

Entrepreneurship Development Program: Its Role in creation of Entrepreneurs

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Abstract

Entrepreneurship is the acquired skills, abilities or qualities of an individual who launch an enterprise. An entrepreneur is an individual, who incubate new ideas, thoughts and believes to create new demands in the market through innovative initiation. The Rural entrepreneurship is a type of entrepreneurship which emerges in the rural areas where the main source of income of the people is agriculture; the majority of the rural people are depended on the agriculture sector. To reduce the dependency of the rural people on agriculture a new avenue of employment is created. This new avenue of employment is the setting up of the MSME in rural areas. In simple words, rural entrepreneurship can be defined as entrepreneurship that emerges at village level which can take place in a variety of fields of endeavour such as business, industry, agriculture. Entrepreneurship Development (ED) refers to the process of enhancing entrepreneurial abilities, skills and knowledge through systematic and structured training and motivational programmes. The study highlights the need to have a specific and strategic approach to develop entrepreneurship through entrepreneurship development programme. The creation of entrepreneurs is a group effort initiated by the EDOs, Trainers or Motivators, Sponsors of EDPs and the Government Policies and Programmes.

Key Words: *Rural Entrepreneurship, Performance, EDP, NGOs, Trainees, Development, Startup*

INTRODUCTION

Entrepreneurship: Entrepreneurship is the systematic and dynamic process of creating something new. Entrepreneurship is the acquired abilities or qualities of an entrepreneur. An entrepreneur is an individual, who incubate new ideas, thoughts and believes to start enterprises on the basis of these ideas, thoughts and believes. It is an innovative function undertaken to create demand in the market for business interest. The term “entrepreneurship” was derived from the word “Entrepreneur” which was originated from the French language, which refers to individuals who were “undertakers”. It was meant for those who undertook risks for new enterprise. The early reference to the entrepreneur in the 14th century was known as tax contractors, who paid a fixed amount of money to the Government to get the license to collect taxes in a particular region or area (Holt, 2000). In the early 16th century

it was applied to those who were engaged in military expeditions. In the 17th century it was extended to cover civil engineering activities such as construction and fortification. It was only in the beginning of 18th century the word “entrepreneurship” was used to refer to as economic activities, an Irishman, Richard Cantillon (1725), identified for the first time the unique “risk-bearing function”ⁱ. Cantillon defined an entrepreneur as a person who buys factor services at “certain” prices with a view to sell its product at uncertain prices in the future. Cantillon said that “an entrepreneur is a bearer of non-insurable risks.” The “Classic” definition of entrepreneur was given by an aristocratic industrialist, Jean Baptist Say (1803), according to him “an entrepreneur is the most important agent of production who provides continuing management and brings together the factors of productions.” Both, Cantillon and Say, defined entrepreneurship in the most general terms. Cantillon extended his concept of entrepreneurship to every economic activity and regarded everybody as an entrepreneur.

Joseph Schumpeter, an economist, described entrepreneurship as a force of “creative destruction.” He said that “any established way of doing things are destroyed by every new creation and better ways to get things done”. He described entrepreneurship as a process and entrepreneurs as innovators, who use the process to carry out the production through a new combination of resources and new methods of commerce. Schumpeter has mentioned that the process of development can be generalized by five different types of events; firstly, it can be the outcome of the introduction of a new product in the market. Secondly, it can be the result of a new production technology. Thirdly, it may arise on account of a new market. Fourthly, it may be the result of a new source of supply, and finally, it may be due to the new organization of the industry. According to Schumpeter, the development is not an automatic or spontaneous process, but it must be deliberately and actively promoted by someone (agency) within the system.

Entrepreneurship Development Program: The term Entrepreneurship Development (ED) refers to the process of enhancing entrepreneurial abilities, skills and knowledge through systematic and structured training and motivational programmes. EDP basically aims to enlarge the base of entrepreneurs through converting the mindset from job seeker to job giver which accelerates employment generation and economic development of a region. The Small Industries Extension Training Institute (SIET 1974), Hyderabad, defined EDP as an attempt to develop a person as an entrepreneur through structural training. Entrepreneurship Development Programme (EDP) may be defined as a programme which is designed to help an individual in strengthening the entrepreneurial abilities and in acquiring skills and capabilities necessary for playing the entrepreneurial role more

effectively. It is an attempt to develop a person or a group of persons through systematic, organized and structural training.

