CHAPTER VII

MAIN FINDINGS AND CONCLUSION
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The main empirical findings of this research have been already summarised in various chapters. Here the main findings have been summarised with the intention of providing an overall picture of the entrepreneurs.

Entrepreneurial Setting:

The entry into industrial line is often regulated by numerous factors. The age, educational qualification, previous experience in several jobs are some of those factors. This study reveals that a majority of the respondents seems to have entered the industrial line when their age was between 25-29 years.

Entrepreneurship in India is generally analysed and discussed with reference to caste/religious background of entrepreneur. The caste system is one of the basic pillars of the Indian social system. It influences the occupational choice, life chances, social prestige and access to education. The entry into industrial entrepreneurship is not independent of caste/religious background. Research study attempts to show that, the entrepreneurs emerging in response to various incentives and concessions provided by the government are significantly from the upper strata of society. The sample selected for the study is dominated by Upper Caste Hindu respondents. The
Scheduled Caste, Scheduled Tribes, and microscopic minorities such as Jains and Christians are represented in small numbers in the sample due to their low percentage in the sample area and also due to some socio-economic reasons. It clearly reflects that caste/religion still matters in one's entry into industrial entrepreneurship.

Educational level of an individual is one of the qualitative indicators. A majority 96.5 per cent of the respondents in the sample are literate, while the remaining 3.5 per cent are illiterate. This suggests that, when compared with the literacy rate of the general population, entrepreneurs as an occupational category are a qualified group.

Entrepreneurs generally emerge from a specific occupational group. Studies conducted in the other regions of the country show that entrepreneurs usually emerge from the Vaisya community, which is a business community. Even in pre-colonial periods and pre-independence period commercial activities were more or less confined to the Vaisya Varna. In the present investigation, it was found that entrepreneurs emerged from upper castes comprising Brahmins and Lingayats. But, a majority of these castes have business as their family occupation. Hailing from a business family background has many advantages. It provides for the easy arrangement of finance and facilitates the acquisition of business experience prior to entry into entrepreneurship.
This study reveals that, 34.2 per cent entrepreneurs come from business families while 19.3 per cent are from agricultural families. The proportion of respondents who come from labour families is insignificant.

The active participation of the local respondents is very much evident. The study reveals that 59.6 per cent of the respondents happen to be natives of the Hubli-Dharwad Municipal Corporation Area. The remaining respondents have migrated from other places of the Dharwad district, Karnataka state and India. The declaration of Hubli-Dharwad as an industrially backward area and the financial incentives and concessions given by the state government has attracted many entrepreneurs from different corners of the country. A majority of such migrants have asserted that they have come to this area to start the business and industry due to this reason. The proportion of respondents who had come to this city for education is also significant.

The family is a basic unit of society. It's structural arrangement and size often influences the mobility process. In the research it was found that the significant proportion of respondents, that is 62.3 per cent, come from joint families, while 37.7 per cent from nuclear families.

The family size of the respondent is another important factor which influences many aspects. The data collected in this
regard indicates that 38.3 per cent of the respondents hail from small families having members up to five and 44.3 per cent from medium sized families. The rest 17.4 per cent are from large families. Family size, according to this research varies with caste/religious background of the respondents.

The educational attainment and occupational attainment processes are inter related and inter dependent processes. An individual, irrespective of his socio-economic origin, can become either a white collar worker or he can obtain prestigious jobs with the help of education and specific training. An individual who receives little education generally occupies the lowest strata of occupational hierarchy. Hence, many sociologists like Sorokin, often consider education as an important channel of upward vertical mobility. This study examined how education determines the occupational status in an occupational hierarchy. It is found that the technically qualified respondents have generally started their career as executives in industry (70 per cent). A majority of the primary/secondary qualified have started their careers by taking jobs in a factory. Thus, acquisition of education in general and a specific type of education in particular is determined by the first occupational status. However, the process of educational attainment is often determined by the system of stratification and by other socio-economic factors which determines inequality of opportunity. The caste/religious background of respondents, according to this research study, influences the educational attainment process.
This study shows that the level of educational attainment in general, and occupational attainment in particular, is determined by the stratification system. The caste system, family occupation, father’s occupational status and educational level have had a bearing on the level of education acquired by the respondents. A majority of the Upper Caste Hindu respondents have comparatively received more technical education than others. Thus the better socio-economic background of UCHs has facilitated the acquisition of such education which is slightly more expensive than other forms of education. But, a majority of MCHs, LCHs and Muslims and other category respondents, have received more primary/secondary education. The family’s occupational background, in addition to caste/religion, has influenced the acquisition of education. Respondents from service families have comparatively received more technical education than other respondents, while agricultural family respondents have received more higher secondary/graduation than others. None of the respondents who come from labour family background have received technical education. They have received only primary/secondary education.

