CHAPTER V

SUMMARY OF FINDINGS
5.1. **INTRODUCTION:**

The present study has broadly covered eight important components i.e.,

1. Demographic profile of the FDP participants

2. Entrepreneurship Promotional Activities of FDP participants through the existing EDCs in the colleges

3. Entrepreneurship Promotional Activities of FDP participants when the colleges have not yet established EDC

4. Institutional constraints that limit entrepreneurship initiatives

5. Approaching Funding Agency for Financial Assistance by the FDP participants through EDC

6. Level of Awareness among the FDP participants before attending the training programme about FDP in Entrepreneurship.

7. Level of Attitude towards Entrepreneurship Promotion of the FDP participants

8. Impact of the Faculty Development Programme in Entrepreneurship

The researcher has surveyed a total number of 200 FDP participants trained by Centre for Entrepreneurship Development (Tamil Nadu), Madurai. After detailed analysis, the following findings have emerged.
5.2. DEMOGRAPHIC PROFILE OF THE FDP PARTICIPANTS:

The demographic profile of the FDP participants was analyzed in terms of nine variables as detailed below.

- Designation
- Nature of institution
- Location of institution
- Gender
- Educational qualification
- Age
- Domicile of the faculty members
- Discipline of study
- Years of experience

Designation:

From the analysis, it has been established that Centre for Entrepreneurship Development (Tamil Nadu) was able to attract a large number of younger faculty members in the cadre of Assistant Professor for FDP in Entrepreneurship.

Nature of the institution:

The FDP in Entrepreneurship has attracted maximum participants from the arts & science and engineering colleges. Only 8 per cent of the participants have come from the polytechnic colleges. Efforts may be taken to attract more number of participants from the polytechnic colleges since the EDC is highly relevant to polytechnic colleges also.
Location of institution:
Most of the colleges are located in the rural area. This is an opportunity for such colleges to initiate rural based developmental initiatives for the youth and women of the region in which the college is located.

Gender:
It is heartening to record that nearly half of the participants were women. The women faculty members have demonstrated their interest by attending the FDP in Entrepreneurship. The percentage of women entering into the higher education is also increasing over a period of 30 years. Therefore, it is a good trend.

Educational qualification:
Post Graduate Holders are the dominant group in the Faculty Development Programme in Entrepreneurship. It is equally important to attract the doctorate holders to the FDP in Entrepreneurship since EDC may provide lot of opportunities for post doctoral research programmes in Entrepreneurship and MSME specific issues.

Age of the participants:
The FDP participants in the age group of 31 – 40 years were the dominant group in the research study. The younger faculty members may not be aware of the importance of FDP in Entrepreneurship.
Domicile of the participants:
The faculty members from Urban area are the dominant group in the Faculty Development Programme in Entrepreneurship. Such faculty members may reside in urban area and will be able to use ICT for their professional purposes.

Discipline of study:
Centre for Entrepreneurship Development (Tamil Nadu) has attracted the maximum number of participants from the Engineering and Management disciplines. Faculty members from such disciplines may be more suitable to manage the EDCs in the colleges.

Years of experience:
Centre for Entrepreneurship Development (Tamil Nadu) has been able to attract experienced faculty members for the FDP in Entrepreneurship. Experienced faculty members will be an asset to manage the EDCs in the colleges.
5.3. ENTREPRENEURSHIP PROMOTIONAL ACTIVITIES OF FDP PARTICIPANTS THROUGH THE EXISTING EDCS IN THE COLLEGES:

The Entrepreneurship promotional activities undertaken by the Faculty Development Programme in Entrepreneurship participants through existing EDCs in their colleges were analyzed in terms of nine variables as detailed below:

- Presence of Entrepreneurship Development Cell in the college
- Conduct of Programmes through EDC
- Conduct EAC
- Conduct of EDP
- Conduct SDP
- Conduct of industry survey
- Conduct of industry consultancy
- Conduct of research in entrepreneurship
- Handling courses in entrepreneurship

