Entrepreneurs are the change agents who contribute much for economic development and social change. They shift economic resources from an area of lower economic productivity to one of higher productivity and greater yield. Economic development is essentially an outcome of the entrepreneurial behaviour of the people in a society. The society's growth is a collection of the growth of all its members. The tremendous economic progress experienced by advanced countries today is definitely due to the innovative entrepreneurial behaviour of their citizens.

India is a country of vast resources on the one hand and problems on the other. We have to face many challenges, the challenge of educating the citizens and of providing them a good means of livelihood, challenge of enhancing their levels of health and above all the challenge of ensuring progress in every walk of life.

We still export raw materials and import finished goods. Even after forty years of independence our people have not shed their faith in imported goods. They perceive good quality in products manufactured by big industries than in the products of small industries. They are not able to come out of the complex to feel secure with their own results. However, ours is a democratic country and we are badly in need of people who can do something for themselves and for the country. Every one of us has an opportunity of becoming an entrepreneur and to share our talents for the country's progress. Every person who is involved in promoting the right kind of entrepreneurship is doing a service to the nation.
1.1 The environment for Entrepreneurship in India

Several authors have discussed about whether India can be a good breeding ground for entrepreneurship. Max Weber, on the basis of empirical evidence observed that successful entrepreneurs are not motivated merely by hedonistic impulses, in particular there is the dedication to business which should be attributed to the remains of religious belief (Ronan Mc. Donald 1971). Weber suggested that the constellation of psychological qualities, termed as 'spirit of capitalism' was probably derived in the European case from the religious belief system, 'Calvinistic Puritanism - the protestant ethic '. According to him the Protestant ethic was absent in the religious belief systems of Budhism, Hinduism, Islam and other religions of the Asian continent.

A number of western social scientists also supported Weber's theory. Eisenhardt and Forbes (1984) analysed the technical entrepreneurship in U.S.A., Britain, Japan and India. They observed that India had a significant industrial base and a large technically trained workforce, but as yet it has only very few new hi-tech firms. They commented that, in India there exists an unfavourable tax structure, small venture capital pool and the entrepreneurial culture is absent. A similar idea supported the British rulers in their effort to perpetuate a thinking that whatever industrial development took place in India was due to their presence (Gaikwad 1978).

A survey of literature reveals that there are many studies and views that contradict the ideas of Max Weber and the supporters of his views. Berke Hill (1921, in Paul Kline, 1984) analysed the Hindu culture by applying the psychoanalytical theory developed by Sigmund Freud (1856 - 1939) described that psycho-sexual development of any person passes through a sequence, oral stage, anal stage and phallic stage. Fixation at a stage may lead to several character traits. The
child rearing habits in a society imposes certain frustrations, which when repressed, express certain character traits in individuals as pedantic, orderly, neat, obstinate, mean and parsimonious. Berke Hill thought that much of Hindu culture could be attributed to anality. Capitalism was seen as anal. Hence it may interpreted that Hindu culture has an inbuilt structure for individual enterprise.

Berna (1960), based on his observation of the working of industrial units in Madras state opined that Indian entrepreneurs have performed their functions fairly well and some exceptionally well, considering the handicaps under which they have worked. Gaikwad (1978) observed that Indian religious tradition has always responded to tensions resulting from continuity and change and has adapted its beliefs and rituals to suit the changing environment. Tradition and modernity have co-existed in Indian society and the aesthetic sensitivity reflected in Indian thought and consciousness has hardly ever inhibited the scientific spirit of enquiry. India has been flexible in adapting useful ideas flowing from elsewhere.

McClelland (1961) estimated the level of the need for achievement (nAch) in 39 countries including India. The estimate in India, was made on the basis of 6 Hindi, 8 Tamil and 7 Telugu children's stories from second, third and fourth grade readers. It was found that of all the countries, India scored much above Australia, Canada, West Germany, U.S.S.R., France and several other developed countries.

Tripathi (1971), on the basis of a survey of Indian economic history observed that the poor economic climate in India was due to the poor business image, the taxation policy, property protection, customs barriers, lack of political unity, absence of effective communication system, innumerable systems of currency, arbitrary exchange rates etc. He viewed that when the material environment
changed the Hindu value system transformed itself even to permit the entry of non-business class into Industrial ventures. B. Medhora (1965, in Sharma, 1980) attributed the Indian backwardness to the colonial rule and not to the lack of entrepreneurship whose growth was autonomous. He viewed that religions of India never inhibited entrepreneurship. Morris and Morris (1965, in Sharma, 1980) concluded that the Indian society has historically exhibited a reasonably high degree of fluidity and the caste system did not have much influence on the process of economic change.

Mars (1975), surveyed 70 heterogeneous enterprises drawn from 2 city estates in Kerala state and found that low-caste Hindus from non-professional and non-landed parental backgrounds have moved into ownership of workshop type units through educational enrichment. Gadgil (1959) was of the impression that the entrepreneurial skills of Indians can never be underestimated and the growth of entrepreneurship was not inhibited by caste or religion.

Thyagarajan (1985) stated that Hinduism is not a rigidly structured religion and therefore religious texts, practices and customs vary from place to place and Indians possess entrepreneurial qualities like tolerance and a will to travel. It was observed that successful entrepreneurs segregate their beliefs about the nature of the world from their business practice no matter what their ideology or rhetoric may be (Taub and Taub 1989). The observations mentioned above makes one conclude that India is definitely a good breeding ground for entrepreneurship and enterprise development.

