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CHAPTER - I

INTRODUCTION

In the past, classical growth Economists did not acknowledge the role of entrepreneurship for the industrial and economic development of a country. Moreover, they considered finance, machines, raw material and other physical resources as the only important factors and not the Entrepreneur who effectively handle these to achieve the success and who visualises the opportunities for new innovations and new avenues of enterprise. In fact, there are large number of countries in Asia, including India and Africa which are extremely rich in physical resources and yet are poor and economically underdeveloped only because of lack of entrepreneurial skills. On the other hand, there are countries which are poor in respect of physical resources but have pioneered and maintained remarkable industrial and economic growth due to their enthusiastic, energetic, zealous and enterprising people. Japan in Asia and Germany in Europe are the best examples of enlightened entrepreneurship.

Entrepreneur and Entrepreneurship both contribute to industrial and economic development of an economy in various ways e.g. assembling and harnessing the various types of inputs, bearing the risks, innovating and initiating the techniques of production for reducing the cost and increasing quality and quantity, expanding the horizons of the market, synchronising and managing the manufacturing units at different levels. It is a proved fact that industrial and economic development of a nation
crucially depends upon the number and abilities i.e. quality and quantities of entrepreneurs. Economic growth is not possible without industrial development which in turn can not be achieved without the entrepreneurship development. Depending upon the emphasis one becomes the by product of the other. Entrepreneurship, hence, is regarded as the ultimate determining factor of the industrial and economic growth of a country.

NEED AND IMPORTANCE OF THE STUDY:

Indian Leather Industry which for centuries remained in the folds of traditional crafts got transformed in the last two decades into a modern, vibrant export oriented Industry. Now a days, it occupies a prominent position among other Indian Industries because of the reason that India today earns seven(7) to eight (8) percent of the total foreign exchange earnings from the leather Industry. The change that has come over the leather is reflected by the meteoric rise in he exports of leather goods from Rs. 400 crores in 1981 to Rs. 2,500 crores in 1990. Undoubtedly, it is one of the success stories in the export arena and it is only the beginning. If everything goes as planned leather export may even touch the level of Rs. 10,000 crores by the turn of this 20th century.¹

How could a single commodity producing Industry perform so remarkably and what made this growth possible? Where do we go from here, Howe further growth can be ensured? What are the factors responsible In such a remarkable performance etc. These are some of the questions that come to one’s mind when one thinks of the leather goods industry.

For the growth of any Industry, its resource base should
be sufficiently strong. Leather goods industry derives its strength largely from the large raw material base that India has, on the one hand and talented and energetic enterprising and enthusiastic people engaged in this Industry on the other hand besides a strong technological support, easily available skilled labour and above all from the encouraging policies of the government. Basic Raw materials for leather goods Industry are the raw hides from cattle and buffaloes and skins from goats and sheep. These are mostly by-products of meat Industry and are also obtained from dead animals. Almost one fifth to one third of the profit from a slaughtered animal comes from the sale of its hides. The price of raw hide when processed into finished leather and turned into consumer products like footwear, leather garments and leather goods, however, becomes four or five times. Even though very profitable the amount of skin and hides produced in India largely depend on a host of socio-economic factors like the health of animals, or the demand for meat. India possesses largest livestock population. It has about 15% of the world cattle population, 54% of the buffaloes and 18% goats. Its sheep population is however a little less, just about 4% of the world sheep stock. About a half of the hides and most of the skins (90%) used in leather Industry come from slaughter houses.

In this respect India could have done better. A Nationwide survey conducted some five years ago (1986-87) by Central Lether Resarch Institute, madras found that about 9 million hides and quite as many skins are lost to the Industry, that is, are left unused due to various socio-economic reasons. At least half of this loss can be easily made up if a nationwide network of modern
carcas recovery centres, each serving a group of villages is set-up. Developing exclusive markets with facilities like shelter, drainage, water and facilities for storage in important places to prevent deterioration during handling and storage of skins and hides can also help in this regard.

As compared to other developing Asian countries like South Korea and Taiwan which are leading exporters of leather goods to Western world, India has an advantageous position. This is largely because of its strong raw material base. South Korea and Taiwan mostly depend on imports of hides and skins for their leather Industry. India, in addition to its domestic production of around 1300 million square feet of leather, also imports 90 million square feet to meet the growing demand from the products Industries. The present exports of finished leathers valued at about Rs 7656 million will have to be curtailed to keep in pace with the demands of the leather product Industries. Last year, about 60% of the total imports into the country was finished leathers this clearly shows that Indian leather products industry stands to gain if the imports of finished leathers are freed from duty. All these developments can in turn strengthen the raw material base.

