

Chapter 6

Conclusions and recommendations

The main objective of this research was to find out the contribution of government policies towards the women entrepreneurial development.

The concept for this research was initiated by several formal discussions with women entrepreneurs, government officers, and numerous informal debates with the practicing technical communicators, and a lot of casual conversations with end users.

The research methodology was formulated after deliberations with the guide and senior specialists. It must be mentioned here that the data collection received a favorable response that can be taken as an enthusiastic beginning for further research.

6.1 CONCLUSIONS

After the extensive analysis, the research outcome has confirmed the contribution of government policies in the entrepreneurial development, and has assessed the extent of contribution as standard.

By applying the chi square test for analysis the researcher is able to prove the hypotheses. (kindly refer Table no 5.4.84.2 Consolidated analysis)

By virtue of present study the researcher is able to achieve all the research objectives successfully.

The researcher has undertaken the extensive study of seven different districts of Maharashtra. The key findings are furnished below district wise.

6.1.1 AHMADNAGAR

1] The calculated chi square value is 38.824 at a significance level of 0.007. Therefore hypothesis testing using chi-square test rejects the contention that lower educated women entrepreneur are engaged in trading and processing activities whereas graduate and post-graduates are engaged in services and manufacturing business.

- 2] The calculated chi square value is 5.479 at a significance level of 0.242. The hypothesis testing using chi-square test accepted the contention that lower educated entrepreneurs have lower turnover.

- 3] The calculated chi square value is 8.621 at a significance level of 0.071. The hypothesis testing using chi-square test accepted the contention that Lower educated entrepreneurs employ more people than higher educated entrepreneurs.

- 4] The calculated chi square value is 24.662 at a significance level of 0.000. The hypothesis testing using chi-square test rejected the contention that lower educated women entrepreneurs are not aware of government policies.

- 5] The calculated chi square value 0.262 at a significance level of 0 .967. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs avail only known government policies.

- 6] The calculated chi square value is 7.317 at a significance level of 0.120. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs implement only known government policies.

- 7] The calculated chi square value is 4.464 at a significance level of 0.813. The hypothesis testing using chi-square test accepted the contention that enterprise of Lower educated women entrepreneurs are of the opinion that government policies they know are not useful, useless or tedious.

- 8] The calculated chi square value is 12.642 at a significance level of 0.125. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs think that government policies help in expansion of business.

- 9] The calculated chi square value is 10.312 at a significance level of 0.035. The hypothesis testing using chi-square test rejected the contention that lower educated women entrepreneurs think that reforms in government policies are not required.
- 10] The calculated chi square value is 5.901 at a significance level of 0.15. The hypothesis testing using chi-square test accepted the contention that Business enterprise of women entrepreneurs with lower number of employees has less turnover of business.
- 11] The calculated chi square value is .132 at a significance level of .717. The hypothesis testing using chi-square test accepted the contention that Business enterprise of women entrepreneurs with Lower Annual Turnover has less awareness of government policies.
- 12] The calculated chi square value is .004 at a significance level of .947. The hypothesis testing using chi-square test accepted the contention that Business enterprise of women entrepreneurs with Lower Annual Turnover does not avail the known government policies.
- 13] The calculated chi square value is .931 at a significance level of .334. The hypothesis testing using chi-square test accepted the contention that Business enterprise of women entrepreneurs with Lower Annual Turnover denotes non implementation of known government policies.
- 14] The calculated chi square value is 3.438 at a significance level of .179. The hypothesis testing using chi-square test accepted the contention that Business enterprise of women entrepreneurs with Lower Annual Turnover denotes that government policies which women entrepreneurs know are useful.
- 15] The calculated chi square value is 2.047 at a significance level of 0.359. The hypothesis testing using chi-square test accepted the contention that enterprise of women entrepreneurs with Lower Annual Turnover denotes that government policies help in expansion.

- 16] The calculated chi square value is 4.955 at a significance level of 0.026. The hypothesis testing using chi-square test rejected the contention that Business enterprise of women entrepreneurs with Lower Annual Turnover demands that reforms in government policies are required.
- 17] The calculated chi square value is 0.726 at a significance level of 0.394. The hypothesis testing using chi-square test accepted the contention that Business enterprise of women entrepreneurs with Lower number of employees has more awareness about government policies.
- 18] The calculated chi square value is 3.214 at a significance level of 0.073. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees are not availing known government policies.
- 19] The calculated chi square value is 1.243 at a significance level of 0.265. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' denotes non implementation of known government policies.
- 20] The calculated chi square value is 2.426 at a significance level of 0.297. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees indicate that known government policies are useless or tedious.
- 21] The calculated chi square value is 2.488 at a significance level of 0.288. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with lower number of employees says that government policies help in expansion of business.

22] The calculated chi square value is 0.415 at a significance level of 0.519. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' state that reforms in government policies are required.

6.1.2 AURANGABAD

1] The calculated chi square value is 13.735 at a significance level of 0.546. Therefore hypothesis testing using chi-square test accept the contention that lower educated women entrepreneurs are engaged in trading and processing activities whereas graduate and post-graduates are engaged in services and manufacturing business.

2] The calculated chi square value is 1.204 at a significance level of 0.548. The hypothesis testing using chi-square test accepted the contention that lower educated entrepreneurs have lower turnover.

3] The calculated chi square value is 0.461 at a significance level of 0.794. The hypothesis testing using chi-square test accepted the contention that Lower educated entrepreneurs employ more people than higher educated entrepreneurs.

4] The calculated chi square value is 2.730 at a significance level of 0.225. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs are not aware of government policies.

5] The calculated chi square value 2.256 at a significance level of 0.521. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs avail only known government policies.

6] The calculated chi square value is 3.880 at a significance level of 0.275. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs implement only known government policies.

- 7] The calculated chi square value is 12.687 at a significance level of 0.048. The hypothesis testing using chi-square test rejected the contention that Lower educated women entrepreneurs are of the opinion that government policies they know are not useful, useless or tedious.
- 8] The calculated chi square value is 6.119 at a significance level of 0.410. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs think that government policies help in expansion of business.
- 9] The calculated chi square value is 1.691 at a significance level of 0.639. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs think that reforms in government policies are not required.
- 10] The calculated chi square value is 17.316 at a significance level of 0.000. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with lower number of employees has less turnover of business.
- 11] The calculated chi square value is 13.606 at a significance level of 0.000. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover have less awareness of government policies.
- 12] The calculated chi square value is 11.887 at a significance level of 0.001. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover does not avail the known government policies.
- 13] The calculated chi square value is 20.960 at a significance level of 0.000. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denote non implementation of known government policies.

- 14] The calculated chi square value is 9.400 at a significance level of 0.009. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denotes that government policies which women entrepreneurs know are useful.
- 15] The calculated chi square value is 7.724 at a significance level of 0.021. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denotes that government policies help in expansion.
- 16] The calculated chi square value is 17.425 at a significance level of 0.000. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover demands that reforms in government policies are required.
- 17] The calculated chi square value is 2.950 at a significance level of 0.086. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees have more awareness about government policies.
- 18] The calculated chi square value is 3.869 at a significance level of 0.049. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower number of employees are not availing known government policies.
- 19] The calculated chi square value is 3.829 at a significance level of 0.050. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower number of employees' denotes non implementation of known government policies.

20] The calculated chi square value is 4.797 at a significance level of 0.091. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees indicate that known government policies are useless or tedious.

21] The calculated chi square value is 1.751 at a significance level of 0.417. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with lower number of employees says that government policies help in expansion of business.