In India the term Entrepreneurship Development Programme (EDP) has come to the light in late 1960s, after the Kakinada Experiment, initiated by SIET Institute of Hyderabad under the sponsorship of Ford Foundation and Government of India. David McClelland at Harvard University made an interesting investigation into why a particular society could learn great creative capacities at a certain period of time and what was the root cause of these creative capacities? He found that 'the need for achievement' (nach factor) was the main cause for developing the creative capabilities. It was the need to achieve to motivate people to work hard, he also mentioned that the traditional beliefs did not seem to be inhibiting an entrepreneur but a suitable training can provide the necessary motivation to the entrepreneurs.

The Governments and some all India financial institutions thought to foster the entrepreneurship through training and motivation. With this intention, a joint pioneering initiative was taken by the Gujarat Industrial Investment Corporation (GIIT) and some state agencies of Gujarat in the late sixties. The EDPs which began in the state of Gujarat as an experiment by GIIT and got momentum all over the country in the early seventies. The same type of training and motivation programme was started in the NER in 1973. Dr Dinesh N Awasthi and Jose Sebastian had mentioned in their book "*Evaluation of Entrepreneurship Development Programmes*" that the Centers for Entrepreneurship Development (CED) were the first specialized institute of entrepreneurship development in the country (P-14). At the same time, the SIET initiated EDPs in the state of Jammu and Kashmir and Small Industrial Development Organization (SIDO) started EDPs for unemployed engineers with the help of Small Industries Service Institutes (SISIs). In 1979 the Gujarat Government created the Centers for Entrepreneurship Development (CED) in Ahmadabad with a view to spreading EDPs in all the districts of the state. The CED has been doing very good job in the field of entrepreneurship development in the state of Gujarat, on the basis of impress and success of the CED, the IDBI, IFCI, ICICI and SBI with the active support of the Gujarat Government, sponsored the EDII in 1983, in Gandhinagar.

The SIET, Hyderabad, conducted a study on entrepreneurial/ motivational training programmes in Assam in 1974. The SBI Evaluation and Monitoring Cell conducted an evaluation of EDP organized by SBI in nine states of the country to assess the overall success of the EDPs in terms of start-up rates, the performance of the units started by EDP trained entrepreneurs and problems and prospects of SBI- EDPs. In the study it was observed that the funding of new ventures, poor follow-up, inadequate opportunity identification and guidance were a major weakness of the SBI EDPs.

In 1989 and 1991 a series of studies were done by the EDI-EDPs and EDPs conducted by the NECON in the North Eastern states to evaluate the effectiveness of the EDPs. The National Institute of Small Industry Extension Training (NISIET) conducted an evaluation study in the North Eastern states between 1985 and 1990 on NISIET –EDPs. In 1990 a study was conducted by the North-Eastern Council (NEC) to evaluate the EDPs organized by the NISIET, NECON and NEITCO in the North-eastern states. The study did not focus its attention on the inter-organizational performance.

In the North East Region, a bold step was taken by the NEC to develop 5000 entrepreneurs in the NER in the period of 1985 to 1990 through training and counselling programmes. For organizing entrepreneurship development training and counseling programme, the NEC initially engaged the National Institute of Small Industries Extension Training (NISIET) and North Eastern Industrial and Technical Consultancy Organization (NEITCO), later on when North Eastern Industrial Consultations (NECON) was set up in the year 1987 with the initial head-quarter at Imphal and later on at Agartala, it organized EDPs, sponsored by NEC. In addition to the NISIET, NECON and NEITCO, the Entrepreneurship Development Institute of India also organized EDPs in the NER. During the period 1985 to 1990, it was estimated to train up 5000 prospective entrepreneurs but the four organizations like NISIET, NEITCO, NECON and EDII could train 3609 prospective entrepreneurs in the period.