The father’s occupational status too, to a great extent, influences the educational attainment process of the son. Majority of officers / WCWs fathers have given more technical education than fathers of respondents with other occupational background. A majority of fathers with factory worker
background or were agriculturist, businessman etc. have given primary / secondary education to their sons. Thus, father's occupational status determines the educational attainment process of the offspring.

A better educated father realises the value of higher education and tries to educate his son. He generally does not allow his son to remain either illiterate or undereducated. This study indicates the positive correlation between father's educational level and sons' level of education and also the type of education. Majority of fathers having educational qualification of primary/secondary have given more than higher secondary/graduation and technical education to their sons. The technically qualified fathers prefer technical education for their sons. Even fathers with higher secondary/graduate have given more technical education. But, a majority of illiterate fathers have given only primary / secondary education to their sons. Thus, the educational level of the father determines the educational level of the son.

According to scholars, an individual who hails from a large family is expected to share the total parental resources with more offsprings. This is likely to hinder them from taking better education. Hence, the educational attainment process is also conditioned by the respondent's family structure. Respondents who come from nuclear families have comparatively received more technical, professional, higher secondary/graduate
education, than those who come from joint families. While the joint family respondents received more primary/secondary education than nuclear family respondents.

The intergenerational occupational mobility pattern was examined by obtaining data on the paternal grand father's principal occupation, and also the father's principal occupation. It was found that 41 grand fathers were in agriculture and 16 fathers followed their fathers footsteps, while the majority of 25 moved out of their father's occupations. According to the literature on mobility, it is a 'loss'. Hence, losses are evident in the case of the most traditional occupations, that is agriculture. The losses in agricultural occupation, which is a primary occupation, supports the theory of industrialisation which is a basic change in the occupational structure of society. Abandoning agriculture seems to be the first step towards the industrial entrepreneurship. Inter generational occupational mobility is noticed among sons of labourers and agriculturists. The sons of executives/WCWs, factory workers, and labourers have not displayed any downward mobility, whereas sons of officers/WCWs, professional significantly have remained stable. Similarly, the respondent's first occupational status, compared and contrasted with his father's principal occupational status. It was found that more upward mobility is displayed by those respondents having agriculturist as their fathers, while more downward mobility is shown by sons of businessman.
Since generations, agriculture as the main source of livelihood, is loosing its significance while the other occupational categories such as factory work, executive jobs, white collar works are gaining importance. Many respondents’ fathers have moved out of their father’s principal occupational status, that is agriculture. Present respondents too have displayed the same trend. Factory work and executive job in industry are gaining importance.

In this study it is found that, starting an occupational career as an executive in industry and or as factory worker, is the main route to make transition into industry. Those who started their career as executives are technically qualified, while those who started their career as factory workers are less qualified. The former have entered industry with the help of technical education, experience that they have gained in industry being in key posts. Factory workers have risen to the status of industrialist with help of their experience.

Entry into Entrepreneurship:

Abandoning of jobs is an important step in the career mobility process of individual. An individual generally changes his occupational status whenever the opportunity comes. In the present research study, it was found that majority left their previous occupational status owing to low income. Second majority of respondents left just ‘to be independent’. In the
present study, it was investigated that the 'low income feeling' is associated with the primary/secondary qualified respondents and less with technically qualified.