22] The calculated chi square value is 1.155 at a significance level of 0.283. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' state that reforms in government policies are required.

6.1.3 JALGAON

1] The calculated chi square value is 20.236 at a significance level of 0.638. Therefore hypothesis testing using chi-square test accept the contention that lower educated women entrepreneurs are engaged in trading and processing activities whereas graduate and post-graduates are engaged in services and manufacturing business.

2] The calculated chi square value is 9.375 at a significance level of 0.312. The hypothesis testing using chi-square test accepted the contention that lower educated entrepreneurs have lower turnover.

3] The calculated chi square value is 13.335 at a significance level of 0.101. The hypothesis testing using chi-square test accepted the contention that Lower educated entrepreneurs employ more people than higher educated entrepreneurs.

- 4] The calculated chi square value is 0.942 at a significance level of 0.918. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs are not aware of government policies.
- 5] The calculated chi square value 2.356 at a significance level of 0.671. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs avail only known government policies.
- 6] The calculated chi square value is 1.223 at a significance level of 0.874. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs implement only known government policies.
- 7] The calculated chi square value is 8.563 at a significance level of 0.380. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs are of the opinion that government policies they know are not useful, useless or tedious.
- 8] The calculated chi square value is 4.815 at a significance level of 0.777. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs think that government policies help in expansion of business.
- 9] The calculated chi square value is 5.286 at a significance level of 0.259. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs think that reforms in government policies are not required.
- 10] The calculated chi square value is 63.880 at a significance level of 0.000. The hypothesis testing using chi-square test rejected the contention that business enterprises of women entrepreneurs with lower number of employees has less turnover of business.
- 11] The calculated chi square value is 1.541 at a significance level of 0.463. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover has less awareness of government policies.

- 12] The calculated chi square value is 5.218 at a significance level of 0.074. The hypothesis testing using chi-square test accepts the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover does not avail the known government policies.
- 13] The calculated chi square value is 5.339 at a significance level of 0.069. The hypothesis testing using chi-square test accepts the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denotes non implementation of known government policies.
- 14] The calculated chi square value is 14.894 at a significance level of 0.005. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denotes that government policies which women entrepreneurs know are useful.
- 15] The calculated chi square value is 7.554 at a significance level of 0.023. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denotes that government policies help in expansion.
- 16] The calculated chi square value is 3.209 at a significance level of 0.201. The hypothesis testing using chi-square test accepts the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover demands that reforms in government policies are required.
- 17] The calculated chi square value is 6.862 at a significance level of 0.032. The hypothesis testing using chi-square test rejects the contention that Business enterprises of women entrepreneurs with Lower number of employees has more awareness about government policies.

- 18] The calculated chi square value is 1.559 at a significance level of 0.459. The hypothesis testing using chi-square test accepts the contention that Business enterprises of women entrepreneurs with Lower number of employees are not availing known government policies.
- 19] The calculated chi square value is 4.076 at a significance level of 0.130. The hypothesis testing using chi-square test accepts the contention that Business enterprises of women entrepreneurs with Lower number of employees' denotes non implementation of known government policies.
- 20] The calculated chi square value is 12.243 at a significance level of 0.016. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees indicate that known government policies are useless or tedious.
- 21] The calculated chi square value is 2.013 at a significance level of 0.733. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with lower number of employees says that government policies help in expansion of business.
- 22] The calculated chi square value is 4.659 at a significance level of 0.097. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' state that reforms in government policies are required.

6.1.4 MUMBAI

- 1.1 The calculated chi square value is 15.855 at a significance level of 0.778. Therefore hypothesis testing using chi-square test accept the contention that lower educated women entrepreneurs are engaged in trading and processing activities whereas graduate and post-graduates are engaged in services and manufacturing business.
- 1.2 The calculated chi square value is 6.127 at a significance level of 0.409. The hypothesis testing using chi-square test accepted the contention that lower educated entrepreneurs have lower turnover.
- 1.3 The calculated chi square value is 8.619 at a significance level of 0.196. The hypothesis testing using chi-square test accepted the contention that Lower educated entrepreneurs employ more people than higher educated entrepreneurs.
- 1.4 The calculated chi square value is 3.553 at a significance level of 0.314. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs are not aware of government policies.
- 1.5 The calculated chi square value 1.387 at a significance level of 0.709. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs avail only known government policies.
- 1.6 The calculated chi square value is 3.478 at a significance level of 0.324. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs implement only known government policies.
- 1.7 The calculated chi square value is 1.299 at a significance level of 0.729. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs are of the opinion that government policies they know are not useful, useless or tedious.

- 1.8 The calculated chi square value is 7.992 at a significance level of 0.239. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs think that government policies help in expansion of business.
- 1.9 The calculated chi square value is 5.065 at a significance level of 0.167. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs think that reforms in government policies are not required.
- 1.10 The calculated chi square value is 25.149 at a significance level of 0.000. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with lower number of employees has less turnover of business.
- 1.11 The calculated chi square value is 1.804 at a significance level of 0.406. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover have less awareness of government policies.
- 1.12 The calculated chi square value is 3.144 at a significance level of 0.208. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover does not avail the known government policies.
- 1.13 The calculated chi square value is 1.936 at a significance level of 0.380. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denote non implementation of known government policies.
- 1.14 The calculated chi square value is 2.423 at a significance level of 0.298. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denotes that government policies which women entrepreneurs know are useful.

- 1.15 The calculated chi square value is 1.433 at a significance level of 0.838. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denotes that government policies help in expansion.
- 1.16 The calculated chi square value is 1.523 at a significance level of 0.467. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover demands that reforms in government policies are required.
- 1.17 The calculated chi square value is 5.621 at a significance level of .060. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees have more awareness about government policies.
- 1.18 The calculated chi square value is 4.695 at a significance level of 0.096. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees are not availing known government policies.
- 1.19 The calculated chi square value is 4.018 at a significance level of 0.134. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' denotes non implementation of known government policies.
- 1.20 The calculated chi square value is 3.375 at a significance level of 0.185. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees indicate that known government policies are useless or tedious.

1.21 The calculated chi square value is 3.916 at a significance level of 0.417. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with lower number of employees says that government policies help in expansion of business.

1.21 The calculated chi square value is 1.130 at a significance level of 0.568. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' state that reforms in government policies are required.

6.1.5 NASIK

1] The calculated chi square value is 18.917 at a significance level of .968. Therefore hypothesis testing using chi-square test accept the contention that lower educated women entrepreneur are engaged in trading and processing activities whereas graduate and post-graduates are engaged in services and manufacturing business.

2] The calculated chi square value is 11.207 at a significance level of 0.190. The hypothesis testing using chi-square test accepted the contention that lower educated entrepreneurs have lower turnover.

3] The calculated chi square value is 10.772 at a significance level of .215. The hypothesis testing using chi-square test accepted the contention that Lower educated entrepreneurs employ more people than higher educated entrepreneurs.

4] The calculated chi square value is 7.223 at a significance level of .125. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs are not aware of government policies.

