



PROBLEMS FACED BY TRAINEES RELATING TO ENTREPRENEURIAL DEVELOPMENT PROGRAMME

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Abstract

Entrepreneurial Development Programme (EDP) means training and development courses for young and budding entrepreneurs. EDP has been widely promoted by Government of India for new and various job opportunities especially for new job seekers, and make new minds to introduce in the field of self-employment. Also Government of India has introduced various subsidies and incentives for new startups to encourage budding entrepreneurs. Entrepreneurial Development Programmes requires huge financial support for conducting training and skill development, and helps in improving standard of living and helpful in creating balance between rural and urban regions, helps in removing social disparities. But how far youngsters are interested in business is a biggest question, as many hereditary minds focuses only for job security which can't be guaranteed in EDP.

Keywords: Entrepreneurial, Skill, Government, Employment, Budding.

Introduction

The concept of EDP has been started long back even before independence. Small scale industries in India played a vital role in Indian economy after independence since India was not economically independent. But the increases in startups and new businesses have emerged only after 2016, especially after Prime Minister Shri. Narendra Modi's new schemes for employment opportunities. Government of India is trying to bring wide opportunities for business and startups and for those various trainings and camps are conducted by Institute of Entrepreneurship Development (IED) along with District Industrial Centre (DIC), EDP concept was originated by SIET and SIDO (Small Industries Development Organization). Gujarat was the first state for initiating EDP in India. The first programme for EDP was initiated in the year 1983. EDP helps in preventing the spread of industrial slums by providing various incentives, subsidies and infrastructural support to entrepreneurs for setting up their enterprises in industrially backward areas. This will also help in reducing pollution and overtaxing of civic amenities.

EDP is an effective way to develop entrepreneurs which can help in accelerating the pace of socio-economic development, balanced regional growth, and exploitation of locally available

resources. It takes care of all the constraints and therefore it is proved to be one of the most effective tools for developing new entrepreneurs.

Entrepreneurship Development Programme is meant mainly for developing those first generation entrepreneurs' who are on their own but cannot become successful entrepreneurs. It covers three major variables- location, target group and enterprise. Any of these can become the focus or starting point for initiating and implementing an EDP.

Importance of the study

The study focuses on the challenges and troubles faced by EDP trainees at TamilNadu region. It also gives suggestions and ways for remedial measures for various problems in EDP. The future generation will be fully based on Entrepreneurs, that's the reason for the study.

Statement of the Problem

The study measures and gives solution for the problems faced by budding trainees of Entrepreneurial Development Programme. As entrepreneurial development is one of the important factor for future developments' hope as well as nation believes many talents and skillful business as future of India. This study aims to highlight the problems with remedial solution for young entrepreneurs. The list of problems faced by trainees during the ED programme are: Problems at Pre-Training Stage, Duration of the Programme, Low infrastructure facilities in training, Non - Availability of Competent faculty, Low Financial Support, Improper Methodology, No Accommodation facilities, Technical knowhow, Lack of Practical knowledge about business and Lack of Communication skills.

Objective of the Study

The aim of the study is to identify the problems faced by Entrepreneurial Development Programme by Trainees.

Hypotheses

The null hypothesis formulated and tested as under

There is no significant difference between Socio-Economic (Income of the Family) and Problems of EDP Trainees

Research Methodology

The process of enumeration, as well as the correct recording of outcomes, is referred as data collection. The proper collection of data is critical for the success of an investigation; the study comprises assessing the respondents' Problems towards EDP in various aspects, as well as the researcher employ the current study was carried out in a real-world situation.

Sampling Technique

The study has been conducted in the region of Cuddalore District, Tamilnadu which consist of 10 Taluks, taking 21 respondents from each Taluk, so the study takes total of 210 respondents.

Review of Literature

Diyoke, (2014) The Researcher point out that entrepreneurship development in Nigeria is very slow despite all the numerous programme and schemes that have been designed by different government at different times. Descriptive survey research method was used in this study whereby data collected from both primary and secondary sources were analyzed using percentages and mean scores, while the hypothesis were tested with Chi-square. The result indicated that apart from the known problems of inadequate capital and lack of competent and skilled management, there are other challenges that hinder entrepreneurial activities in the economy. The Nigerian business environment is facing a lot of problems as a result of epileptic power supply, violent clashes of militant groups, kidnapping, looting, arson, and so on. The study concludes among others that with the introduction of business incubators into the system, proper handling of political and social economic problems, privatization and commercialization of power sector and provision of alternative source of power supply, entrepreneurship development has a lot of prospects in the country.

