CHAPTER IX

Limitations of the study and suggested researches

9.1 Limitations of the study

Impact of EDPs may be on its various client groups, the agencies funding EDPs, the organisations that conduct EDPs, the collaborators, the guest faculty, the trained persons and the rejected persons. There may also be an impact on the family and friends of those who are trained. It might also lead to the evolution of educational systems oriented towards developing entrepreneurs and the emergence of private enterprises involved in serving their objectives through offering entrepreneurial training services. Though evaluating the impact of EDPs in an extensive manner may involve a research design that would cover every client group, the present study relies primarily on the responses received from two of the client groups namely, the trained persons and those persons who applied for EDPs but were rejected in the process of selection. The other aspects studied were the psychological orientations of the trained and untrained entrepreneurs and the process of development of entrepreneurs. As such the present study does not cover the impact or the changes that occurred in other client groups.

Though titled as "A Study of the Impact of Entrepreneurial Development Efforts made in India" the statistical investigation is made only with respect to Tamilnadu and as such the findings may not reflect the diverse socio-political and cultural aspects which may be different for other states and regions. Also, the entrepreneurial development efforts through EDPs of one month or more duration alone are considered for the purpose of the research.

Even within Tamilnadu, the study covers only the period from 1978-78 to Dec 1990. Information on the names and addressess of the partici-
pants and of those who applied for EDP, but were rejected in the process of selection could not be collected for all EDPs, mainly because of the differences in the attitudes of the agencies towards research in general and the researcher in particular. Some agencies offered ready cooperation, some partial cooperation and others belated cooperation. Even when the agencies cooperated, due to their poor filing practices several of the files were missing and in some of the files, several papers were missing. No agency bothered to maintain a list of applicants and hence collecting information on rejected persons was a difficult task. The names and addresses were not maintained by the funding agencies since they received reports only on the number of participants. Therefore the sampling technique was only "forced choice" and as such only 2401 respondents could be approached, of which 1505 were trained and 896 were rejected persons. Hence it became impossible to build up a sample on a fifty-fifty basis.

With reference to the respondents the ratio between the trained and rejected respondents was 1 : 0.42 and the researcher was forced to compare the responses of the disproportionate groups of trained and rejected respondents. It was observed that a few respondents remained hostile for some of the question items and hence analysis and generalisations were made only on the basis of responses to each question item. Some of the analysis about those who were in business could not be made due to insufficiency of responses.

Agency-wise responses in many cases were too small to enable the researcher to make meaningful comparisons. The evaluation questionnaire is subject to the response bias. However, since the researcher is an academician it must have been "less threatening" to the respondents.

The study has not gone in depth on the changes in addition of knowl-
edge content and attitudinal aspects of the individuals. These post training changes were studied only on the basis of the perceptions of the trained respondents. Moreover, the degree of success of the trained and rejected respondents who have started their enterprises is not scientifically assessed and the findings are based only on whether they have started business and whether they are in business. The planning orientation index is made on the basis of the diversification plans of the entrepreneur, a change in the form of business and change of technology and market extention. Planning orientations as to their day to day management practices and the planning practice before establishing the business were not taken into account in arriving at the planning orientation index.

The cause and effect of individual course inputs could be studied only with respect to AMT. Other inputs like field visits, opportunity guidance and managerial inputs were not studied, mainly because of the diverse nature of course inputs among various agencies and within an agency from EDP to EDP.

However the study is an individual effort of the researcher. The researcher had to operate under several constraints, primarily the time constraint since he is employed in an educational institution wherein he had to discharge his duties as a teacher, financial constraints and locational constraints. The study is an earnest attempt to find answers to a few questions relating to EDPs and their impact.

2. **Suggested Researches**

Entrepreneurship and entrepreneurial development are the emerging fields of study. Entrepreneurship at every level and of every type needs to be promoted through all possible means. Entrepreneurial development through training is a new hope for countries like ours
where educated youths expect a lot from the government, get frustrated and even involve in unproductive and sometimes destructive activities. A need for self dependence breeds entrepreneurship and entrepreneurship breeds a culture of self-dependence and freedom. More and more researches must be done in order to add knowledge to the discipline of entrepreneurial development, in order to enhance the predictability of the selection system and improve the effectiveness of the training inputs. The following are some the areas of research suggested by the researcher.