The desire to abandon previous occupational status is also associated with the last occupational status of respondent. The desire to get additional income and "low income" feeling was associated with industrialists and factory workers. It was less associated with respondents who stated that their last occupational status was as executive in industry.

There are 85 respondents who changed their occupational status. Out of which majority, 30.6 per cent moved into industry when their age was in between 25-29 years.

Generally, the age at the time of entry is conditioned by various factors. The level of education is prime importance. A majority of the primary/secondary respondents entered industry in between 35-39 years of their age, while higher secondary/graduates in between 30-34 years of their age. But, technically qualified made a transition into industry in between 25-29 of their age. Thus, it was found that the technically qualified usually enter the industry earlier than others, especially in comparison to primary/secondary and higher secondary/graduates. Those without technical qualification are generally expected to secure some experience in industry-related jobs due to their non technical background. General education in no way prepares an
individual to take up industrial entrepreneurship. But, for those with technical education, it is not compulsory to have previous experience. Therefore, they are in a position to enter directly. Similarly, local entrepreneurs seem to enter the industry slightly earlier than migrants.

The data reveals that those with some occupational status have entered the industry in later years of their age, than those who enter directly.

An individual can gain work experience or can make more money if they have worked in some job prior to entry. But, an individual's exposure to the business world has immense importance. Firstly, it facilitate the accumulation of capital. This capital is very helpful to invest in plant and machinery. Secondly, it cultivates the habit of taking calculated or moderate risk. As far as risk taking is concerned, there is virtually no difference between both industry and business. In both occupations, an individual is expected to take risks. In the present study it was found that 64.4 per cent were exposed to the business world prior to entry.

There may be several encouraging factors, situations and conditions which often motivate an individual at the time of entry. It was revealed that among all the encouraging factors, the moral and financial support given by the family ranked first.
This clearly reflects the paramount role played by the family as a basic unit of society.

Similarly, there are several factors which may discourage the respondents at the time of entry. Respondents were asked to express their opinion about the factors which discouraged them most at the time of establishment of their unit. Majority of respondents considered red tapism and bureaucratic delay as the most discouraging factor. Capital shortage was ranked the second most important factor which discouraged the respondents at the time of entry.

An individual's entry into industry has some motivations. Among all the motivations, it was found that, a strong desire to do some independent activity is rated highest. It was ranked first. The desire to earn money was ranked second.

This study has covered industrial entrepreneurs engaged in five different product lines as has been mentioned earlier.

The respondents' reasons for selecting a specific product line shows that the potential and high demand for the product has motivated a majority of respondents to choose a specific product line. The selection of a product line is often determined by numerous factors such as caste/religious background, educational qualification etc.
The caste/religion and educational qualification often influences the selection of a product line. Educational qualification has helped the Scheduled Caste and Scheduled Tribe respondents to enter comparatively modern engineering product line. Education thus helped some Scheduled Caste and Tribe respondents in breaking the caste barrier. Even then caste has also hindered the scheduled caste and scheduled tribes while choosing the food product line. Therefore, there is a close association between the product line chosen by an individual and the educational qualifications. The technical qualified have generally entered the engineering product line.

Organization of a unit is the framework created to bind the economic activity undertaken by the entrepreneur. An analysis of the selection of organizational structure, with reference to family structure, reveals that sole proprietorship was the most popular form of organizational structure among respondents who come from nuclear family rather than joint family. Respondents from joint families showed more inclination towards family concerns than those from nuclear family.

The caste and religion wise analysis shows that sole proprietorship was more popular among Christian and Jain respondents than others. Joint family ownership is more popular among UCH respondents than the nuclear family respondents. Caste/religious wise analysis shows that it was more popular among the "other" category respondents, and least among UCH
respondents. UCHs show more inclination to have partnership (Joint family) than other respondents. The caste and family background influenced the selection of organizational structure. Further, the educational level of respondent too influences the process of selection organizational structure.

A majority of respondents had prepared project report with the help of family members. Finance is considered a lubricant in the process of production and economic development. It is also a significant prerequisite to establish industry.

Entrepreneurs have to depend on various sources for finance to invest in plant and machinery. There are various governmental agencies which are responsible for catering to the financial needs of small scale entrepreneurs. In addition to institutional source, there are other informal sources such as family, relatives, and friends.