Meenu, (2017) The Researcher identifies that educated Indian women have to go a long way to achieve equal rights and position because of the traditions background rooted in Indian society where the sociological set up has been a male dominated society. In spite of all the social hurdles, Indian women stand for their own career, the rest of the crowd and are applauded for their achievements in their respective field. The transformation of social fabric of the Indian society, in terms of increased educational status of women and varied aspirations for better living, necessitated a change in the life style of Indian women. Women have to compete with man and have to successfully stood up with man in every walk of life and business is no exception for this. The women leaders are assertive, persuasive and willing to take risks. They managed to survive and succeed in this cut throat competition with their hard work, diligence and perseverance. Objective: To critically examine the problems faced by women entrepreneurs. Suggestion: There should be a continuous attempt to inspire, encourage, motivate and co-operate women and young entrepreneurs for business.

Ahmed Muneeb, (2022) The Researcher says that Bangladesh has fought poverty via labor-intensive industry and inclusive financing. The techniques assist many women in achieving self-sufficiency and encouragement to pursue them independent endeavors. However, the majority of female entrepreneurs focused on five keys company types: parlor, boutique, restaurants, clothing and fashion, all of which have limited access to financing. It was feared that their shortage of finance was hindering the growth of their company. The study's goal is to assess the effects of financial availability and knowledge on women's entrepreneurship

development in Bangladesh via the lens of transformational leadership practices. Moreover the study shows that, knowledge level established positive interlink age with women's entrepreneurship development. The transformational leadership, which plays a mediating role in leadership practices, has been linked to the development of women's entrepreneurship indirectly and positively. As a result, support for knowledge creation and external financing must evolve and be made available to ensure women's sustainable development through entrepreneurial activities.

Elias G, (2022) Innovation driven by entrepreneurship has become a focus for economic development and received increasing attention from policy makers over the last decades. While the consensus has been reached that context matters for innovation and entrepreneurship, little evidence and decision support exists for policy makers to effectively shape the environment for growth-oriented companies. We present the entrepreneurial ecosystem concept as a complex systems-based approach to the study of innovation-driven entrepreneurial economies. The concept, in combination with novel data sources, offers new opportunities for research and policy, but also comes with new challenges. The aim of this paper is to take stock of the literature and build bridges for more transdisciplinary research. First, we review emergent trends in ecosystem research and provide a typology of four overarching problems based on current limitations. These problems connect operational research scholars to the context and represent focal points for their contributions. Second, we review the operational research literature and provide an overview of how these problems have been addressed and outline opportunities for future research, both for the specific problems as well as cross-cutting themes. Operational research has been invaluable in supporting decision-makers facing complex problems in several fields. This paper provides a conceptual and methodological agenda to increase its contribution to the study and governance of entrepreneurial ecosystems.

I. Demographic Profile of the Respondents

The demographic profile of the respondents has been analyzed on the basis of their Age, Income of the family, Marital Status, Gender and Residential status of the respondents.

Age

The age of the consumers can change the desires, wants, needs, and aspirations of products consumption. The age category influences the preferences and consumption pattern of the consumer towards the Business, the present study the age wise distribution of the respondents' is presented in Table 1.

Table 1 Age of the Respondents

S.No.	Age (in years)	No. of Respondents	Percentage
1.	Up to 18 Years	45	21
2.	19 to 36 Years	81	39
3.	37 to 54 Years	21	10

4.	Above 55 years	63	30
Total		210	100

Calculations Based on Primary Data:

The table 1 shows that the most of the respondents (81) belong to the age category of 19 to 36 Years (39 per cent), followed by 30 per cent of the respondents belong to Above 55 Years category, followed by 21 and 10 per cent belong to Up to 18 Years and 19 to 36 Years respectively.

Income of the Family

Income is the most important variable to determine economic status of an individual's income. The individual income determines the standard of living in a family. The monthly income of the respondents is collected for the study into different category of the purchasing power and presented in Table 2.

Table 2 Income of the Family

S.No	Income	Frequency	Percentage
1.	Up to Rs.10,000	105	50
2.	Rs.10,001-20,000	36	17
3.	Rs.20,001-30,000	30	14
4.	Rs.30,001 and above	39	19
Total		210	100

Calculations Based on Primary Data

Table 2 Its shows that out of 210 respondents 105 employees receives below income Rs.10,000 (50 per cent), 19 per cent generated income between Rs 30,001 and above, 17 per cent draws income between Rs 10,001 to Rs 20,000 and 14 per cent receives above Rs 20,001-30,000.