Presence of Entrepreneurship Development Cell in the college:

Majority of the colleges have already established Entrepreneurship Development Cell in the colleges.
Conduct of Programmes through EDC:

Majority of the faculty members have initiated Entrepreneurship and skill development activities through Entrepreneurship Development Cell in the colleges. It has demonstrated the Faculty Development Programme in Entrepreneurship conducted by the Centre for Entrepreneurship Development (Tamil Nadu) has created attitudinal change among the faculty members to undertake Entrepreneurship Development Initiatives among the students in the colleges.

Conduct EAC:

CED (Tamil Nadu) confirmed that they were sponsoring EACs to the colleges which deputed the faculty members for the FDP in Entrepreneurship. Utilizing this opportunity, majority of the FDP participants have conducted Entrepreneurship Awareness Camp through EDC in their colleges.

Conduct of EDP

Nearly half of the FDP participants have conducted Entrepreneurship Development Programme through EDC in the colleges. There are valid reasons for the inability of other participants in not conducting elaborate EDPs amongst the students. The EDP sponsoring institutions insist on better success rates which may not be possible with the students as participants. Therefore, candidates may be selected from non students for the EDP.
Conduct of Skill Development Programmes

Majority of the FDP participants have conducted Skill Development Programme through EDC in the colleges. This is a good opportunity for the colleges to better utilize their massive infrastructure.

Conduct of industry survey

Almost all the FDP participants are not involved in any industry survey to identify commercially viable business activities in the respective regions. The Business Opportunity Guidance (BOG) is a treasure to the youth aspiring to become self-employed. Therefore, the faculty should be encouraged to undertake industry survey.

Conduct of industry consultancy:

Almost all the FDP participants are not involved in any industrial consultancy activities in the respective regions. Such initiative will be very much useful to the MSME sector as they may not be able to spend on important areas such as energy audit, market research, environmental issues, etc. Such consultancy assignments may be sponsored by development agencies such as SIDBI, TIIC, NABARD, etc.
Conduct of research in entrepreneurship

Almost all the FDP participants are not involved in any entrepreneurship research activities in the respective regions. Several government and non-government as well as international organizations are supporting research in entrepreneurship in a significant way. Research studies such as Industrial sickness in MSME sector, lack of interest to house industrial units in the industrial estates, problems of women entrepreneurship, marketing support for micro enterprises, etc. will be of great interest to the government agencies and financial institutions.

Handling courses in entrepreneurship:

Majority of the FDP participants do not have the opportunity to handle Entrepreneurship courses in the colleges. The colleges can introduce the certificate course in Entrepreneurship to all the students through the EDC and the expertise of the FDP participants may be utilized to conduct the course.
5.4. ENTREPRENEURSHIP PROMOTIONAL ACTIVITIES OF FDP PARTICIPANTS WHEN THE COLLEGES HAVE NOT YET ESTABLISHED EDC:

The Entrepreneurship promotional activities undertaken by the FDP participants when the colleges have not yet established EDC were analyzed in terms of four variables as detailed below:

- Whether they have organized EAC after attending the FDP in Entrepreneurship?
- How early they could organize EAC after attending FDP in Entrepreneurship?
- Organizing Skill Development Programme (SDP) for college students
- Organizing skill development programme for non student community

Conduct of EAC:

Majority of the FDP participants have organized Entrepreneurship Awareness Camps even though such colleges are not having any formal EDC.

How early they could organize EAC?

Majority of the FDP participants have organized Entrepreneurship Awareness Camps in the colleges without EDC immediately after 3 months. The sponsorship of EAC by CED (Tamil Nadu) through the FDP participants may be a stronger reason.
Organizing Skill Development Programme for students:

Majority of the FDP participants have organized Skill Development Programme in the colleges without EDC.

Organizing Skill Development Programme for non student community:

42 per cent of FDP participants have organized skill development programme for the non student community in the respective college region.