The EMTCs had taken great initiative in the field of Entrepreneurship development in the state of Assam. The State Planning Board of the Government of Assam, under the dynamic leadership of the then Chief Minister, Late Sarat Ch. Singha, requested the Small Industries Extension Training (SIET) Institute of Hyderabad to organize the training and research activities in the field of entrepreneurship development in Assam. In response to it, the SIET had organized two training programmes for three weeks duration in 1973, for the officers of Government of Assam. One of the training programmes focused on entrepreneurship development for a selected group of officers from the departments of Industry, Agriculture, Animal Husbandry, Public Works and other departments and Financial Institutes of the Government of Assam. Another training programme was imparted to another group of officers of the industry department to encourage people to establish small-scale industries, (SSI) to undertake industrial potential surveys, to select growth centre, plan infrastructure facilities and to develop business profiles. Integrated entrepreneurship development model and plan were evolved as a result of SIET's experience and also realized that entrepreneurship development is a multi-disciplinary task (*Nagayya 2000;pp- 36-38*). In 1979 it was learnt that after a comprehensive evaluation of performance of the EMTCs by SIET Institute, the programme was transferred from the State Planning Board to the Industry Department of Assam. Three more centers

of EMTCs were added to the earlier six in 1979. Within a period of two years 1550 persons were trained in the six centres by March 1975. In an evaluative study on the performance of EMTCs as many as Two-Third of 1550 trained personnel were ready with their project reports. The required plant training was arranged in respect of 581 entrepreneurs, actual financial sanction was obtained for 310 proposals, 278 units were established most of the units were set up between July 1974 and March 1975. In a study conducted by IIE Guwahati, shown that from 1973 to 1998, almost 30,000 persons were trained by the nine EMTCs in Assam. On an average, per year more than 1000 persons were trained and helped them to become self-employed. Though the training programmes were conducted very seriously but it was not up to the expectation level. At the end of seventies, with an objective to bring the EDPs in the NER at par with the national level, the North Eastern Regional Centre of SIET was established in Guwahati in 1979. The main task of this regional centre was to develop and promote entrepreneurship and small-scale industries in the state and the NER. The name of the SIET was changed as the National Institute of Small Industry Extension and Training (NISIET) in 1984 and the Regional Centre of SIET in Guwahati become the North Eastern Regional Centre (NERC) of the NISIET, and accordingly the NERC of NISIET was converted into a full-fledged institute, which was named as Indian Institute of Entrepreneurship, (IIE) Guwahati. The IIE, Guwahati has been working in the line of promoting and developing entrepreneurship in the region through research, training and consultations.

The NEC and IDBI, and also the NEC and SIDBI together sponsored 212 EDPs from April 1990 to March 1996, which were categorized as General, Women and Rural EDPs. These EDPs were organized by NISIET (till March 1994), IIE, (from April 1994 to March 1996), NEITCO, NECON and NSIC. These five organizations trained all total 5375 participants from April 1990 to March 1996.

During the period 1991-1997 there were 74 (34.90%) EDPs were organized in Assam, in which 1807 (33.60%) participants participated, followed by 27 (12.70%) each in Manipur and Nagaland, 26 (12.30%) in Meghalaya, 23 (10.90%) in Arunachal, 22 (10.30%) in Tripura and 13 (6.10%) in Mizoram. The EDPs were organized in category wise, viz, General EDP, Women EDP, Rural EDP etc. These EDPs were organized in Assam by the NISIET, NEITCO, IIE and NSIC.

In 2005, the Government of Assam has created an Institute, which was called as Institute for Development of Entrepreneurs in Assam (IDEA) for the promotion of entrepreneurship in the state through Joint Liability Group (JLG). The IDEA concept was used in agro-based activities, small industries and micro enterprises in rural areas, where huge employment potentiality are there. The

IDEA has been operating under the control of SIRD. In 2010 the IDEA was renamed as Resource Center in IT and Skill Development. Now this resource centre organizes training for new entrepreneurs. In 2008 a study was done in the Devengree and Chitradurga districts of Karnataka.

In the North Eastern Region the promotion and development of entrepreneurship has been performing by the IIE, SIDBI, KVIC, SISI, SIRD, RSETI, NEITCO, NECON, DIC, NEC etc. The efforts of these organizations are creating awareness about the entrepreneurship as a career option among the young generation of the region. However, there has been varying degree of success among the different organizations and among the state of the country. In the states like Gujarat, Maharashtra, Tamilnadu, Karnataka etc. the success rate of EDP is more than 60 percent, but in the North Eastern States the success rate was about 20.90% during 1985-90, during 1990-96 it was 25.20 % and in 2004-05 it was 34%. From the various studies it is found that the factors affecting the success rate of EDPs in the region appears to be the absence of proper coordination among the various entrepreneurship development agencies.