Irrespective of the family structure, nativity and socio-economic background, a majority (46.1 per cent) are dependent on family and government, while very few are dependent on only relatives. The study shows that despite government policy of nurturing and promoting small scale industries, the process of availing financial assistance from banks, and government funding agencies is not an easy task. It involves many complications. In the present study, it was found that among the problems faced at the time of getting assistance, cumbersome procedure for obtain-
ing capital was ranked highest, followed by delay in sanctioning of loans.

The opinion expressed by respondents on this aspect varies with the source of finance. Those who secured loans from nationalised banks complained about the delay made in sanctioning of loans. Those who secured loans from Karnataka State Financial Corporations complained about the loan recovery drive of KSFC. Though they are happy about the immediate and quick sanction of finance by KSFC, they are unhappy about its loan recovery pattern. As many respondents candidly observe: "They sanction an amount within a day and seize the unit within a hour." Thus, the majority who secured loans from this source have expressed a similar opinion.

In the present study it was investigated as to how the initial investment (which determines the size of unit) is influenced by the respondent's socio-economic background. It was found that the family structure in no way determines the level of investment made by respondents and consequently the size of unit. But, the study however reveals that the family occupation, does influence the level of investment made by the respondents. Thus, family occupation reflects on the financial status and strength. None of the respondents who come from labour, and artisan families have invested above five lakhs of
Rupees. While respondents, who come from professional families, and business families displayed better potentialities in investing more amount in plant and machinery. Respondents' initial investment with reference to their father's occupational status too clearly shows that, no son of self employed artisan, factory worker and labour has invested more than five lakhs. If the present definition of Tiny unit is taken into account, they emerge as tiny entrepreneurs, just because of their specific family occupation and their father's occupational status. The earnings of a factory worker, labourer and artisan is very low. Hence their earning was almost equal to their expenditure. Only a meager amount seems to have been contributed by the father and the family. Even arranging finance from banks and funding institutions seems to be influenced by the family's and father's occupational status. Hence, it clearly suggests that the son of a labourer and factory worker and self employed artisan has a greater chance of establishing a tiny units rather than a small scale unit. Therefore, the family occupation and father's occupational status influences the level of investment made by the small scale entrepreneur.

The fathers, who were either executive in industry, industrialists, or businessmen, have effectively made all financial arrangements for their sons to invest in plant and machinery. This also facilitates the acquisition of capital. They generally emerged from the upper and middle strata of society. They also have some family assets like land or building
to mortgage. Probably they are also aware of the procedures of getting finance from banks. The rapport with officials who are concerned with sanctioning the amount, seems to be the monopoly of some people. The contacts and rapport that the family has developed and maintained in addition to the ability to mortgage immovable assets, is an additional advantage. The father's, or family's occupational status, to a great extent influences the initial investment made in plant and machinery and consequently the size of the unit.

In more than 74.8 per cent of the units, the production process was supervised by the respondents themselves. It suggests a lack of capacity by the respondents to pay a salary to professional managers to look after the production process. It also reflects on the strong tendency of the respondent to control and manage this function himself instead of appointing a trained manager. The production against orders was the most popular mode of production as 59.9 per cent units followed this strategy. It was due to the low risk involved in this production procedure. The performance of entrepreneurs can be assessed with help of certain indicators like product diversification, capacity utilisation, market expansion, and the promotion of other first generation entrepreneurs. Also the nature of the respondent's performance which is influenced by his socio-economic background, has been also investigated.
Utilisation of a unit's installed capacity offers a realistic and fair view of entrepreneurial performance. It was found that a majority 52.3 per cent of respondents who have reached a utilizing capacity of above 79 per cent (a very high capacity utilisation), while in 8.1 per cent where the utilisation of capacity is only between 20-24 per cent, which is very low, the analysis reveals that they were strongly influenced by this caste background. Those with very high capacity utilisation were UCHs and those with very low were LCHs. Thus the educational level does not seem to be related with the extent of capacity utilisation.