- 5] The calculated chi square value 5.690 at a significance level of .224. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs avail only known government policies.
- 6] The calculated chi square value is 5.416 at a significance level of .247. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs implement only known government policies.
- 7] The calculated chi square value is 9.125 at a significance level of .692. The hypothesis testing using chi-square test accepted the contention that enterprise of Lower educated women entrepreneurs are of the opinion that government policies they know are not useful, useless or tedious.
- 8] The calculated chi square value is 6.726 at a significance level of .566. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs think that government policies help in expansion of business.
- 9] The calculated chi square value is 3.603 at a significance level of .462. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs think that reforms in government policies are not required.
- 10] The calculated chi square value is 47.583 at a significance level of 0.000. The hypothesis testing using chi-square test rejected the contention that Business enterprise of women entrepreneurs with lower number of employees has less turnover of business.
- 11] The calculated chi square value is 3.768 at a significance level of 0.152. The hypothesis testing using chi-square test accepted the contention that Business enterprise of women entrepreneurs with Lower Annual Turnover has less awareness of government policies.
- 12] The calculated chi square value is 7.232 at a significance level of .027. The hypothesis testing using chi-square test accepted the contention that Business enterprise of women entrepreneurs with Lower Annual Turnover does not avail the known government policies.

- 13] The calculated chi square value is 6.260 at a significance level of .044. The hypothesis testing using chi-square test rejected the contention that Business enterprise of women entrepreneurs with Lower Annual Turnover denotes non implementation of known government policies.
- 14] The calculated chi square value is 10.390 at a significance level of .109. The hypothesis testing using chi-square test accepted the contention that Business enterprise of women entrepreneurs with Lower Annual Turnover denotes that government policies which women entrepreneurs know are useful.
- 15] The calculated chi square value is 6.675 at a significance level of .154. The hypothesis testing using chi-square test accepted the contention that enterprise of women entrepreneurs with Lower Annual Turnover denotes that government policies help in expansion.
- 16] The calculated chi square value is .376 at a significance level of .828. The hypothesis testing using chi-square test accepted the contention that Business enterprise of women entrepreneurs with Lower Annual Turnover demands that reforms in government policies are required.
- 17] The calculated chi square value is 1.442 at a significance level of .486. The hypothesis testing using chi-square test accepted the contention that Business enterprise of women entrepreneurs with Lower number of employees has more awareness about government policies.
- 18] The calculated chi square value is 1.616 at a significance level of .446. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees are not availing known government policies.

- 19] The calculated chi square value is 5.301 at a significance level of .071. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' denotes non implementation of known government policies.
- 20] The calculated chi square value is 2.465 at a significance level of .872. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees indicate that known government policies are useless or tedious.
- 21] The calculated chi square value is 4.037 at a significance level of .401. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with lower number of employees says that government policies help in expansion of business.
- 22] The calculated chi square value is .535 at a significance level of .765. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' state that reforms in government policies are required.

6.1.6 PUNE

- 1] The calculated chi square value is 20.475 at a significance level of 0.904. Therefore hypothesis testing using chi-square test accept the contention that lower educated women entrepreneurs are engaged in trading and processing activities whereas graduate and post-graduates are engaged in services and manufacturing business.
- 2] The calculated chi square value is 1.818 at a significance level of 0.611. The hypothesis testing using chi-square test accepted the contention that lower educated entrepreneurs have lower turnover.
- 3] The calculated chi square value is 5.990 at a significance level of 0.112. The hypothesis testing using chi-square test accepted the contention that Lower educated entrepreneurs employ more people than higher educated entrepreneurs.
- 4] The calculated chi square value is 7.969 at a significance level of 0.047. The hypothesis testing using chi-square test rejected the contention that lower educated women entrepreneurs are not aware of government policies.
- 5] The calculated chi square value 3.168 at a significance level of 0.366. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs avail only known government policies.
- 6] The calculated chi square value is 11.392 at a significance level of 0.010. The hypothesis testing using chi-square test rejected the contention that lower educated women entrepreneurs implement only known government policies.
- 7] The calculated chi square value is 3.653 at a significance level of 0.724. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs are of the opinion that government policies they know are not useful, useless or tedious.

- 8] The calculated chi square value is 4.429 at a significance level of 0.619. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs think that government policies help in expansion of business.
- 9] The calculated chi square value is 5.181 at a significance level of 0.159. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs think that reforms in government policies are not required.
- 10] The calculated chi square value is 39.967 at a significance level of 0.000. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with lower number of employees has less turnover of business.
- 11] The calculated chi square value is 1.071 at a significance level of 0.301. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover have less awareness of government policies.
- 12] The calculated chi square value is 0.929 at a significance level of 0.335. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover does not avail the known government policies.
- 13] The calculated chi square value is 0.970 at a significance level of 0.325. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denote non implementation of known government policies.
- 14] The calculated chi square value is 3.265 at a significance level of 0.195. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denotes that government policies which women entrepreneurs know are useful.

- 15] The calculated chi square value is 9.189 at a significance level of 0.010. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denotes that government policies help in expansion.
- 16] The calculated chi square value is 0.154 at a significance level of 0.695. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover demands that reforms in government policies are required.
- 17] The calculated chi square value is 2.951 at a significance level of 0.086. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees have more awareness about government policies.
- 18] The calculated chi square value is 0.282 at a significance level of 0.595. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees are not availing known government policies.
- 19] The calculated chi square value is 1.252 at a significance level of 0.263. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' denote non implementation of known government policies.
- 20] The calculated chi square value is 2.138 at a significance level of 0.343. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees indicate that known government policies are useless or tedious.

21] The calculated chi square value is 3.685 at a significance level of 0.158. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with lower number of employees says that government policies help in expansion of business.

22] The calculated chi square value is 2.031 at a significance level of 0.154. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' state that reforms in government policies are required.

6.1.7 THANE

- 1] The calculated chi square value is 6.147 at a significance level of 0.105. Therefore hypothesis testing using chi-square test accept the contention that lower educated women entrepreneurs are engaged in trading and processing activities whereas graduate and post-graduates are engaged in services and manufacturing business.
- 2] The calculated chi square value is 15.095 at a significance level of 0.02. The hypothesis testing using chi-square test rejected the contention that lower educated entrepreneurs have lower turnover.
- 3] The calculated chi square value is 15.386 at a significance level of 0.017. The hypothesis testing using chi-square test rejected the contention that Lower educated entrepreneurs employ more people than higher educated entrepreneurs.
- 4] The calculated chi square value is 1.255 at a significance level of 0.74. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs are not aware of government policies.
- 5] The calculated chi square value 1.658 at a significance level of 0.646. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs avail only known government policies.
- 6] The calculated chi square value is 2.841 at a significance level of 0.416. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs implement only known government policies.
- 7] The calculated chi square value is 10.498 at a significance level of 0.105. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs are of the opinion that government policies they know are not useful, useless or tedious.

- 8] The calculated chi square value is 7.184 at a significance level of 0.304. The hypothesis testing using chi-square test accepted the contention that Lower educated women entrepreneurs think that government policies help in expansion of business.
- 9] The calculated chi square value is 1.403 at a significance level of 0.705. The hypothesis testing using chi-square test accepted the contention that lower educated women entrepreneurs think that reforms in government policies are not required.
- 10] The calculated chi square value is 13.845 at a significance level of 0.008. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with lower number of employees has less turnover of business.
- 11] The calculated chi square value is 1.004 at a significance level of 0.605. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover have less awareness of government policies.
- 12] The calculated chi square value is 2.924 at a significance level of 0.232. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover does not avail the known government policies.
- 13] The calculated chi square value is 1.340 at a significance level of 0.512. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denote non implementation of known government policies.
- 14] The calculated chi square value is 11.494 at a significance level of 0.022. The hypothesis testing using chi-square test rejected the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denotes that government policies which women entrepreneurs know are useful.