Next to raw materials, technology forms the other important components in the production activity. It is needless to emphasis its effect on the quality and competitiveness of the end product. Indian leather Industry has had the benefit of technological support although its transition stages right from 1953 when central leather Research Institute was established constant interaction between the Institute and Industry saw the whole complexion of the industry change into that of an excellant
and modern one and the industry is now ready to meet the growing challenges of the international markets.

Evolving appropriate technology for different scales of production - small scale cottage industry to large scale manufacturing - development of various leather chemicals based on locally available raw materials and regular training of personnel are some of the important contributions by entrepreneurship and entrepreneurs. Other agencies beside Central Leather Research Institute that run the regular education and training programmes like the central footwear training centre and the prototype development and training centres have also chipped in this effort, level of wages, trained labour force and productivity mainly influence the cost of production of a product and have direct bearing on its competitiveness in the international markets. Indian leather industry scores high points in this respect. Cheap labour and plenty of trained manpower have provided an imperative for Indian leather Industry to concentrate on leather and leather products and to make inroads into the markets of the effluent countries where the wage level are several times higher.

Government of India and Uttar Pradesh too have played a significant role in the blooming of the leather Industry. A new chapter was opened with the introduction of Dr. Seetharamaiah committee recommendations in 1973. Restrictions on the exports of unfinished leathers which fetch low prices in the international markets were introduced by way of duties and quotas. Further processing of these leathers into more profitable items of exports was encouraged by subsidising the air freight, giving
cash support to exports of finished leather products and liberalising imports of machinery, chemicals and components etc. These measures have brought decisive changes in the structure of exports.

It is expected that by the end of this decade (2000 A.D.), all exports of leather from India will be in the form of finished products. This changeover would not only augment the much wanted foreign exchange earnings considerably, but will also provide additional employment opportunities for the unemployed lot in the country.

Till the middle of 1950's, leather and leather goods Industry was spreaded all over the world. Developed countries of the west were major producers of leather and leather products for domestic consumption and also for trading among themselves. But the 1960's witnessed a gradual shift of scene from the developed to the developing countries. The reasons for this shift are many. Stringent pollution control laws which came into force in the developed countries demanded heavy investment for waste and pollutant treatment which led to high cost of production. Labour continued to be in short supply causing rise in the wage levels. Moreover, the workforce lost interest in the wet work in leather Industry as new avenues for alternative employment opened up in high-tech and clean Industries. At the same time, developing countries became aware of the market potentials in the western countries and began producing and exporting more and more of leather products. All these resulted in the shifting of leather Industry from developed countries to the developing countries. In the beginning i.e. during 1969 to 1980 the five so called Asian
Tigers - Japan, Taiwan, South Korea, Hong Knong and Singapore - on the one side and Brazil, Argentia, Spain, Greece and Portugal on the other, effectively made use of these opportunities. Other nations like India, Pakistan, Indonesia, Turkey, Thailand and Bangladesh also started expanding and modernising their tanning industries and started exporting semi-tanned and finished leathers.

Newly Industrialised countries like south Korea, Taiwan, Brazil, Spain and Portugal succeeded in marketing footwear, garments and other leather products in developed countries and captured sizeable markets share during 1970's and 1980's. At that time India with inadequate marketing infrastructure found it difficult to compete with these countries particularly in the products sector. However, since 1985, India's product sector has grown tremendously. On the other hand, steep rise in the wages in South Korea and Taiwan have slowed down further the expansion of trade providing a favourable climate for India to diversify its markets and increase exports.

All these have led to a spurt in leather goods manufacturing in India in general and U.P. in particular which ultimately affected exports favourably. For example, in the footwear Industry itself, a good number of modern shoes factories with imported machines have emerged and some also have established ties with buyers in Europe and America. That is quite an achievement although half of the exports are only shoe-upper and not complete shoes. Leather garments is a fairly new sector, the world demand for which has grown very fast during the last few years. Uttar Pradesh specially has recorded a phenomenal
growth in leather garments and footwear production. Exports have grown from a meager Rs. 62 crores in 1986 to Rs. 579 crores in 1991 from India. Yet, India's share in the world market today is hardly 2.7% despite of the fact that ours is a country having largest number of cattles, buffaloes, Goats and Sheeps. India has 28.1 million cattles, 18.2 million Buffaloes 81.0 million Goats and 35.1 million sheeps.