The introduction of new products, added to initial product line, was also considered as an indicator of entrepreneurial performance.

The caste/religious background wise analysis indicates that, UCHs and LCHs, further showed either more or less inclination towards adding new products to their initial product line respectively. Technical education has helped many respondents to add new products to the initial product line. Also the local respondents showed a slightly more inclination towards adding new products, than migrant respondents.

Successful selling of goods reflects an entrepreneur's performance. A 'Very high sale' is recorded by UCHs, while a
'very low sale' is shown by LCHs. There is also a positive association between sales and Caste/religious background. Further, the study also shows that a very high sale was associated with the respondent's family background. Thus respondents who hail from service families displayed a very high sale. A very low sale was displayed by respondents who hail from labour families.

The data also reveals that, a very high sale is recorded by technically qualified, and very low sales by illiterates. As far as nativity and sale performance is concerned, this study confirms that there is a positive association between Nativity and sale performance. The data shows that, a very high sale is recorded by locals, whereas the migrants showed either low or medium sale.

The market expansion achieved by an entrepreneur is another indicator of entrepreneurial performance. Sometimes a higher sale could be the result of market expansion. The intensified competition in HDMC Area has made it inevitable for them to extend their market. The search for better market is an entrepreneurial function which is also considered as innovation. It was found that technical qualification has helped many respondents to extend their market. The family's occupational background reveals that those respondents with professional, agricultural and service family background have achieved better market expansion than respondents with other backgrounds.
Improving market position and elevating the volume of sales, is one of the strong desires of every entrepreneur. Hence, different entrepreneurs resort to different methods to achieve these goals. According to the research study, a majority of the respondents resorted to accuracy in production. This was followed by quality improvement and maintenance. Advertisement as a strategy to enhance market position and sale was resorted to by as many as 53 per cent of the respondents.

Determining the price for the product is another important aspect of management. About 57.9 per cent of the respondents resorted to calculating the cost plus the desired profit as the basis of fixing the price.

Visit to other units and improvement achieved after making visits is considered as one of the important steps in improving the units. It makes the respondents aware of the changing technology. Of the 113 respondents, 55 had visited other units. The remaining 58 had not visited other units. They had given various reasons for their failure to visit other units. The technically qualified showed more interest, and willingness to visit other units. Illiteracy and low educational background had hindered many respondents in visiting other units. The Caste/religion wise analysis shows that the low Caste Hindus showed less interest in visiting other units, whereas UCHs showed more interest. After making visits to other units, about
83.6 per cent respondents had achieved some form of improvements in several areas. However with reference to the adoption of improvements after making visits, the data reveals that Muslim and Middle Caste Hindus showed more interest in achieving improvement than others. The educational background does not seem to influence the adoption of improvement. Nativity analysis shows that a comparatively large majority of the local entrepreneurs adopted some form of improvement than migrants. But the correlation does not seem to be very significant.

Well established and well settled entrepreneurs often promote other entrepreneurs by giving them various forms of assistance. It is called promotion of entrepreneurship. Of the 101 respondents 19, did not promote any first generation entrepreneur. In their opinion they were a potential threat to their units as they were likely to create competition. But, a large majority of the respondents assisted potential entrepreneurs by giving them moral support, timely advice and encouragement. Also a majority of the respondents also gave assistance in the form of technical, mechanical, tools. By giving various types of help, these respondents displayed excellent qualities of entrepreneurship. Majority UCHs and MCHs have given a helping hand to other entrepreneurs, while LCH showed a lower inclination to promote entrepreneurship. Further, the educational background analysis shows that all illiterates and also the professionally qualified have promoted, other new entrepreneurs.
Those with primary/secondary qualification showed less interest to promote entrepreneurship.

The problems faced by an entrepreneur are numerous. But, this study has made an attempt to analyse some of the problems confronted by respondents.