- 15] The calculated chi square value is 3.228 at a significance level of 0.52. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover denotes that government policies help in expansion.
- 16] The calculated chi square value is 0.802 at a significance level of 0.67. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower Annual Turnover demands that reforms in government policies are required.
- 17] The calculated chi square value is 0.576 at a significance level of 0.75. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees have more awareness about government policies.
- 18] The calculated chi square value is 0.350 at a significance level of 0.840. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees are not availing known government policies.
- 19] The calculated chi square value is 0.603 at a significance level of 0.74. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' denotes non implementation of known government policies.
- 20] The calculated chi square value is 1.365 AT a significance level of 0.85. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees indicate that known government policies are useless or tedious.

21] The calculated chi square value is 1.366 at a significance level of 0.85. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with lower number of employees says that government policies help in expansion of business.

22] The calculated chi square value is 0.243 at a significance level of 0.885. The hypothesis testing using chi-square test accepted the contention that Business enterprises of women entrepreneurs with Lower number of employees' state that reforms in government policies are required.

6.1.8 GENERAL CONCLUSIONS

After reviewing the policies for the empowerment of women entrepreneurs the researcher has come to the general conclusions listed below

1. The researcher has analyzed the five year plans , from first five year plan to the recent five year plan ,and observed that the five year plans have progressively taken up the issues regarding women in general as well as the women entrepreneurs to some extent. Especially the tenth five year plan has developed a policy dedicated to women.

2. There is only one policy as such for women empowerment in specific name; that is the **National policy for women empowerment** the policy aims at the welfare and protection of women and touches women's involvement in business as a medium to generate a livelihood for her.

3. The word policy and schemes are used synonymously in the society , the schemes are run by the government in different levels for women, As women were considered weaker sex in comparison to the male counterpart, the policies **are targeted towards welfare of women rather than developing women entrepreneurship**. Policies are working towards welfare rather than empowering women entrepreneurs. They do not encourage women to take up entrepreneurship as in comparison women may prefer to do a job rather than start a venture.

4. It is also observed by the researcher in the financial analysis of the schemes that, the women entrepreneurs are given facilities as part of the reservation like handicaps and ex army personnel, which is not sufficient as compared to the population of women in the society.

5. The women are aware but are wary to avail the policy due to various reasons like time consuming, tedious, paperwork, bureaucracy, redtapism ; programmes are not feasible for the women.

6. The policies are progressive but the implementation and the availing process of the policies implementation discourages the women entrepreneurs to avail them.

7. As most of the population of India is young, young women in the coming years, Then also the young women are not the target for most of the policies, the possible prospect of security in the future is not seen hence the youth is more inclined towards job and the security it provides.

8. The State commission for women is working towards the upliftment of women ,but as it is the only statutory body in the country the women entrepreneurial attitude is not touched upon. Giving protection to women is not enough strengthening their foundation and making them self-sufficient, so that they can be a major part of the country's growing economy is not yet achieved.

10. The policies are not aggressive in the D+ zone where it is needed most.

From the primary data analysis it was observed that women in urban areas are inclined to take up salaried profession and in rural areas women are taking entrepreneurship more seriously.

11. Informally women entrepreneurs shared that, there is lack of attitude in women for entrepreneurship and the policies are not working on developing behavioral changes in the attitude of the society and the women.

12. The credit or loans to women entrepreneurs is relatively less hence they venture into less risk business .the policy does not cover insurance for the losses in business.

13. There are no provisions for infrastructural subsidy like in the rate of electricity, or taxes relaxation for successful women entrepreneurs as the **tax slab is same for women irrespective of profession.**

14. The policies are progressive and developmental but are not easy to understand and implement by women, hence causes unnecessary hindrance to availing of policy due to ambiguity at implementation level.

15. More stress is given on self help group but the potential of individual is still untapped and motivation for achievement is needed to be created.

16. According to the Maslow's theory of motivation the policy is developing from basic need to self actualization but the pace needs to be faster in the environment of globalization liberalization and privatization.

17. Only one member of the family can avail the scheme, but in times of higher prices and inflation an individualist approach toward processing of loan is creating a obstacle in availing schemes under developmental policies.

18. The policy has provision for the welfare of women in the form of legislation against violence; dowry etc but provisions for legislation for labour laws relaxation for women entrepreneurs is not given. The entrepreneur generate employment for others hence there should be some kind of relief from laws that do not hamper law and order or some else's rights.

After studying the primary data researcher came to the following conclusions.

19. The maximum women entrepreneurs from Maharashtra are aware of the government policies.

20. The source information for the policies is family or relatives.

21. The main motif for turning to the entrepreneurial venture is to have economical independence or to satisfy the financial need.

22. The presence of women entrepreneurs are found majorly in the tiny or small enterprises.

23. The women entrepreneurs have interesting opinions about the problems faced by them that the time consumption overrules the gender bias.

24. The majority of the women entrepreneurs are of the opinion that there is a huge gap in policies for women entrepreneurs at initial beginning and the further growth. As maximum

time the policies are found useful at initial stages but lacks in support in the further stages of growth.

25. The women entrepreneurs mention the strong need of infrastructural support by the government policies.

26. The women entrepreneurs further mention that the policies are developed by keeping the self help group at the core so the individual women entrepreneurs feel casted away or the discrimination in the group itself.

27. It is also observed that the education does not create any change in the women in her metamorphosis in to the women entrepreneurs.

28. The maximum women entrepreneurs from Maharashtra are aware of the government policies.

29. The source information for the policies is family or relatives.

30. The main motif for turning to the entrepreneurial venture is to have economical independence or to satisfy the financial need.

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33. The majority of the women entrepreneurs are of the opinion that there is a huge gap in policies for women entrepreneurs at initial beginning and the further growth. As maximum time the policies are found useful at initial stages but lacks in support in the further stages of growth.

34. The women entrepreneurs mention the strong need of infrastructural support by the government policies.

35. The women entrepreneurs further mention that the policies are developed by keeping the self help group at the core so the individual women entrepreneurs feel casted away or the discrimination in the group itself.

36. It is also observed that the education does not create any change in the women in her metamorphosis in to the women entrepreneurs.

6.2 PRACTICAL IMPLICATIONS IN ENTREPRENEURIAL MANAGEMENT

Since the research findings indicate that the government policies are progressive and helpful in the development of the women as an entrepreneur. The key findings can be practically applied to align the entrepreneurial development of women as an entrepreneur and improve the empowerment of the women as a whole.

The immediate practical implications of the research result are:

- 1) It can be used by central as well as state Government to formulate the women empowerment policies and also to design tailor fit policies according to the region profile.
- 2) It provides the base for NGO's as well as Government agencies to develop training programs or orientation programs for aspiring women entrepreneurs as training is one of the major tool to enhance knowledge regarding a particular business. It also helps to increase the interaction between industry and the society.
- 3) Considering the opinions of the women entrepreneurs supportive policies for the women entrepreneurs can be developed for expansions. Such policies for women shall motivate the entrepreneurs in venturing into new kinds of businesses.
- 4) Present study is useful for the banks and financial organizations for practical implementation of the policies. The opinion of the respondent regarding the implementation will throw light on the designing of various schemes to be more entrepreneur friendly. Banks can be the first choice to develop entrepreneurs because of their penetration power.
- 5) The aspiring women entrepreneurs can also understand the profile of other successful women entrepreneurs and develop themselves into an entrepreneur. As the experiences of the existing women entrepreneurs can help to generate awareness through seminar and her interaction through Government agencies.