Marital Status

The life style and purchasing priorities is decided by the living status of both men and women in the society. In a married category both of them working has to spend to determine their purchases equally. The unmarried are purchase decisions are individually or by the elders of the family. The marital status of the respondents has presented in Table 3.

Table 3 Marital status of the respondents

S.No	Marital	Frequency	Percentage
1.	Married	107	51
2.	Unmarried	103	49
Total		210	100

Calculations Based on Primary Data:

Table 3 depicts that 51 per cent of the respondents are married and unmarried constitute 46 per cent.

Gender

Gender is an important variable in social or economic phenomenon which directly influencing in the purchases. Every family is headed by male and female, the gender distribution has presented in the Table 4.

Table 4 Gender of the Respondents

S.No	Gender	Frequency	Percentage
1	Male	126	60
2	Female	50	24
3	Transgender	34	16
Total		210	100

Calculations Based on Primary Data:

Table 4 it can be noted that out of total respondents 210 investigated in the study in that 126 are 60 per cent in Male, followed by Female respondents are 24 per cent and transgender mentioned as 16 per cent.

Residential Status

The residential area of the respondents also influences the entrepreneurs' knowledge and work culture. The residential area influences the working place and cultural backgrounds in the particular area of residence. The residential area wise distribution of the respondents is presented in Table 5.

Table 5 Residential Status of Respondents

S.No.	Residential Status	No. of Respondents	Percentage
1.	Urban	118	56
2.	Rural	92	44
Total		210	100

Calculations Based on Primary Data:

Table 5 shows that the residential area wise respondent in Urban, are constitutes 56 per cent and the rest of them are lives in the Rural area, 44 per cent.

II. Problems in Entrepreneurial Development Programme

Table 6

List of Problems faced by Entrepreneurial Development Programme by Trainees:

S. No.	Sources	SA	A	N	D	SD	Total
1.	Problems at Pre-Training Stage	84	21	10	53	42	210
		40	10	5	25	20	100%
2.	Duration of the Programme	57	49	63	27	14	210
		27	23	30	13	7	100%
3.	Low infrastructure	76	40	34	10	50	210

	facilities in training	36	19	16	5	24	100%
4.	Non - Availability of Competent faculty	80	36	55	21	18	210
		38	17	26	10	9	100%
5.	Low Financial Support	66	27	42	14	61	210
		31	13	20	7	29	100%
6.	Improper Methodology	59	10	49	10	82	210
		28	5	23	5	39	100%
7.	No Accommodation facilities	47	57	26	30	50	210
		23	27	12	14	24	100%
8.	Technical know how	78	38	50	32	12	210
		37	18	24	15	6	100%
9.	Lack of Practical knowledge about business	14	27	61	66	42	210
		7	13	29	31	20	100%
10.	Lack of Communication skills	10	42	21	53	84	210
		5	20	10	25	40	100%

Calculations Based on Primary Data:

Table 6 shows that out of 210 respondents 84 respondents strongly agreed that there is Problems at the pre- training stage of the programme, followed by 13 per cent of the respondents agreed that lack of practical exposure about business, followed by 78 respondents strongly agreed that there is issue with technical knowhow, 31 per cent of the respondents strongly agreed that there is very less financial support, 28 per cent of the respondents felt that there is improper methodology.

Level of Income and List of Problems faced by Entrepreneurial Development Programme by Trainees

Variables	Cadre in years	N	Mean	S.D.	F Value	Sig.
Problems at Pre-Training Stage	Up to 10,000	105	3.99	1.27	0.534	0.659
	10,001 to 20,000	36	3.81	1.30		
	20,001 to 30,000	30	3.90	1.20		
	30,001 to above	39	3.86	1.09		
	Total	210	3.87	1.23		
Duration of the Programme	Up to 10,000	105	3.77	1.34	0.724	0.538
	10,001 to 20,000	36	3.83	1.25		
	20,001 to 30,000	30	3.97	1.17		
	30,001 to above	39	3.83	1.17		
	Total	210	3.86	1.23		
Low infrastructure facilities in training	Up to 10,000	105	3.64	1.33	1.810	0.144
	10,001 to 20,000	36	3.55	1.27		
	20,001 to 30,000	30	3.83	1.23		
	30,001 to above	39	3.76	1.24		
	Total	210	3.68	1.27		
Non - Availability of Competent faculty	Up to 10,000	105	3.31	1.32	2.375	0.069
	10,001 to 20,000	36	3.19	1.29		