The problem of finance in general, and working capital in particular, is one of the major problems confronted by the respondents. Both entrepreneurs and the funding agencies are equally responsible for this problem. The working capital requirement of small scale entrepreneurs is generally higher than medium scale and large scale entrepreneurs. But, due to their lack of business knowledge, many entrepreneurs usually underestimate their working capital requirement. Secondly, they are also reluctant to supply the basic information pertaining to their business habits. On the contrary the bank officials and funding institutions would like to have full information about the capabilities and character of the small scale entrepreneur. This situation ultimately makes banks and other funding agencies not to finance and extend the helping hand to the entrepreneurs. Some scholars have observed that finance is often made available to large scale units because they are not only prestigious but are also sponsored by influential groups. Even the Report of the Hyderabad conference has rightly pointed out that commercial banks often suspect the stability of small scale units. In this study it was found that 66.1 per cent respondents were facing the
problem of working capital. Raw material is one of the important factors of production. It is another problem which is faced by the respondents. Electricity is often considered as a significant output for industries. Except for 10.5 per cent of the respondents, the remaining large majority of the respondents were facing the problem of electricity. Power cut, without prior intimation and irregular supply often impair the process of production and cause wastage of raw material. This increases the cost of production and leads to the underutilisation of the installed capacity. The low wages, non-implementation of minimum wage act and improper working condition generally fail to attract the skilled and semiskilled labourers. In the research area it was found that 46.1 per cent of the units were facing the scarcity of skilled labourers, while 9.6 per cent were facing the problem of unskilled labourers. Absenteeism and irregularity among labourers were some of the other labour problems faced by the respondents.

SUGGESTIONS:

On the basis of the analysis of data collected and the systematic study of small scale entrepreneurs, certain suggestions may be made to help in the better promotion of entrepreneurship in the area under study. Some of these are as follows.
Majority of respondents entered industry in between 24-29 years of their age. Hence, the Government while giving training and financial assistance, should consider this age group as a target group.

The Government has designated certain groups as a special category of entrepreneurs, with the intention of widening the social base of entrepreneurship. It is giving liberal financial assistance and more subsidy to these special category of entrepreneurs. Banks and funding agencies are fully synchronised to meet these objectives accordingly. But, unfortunately this has led to the wrong selection of beneficiaries. There is a quantitative increase in the number of entrepreneurs rather than a qualitative increase. Hence, government agencies should take every care to prevent the wrong selection of beneficiaries, whatever may be their socio-economic origin. The entry of proxy entrepreneurs, irrespective of their socio-economic origin, should be restricted by denying them government financial assistance.

Some depressed caste family members, as found in the field work, did not like the decision of their son (respondent's) to enter the industry. It clearly reflects their attitude towards industrial entrepreneurship. Their attitude towards self employment through entrepreneurship has to be changed. But changing the attitude of people is not an easy
task. Efforts made in this direction are likely to yield better results in future.

"Bureaucratic delay is one of the severe criticisms made against both the Karnataka Electricity Board and the Nationalised Banks. It is a manmade problem. Government should make an attempt to eliminate the bureaucratic delay in government agencies. An efficient bureaucratic machinery can foster and accelerate the process of industrialisation. The industrialised states in India at present are blessed with comparatively better efficient and synchronised bureaucratic machinery when compared with Karnataka state. Hence, by increasing the efficiency and functioning pattern of bureaucratic machinery, the Government can improve the situation."

Many respondents have complained about bribery. A majority of the respondents were forced or had to give a bribe for getting the basic infrastructure. Even quota—alocating agencies seem to demand a bribe from respondents. If the Government is really interested in triggering the process of industrialisation, it should first try to control the evil practice of bribery. Rampant malpractice while providing the basic infrastructure often discourage potential entrepreneurs.

The acquisition of technical education and training facilitate the process of entry into industrial field. A majority of the respondents have made the transition into industry with the
help of their technical qualifications. But, in the research it was also found that certain categories such as Scheduled Castes and Scheduled Tribes face many disadvantages in getting technical education. Therefore, they have not been able to receive good technical education. Thus, there are certain factors, which are internal as well as external to the individual, which may prevent him from getting a technical education. Therefore, scheduled caste and scheduled tribe persons need to be motivated in the Secondary school level itself to take technical education. Only then can government realise its dream of widening the social base of entrepreneurship.

