Defence, Lucknow, organised a three week Appreciation Course on Industrial Management for Armed Forces Officers in Jabalpur in July, 1981. During the course, the participants were informed about the procedures and formalities, concessions and facilities available to new small entrepreneurs and techno-managerial aspects. The object behind this was to produce a managerial force with proven qualities of dedication and deep sense of responsibility to set up SSI.

(c) Technical Training Course at Gwalior:— SISI Gwalior organised a short-term technical training on 'Metal Cutting Techniques' for workers in SSI in July, 1981, at Gwalior. The participants were given practical demonstration on metal cutting techniques on the shop floor and they were also made to perform various operations themselves. Encouraged with the excellent response
received in Jabalpur, Ujjain and Indore. SISI, Indore organised still another technical training on "Grinding of Single Point cutting Tool" in August, 1981 at Gwalior.

(d) Blue Print Reading Course at Ujjain: SISI, Indore, organised a Blue Print Reading Course for the benefit of Small Industry Workers with a view to educate and train them in Blue Print Reading. During the course, the theoretical as well as practical training was imparted by the technical officers of the Institute.

(e) Technical Course on Diesel Engines: SISI, Indore, in collaboration with M/S Kirloskar Brothers, Indore and District Industries Centre, Jhabua, organised a 4 day training course on the Maintenance and Repair of Diesel Engines, at Jhabua in Feb., 1981. The training was specially designed by the Institute for the benefit of local farmers having Diesel Engines to help them in repairing their own Diesel Engines. The demonstration of floating pump suitable for lifting water from well, was also arranged on the occasion.

(f) Technical Training for Women: SISI branch Raipur in collaboration with District Industries Centre, Bungi organised a 4 day technical training course for women entrepreneur at Salod in Jan., 1981. 40 ladies were imparted training in the manufacture of phenyl, chalk-crayons, pen-ink, cleaning powder, agarbatti, and etc., by practical demonstration.
(g) Industrial Extension Centre, Jabalpur organised a two-week training programme for SSI workers on workshop Measuring Instruments in Jan., 1981. The training course was specially designed for the skilled workers of SSI in and around Jabalpur, with a view to educate and train them in this field.

4. SISI, Okhla Industrial Estate, New Delhi:

There are a large number of training courses which are being run by the SISI, Ministry of Industry, Okhla Industrial Estate, New Delhi, for giving training to the small entrepreneurs in Industrial Management, Marketing, Export Promotion, Personnel Management, Cost Accountancy, Work-study, and many other technical subjects. This Institute also runs a three months (full time) course for Entrepreneur Development Programme for young Engineers. For some of these courses, a nominal stipend is also paid to the trainees.

The young entrepreneurs of M.P. are also taking help and guidance from this Institute by attending courses. Following are the various managerial, techno-managerial, technical and other courses conducted by the SISI for the guidance of small entrepreneurs:

(i) Managerial and Techno-Managerial Courses: - 12 different courses are included in it. The duration of courses are 3 weeks and one course on industrial management is of 8 weeks.

(ii) Entrepreneur Development Programme (EDP): - 3 courses are included in it for young engineers, defence services officers and women for three weeks.
(iii) Technical Courses:— There are twelve courses, the duration of which varies from 3 to 6 months.

(iv) Intensive campaigns/seminars are arranged for identification, selection and motivation of entrepreneurs.

Ad-hoc Courses:— Ad-hoc courses on Detergents, Ink, Phenyle, Chalk, Crayons, Candles, etc. are also organised according to the requests from DIC's/Association. Capsule course in Industrial Management is also conducted at different cities.

The following courses are also available for Small entrepreneurs:

(1) Technical Consultancy Services,
(2) Economic Information Services,
(3) Management Consultancy Services,
(4) Marketing Services,
(5) Export Promotion Services,
(6) Auxiliary Development Services,
(7) Laboratory and Workshop Facilities,
(8) Modernisation Assistance,
(9) Research Design and Development Services,
(x) Entrepreneur Guidance.

5. Directorate of Industries, Bhopal and Madhya Pradesh Laghu Udyog Nigam:

The following facilities are available:

(1) Development Schemes:—

To encourage technically qualified persons to join industrial ventures, many concessions and facilities have been granted
by the State Government. A programme has also been chalked out for training of the entrepreneurs to educate them to prepare feasibility survey reports, selection of items, preparation of profits and loss account, marketing, etc. Similarly a programme has been launched for the training of rural artisans to apprise them of the modern use of improved designs.

(2) Entrepreneurial Development Programme:

The object of the scheme is to train the rural artisans in selected industries/trades so that they may establish their industries by using modern techniques, tools and designs. It is proposed to train 4,500 artisans during the Sixth Plan.

On successful completion of the training, tool-kits are provided on subsidy. The rate of subsidy will be 100% in case of SC/ST artisans and for other 50% of the cost of the tool-kits.