Assam has the great potentiality for entrepreneurship in the field of industries and service sectors, particularly in manufacturing, trade, banking and tourism enterprises.. The tourism industry with the most popular tourist destination among the north-eastern states, like Kaziranga National Park, Masnas National Park, Rajib Gandhi Orang National Park, the rain forest of Tinsukia, the smallest river island and the largest river island of the world is the Umananda and the Majuli, the Kamakhya Temple, etc. To facilitate the infrastructure support, the State Industries and Commerce Department has sponsored three projects as industrial growth centres at Chariduar, Matia and Chaygaon-Patgaon. The Assam Government has approved 11 integrated infrastructure development centres through- out the state.

The State Government is taking initiatives for creating more employment opportunities through Promotion of Entrepreneurship. In the state of Assam, a number of entrepreneurship motivational and training institutions or organizations have been working since independence for the development and creation of an entrepreneurial environment, like the EMTCs, DICs, SIET, NISIET, IIE, NSIC, NEC, NABARD, RSETI, RRBs etc. in addition to the EDOs and supporting organizations the state government has introduces certain schemes or Yojana for the development of entrepreneurship in the state. The first initiative for entrepreneurship development was taken by the government of India in 1956 through the Industrial Policy Resolution (IPR), where 128 items were exclusively reserved for SSI sector; again the IPR 1977 increased the reserved items for SSI up to 504. The concept of DICs was introduced in the country under the IPR 1977. The government of Assam set up six EMTCs in 1973 for entrepreneurship development and motivation, which was

added by another three EMTCs in 1979. The North East Industrial Policy (NEIP) 1997 and the North East Industrial Investment and Promotion Policy (NEIIPP) 2007 provided various incentives and schemes, such as declaration of Tax- Free Zone for income tax and excise duty, Interest Subsidy, Capital Investment Subsidy etc. The Industrial Policy of Assam (IPA) 1986 created “UdyogSahayak” to facilitate single window services to the entrepreneurs in the State. The IPA 2003 provided “Special Incentives” for food processing, electronic, agro-based, biotech industries and women and physically handicapped entrepreneurs. The concept of “Green Accounting” was introduced in Assam for the first time in 2008. The Industrial and Investment Policy of Assam (IIPA) 2014 introduced individual ‘Artisan Identity Card’ (AIC), ‘Geographical Identification’ registration, Registration of Trade Marks and Brand Name for MSEs. The Chief Minister’s SwaNiyojanYojana of 2001 to 2008, The UdyogJyotiAchari of 2005-06 and the ‘Angel Fund’ floated by the government of Assam in 2014 etc. are providing the technical and financial support to set up MSEs. In 2016-17 financial year the government of Assam has introduced the Chief Minister’s Start-Up fund ‘Sarothi’ to support new entrepreneurs to start up their venture with a minimum financial risks. The government of India has withdrawn the NEIIPP 2007, in 2017 and in place of the NEIIPP 2017, the government of India has introduced the North East Industrial Development Scheme 2017 (NEIDS) with the following provisions, Central Interest Incentives, Central Comprehensive Insurance Incentives, Goods and Service Tax Reimbursement, Income tax Reimbursement, Transport Incentives etc. to the new entrepreneurs of the country. With a view to attract the new prospective entrepreneurs the Assam Government has set up the Start Up Hub in 2018 in Guwahati. The basic objective of the startup Hub is to develop ideas about new products and services which will be able cater new demand in the market.

On the basis of production of various agricultural crops, fruits, vegetables availability of minerals and other raw materials in near future more MSME units may be grown in the state, like

- A) Mineral Based Industry
- B) Forest Based Industry
- C) Agro-based and Food Industry
- D) Polymer and Chemical Based Industry
- E) Engineering and Non-conventional Industry.
- F) Service Industry

There is tremendous scope for pisciculture farming in most of the area of the state especially in the middle Assam (Morigaon and Nawgaon) and western Assam (like Goalpara, Barpeta, Dhubri and Bongaigaon) part of which has low-lying land with numbers of beel and ponds. In such areas fish processing and fish based ice factory unit have a good scope, particularly, at Jogighopa, Challantapara, Singimari, Duraimari, Lalmati, Salabila, Ikrabari, Jagiroad, Morigaon, Bilashipara, Barpeta, Krishnai, Mankachar areas are more fish producing area. Assam is playing an important role in producing fish and banana fruits in the entire South East Asian Countries. It is seen that Morigaon is exporting huge quantity of dry fish to different countries since long back likewise Darranggiri, a small town of Goalpara district, is exporting huge quantity of banana to various countries of the world every year. Darranggiri is the largest Banana Market in Asia. Tea is one of the largest industry of Assam, where lakhs of people are engaging for their livelihood. Some other prospective industries are the textile and clothing industries, Jute based decorative industries, bamboo industries etc.