Considering the results and the practical implications as a initial point, a number of specific studies can be undertaken to compile data and design policies as well as systems for women entrepreneurs.

6.3 RECOMMENDATIONS

As a follow – up the leads provided by this research, the researcher listed the recommendations for the different elements contributing to the women empowerment. The prime recommendations are listed below.

6.3.1 RECOMMENDATIONS FOR DEVELOPMENT OF THE POLICY

- 1) As education doesn't show any relevance in entrepreneurial adaptation the education system in India, need to incorporate entrepreneurial training and activities from school level.
- 2) The school curriculum can in act the importance of entrepreneurship, by redesigning the curriculum.
- 3) The government polices need to act as support system even as the successful entrepreneur, who fall in the category up to 25 lakh, for their future growth.
- 4) A special provision can be added for the enterprises run by women entrepreneur related with the number of employees as from the discussion many women entrepreneurs of the opinion that it is practically feasible to handle less than ten employees. Especially for Nasik, Aurangabad and Jalgaon regions, this, provision can help the policies to implement positively progressively.
- 5) The women entrepreneurs as observed show that they are aware of the policy, but this awareness is limited superficial and not converted into detailed information, as many of the women enterpruner show that they get policy related information from family and not from the awareness programme conducted by government.
- 6) From all the 7 districts, Mumbai entrepreneurs are less availing the policies so in Pune, this is because the women entrepreneur are of the opinion that better job opportunities are available in urbanized area, other sources are also available of fiancé in this area. Services that can be provided from household without any investment like baby crutch, MESS facilities, or any domestic actually, looking after aged citizens. And part time are empty available at urban cities. This phenomenon is also observed by researcher as special characteristics urban entrepreneurship is emerging over the organized entrepreneurs. As a result of outsourcing of the domestic work by earning urban women. The urban Indian women are outsourcing their non-prioritised work, thereby, creating an opportunity of employment.

- 7) There is a need of reducing the tediousness of the policies as majority of women entrepreneurs think the policies are useful but tedious.
- 8) Majority, of women fall in the turnover category up to 25 lakh, and are of the opinion that polices are somewhat, supportive for expansion.
- 9) This is also observed by the reasserted of the studying the secondary data, that policies are supportive at initial stage but less supportive for expansion. There should be some polices for expansion of existing business. The existing policy can be amended by adding expansion related provisions.
- 10) Majority, of the times the policies are designed for first generation entrepreneurs that should be modified in broader manner to support and grow even the next generation.
- 11) A special category can be created for women enterpruner who generate employment for women employees.

6.3.2 RECOMMENDATIONS TO THE BANKS AND FINANCIAL INSTITUTIONS

The data shows that the polices are tedious, time consuming, and are caused by the malpractices as well as red tapism and bureau

6.3.3 RECOMMENDATIONS TO THE GOVERNMENT OF INDIA.

1. Government can initiate counseling for women through programmers, Panchayats or by using the municipal workforce to help change the attitude towards entrepreneurship. For e.g. the polio drive which helps eradicate the fatal disease in the same way government can reach the women to move towards entrepreneurship.
2. The women entrepreneurs can be motivated by declaring awards at the lowest level and give them a feel of self actualization not only for successful entrepreneurs but also to those who have dared to start a venture with some innovation this way other women entrepreneurs can be motivated .
3. Those units which are owned by women and also generate employment for women can be given some kind of tax or labour law relaxation.

4. Special zones for women entrepreneurs can be created, where the women entrepreneur not only is the owner of the unit but also looks after the day to day running of the firm.
5. Subsidy for land and shed can be given on installment basis or rental basis if there are chances of pseudo entrepreneurship.
- 6 The government can create a separate sector for developing entrepreneurship rather doing so through some commission or committee, so that the feedback review and change becomes the responsibility of the particular Ministry.
7. Use of technology i.e. is online submissions of documents and sanction of loans if are done online can help maintain transparency and help tackle redtapism, bureaucracy, corruption.
8. The dispersal of loans implementation of schemes can be done under one ministry for entrepreneurial development rather than using different implementing agencies, so that there is less ambiguity. The drafting of policy should be simple so that the lay man can understand and avail them.
9. The young female generation can be counseled time to time at various level from std x to graduation regarding the prospects of entrepreneurship.
10. Training through agencies are not very effective at time, government can collaborate with large business houses for on the job training for their ancillary product so that the both the entrepreneur and the business firms get mutual benefits. It can also advice established firms to do such programmes under the corporate social responsibility schemes.
11. The review of the policy and up gradation according to the change in economy is a must and greater is the need to take the nation towards development, by honestly benefiting the people.
12. Increase in the percentage for women beneficiaries' should be made irrespective of any criteria,
13. A data base of information regarding the performance of units run by women entrepreneurs and also the data regarding loan disbursement and repayment of loan should be created which can help in research in developing new policies.
14. Training to be imparted first to the implementing agencies and agents regarding soft skills and counseling.

15 Policies for women entrepreneurs and welfare should be different as one has social concern and the later is an economic concern.

6.3.4 RECOMMENDATIONS TO NGO'S

1. The NGO's work selflessly for the people, they can play a major role in the development of the women entrepreneurs by identifying the potential candidates for entrepreneurships and guiding them regarding government policy.
2. The work at grassroots level can be done by the NGOs of changing the perspective of looking at government policies by conducting practical workshops and by doing research in new entrepreneurial ventures like for e.g. harvesting grapes only for winery.
3. NGOs can act as bridge bet corporate and the young girls and get training schemes drawn for training the women who are interested in women entrepreneurship.
4. Indemnifying the women in problem and educating her regarding the schemes can be done through NGOs at the village level.

6.3.5 RECOMMENDATIONS FOR WOMEN ENTREPRENEURS.

The women entrepreneurs first and foremost should update themselves with the latest technology, so that they can face competition better.

2. Each one teach one' is not only true in eradication of illiteracy but also in developing entrepreneurship, a collaborative effort help to achieve success faster.
3. Share their experiences with other women to motivate them towards entrepreneurship. Get out of the stereotype role of women.
4. Organized fairs and conferences to create awareness among the society for change in attitude towards working women in urban as well as rural areas.
5. Try out new areas of ventures with the help of government policy and schemes. For e.g. bio-coal, marketing advertising etc.
6. Networking and assimilation of women entrepreneurs will strengthen the women entrepreneurial units to face crisis and even to generate business for each other.
7. Eradication of discrimination of women like rural and urban dalit or effluent women.

6.4 MODEL POLICY FOR THE WOMEN ENTREPRENEURS OF MAHARASHTRA

The women entrepreneurs can create wonders as they have the great perseverance quotient which is an essential part of entrepreneurs. They have problems and hurdles in many ways in achievement of their goals and objectives. Still they are struggling for achieving them. Women as a number constitute for near about half of the population of the country. It is eye opening for us to see only a few women entrepreneurs successfully running their enterprises. The improved status of women entrepreneurs can help to improve the position of India in HDI.

After understanding the entrepreneurial scenario of Maharashtra researcher proposes the following model policy for the women entrepreneurs.

Government Approach :A policy can be appropriate if the government approach towards the women entrepreneur is about growth in entrepreneurship in true sense. The need for the women entrepreneurs to know regarding the proceeding as well as the status in the schemes in the various policies.Positive government approach will not only help the entrepreneur but also help the government to keep record of the the success as well as the short falls in a policy.The data analysis and result shows that the respondent have opined that transparency should be a important part of the policies.