(3) Training Programme, Study Tour, Institutional Training, Refresher Courses for Officials and Non-Officials:

In order to acquaint existing entrepreneurs as well as development officials with modern techniques of management and production, it is proposed to send them for training to high level training institutions as well as on study tours. This will enlighten them about the modern development trends in the industrial sector and also improve their skill and knowledge required for strengthening the basic structure of the industries.
(4) **In Plant Training**:

The young entrepreneurs find it difficult to start an industry without having any previous experience in the management and operational part of the industry. Obviously they need some type of training to acquaint themselves with the industry, they propose to set-up.

Under this scheme the financial assistance is extended to young entrepreneurs to obtain practical training in the various manufacturing units in and outside the State.

This scheme is now applicable to all educated unemployed persons. This would benefit 900 candidates during the Sixth Plan period.

(5) **Rent Subsidy to Madhya Pradesh Laghu Udyog Nigam for Special Categories of Entrepreneurs**:

The M.P. Laghu Udyog Nigam will construct sheds in industrial estates and growth centres through funds obtained by it from institutional resources. Some of the sheds will be sold by the Nigam on a commercial basis to entrepreneurs. 20% of the sheds constructed will, however, be reserved for allotment by the Directorate of Industries to those entrepreneurs who cannot purchase the sheds outright. Such reserved sheds will be rented out to entrepreneurs on a subsidised rent. The difference between the commercial rent of these sheds and the concessional rent to be charged from these entrepreneurs will be paid to the Laghu Udyog Nigam in the form of a subsidy.
However it would not be possible for the Nigam to take-up, at least initially, construction of sheds all over the state, particularly in rural areas and semi-urban areas. To give relief to the entrepreneurs in these areas, it is proposed to give rent subsidy on the factory and workshop premises hired in these areas. This subsidy will be available at the rate of 100% to entrepreneurs of scheduled castes/scheduled tribes and, 50% to others, subject to a ceiling of Rs. 500/- and 300/- per month respectively.

(6) M.P. Chhara Kamgar Vikas Nigam:

There is no centralised agency in the State to devote exclusively for the development of leather and leather based industries. Hence, the State Government have decided to set up Corporation for the development of leather industry. The State Government have also given importance to it in the entrepreneurship development programmes of the Sixth Plan.

(7) Group Subsidy for Infrastructure:

It is proposed to provide group subsidy for the construction of sheds by entrepreneurs in the plots allotted to them in the industrial estates on certain conditions.

(8) Industrial Consultancy System:

District Industries Centres are required to provide a sort of a localised consultancy service to the small entrepreneurs. The success of this programme depends mainly on the availability of various factual information and data. The micro/macro level of
information has proved useful beyond doubt in the management planning and administration.

(9) **Madhya Pradesh State Financial Corporation**:

The Corporation is encouraging industries, especially, in the small-scale sector. Loans are also granted on special terms and at concessional rate of interest to unemployed technically qualified personnel and entrepreneurs in backward areas and backward districts of the State.

(10) **Programme for Tribal Sub-Plan Areas-Development of Scheduled Castes/Scheduled Tribes**:

Entrepreneur development programme has given special importance in tribal sub-plan areas from state plan budget from the year 1977 to 1980. An expenditure of Rs. 3 lakhs was incurred mainly on providing basic facilities in industrial areas/estates, establishment of functional complex for agro-based industries, entrepreneurial development, development of handicrafts, etc.

The modus operandi behind the industrial activities is to provide infrastructural facilities, incentives and concessions, etc. so that a large number of SSI may be set up by the entrepreneurs with the concentrated efforts made by the department.

Lack of entrepreneurship is the main obstacle in the establishment of industries. By introduction of the scheme of "Entrepreneurial Development", 831 trainees were trained during the year 1979-80. Authentic information about the number of such trainees in the later years is not available.
Suggestions:

On the economic front, an entrepreneur sacrifices the present for the sake of future. Various studies on entrepreneur's psychology have shown that an entrepreneur takes calculated risks and does not enter into business with a reckless gambling spirit. Some suggestions are given below:

(a) A product should be chosen requiring less capital investment, as, in the event of winding up of the business, the investment in capital assets, particularly in machinery, generates least pay back.

(b) A product should be chosen which can be sold to a large number of customers.

(c) The choice of the product should be such that it is possible to substitute it easily for another product by using more or less the same machinery. If there is a scope for easy diversification, slackness in the demand of a particular product can be handled without much difficulty.

(d) Starting of the industry should be done at a low level of operation. Expansion of the industry should depend on the requirement of the product in the market. The financial repercussions of any inception stage shall be much high if the initial financial outlay is high. For a few entrepreneurs it is better to go step by step learning from past mistakes.

If proper attention is given towards the above given points than the development of entrepreneurship will definitely improve in SSI of M.P.