Objectives of the Study: Keeping in view the need of entrepreneurship development and the performance of EDPs, following three objectives are set for the study. The objectives of the study are,

1. To assess the need of entrepreneurship development in Assam
2. To examine the contribution and impact of EDPs in the creation of new enterprises in the state.
3. To develop effective measures for improving the performance of EDPs.

Statement of the Problem: Persistent effort has been made since a long back by several Government and private institutions to identify the research problem in the field of need of entrepreneurship development programme. Though in India, numbers of the Government and the non-government organizations has been organizing EDPs since 1962 for strengthening the EDP movement, yet the state is industrially under develop, it has tremendous potentiality. As number of EDPs has been organized every year in the different parts of the country, at the same time the unemployment problem is also increasing, hence, the question of role or impact of EDPs have been raised. Every year a huge amount of money is spending in the name of entrepreneurship development. Therefore, taking into consideration about the involvement of public money in EDPs, committed to train the potential entrepreneurs annually, an attempt has been made to find the role of EDPs for entrepreneurship development in the state of Assam.

Methodology: At the very outset of the research, a review of literature on importance and role of industrialization for economic development, entrepreneurship development programmes (EDPs),

rural entrepreneurship and performance evaluation of various ED organizations are carried out. This is done to find out the gap of study in this line of research. The study is done to find out the need of entrepreneurship development and the role of EDPs conducted in the state for entrepreneurship development by various ED organizations and number of potential entrepreneurs converted into actual entrepreneurs in a specific time frame at a certain cost.

Sources of Data: Based on the review of literature and need for the study it is decided to take help both primary and secondary sources of data. The primary data are collected through questionnaire, schedule, personal interview and telephonic interviews. A semi-structured questionnaire is prepared for ED organizations to get information about the types of EDPs conducted, duration of EDPs, and a number of participants and sources of fund. A semi-structured set of questionnaire was prepared for EDP trainees with questions related to socio-economic status, motivation or feeling about entrepreneurship before and after attaining EDPs, influence and impact of EDP etc. To collect the data the questionnaire sent to some of the EDP trainees, ED Organizations and existing entrepreneurs through e-mail and post office. Moreover for secondary sources of some national level and state level Government organizations, some private and autonomous organizations are also taken for the study.

The population of the Study: The population of the study for sampling, is comprised of the ED organizations, EDP Trainees. The population of the study comprised of four (04) Government Training Agencies viz. IIE, AGVB-RSETI, DICC and Polytechnic along with three (03) NGOs viz. RGVN, NEEF, and SeSTA. The study covers the five development blocks of Bongaigaon district.

Sampling Design: In order to collect the data from different respondents, Multi Stage Random sampling method is used to select a sample from the population. At the first stage, five development blocks of the district are selected. In the second stage, all the four Government Entrepreneurship Development Organizations (EDOs) working in the district and three Non-Government Organizations (NGOs) are selected on a random basis through lottery method. The NGOs are selected on the basis of EDP activities and use of government fund for conducting EDPs. Thereafter, a sample of 100 Entrepreneurship Development Programmes (EDPs), conducted by the above mentioned EDOs in the district are selected randomly without repetition. In the fourth stage, a sample of 390 EDP trainees are selected as per **Yamane Formula** from EDP participants. To collect the data from the EDP trainees and ED Organizations a semi-structured questionnaire is prepared and the same is sent through e-mail, post office and through personal hand to hand to the

expected respondents. But about 33 % of the total (both e-mail and post) questionnaires are not sent back to the researcher.

Quantitative Analysis and Interpretation of Data:

The performance of the Training Agencies in Entrepreneurship Development of Bongaigaon district is the core subject of the research study. Therefore, the study is specifically designed for the evaluation of role of EDPs organized by different ED organizations for the development of entrepreneurship in the district at the micro level. The evaluation of EDPs is made on the basis of Effectiveness of EDPs, Contribution and Impact of it on the various segments of the society.