The above facts justify the need to establish Entrepreneurship Development Cell in the colleges as the faculty members are equipped to conduct the activities of EDC.

5.5. INSTITUTIONAL CONSTRAINTS THAT LIMIT ENTREPRENEURSHIP INITIATIVES:

Some of the FDP participants revealed that they were not able to establish Entrepreneurship Development Cell (EDC) in the college. The reasons were analyzed in terms of five variables, as detailed below:

- Lack of permission from management
- Lack of funds
- Lack of cooperation from the co-faculty members
- Lack of interest from the students
- Work load in the college
Lack of permission from management

Majority of the FDP participants are not able to establish EDC and to initiate entrepreneurship activities in their colleges due to lack of permission from the management. Hence, CED (Tamil Nadu) may organize Entrepreneurship Workshop or Seminar for attracting the managements of the academic institutions to highlight the importance of establishing EDC and to promote entrepreneurship activities among the students and also for the non student community in the region.

Lack of funds

Majority of the participants are not able to establish EDC and to initiate entrepreneurship activities in their colleges due to lack of funds. Various ministries of Government of India, various departments of Government of Tamil Nadu, All India Council for Technical Education, University Grants Commission, etc. are providing financial assistance to the academic institutions to establish EDC and to promote Entrepreneurship activities through EDC. Hence, CED (Tamil Nadu) may also organize Workshop/Seminar to provide guidelines for writing funding proposals, presenting their ideas, getting financial assistance from various funding agencies, etc. for establishing EDC.
Lack of cooperation from the co-faculty members
Most of the FDP participants are not able to promote entrepreneurship activities in their colleges due to lack of cooperation from the co-faculty members. Such FDP participants may require more input on team building. The FDP participants with the support of management of the academic institution may conduct Team Building exercises amongst their other faculty members to ensure better cooperation and strengthening the EDC.

Lack of interest from the students
Some of the FDP participants revealed that they were not able to promote entrepreneurship activities in their college students due to lack of interest from the students. The management of such academic institutions may organize Achievement Motivation Training (AMT) amongst student community to make them achievement oriented. The AMT may energize the study community for better performance.

Work load in the college
The majority of the FDP participants avoided EDP initiatives saying that they had sufficient work load in teaching and related administrative activities. Any new initiative may be given only to a busy person. A busy person will find time for all activities. A change may occur when the faculty members attend the Faculty Development Programme in Entrepreneurship training with more sincerity.
5.6. APPROACHING FUNDING AGENCIES:

Lack of funds is one of the major institutional constraints that limit the entrepreneurship activities. For this purpose, the researcher was analyzed in terms of five variables as detailed below:

- Approaching funding agencies
- Approaching State Government
- Approaching University Grants Commission (UGC)
- Approaching All India Council for Technical Education (AICTE)
- Approaching various ministries of Government of India

Approaching funding agencies

Some of the FDP participants are not availing funding assistance for the promotion of entrepreneurship activities in their colleges. Even though, the academic institutions can avail financial assistance from around 15 ministries of Government of India like MSME, Science and Technology, Food Processing, etc., various departments of Government of Tamil Nadu like education, industries, social welfare, etc., UGC and AICTE. Thus, CED (Tamil Nadu) may organize Workshop or Seminar for “How to avail financial assistance to promote Entrepreneurship activities through EDC”.

Approaching State Government

Majority of the FDP participants approached state government for financial assistance to promote entrepreneurship. The academic institutions are able to avail financial assistance from the various departments i.e. education, industries, Women Development Corporation, THADCO, DRDA, etc.
Approaching University Grants Commission (UGC)
Only 9 per cent of the FDP participants have approached UGC for getting financial assistance to establish EDC and entrepreneurship activities. The managements of the colleges may encourage the faculty members to avail the financial assistance for promotion of entrepreneurship activities.