1.2 Entrepreneurial Development

Basically two distinct approaches have been made to promote entrepreneurial activities. First is the Economists' approach which is based on the view that the entrepreneurial activities are dependant upon the environment, that is, demand for entrepreneurs, and
therefore it can be influenced by policies and programmes which have an impact on the demand for goods and services, availability of raw materials and technology, the interest rates, the availability of finance, import export opportunities and the extent of competition in the market. The second approach has been propagated by the psychologists and sociologists. It aims at developing entrepreneurial activities at the individual level by necessary training and counselling interventions aimed at developing competencies required for a successful entrepreneur. The latter is comparatively of a recent origin. The training and counselling approach is an outcome of the research and training undertaken by David McClelland during the early sixties in several countries including India.

The entrepreneurial development intervention includes a one-hour interaction with the target participants (awareness lectures) to a two year full time post graduate course on entrepreneurship offered by IIT, Madras. The Central and State governments put their efforts to promote entrepreneurship through training in the year 1970 by adopting a programme of 3 months duration. This programme was termed as Entrepreneurial Development Programme (EDP). Over the last twenty years EDPs have come to occupy an important place in the development of entrepreneurship. More and more governmental and voluntary agencies are involved in the funding and conducting of EDPs.

Several models of course inputs were developed and adopted by different EDP agencies. Based on experiences, the identification, selection, training and follow up activities were refined. More information was generated on EDPs and the information, experiences and learning were exchanged through various media, conferences, seminars etc. Progressively, entrepreneurial development efforts are finding a place in the regular educational programmes at all levels.
starting from secondary school to post graduate studies.

However, entrepreneurial development as a body of knowledge or a discipline is only in its infancy. The literature on Indian experiences in entrepreneurship is scarce. This is particularly true of Entrepreneurial Development Programmes and their impact. Though several studies and reports have attempted to understand the state of affairs of the trained person and thereby the contributions of EDPs, they have all been either sponsored by the agencies conducting the EDPs or the those funding the EDPs or are reports submitted to top management on their activities and results. All those who have studied EDPs in various capacities as academics, organisers or sponsors have felt the need for evaluating the effectiveness of the EDPs on a continuous basis.

1.3 The present study

The present study has been done with the academic interest to understand the impact of the EDPs on the trainees. The training and counselling interventions made by various agencies in the state of Tamilnadu were taken for the purpose of the study. Awareness lectures, orientation camps, skill upgradation programmes, one week training programmes etc. are not included for this evaluation study. The training and development programmes conceived by the Ministry of Industry, Government of India (1970) and the Entrepreneurial Development Programmes introduced by the Government of Gujarat with the joint effort of their industrial investment and development corporations during 1970 together with their evolutionary changes are considered for the purpose of this study.

The data base depends upon the availability of data with the agencies and the willingness of the personnel concerned to furnish the data and information on EDPs. The study covers the EDPs conducted by 12 different agencies during the period 1978-79 to Dec'90 besides
the Indian Institute of Technology, Madras. The study will be of use
to the agencies which are organising or funding EDPs, academicians,
prospective entrepreneurs and the Government.

Chapter I of the thesis introduces the readers to the relevance of
entrepreneurship and entrepreneurial development. It deals with the
environment for entrepreneurship in India on the basis of empirical
studies on Indian entrepreneurship. It also presents a birds'-eye
view of the present study, its data base, the chapter plan and the
contents of each chapter.

Chapter II deals with the concept, definition and importance of
entrepreneurship and the entrepreneur. The concept of entrepreneur-
ship is approached through a historic point of view. Definitions of
entrepreneur and entrepreneurship presented by selected contributors
to the field of entrepreneurship thought are listed. The importance
of entrepreneurship is dealt with from the point of view of the
individual and from the point of the nation.

Chapter III presents a review of literature on entrepreneurship,
entrepreneur, entrepreneurial development and the impact of entre-
preneurial development. The literature reviewed are presented under
the following headings: a. Psychological correlates of entrepreneur-
ship, b. Motives behind becoming entrepreneurs, c. the profiles of
new entrepreneurs, d. personal qualities of entrepreneurs and e.
evaluation studies on EDPs.

Chapter IV deals with the origin and development of EDPs in India. A
note on the industrial climate before and after independence is
presented. The circumstances under which the EDP was introduced and
the organisations involved in promoting EDPs are explained. The
modern trends in entrepreneurial development are dealt with in
detail.
Chapter V deals with the need for the study, objectives of the study, the hypothesis formed and the methodology adopted to verify the hypothesis. The sources of information, sampling, methods of collecting data, the data base and the tools of analysis are presented in this chapter.

Chapter VI deals with the survey data on the EDPs in Tamilnadu. The profiles of the agencies conducting EDPs and their planning practices for conducting EDPs, their collaborators and their sponsors are described. The selection system, the course content and the follow-up activities of each agency are also discussed.

Chapter VII deals with the analysis of data collected through the questionairre to study the impact of entrepreneurial development programmes, the inventories to study the psychological orientation of trained and untrained entrepreneurs and the depth interviews conducted to understand the process of development of entrepreneurs. A behaviouristic model explaining the process of development of an entrepreneur is designed on the basis of the review of existing models and the learnings of the depth interviews.

Chapter VIII deals with the summary of findings. The key findings from the point of view of research as well as the relevance to future practice of entrepreneurial development are highlighted. Some of the findings of the present study are compared with the findings of earlier studies. A few policy implications are also discussed.

Chapter IX deals with the limitations of the study. The personal and the environmental constraints under which the researcher had to pursue the study and the limitations due to the data base on which generalisations are made are discussed. On the basis of the study a few new areas of research are identified. Suggestions are made on research areas with a view to widen the scope for further research.