Profiles of Sample EDP Trainees and ED Organizations:

Age of EDP Trainees : To find out the age composition of the EDP trainees a question is set in the questionnaire dividing the EDP trainees into four age groups, It is observed that 140 (36 %) EDP trainees are in the age group of 20-30 years, followed by 125 (32%) in the age group of 30-40 years then 74 (19%) trainees are in the age group of 40-50 years, 51 (13%) trainees are in the age group of fewer than 20 years. It may further be observed that people choose entrepreneurship as a career at the age group of 50 and above.

Distribution of ED Training Organizations with Category wise:

It is seen that out of 390 samples of EDP trainees, a maximum number of trainees (82) are there from the RSETI, Abhayapuri, followed by the NEEF with 74 trainees, 52 trainees from IIE (STEP), 52 from RGVN, 47 trainees from DICs, 45 from SeSTA and 38 from Polytechnic. The General categories of trainees are (122), 31%, the Product/Service Specific category (89), 23%, the Rural category are (92) 24% and (87) 22% are gender (women) categories.

Educational level of the Sample EDP Trainees: In the study, the education level of the EDP trainees is divided into four groups, like 61 (16.00%) trainees are under matriculation level, followed by 90 (23.00%) trainee's educational qualification is HSLC, 153 (39.00%) trainee's educational qualification is Higher Secondary pass out, 86 (22.00) trainees are graduate and post graduate. It is to be noted that most of the graduate and postgraduate trainees are working in some private organisations or NGOs. In the study, it is also found that some of the trainees are educated with general education and professionally qualified viz. ITI, engineering, polytechnic pass out, MBA and a vocational qualification.

Present Status of the trainees: The present status of the EDP trainees means the status of the EDP participants at the time of attaining the training programme. The present status of the EDP trainees is

classified into six groups like unemployed, students, Self-employed, family business/ entrepreneur, service and other. Here the other status of the trainees includes seasonal employed, wage-earners and casual labour.

It is found from the study that maximum trainees were unemployed 209 (53.59%), followed by students 65 (16.67%), other activities 51 (13.08%), 32 (8.20%) trainees were self-employed. Here self-employed means some of the trainees were already launched their ventures like by-cycle repairing, pan shop, grocery shop, mobile repapering, vegetable vendors, tailoring, garage, etc with their own initiation.

Income distribution of the EDP Trainees:The EDP trainees status report, has made it cleared that 53.59 percent of the sample trainees were unemployed and 16.67 percent were students at the time of attaining EDP training, all together 70.26 percent of the sample trainees were unemployed remaining, 29.74 percent were doing something for their livelihood.

It is observed from the collected data that all the students' trainees were income less though they are presented in the less than 50,000 income group; it is done only for adjustment of the total sample. It is to be noted that only 19.47 percent of the total sample have yearly income more than rupees 1, 00,000 and remaining 80.53 percent of the trainee's yearly income is less than rupees 100,000. Moreover, 57.43 percent of the trainees could earn less than rupees 50,000 per year. The average income of the 224 (57.43 percent) EDP trainees is less than 17500 per year because the 65 student trainees are also included in the group who earn nothing.

Factors which influenced the trainees to become Entrepreneurs: The data have revealed that almost 47 percent of the trainees influenced to become an entrepreneur by the friends/ relatives and the EDP training institutes. 16.92 percent were inspired by the self-motivation, which is considered as an important objective of all the EDP training institutes. One of the important findings of the study that 13.85 percent of the trainees try to become an entrepreneur as an alternative source of earning otherwise they would be considered as unemployed. Only 12.31 percent of the trainees were influenced by the Government schemes, which should be more than 50 percent, because the Governments every year spending crores of rupees on the name of entrepreneurship awareness programme and EDPs etc. it is cleared that the Governments are to do a lot for making awareness about entrepreneurship development particularly in the rural areas of the district.

Performance of EDPs:The performance of the EDPs is measured with the help of contribution of training programmes in the creation of first generation entrepreneurs and sustainability of the

enterprises. The contribution of EDPs is justified with the help of startup rate of the EDP trainees. As per the data collected directly from respondents through field survey the total start-up rate from among the EDP trainees was approximately 36.15 percent. Out of the total sample trainees, 29.74 percent (116) had already given up the idea of launching their ventures. In the study 71 trainees (18.20 percent) of the total sample trainees (06.15 percent, 24 trainees are starting up from non-available and 12.05 percent, 47 trainees, are non-start-ups among non-available) are out of trace at the time of field survey. The non-traceable trainees' information could collect through secondary sources like families, friends, neighbours and relatives. According to the secondary sources it is found that 06.15 percent of the non-available trainees have launched their ventures and the rest 12.05 percent have already given up their idea of launching venture, as they were engaged in some other activities (which is included in 31.14%) as mentioned above.