An exploratory study may be done to answer questions related to the factors influencing the product choice of new entrepreneurs. Some of the factors may be educational qualifications, fields of experience, the line of business of the family, the line of business of their acquaintances, the line of business of persons the new entrepreneurs want to compete with, suggestions by promotional agencies, known persons or consultants, literature survey, promises made by known people to buy products and so on. The study may be based on questionnaire surveys and supplemented by depth interviews. The choice as to the scale of business may also be similarly done. Factors like technology, capacity to invest funds, ability to raise money, marketability of the product, ability to manage the business, the governmental incentives etc. may be studied.

Another study may be undertaken in sequence of the present study. Among the respondents to this study as at June 1990 181 persons were in the process of setting up their own business. A study may aim at finding out their current state of affairs as to whether there is any progress in their endeavour? what were the hurdles they encountered during the past two years? what are their future plans etc. This may reveal facts as to whether the hurdles stated by respondents of the previous studies continue to exist or there is any change in the attitudes of connected persons and agencies in the
light of the new thrust given to entrepreneur development. The gestation periods of starting new businesses were found to be significantly different for wards of persons of different occupational backgrounds. It was surprising to note that the wards of business persons took the longest time to establish their own business. The factors influencing to the length of time taken to establish the business may also be studied in depth.

The depth interviews conducted by the researcher led to raising of some issues as to what makes the transition to entrepreneurial behaviour in certain individuals from various family backgrounds. Particularly shifts from employed middle class to entrepreneurship and from agriculture to entrepreneurship was observed in good numbers. Only one or two of several wards of parents went into business whereas others remained in the family occupation. Similarly, movement was observed from business families towards employment. A study of respondents in each group together with their family members and reference groups may throw light on issues related to personal and environmental influences on entrepreneurial behaviour.

Women entrepreneurship is a much spoken about subject of today. The researcher observed that women entrepreneur faced several constraints due to the prevailing culture. A study may highlight problems specific to women and find out whether such constraints influence the product, location or scale choice of the entrepreneurs. Certain women entrepreneurs felt that they found it easier to manage men than women and some others felt otherwise. Such issues can be looked into in order to make some generalisations on managerial issues. One of the observation of the researcher was, the women entrepreneurs are sometimes only de-jure entrepreneurs, but practically the business interests were looked after by close relatives. Married women stated that their husbands are helpful in managing
their enterprises. An exploratory study can be made on the process of entrepreneurial development of women in the light of the nature of support they receive from others particularly their husbands.

Entrepreneurial culture implies that a relatively large number of people in society at a given point in time are considering business as career option or are in business and as such business related matters find a place in their daily course of thinking, discussions and actions. A study of the career options of school children may be done to assess the entrepreneurial awareness of children. Similar studies can be made on target groups of different age, region and educational levels. This study may enable those who are interested in creating entrepreneurial awareness to pitch at school level students and through the students their parents. The achievement motivation content in school readers can be assessed in order to suggest to the concerned authorities to adapt their syllabi and make it supportive to create an entrepreneurial culture.

The researcher believes that offering free meals and certain types scholarships may lead to a dependency culture among the recipients. They may expect more from parents, the government and others. Such a culture of dependency may not nurture entrepreneurship. A study may be done with the use of experimental and controlled groups to verify whether those people who constantly receive help from external sources (other than family) develop a high degree of dependency.

The researcher wanted to find whether there is any correlation between the scores of candidates in the selection tests, particularly their scores in achievement motivation and other psychological inventories and their current state of affairs. However it could not be done due to non availability of the required information. A study may be done with the support of agencies that maintain such scores or one may make a longitudinal study through collecting information
on scores on various inventories meant for assessing psychological orientation which are used for selection as well as training. This will clarify issues relating to whether scores on AMT and other inventories predict the probability that a person will get into business.

It is brought out by several studies as well as this present study that entrepreneurs possess some distinct personal qualities. Research may be done to identify incidents that discriminate the disposition of a person who has a high level of the required qualities from the others. Tests may be developed to identify training needs and find means of enhancing the required knowledge, attitudes and skill of the prospective entrepreneurs and business persons. This study may help to design training intervention systems which may be more effective.

The current study is forced to compare EDPs conducted over a period of time and across agencies. A depth study of selected EDPs may be done with respect to their selection system, the readiness stage of the participants, the socio-environmental background and their future course of action. Periodic interviews and feedback systems may be employed to conduct the study. It will enable one to have an appreciation of the types of hurdles a prospective entrepreneur is facing and whether the motivation (if) developed by EDP is sustained and if not sustained why it dies off in course of time can also be studied.

Researches on entrepreneurial development process of rural people, people belonging to scheduled castes or tribes and people from backward areas must be given special attention by the promotional agencies. More researches must focus on motivating those who need rather than those who know. Entrepreneurial research must also be coupled with the economic requirements of our country.