Job oriented courses should be introduced at the graduate level itself. In absence of technical education, these job oriented courses prove to be very helpful.

Bank officials and funding agencies should not finance those entrepreneurs who enter the product lines already saturated, because, it will increase unhealthy competition. Therefore, government agencies should suggest other product lines where there is demand and a market for new products. Thus, timely guidance offered by government agencies is likely to control the extent of sickness engulfing the SSI sector.
CONCLUSION

The government with the intention of dispersing industries in industrially backward areas is giving various types of assistance to small scale industries. As a result, the process of industrialisation has gained momentum. This has encouraged and motivated many individuals to take up industrial entrepreneurship. Hence, the development of entrepreneurship is not purely an automatic process, because it can be achieved through suitable policies and plans.

The Government, with the intention of widening the social base, has declared the Scheduled Caste/Scheduled Tribe, and minorities, such as Christians, Jains, Muslims and Women 'Special Category' of entrepreneurs. But, this policy of encouragement has not achieved the optimum success to the desired level. This research study clearly shows that, the upper strata of society or upper castes, comprising of Brahmins and Lingayats, have received most of the benefits created by the government agencies. The depressed castes and women and minorities, other than Muslims have not responded actively to these incentives. It can be attributed to a lack of technical education, and a lack of interest of some communities to take up industrial entrepreneurship.

Agriculture which is a primary occupation is losing its importance, while certain other occupations such as executive
jobs in industry and factory are gaining importance. The acquisition of education, the ever increasing specialisation, division of labour, mechanisation of agriculture, the government policy of supporting and nurturing SSI may have facilitated such a transition.

The system of stratification influences the educational attainment process. Since, many generations, the Upper Caste have secured a better education. But, the role of caste, as a determinant of educational attainment has undergone some changes. The protective discrimination policy of the government has helped many lower caste respondents to acquire better education than their fathers and grand fathers. Some of these respondents have with the help of education, succeeded in breaking the caste barrier. Hence, education emerged as a determinant of occupational status. But, at the same time, the caste system has hindered certain lower caste groups and religious groups, from receiving technical education. The educational attainment of scheduled castes and some minorities has by and large, been confined to the acquisition of either primary or secondary education. Thus, as far as technical education is considered, there is inequality of opportunity. Family occupation and father's occupational and educational status also determine the level of education.
The type of education received by the respondents determined their access to enter a particular type of industrial line. The UCHs, with help of technical education, have started their occupational career as executives in industry, and some have directly made a transition into industry. The undereducated have started their career as factory workers. After gaining experience for some years, they have entered the industrial line. Thus, the entry into industrial line is delayed in such cases owing to the lack of technical education.

The family plays an important role in the process of upbringing of potential entrepreneurs. The educational attainment, selection of organizational structure, product line, arrangement of finance, product supervision, sales supervision etc., are determined and also influenced by the family and its structural arrangements.

Development of entrepreneurship is one of the complicated processes determined by numerous socio-economic factors. Among internal factors, the occupational background of the family, the educational and the caste/religious backgrounds of an individual either directly or indirectly influence the whole process of entrepreneurial development. Similarly, the government policies and its attitude towards SSI sector play an important role as an external factor. From the economic point of view, the developmental process through small scale entrepreneurship is very helpful in hastening the process of industrialization and in
achieving the overall economic development. From the sociological point of view too, the development of small scale entrepreneurship has its own significance. An individual irrespective of his educational level, caste/religion, and nativity can enter the field and ultimately can prosper and progress. He can ascend the social hierarchy by improving his economic status. The above said socio-economic factors such as caste/religion, nativity, etc., are capable of hindering an individual's entry into certain professions or white collar jobs. These jobs generally demand better educational qualification. These jobs may not be accessible to certain individuals who are handicapped in receiving higher educational status. But, small scale industry is such a field where an individual, even with humble origin, low educational status, can enter and prosper through small scale entrepreneurship. He can reach a high position on the social ladder. Thus, entrepreneurship in small scale industry offers immense opportunities for educated, undereducated and illiterate unemployed. Hence, development of small scale entrepreneurship can be considered as one of the useful steps in eliminating poverty of masses.