Simplicity:The policies in order to creat a pool of entrepreneurs should be simple to understand as seventy prcent of India population dwells in villages, and counselling for understanding the schemes in the policies is not substantial .The respondent felt a need for making policies simple to understand and interpret.

Transparency: Transparency is necessary for the implementation process. As the respondent felt that the process of availing assistance from the Government is tiresome and involves a lot of bureaucracy which dimotivates the applicant. The entrepreneurs feel the need to divert towards gathering funds from local money lenders. This may lead to exploitation of the aspirants in entrepreneurs.

Reforms : the schemes are revised but reforms are not found very beneficial to the respondents as the women entereneurs are given prefereneces as part of the reservation for other categories as the handicap ,ex-army personnels ,SC,ST which is actually very

nominal. In India half the 47% of the population is women and the reservations and opportunities are shared by many, as stated as above. Hence reforms in the policies should be in line with the socio-economic conditions of the women entrepreneurs.

Penetration power : Women entrepreneurs felt that the reach of the policies was not adequate and the policies should have reach at grassroot level it should be like the polio eradication drive where in each and every household is the target for the policy and part and parcel of the fundamental rights. Women are always been given secondary status, whereas as seen from last decades onwards there is no field where women have not shown their competency and their zest towards excellence. Policies should benefit at least those who need them the most rather just being a statement.

Awareness – The policies are for the development of the people and the policies for women empowerment should be able to reach their beneficiaries, in the process of data analysis the researcher found that those respondents who avail the policies should be aware that the government is supportive towards the development of the entrepreneurs and has developed various schemes which can assist and uplift the women entrepreneurs in their ventures.

Flexibility- the need of the policies to flexible is of utmost importance as they are to respond to the emerging business environment and the changing government priorities and community expectations but mindful of potential business impact, legal obligations, and the value of the policy should be quantifiable structure of the economy. Policy sets the standards for the schemes hence scheme need to be as per the conditions of the trade environment. The women entrepreneurs are also the foundation for Indian culture as they keep the household function smoothly as through business commitment provide a boost to the economy. Hence the policy must reflect a flexible outlook by considering the target beneficiaries.

Processing time- Time or the period required to acquire the financial aids and as well in the other non-monetary help required to support the business needs to be appropriate, as the most of the women entrepreneur respondents opined as the processing time for the availing the policies is one of the hindrance in taking the benefit of the schemes and so the

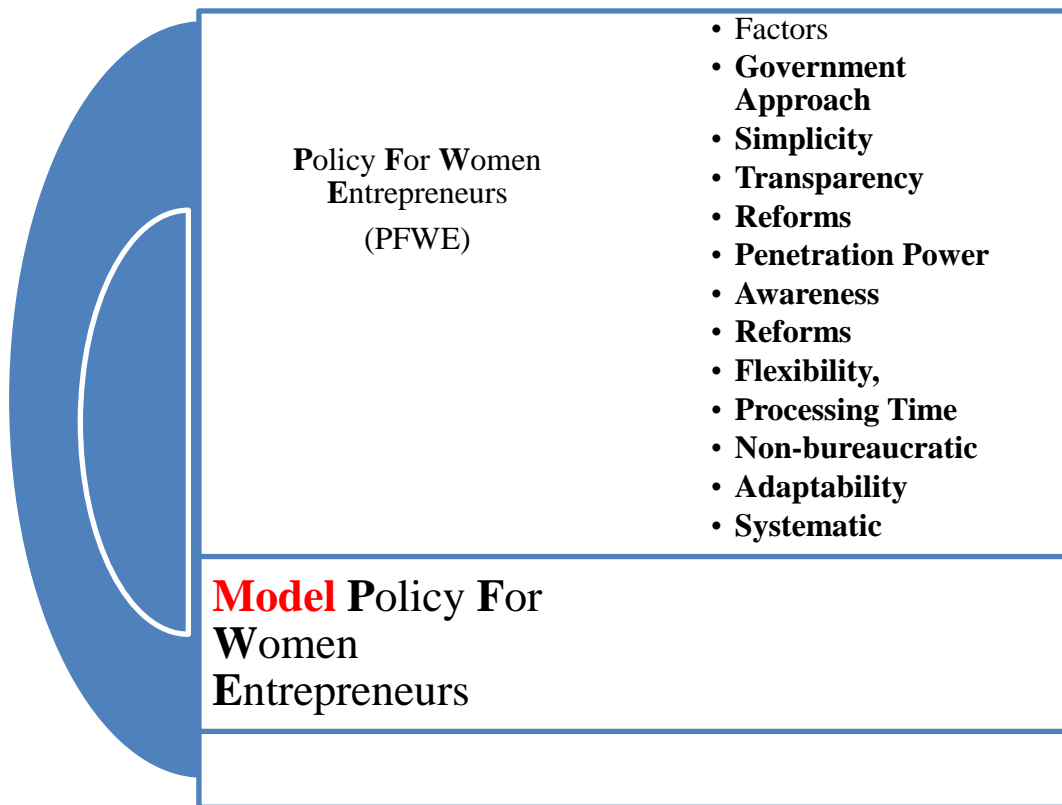
whole purpose of the policy is lost and even if the government is making effort to make the policies progressive their objectives are difficult to achieve.

Non-bureaucratic -The factor which is the most significant in the Indian scenario is bureaucracy and red tapism involved in all the process of availment of policies and also in the implementation of various benefits according to the respondents. The bureaucracy leads to encouragement of agents or middle men who exploit the upcoming entrepreneurs, and the evil of corruption enters the chain which can otherwise be transparent and easy for the business aspirants. The time taken for a normal procedure is also affected by this factor as well as the faith and goodwill of the competent authorities is hampered. A non-bureaucratic system is an essential quality to be incorporated in the policy.

Adaptability –policies need to be adaptable to the characteristics of the beneficiaries ,as well as the trends in the market ,business scenario and the other developmental efforts should go hand in hand and not contradict one another. The policies must be adjustable to all strata's of the **beneficiaries**.

Systematic –Any process that has sequences need a systematic procedure, many of the respondents felt that the procedure for implementing the policies in the form of schemes as not systematic,for example if the business was to start at Nashik ,they had to go to Mumbai meeting concerned authorities when the actually there was an office available in Nasik ,From such instances the inconvenience and the fruitfulness of the policy comes under scrutiny , a decentralization of availment of policies as well as systematic way of work can definitely encourage women entrepreneurs to take up new ventures.

Pioneer policy for Women entrepreneurship (proposed model)



The researcher proposes an Equation for implementing and developing the model policy for women entrepreneurs.

$$\begin{array}{c}
 \infty \\
 \text{Policy for Women Entrepreneurs} = \int T, PP, F, A, GA, R, AD, PT, S, NB, SY \\
 (P F W E) \qquad \qquad \qquad N
 \end{array}$$

**Table NO.6.1 FACTORS AFFECTING WOMEN
ENTREPRENEURS**

T	Transparency
PP	Penetration power
F	Flexibility
A	Awareness
GA	Government Approach
R	Reforms
A	Adaptability
PT	Processing time.
S	Simplicity
NB	Non-bureaucratic
SY	Systematic

The above equation suggests an integration of various factors affecting the women entrepreneurs

$$P F W E \propto \text{GNP (of India)}$$

The above equation shows that the return on investment on policies for women entrepreneurs is directly proportionate to the growth of the entrepreneurship in India which supports the growth of the countries economy and contributes in her Gross National Product.

The improved GNP can help to improve the position of India in **Human Development Index**.