	20,001 to 30,000	30	3.55	1.31		
	30,001 to above	39	3.38	1.40		
	Total	210	3.35	1.32		
Low Financial Support	Up to 10,000	105	2.57	1.49	2.106	0.098
	10,001 to 20,000	36	2.40	1.15		
	20,001 to 30,000	30	2.51	1.30		
	30,001 to above	39	2.81	1.46		
	Total	210	2.52	1.31		
Improper Methodology	Up to 10,000	105	2.22	1.27	2.181	0.089
	10,001 to 20,000	36	2.08	1.02		
	20,001 to 30,000	30	2.16	1.22		
	30,001 to above	39	2.45	1.26		
	Total	210	2.18	1.16		
No Accommodation facilities	Up to 10,000	105	3.99	1.35	2.560	0.054
	10,001 to 20,000	36	3.80	1.33		
	20,001 to 30,000	30	3.52	1.52		
	30,001 to above	39	3.80	1.42		
	Total	210	3.74	1.41		
Technical know how	Up to 10,000	105	3.79	0.94	0.356	0.784
	10,001 to 20,000	36	3.73	1.00		
	20,001 to 30,000	30	3.83	1.08		
	30,001 to above	39	3.80	1.07		
	Total	210	3.78	1.02		
Lack of Practical knowledge about business	Up to 10,000	105	3.63	1.16	2.205	0.086
	10,001 to 20,000	36	3.59	1.17		
	20,001 to 30,000	30	3.88	1.13		
	30,001 to above	39	3.79	1.27		
	Total	210	3.71	1.18		
Lack of Communication skills	Up to 10,000	105	3.60	1.26	1.053	0.369
	10,001 to 20,000	36	3.58	1.32		
	20,001 to 30,000	30	3.74	1.13		
	30,001 to above	39	3.81	1.10		
	Total	210	3.66	1.22		

Based on Primary Data

The test of F value of Level of Income and problem by entrepreneurial development is statistically significant at five percent level. It shows an Problems at Pre-Training Stage (0.534), Duration of the Programmed (0.724), Low infrastructure facilities in training (1.810), Non - Availability of Competent faculty (2.375) Low Financial Support (2.106), Improper Methodology (2.181), No Accommodation facilities (2.560), Technical knowhow (0.356), s Lack of Practical knowledge about business (2.205) Lack of Communication skills (1.053), are not significant at five percent level. Hence, the formulated hypothesis of there is no significant

difference between income and problems faced by entrepreneurial development programmed by trainees employees is accepted.

It can be found from the ANOVA results that F values of problem faced by entrepreneurial development are not significant thereby the null hypothesis is accepted. It can be concluded shows that problems faced by bus employees irrespective of the income category are entrepreneurial development programmed by trainees

Findings of the study

1. The study shows that most of the respondents belong to the age category of 19 to 36 years, i.e., 39%.
2. It is concluded that only 14 per cent receives above Rs 20,001-30,000.
3. The study shows that 51 per cent of the respondents are married.
4. The study depicts that the female respondents are 24%.
5. The study concludes that 56% of the respondents belong to urban area of residence.
6. It can be found from the ANOVA results that F values of problem faced by entrepreneurial development are not significant thereby the null hypothesis is accepted. It can be concluded shows that problems faced by bus employees irrespective of the income category are entrepreneurial development programmed by trainee.

Suggestions of the study

1. There should be more support from family and society for entering into business world.
2. More infrastructure facilities needs to be provided for the welfare of young and budding trainees.
3. Every trainee faces lot of struggles and issues at the pre-training stages, a committee should be formed to resolve the issues faced by trainees, and make them feel comfortable mentally so that the training can be completed without any obstacles.

Conclusion

The entire future depends upon the business industry especially private sector concerns, and for business growth definitely EDP must be encouraged by various out coming students. The society must change its perspective view on business and growth of an individual. Being in a competitive world every day businesses and its goals needs to be updated and many budding talents must be trained in an efficient manner to cope with future market standings. Many types of new business strategies and inventions along with various innovations are keep on coming and

in near future every businessmen / businesswomen must keep themselves updated and for which various training programmes from government needs to be initiated.

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