Same is the case with other leather goods Due to lack of designs and accessories coupled with the slow growth, India’s share of leather goods in the world markets remains just about 1.40%.

However, all is not yet lost. Indian leather Industry, which is rich in materials and technology has taken just a few steps and is now poised for a big leap on the exports front. Its prospects in the International market look brighter in the context of changing trends in the Industrial and trade scenario.

The present study is undertaken with the view of understanding the role of entrepreneur in the leather goods industry of Uttar Pradesh and suggesting the ways and means to boost exports which in turn will bring about over all Industrial and economic development resulting into prosperity of the countrymen and country both.

OBJECTIVES OF THE RESEARCH

The present research work on the basis of various means of measuring the developments and performance of entrepreneurs in leather goods Industry in Uttar Pradesh, broadly seeks to investigate the relationship between entrepreneurs' background, and expenditure incurred on different heads by them and their
performance. The study focuses on certain aspects such as impact of nature of market, wages/salaries administration, channel of distribution, location of units and sources of initial capital etc. on the performance of entrepreneurs in this particular industry in the state. Moreover, it attempts, in particular:

1. To study socio-economic, educational, occupational, marital, sexual, financial and residential background of entrepreneurs of the leather goods Industry in U.P. besides tracing out their age and nature of Units launched by them.

2. To measure the performance of entrepreneurs and ascertain whether there exist any relationship between their different backgrounds and performance.

3. To study and analyse the main characteristics and differences which exist between successful and non-successful entrepreneurs in this particular Industry.

4. To shed some light on the weaknesses and problems of entrepreneurs and suggesting measures to resort for improving their entrepreneurial performance for boosting export and earn precious foreign exchange besides meeting fully the domestic demand for the leather goods.

5. To find out what has prompted the new entrepreneurs to enter industry and assess their managerial abilities.

In nutshell, the main purpose is to analyse and understand the entrepreneurial process so as to enable the state/govt. to formulate policies for the generation of new entrepreneurship and to make new entrepreneurs aware of the different complexities involved in launching the new projects in all the industries in general and leather goods Units in particular in the Uttar Pradesh.
RESEARCH GAP:

Although many scholars studied and worked on leather goods industry of India as is evident from the chapter number four. "the review of literature". Some researchers concentrated only on problems faced by the industry, some studies highlighted the foreign exchange earnings and future prospects/forecast about it, other dealt with the marketing strategies for boosting the export of leather and other leather products such as footwear, footwear components, leather garments and leather goods etc. No sincere effort has sofar been made to study " Enterpreneurship in leather goods industry in Uttar Pradesh", though Enterpreneurship in various other industries is studied by different researchers in India and abroad as well.

No other single industry in India earns as much foreign exchange as the leather and leather goods industry earn and a number of the leather and most of the leather goods units are concentrated in Uttar Pradesh. In other words about 46% of the total leather and leather goods enterprises are located in this state. Therefore, an entreprenerial and comprehensive study is required in the field of enterpreneurship in leather goods Industry of U.P. so that above mentioned objectives are attained effectively and efficiently.

HYPOTHESIS TO BE TESTED:

Before initiating the present research it seems worth while to develop and set, on the basis of common sense and general understanding of the the subject, some hypothesis. Following are some of the hypothesis to be tested during the course of study.
The entrepreneurs drawn from mercantile background have several advantages with them. They have the ability inherited in them. From their ancestors to spot an economic opportunity, merit regarding cost of gathering information for business purposes, specialised knowledge of economic environment, smaller margin of error in quantifying risks and lowering down the costs by utilising already established marketing facilities. It is therefore contemplated that: 1. "The entrepreneurs having mercantile background are likely to be successful in proportionately larger number of cases than those not having such a background. In other words we can say that the performance of units/organisations under the control of the entrepreneurs drawn from mercantile background is likely to be better than those under the control of entrepreneurs drawn from non-mercantile background."