The attitude of women and her participation in development of nation can also improve the position of India in World's Happiness Index

The researcher has developed a rating scale to rate the different factors influencing the women entrepreneurs. These factors coexist and have an impact on each other. The

researcher compared the responses of the respondents with different factors influencing the policies. It is clear from the table below that most rated factor is Non-bureaucratic , where in the respondents opined that the policies would be more beneficial if the policies are less tedious easy to understand, encompasses reforms according to the changes in social, economic, political enviornmen,implementation of policies by financial institutions ,government agencies, a system which involves lesser or non- breareacracy,faster process, education ,media, interests ,intermediateries,budget,hence the elements involved gives more weightage to the factor which shows the policy is non- bureaucratic.

The second highest rated factor is implementation of policies in which elements like education of the beneficiaries, involment of the media, interests, intermediateries, budget, social, economic, political, financial institutions, government agencies which plays an important role in the rating process. Whereas the next higher rate is simplicity of policies which show elements less tedious, easy to understand, implementation process involves awareness, social, economic, political, financial institutions, government agencies.

The fourth rating factor is the penetration power of the policy which comprises of education, media, interests, intermediateries, budget social, economic, political, financial institutions, government agencies as elements for helping rate the policies and hence forth the other factors are also rated.

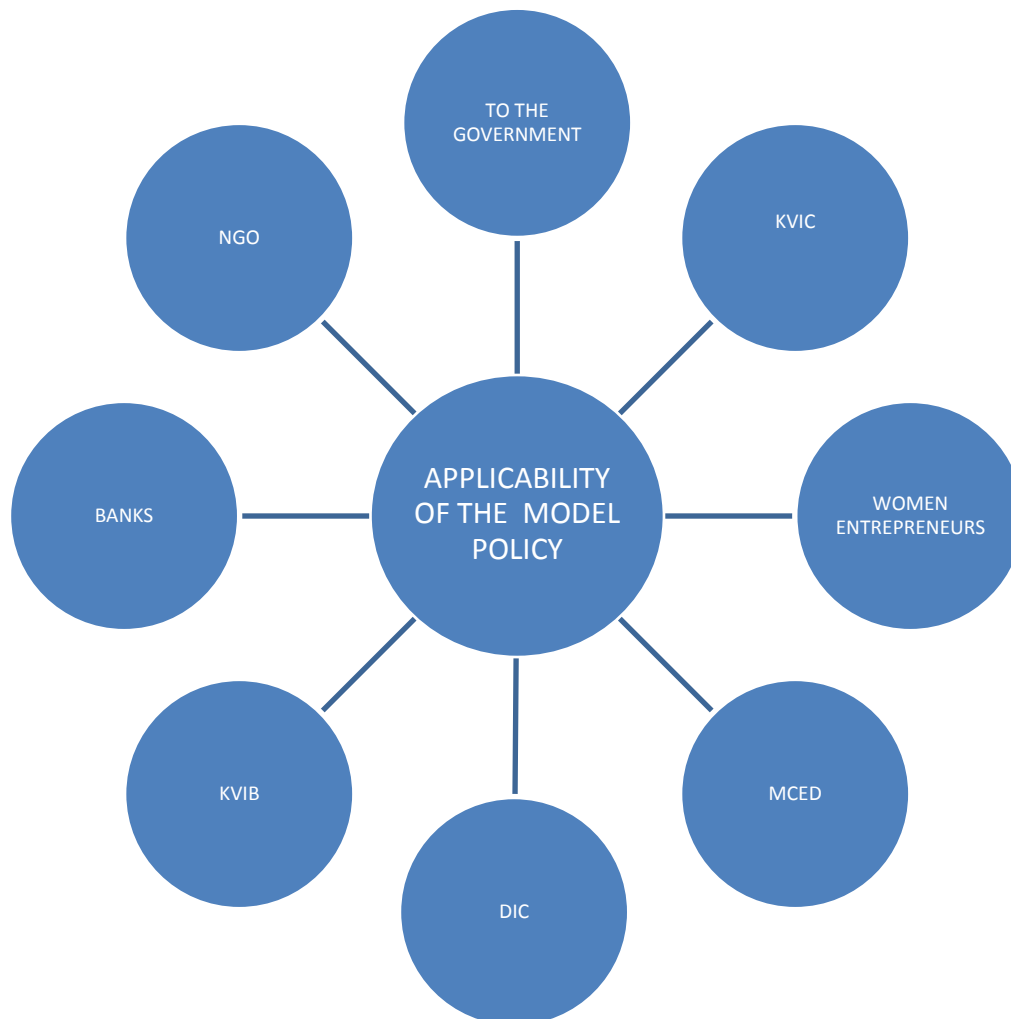
The researcher has designed the model in order to assist the government to frame the policies in future on the basics of factors and elements given in the above table, which has been designed to rate, the policy so that the policy designed for entrepreneurs can benefit them and a best beneficial policies can be created for women entrepreneurs.

Table no: 6.2 POLICY FACTOR RATING CHART

Factors	Number of Supportive factors	(a) weightage	Women Respondent s response (b)	(a*b)	Percent age	Rati ngs
awareness	education ,media,interests ,intermediateries,budget(5)	5	500	2500	8.49	5
Penetration power	awareness(5), social, economic, political.(3)financial institutions ,government agencies.(2)	13	256	3328	11.31	4
implementation of policies	awareness(5), social, economic, political.(3)financial institutions ,government agencies.(2)	15	402	6030	20.49	2
adaptability	norms ,environment.(2)	2	25	50	0.17	11
expansion	business environment(2)	2	153	306	1.04	10
Reforms	laws ,political situations, environmental changes(3)	3	290	870	2.96	8
turnover	contribution to economy,(1)	1	513	513	1.74	9
Processing time.	breareacracy, agencies ,faster process.(3)	3	317	951	3.23	7
Simplicity	less tedious, easy to understand , (2)implementation.(15)	17	300	5100	17.33	3
Non-bureaucratic	simplicity,(17),processing time(3)	20	437	8740	29.69	1
Systematic	reform based(3),single window,adaptibility(2)	5	209	1045	3.55	6
				29433	100.00	

APPLICABILITY OF THE MODEL

The proposed model can be used by following agencies shown below-



It is extremely useful to the women entrepreneurs to understand the role of the Government policies.

It can be used by the government as a basis of framing the policies.

It can be used by the implementing machinery and bodies to overcome the flaws in the implementation of the policies.

It can be used by the NGO s working for the women welfare and development.

DIC-The District industrial centre is a government Institution that helps the beneficiaries to benefit from various schemes ,it is the bridge between the government and women entrepreneurs , the researcher has designed the rating scale to assist the institution to assess the schemes and recommend the designing of the appropriate scheme ,In fact DIC's function as the torch-bearer to the beneficiaries/entrepreneurs in setting up and running the business enterprise right from the concept to commissioning. So the role of DIC's in enterprise building and developing small scale sector is of much significance. The model shall help the institution understand the factors that are responsible for the availment of benefits under various schemes. And assist women entrepreneurs to develop and implement their entrepreneurial schemes.

KVIC/KVIB-As The KVIC is charged with the planning, promotion, organisation and implementation of programs for the development of Khadi and other village industries in the rural areas in coordination with other agencies engaged in rural development wherever necessary Further, the KVIC is entrusted with the task of providing financial assistance to institutions and individuals for development and operation of Khadi and village industries and guiding them through supply of designs, prototypes and other technical information., the model can help to come to a understanding regarding the criteria's were a change can be brought in the implementing process of the policies at the grassroot level.