Approaching All India Council for Technical Education (AICTE)
Some faculty members had approached AICTE for getting financial assistance to establish EDC and entrepreneurship activities. The managements of the colleges may encourage the faculty members to avail the financial assistance for promotion of entrepreneurship activities.

Approaching various ministries of Government of India
Some of the FDP participants had approached ministries of Government of India for financial assistance to promote entrepreneurship activities. Ministries of Government of India like MSME, Science and Technology, Renewable Energy Sources, Food Processing, Youth and Social Justice, Labour, etc. are supporting the academic institutions for promoting Entrepreneurship activities. The managements of the colleges may encourage and support the faculty members to avail the financial assistance for promotion of entrepreneurship activities.
5.7. LEVEL OF AWARENESS AMONG THE FDP PARTICIPANTS BEFORE ATTENDING THE TRAINING PROGRAMME ABOUT FDP IN ENTREPRENEURSHIP.

The level of awareness among the faculty members about FDP in entrepreneurship before attending the training have been analyzed in terms of six variables.

- Information regarding the FDP in Entrepreneurship
- Duration of the FDP in Entrepreneurship
- Experience of the faculty members of the FDP in Entrepreneurship
- Delivery mechanism of the FDP in Entrepreneurship.
- Usage of the course material in FDP in Entrepreneurship.
- Adequacy of the course material of the FDP in Entrepreneurship.

Chi-Square test was applied to find out whether there is significant relationship between the profile of the participants and awareness level about FDP in Entrepreneurship before attending the training.

Since all the calculated value is less than the table value for all nine variables, it is inferred that there is no significant relationship between the profile of the participants and the awareness level about FDP in Entrepreneurship.
5.8. LEVEL OF ATTITUDE TOWARDS ENTREPRENEURSHIP
PROMOTION OF THE FDP PARTICIPANTS

The attitude towards entrepreneurship of the FDP participants is one of the important factors determining their performance. It was analyzed in terms of eleven variables:

- Willing to travel for research work
- Undertake extension activities
- Willing to work beyond stipulated time
- Willing to take up co-curricular activities
- Willing to take consultancy assignments
- Willing to involve their students for the college activities / consultancy assignments
- Willing to network with government and non-government agencies
- Suitability for team work with colleagues of own and other department.
- Conduct regular meetings with their staff
- Not hesitate to collect and store the contact details of the officials from the government and NGOs
- Convince the family members for undertaking extension activities.

Chi-Square test was applied to find out whether there is a significant relationship between the profile of the participants and the level of attitude towards Entrepreneurship.
Since all the calculated value is less than the table value for all nine variables, it is inferred that there is no significant relationship between the profile of the participants and the awareness level about FDP in Entrepreneurship.

5.9. IMPACT OF THE FACULTY DEVELOPMENT PROGRAMME IN ENTREPRENEURSHIP

The impact of the FDP in Entrepreneurship among the participants after attending the Faculty Development Programme in Entrepreneurship was analyzed in terms of twelve variables.

It was analyzed in terms of:

- Empowered to take up research projects
- Interest to take up industry /social consultancy assignments
- Ability to convince the family members to travel for research and consultancy assignments
- Ability to convince the family members to take care of the domestic responsibilities in their absence
- Willingness to organize EAC in their colleges
- Willingness to establish EDC in their colleges
- Approaching funding agency for financial assistance
• Willingness to conduct skill development programmes for the college students
• Willingness to conduct skill development programme for non student community
• Empowerment to develop professional relationship with government officials, consultants and industry experts
• Willingness to develop network with industry associations and trade associations to update their knowledge in the respective industry / trade.
• Willing to develop network with civic societies.

Chi-Square test was applied to find out whether there is significant relationship between the profile of the participants and level of attitude towards Entrepreneurship.

Since all the calculated value is less than the table value for all nine variables, it is inferred that there is no significant relationship between the profile of the participants and the awareness level about FDP in Entrepreneurship.

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