In fact, the present era is characterised by technological and scientific advancement which are only carried out with the repeated experiments in the concerned fields. Such experiments and researches are not possible until heavy sum for this purpose are allocated in the budget and spent under various categories by the innovators. Moreover, human resource, which is the key and inevitable ingredient whether it is production, marketing, purchase or finance function, needs special emphasis. Huge amount of money is required for the education and training, health, nutrition, housing and civic amenities purposes so as to keep the labour force satisfied by way of sound wages and salaries administration. It is therefore contemplated that: 2. The financial health, sound wage/salary administration,
expenditure on research and human resource development by entrepreneurs is directly proportionate to the performance in leather goods Industry of U.P.

Organisational pattern or type of unit has got a role to play as in case of sole proprietorship or partnership form, sense of loyalty and personal belongingness is found whereas it is not so in either of the rest categories/forms of business such as Pvt. Ltd. and Public ltd. companies Region, caste, sex and age also have got the influencing nature as Marwaris and Bohras of Gujrat and Maharashatra respectively, Vaishya/Baniyas in northern states of a given age and certain sex dominate the business scene, either because of one reason or the other.

Motivational factors and marital status of the entrepreneurs do effect their performance. The reason being that an entrepreneurs motivated by employment and social objectives will hardly take care of other purposes. The success of a large-sized units is not a function of entrepreneurs' technical knowledge. In other words, technical knowledge is more appropriate for the growth of enterprises which are small sized rather than large sized because of the fact that entrepreneurs' technical know-how is diluted in the bigger organisations as he has to perform divorce nature of functions e.g. marketing/sales, production/operation, personnel/Industrial relations, and finance/ accounting and does not get time to look after the plant and machinery technically. It is therefore contemplated that:

3. Organisational structure, region, caste, sex, age, marital status, technical know-how and motivational factors influence
the entrepreneurial performance.

A well known and internationally accepted principle of specialisation and division of labour of management and economics respectively discloses that if the production is carried out in larger quantities and bulk, the cost incurred will go on declining upto certain extent, because of the fact that all the fixed capital expenses/cost will remain unchanged with the minor increase in the running/working capital cost/expenses. A nominal increase in the working capital will produce double and triple output, keeping the fixed capital constant. It is therefore contemplated that:

4. Investment level and growth pattern are co-related. In other words, investment level is directly proportionate to entrepreneurial performance/growth/development in leather goods Industry of Uttar Pradesh.

RESEARCH METHODOLOGY: Prior to the year of 1978, only Pvt. Ltd. companies, Public Ltd. Companies and cooperative societies used to be registered and incorporated. But since Jan 1, 1978 all the small scale units including sole proprietorship and partnership firms are required to be registered with the District Industries Centres. (D.I.Cs) Such a registration is beneficial to the owners in the sense that it authorises a unit/organisation to get various facilities, provided by govt.s. availed on priority basis. Assurance of these amenities and facilities being linked with registration with the Distt. Industries centre has made enlistment of units almost in evitable. An exhaustive information relating to different aspects of the entrepreneurs and units could be gleaned from the

**Primary Sources:**

As a matter of fact, the primary data is more reliable and important than secondary data for any sort of research and study. Therefore, the majority of the statistics relating to the study are collected personally by interviewing the entrepreneurs through a detailed and comprehensive questionnaire, a copy of which is given in the last of this thesis, broadly containing the following points:

1. The data relating to the location of the organisation, Form of ownership, year of establishment, size of the unit, main products and goods manufactured by them, markets covered by entrepreneurs and expenditure incurred on various heads e.g. human resource, research and development, facilities and amenities and marketing research etc. by the owners of these undertakings.

2. Personal details and background factors of the entrepreneurs incorporating their age, caste, education and training, business or industrial experiences, previous occupation of their parents, marital status, sex and geographic origin etc.

3. Motivational factors which induced them to launch an organisation in the field of leather goods industry in Uttar Pradesh.

4. Performance of the entrepreneurs in different fields such as
finance and personnel.

5. The views of the entrepreneurs with regard to different facilities and amenities provided by Govt. to them

6. The problems and difficulties faced by entrepreneurs which hinder the speedy growth of entrepreneurship in this particular industry in U.P.

Besides, discussion with a large number of the knowledgeable persons including academicians, bank officials who finance the entrepreneurs, employees of government promotional agencies which are employed for the fast growth of entrepreneurship in leather goods industry, proved very fruitful. Their suggestions and advices benefited the researcher in completing his qualitative research.