MCED - has been a pioneer in espousing **social** and economic entrepreneurship since 1988. It is a training institute in the core area of entrepreneurship development. It works as a facilitator and guide for the creation and cultivation of the entrepreneurial spirit and the concept of 'self-employment' in a nation that is largely driven by third party employment. At MCED, there is always the hummable buzz of people discussing, brainstorming, making plans and revamping shelved ideas. It is a body that works diligently for the training of entrepreneurs, the model proposed by the researcher helps to chart out a model policy which can help to speed up the process of identifying and training the entrepreneurs, and also detect the gaps in implementation part of the process of the policy initiative.

BANKS :They are the institution that provides the backbone to the aspiring entrepreneurs and women entrepreneurs are more inclined towards transactions with the banks as banks nowadays are more costumers oriented. Commercial banks are granting loans and advances to all the industries based on their feasibility study report.. Apart from this even the banks are giving guidance to start a business. Expert advice also can be had from the banks. The above model can help bank to align their schemes with the policies and design programmes that benefit the entrepreneurs by knowing the criteria for development of policies of development of women entrepreneurs.

TABLE NO 6.3 CRITICAL ANALYSIS OF PMRY BY APPLYING RATING SCALE DEVELOPED BY THE RESEARCHER

Factors	Number of Supportive factors	(a) weight age	Women Respondents response (b)	(a*b)	Percentage	Ratings	PMRY
awareness	education,media,interests,intermediate ries,budget(5)	5	500	2500	8.49	5	✓
Penetration power	awareness(5),social,economic, political.(3)financial institutions ,government agencies.(2)	13	256	3328	11.31	4	✓
implementati on of policies	awareness(5), social, economic, political.(3)financial institutions ,government agencies.(2)	15	402	6030	20.49	2	✓
adaptability	norms ,environment.(2)	2	25	50	0.17	11	×
expansion	business environment(2)	2	153	306	1.04	10	×
Reforms	laws ,political situations, environmental changes(3)	3	290	870	2.96	8	×
turnover	contribution to economy,(1)	1	513	513	1.74	9	×
Processing time.	breareacracy, agencies ,faster process.(3)	3	317	951	3.23	7	×
Simplicity	less tedious, easy to understand , (2)implementation.(15)	17	300	5100	17.33	3	×
Non- bureaucratic	simplicity,(17),processing time(3)	20	437	8740	29.69	1	×
Systematic	reform based(3),single window,adaptibility(2)	5	209	1045	3.55	6	×
				29433	100.00		40.29 %

Table no: 6.4 CRITICAL ANALYSIS OF SGSY BY APPLYING RATING SCALE DEVELOPED BY THE RESEARCHER

Factors	Number of Supportive factors	(a) weightage	Women Respondents response (b)	(a*b)	Percentage	Ratings	SGSY
awareness	education ,media,interests ,intermediateries,budget(5)	5	500	2500	8.49	5	✓
Penetration power	awareness(5), social, economic, political.(3)financial institutions ,government agencies.(2)	13	256	3328	11.31	4	✓
implemen- tion of policies	awareness(5), social, economic, political.(3)financial institutions ,government agencies.(2)	15	402	6030	20.49	2	×
adaptability	norms ,environment.(2)	2	25	50	0.17	11	✓
expansion	business environment(2)	2	153	306	1.04	10	×
Reforms	laws ,political situations, environmental changes(3)	3	290	870	2.96	8	×
turnover	contribution to economy,(1)	1	513	513	1.74	9	×
Processing time.	breareacracy, agencies ,faster process.(3)	3	317	951	3.23	7	×
Simplicity	less tedious, easy to understand , (2)implementation.(15)	17	300	5100	17.33	3	×
Non- bureaucratic	simplicity,(17),processing time(3)	20	437	8740	29.69	1	×
Systematic	reform based(3),single window,adaptibility(2)	5	209	1045	3.55	6	×
				29433	100.00		19.97 %

PROFILE OF WOMEN ENTREPRENEURS IN MAHARASHTRA



The above figure explains and suggests the profile of women entrepreneurs and the importance of each of its characteristic is an essential quality required for being a successful entrepreneur. The research has concluded the profile after an extensive review of the literature on women entrepreneurs as well as the observations generated from personnel interviews. The characteristics can be justified as below:

Innovation: As reported from the personal interview the respondents felt that the most important factor for the women entrepreneurship is innovation. That means some kind of improvisation of the product, as well as the idea behind the business venture. Innovations ideas can generate the required anticipation for the initial boost of the product.

Dynamic: The factor which can influence the business run by women can be the dynamic nature of the business women as she has to face changes in the environment around her business which comprises of socio, economic, political, legal, and environmental changes to which she has to adopt or risk her business profitability. Her energy and vibrant nature shall endure the ups and down of the economic as well as social conditions.

Young: The age of the women entrepreneurs for entrepreneurship cannot be specified as such but in order to sustain in the competitive arena, the respondents felt that the mental age and the maturity for decision making as well as the coordination required may be between 21 to 40 years of age to start the business so the being a woman her family settlement, the support of the near ones and also the fall back can create a confident environment for the women entrepreneurs. The natural tendency of women above 50 years is to follow other pursuits as well they get physically exhausted.

Optimism: The women respondents felt that rather being a victim to trying situations one must be positive and hopeful in the development in the business scenario. Hardships are the part of the venture. Accepting challenges in the day to day life and working towards the successful entrepreneurship is most important as the earlier stages because confidence is gained by success. And in the initial stages set backs are part of the game of entrepreneurship.

Need for achievement: Passion to achieve in life is the crux of women entrepreneurship, it may be forced by situation or may be inbuilt, The feeling of being someone and also being part of a purposeful positive activity motivates the women to enter into entrepreneurship, The need for achievement can be understood by David McClelland theory of need.

Awareness: The quality to be attentive and responsive helps women entrepreneurs to direct their business decisions to the right path. Awareness about the socioeconomic changes, the legal scenario, the trends of the market in which they are part of, is necessary as women tend to be more reserved in the behavior and may consider the changes around the business

trivial. The women should be aware of the opportunities and the threats of the business they are pursuing.

Communication: The significance of communication cannot be denied in any field or trade the more contacts the better reach. And what better than good communication skills. Languages can be learnt but expressing our needs to people and convincing people to accept us in form of product or services are imperative, communication is the key to success. Women entrepreneurs should be good communicators so that they can stand in the competition at global and local level, and sustain for a longer period.

Risk-bearing: It is said that higher the risk higher is the profit. According to the women entrepreneurs they had to take the initial risk when they started their ventures because otherwise it was difficult to stick on in the competitive scenario, they felt that a calculated risk in business as well as trust in their judgment helped them to enter new market .innovate product as well as develop their business. Their attitude had to be daring and enterprising in order to do business.

Literate: The respondents majorly opined that their being educated and literate at least help them to be self sufficient to supervise as well as manage business .Maintaining accounts, compliances, administration becomes a hard ship if the business women are not literate, some women opined that without literacy it became difficult of them to adopt technology and also expansion of their ventures. Literacy gives women the freedom to take their own decisions and also makes them independent.

Analytical: Trade and business demand to reason all the changes to scan the environment ,to assess the threats ,to tap opportunities, the matters related to finance ,marketing demand and supply of labour , future fluctuations in the market .Assessment of the above points and correct thought process can help to handle the business and minimize losses.

The researcher could successfully apply the critical path method for the present study.