Secondary Sources:

Since the present research and study could not be qualitatively completed depending solely on primary data. Moreover, the information needed was of divorce nature and the entrepreneurs were reluctant to yield. Therefore, it was thought necessary to resort the secondary statistics also from various sources. These secondary sources as discussed partially earlier, include:

Council for leather Export (C.L.E.) Kanpur, Trade Development Authority (T.D.A.) New Delhi, Indian Institute of Foreign Trade (I.I.F.T.) New Delhi, District Industries Centers (D.I.C.S) of Kanpur and Agra, Leather Development and Marketing Corporation (L.D.M.C.) Agra, Bhartiya Charam Uddyog (B.L.C.) Agra and National Footwear Training Centre (N.F.T.C.). Agra etc. Apart from these offices and centres, the informations were received
from a wide variety and host of specialised persons and agencies engaged in the promotion and development of entrepreneurship in the leather goods Industry in Uttar Pradesh.

Other Sources:

Besides the data and statistics collected through primary sources i.e. Interviews, questionnaire and secondary sources i.e. Govt. promotional offices and other Pvt. Agencies, the needed information was sought from various other sources also. These other sources include: Discussions with the chairman, Executive Directors, Asstt. Directors and Export promotion officers of Leather Council for Exports, Knapur. Collection of information through relevant official records, documents and publications etc. of concerned organisation. Reports of various committees given in the books, magazines and journals. Published as well as unpublished works/studies/researches were also consulted. Besides these other sources, the interviews with prominent industrialists in the areas and outside as well, both old men and young enthusiasts, helped in providing certain vital informations which found any place neither in published nor in unpublished records any where so far.

The Universe:

Prior to Dec. 31st. 1981 the total established industrial organisations registered with the District Industries centres of the Kanpur and Agra were (1200) one thousand two hundred and eight hundreds (800) respectively. These organisations included sole proprietorship firms, partnership units including family partnership, non govt. public limited companies, private limited companies and cooperative societies. A sample of 200 units from
Kanpur and 100 units from Agra was taken for study purposes. The enterprises were selected for study on stratified sampling basis and comprised units from all the above six categories as to depict the real picture and true position of the leather goods industry of Kanpur and Agra in Uttar Pradesh. Out of these 300 units (200 in Kanpur and 100 in Agra) only 200 entrepreneurs (120 in Kanpur and 80 in Agra) responded positively whereas rest 100 units owners (80 in Kanpur & 20 in Agra) refused directly to yield any information under any case.

**Sample:** As a matter of fact, the detailed study of all the two thousands (2000) units (1200 in Kanpur and 800 in Agra) was difficult and time consuming. Therefore, a representative sample of (300) three hundreds (200 from Kanpur and & 100 from Agra) was taken for research purposes. This sample is about 15% of the total units located in Kanpur and Agra both. In order to make the sample unbiased, true and fully representative, the method of stratified sampling was adopted. All the units were first of all classified according to the nature and form of organisations, and from each type and kind, 15% units were picked up in the first stag of stratification.

After having decided the number of units taken for study from each category and kind of productive activity, the specific units/entrepreneurs were contacted. Out of the total 300 entrepreneurs contacted for study only two hundreds (120 from Kanpur and 80 from Agra) replied and that too after a lot of requests, persuasion and assurances for not making the furnished information particularised and public. Almost all the respondents/entrepreneurs requested for anonymity and hence their names and
addresses are not mentioned.

**The Questionnaire:**

A tentative schedule of information to be sought from the entrepreneurs was prepared initially on the basis of the objectives and hypothesis of the research. After that an informal and rough framework of the questionnaire was prepared and discussed with a number of experienced persons in academic, industry and other related fields. A draft, formal and fair questionnaire was lastly prepared after testing and retesting it personally. The questionnaires' copies were given to the entrepreneurs with personal requests for filling it up and returning back. After receiving the questionnaire back it was studied in detail and conclusions were drawn and suggestions were made so as to enable the state to formulate the conducive policies to boost the production and export of leather goods so that additional foreign exchange is earned beside providing the employment to masses and ensuring prosperity to the nation and nationals both.

The following problems were faced in the collection of data and statistics for the purpose of research.

Quite a large number of problems were faced in the collection of statistics. Firstly, the concerned organisation and agencies do not keep this records up to date. Moreover, in some cases, if the record is up to date, the office bearers of these organisation and agencies do not provide the needed information intentionally and deliberately until either they are paid some money commonly known as "facilitating charges" (Suvidha Shulk) or presented some gifts such as a packet of sweet/a bottle of wine/a
chicken etc. Sometimes they refuse to cooperate by saying that the statistics sought by you is classified, secret and confidential and hence cannot be supplied, but amazingly enough, the same information is provided by them immediately if their demand for a Murgha/bottle of wine/gift is meted out.

A number of hours were often wasted in taking the appointments with the chairman and executive directors of the concerned council for leather export and other officers of the government agencies.

Besides, the entrepreneurs who were contacted for interviews and supplying the required information for research through questionnaire, did not cooperate and declined to yield any sort of detail. After much persuasion and assurances that the needed data is to be used for research and academic purposes only, some of the entrepreneurs reluctantly replied the questions asked by the researcher. These entrepreneurs were, perhaps afraid of the implications and complications involved in disclosing the facts related with their sales, gross/net profit etc. as it invite unnecessary extra taxes which could be imposed on them.

Apart from this, the majority of the entrepreneurs were not familiar with the modern management techniques, they still follow the old, traditional and discarded tools and techniques and hence they were not clear in their perceptions. It is so because most of the leather goods manufacturing units come under the purview of the cottage, tiny and small scale sector and therefore these entrepreneurs cannot afford as their profit margin is lesser to employ the qualified competent and experienced staff which is aware of modern managerial and technical know-how in
different fields e.g. marketing, human resource, accounting/finance and production/operation management in this particular industry in Uttar Pradesh.

An entrepreneur in Kanpur when asked about his net profit per annum, replied indifferently that he has got only few rupees in his packet which are not even sufficient to meet his meal requirements for a day although he was to start a newly purchased maruti 1000 car worth Rs. 5,00,000 in the open market.

Another entrepreneur in Agra, when contacted for knowing his annual turnover, replied laughingly that he has to take his girl friend to the TAJ HOTEL to enjoy and does not have time to answer, when pursued further, he opens that for the last five years his firm neither purchased nor sold. Although he was going to TAJ HOTEL in the accompanying a girl friend to enjoy which is a very costly affair.

**LIMITATIONS OF THE STUDY:**

In spite of the best efforts made by the researcher to make this study/research totally error proof, correct and relevant facts based. It is observed that the work seems to suffer from various limitations. These limitations are as follow.

1. The managerial as well as non managerial including technical staff of the different councils for leather exports was reluctant in offering even appointments for discussions and interviews. Moreover, they were not seen to be keen and enthusiastic when talked about various issues concerning leather goods industry of Uttar Pradesh.

2. The manufacturers and exporters too like government officials were hesitant and reluctant to yield the needed information
despite of the assurances that this furnished information will strictly be used for academic purposes.

3. The researcher tried at his level best to produce the up to date statistics, but this could not be possible in certain cases as the data was not available with either of the offices.

4. A number of entrepreneurs neither publish the facts nor do they allow the access of outsiders to their records and internal working on the pretext of maintaining the secrecy.

   Therefore, one of the most important limitations of this study relates to subjective and qualitative nature of some answers which could only be analysed properly only on the basis of ranking method which has not been adopted in this study.

5. Some responses were of overlapping nature and hence the data could not be aggregated although it is presented in a tabular form.

6. In fact, the entrepreneurship is an interdisciplinary subject and hence governed by many psychological, social, economic, political and geographical forces etc. As a result of certain unavoidable reasons only a limited number of influences/factors are examined in this research and these are economic and social. Needless to mention that other factors too play an important role in shaping the entrepreneurs' actions, deeds and movements.

7. Lastly, the weak financial position of the researcher and shortage of time resulted into various difficulties which affected adversely the quality, quantity and accuracy of the
presented research. The researcher was awarded neither a departmental scholarship nor any government financial support for carrying on the present study.

However, no stone is left untouched in contacting with all the needed entrepreneurs/government officials who could be even of least importance for providing the requested information and data. The shortcomings and constraints are not of very sever nature and high magnitude, moreover, sufficient precautions are taken so as not to get the reliability of research badly affected.

REFERENCES