Summary of the Findings:

In the study it is found that the main objective of EDPs is not only to create entrepreneurs, especially first generation entrepreneurs, but to maintain the sustainability of the enterprises. The performance of the EDPs was measured on the basis of start-up rate of the EDP trainees. According to the report of the field survey the startup rate is 36.15 percent. It is observed from the study that 05.38 percent of the trainees were under process to start up their ventures and 10.51 percent trainees were unable to continue their starting process and accordingly these trainees were to drop their goal to become an entrepreneur unless they were actively supported by various supporting agencies like bank or financial institutions, Government Departments etc.

The researcher has divided all the EDPs on the basis of nature and types into four categories, viz, General EDPs, Product/Service specific EDPs, Rural EDPs, and Gender or Women EDPs. The descriptive statistics showed that out of the total participants of the EDPs 31.28 percent General EDPs, 22.82 percent product/service specific EDPs, 23.59 percent rural EDPs and 22.31 percent gender or women EDPs. The statistics also showed that among all the categories of the EDP trainees actual start-up rate was highest from the gender or women categories with 50.57 percent and estimated expected startup rate was also highest from the women or gender category with 55.17 percent.

The descriptive statistics showed the comparative inter-organizational study on the performance of EDPs on the basis of actual start-up rates. In the study, it was found that among all the EDOs the Government EDOs were performing better than the NGOs, Where the actual start-up rate was highest in RSETI with 66.67 followed by ITI with 55.56 percent, IIE-STED with 47.92

percent, DICs with 43.59 percent. Among all the NGOs of EDOs, the best performance was done by NEEF with 41.66 percent actual start –up rate.

The study proved that the performance of EDP trained entrepreneurs is better than the non-trained entrepreneurs. In this connection, a study of trained and non-trained entrepreneurs of the district was done on the present status of the enterprises. It revealed that 82.56 percent of trained entrepreneur's enterprises have been running successfully whereas only 75.00 percent of the non-trained entrepreneur's enterprises were running successfully. At the same time, 10.46 percent of trained entrepreneurs enterprises were closed down and the other hand 13.64 percent of non-trained entrepreneur's enterprises were closed down. 06.98 percent of the trained entrepreneurs enterprises and 11.36 percent of the non-trained entrepreneur's units have been running in sick conditions. Hence, it proved that the performance of the trained entrepreneurs was better than the non-trained entrepreneurs.

Suggestions:

Based on the field survey and findings of the study, the following recommendations have been proposed. Despite having the development of the EDP benefits, there is a mismatch between the amount of cost incurred for providing training to the unemployed youth and the number of units setup. Therefore, following recommendations have been made based on the finding of the study.

- 1. Criteria for Selection of Trainees:** The most important input in the implementation process of EDP is the trainees. Normally it is seen that the EDOs follow the first come first chance principle. But there should have proper selection procedure to select the right person for the training, which will make the programme successful. The study reveals that in some training agencies of the district a simple interview is conducted by the agency and accordingly selects the trainees. But there should have a selection committee to select the potential entrepreneurs for the purpose of the training programme.
- 2. Publicity for proper Awareness:** In order to create a general environment for awareness of EDPs, it is recommended that in addition to making of advertisement through one or two newspapers and all India Radio, publicity of EDPs may also be given through the DICs, CDBs, selected banks of the district and through posturing and notice boards. This will improve the effectiveness of EDPs where suitable and prospective applicants will be selected.
- 3. Role of EDP trainers-Motivators:** The trainer- motivators play an important role in the EDP. The performance of the training programme is mainly depending on the trainer- motivators, hence, to make the EDP successful it is necessary to have well trained, qualified, competent and committed team of trainer- motivators in every ED organization..

4. **Banker's Role:** One of the important problems of the EDP trained unemployed youths is the finance to start their venture. Therefore, every training agency should form a selection committee to select the candidates for the training programme in consultation with the bankers or financial institutions. The bankers should be involved in every stage of the training, it will help to select the right candidates and the bankers will also be more helpful to provide financial support.
5. **Regular monitoring of the trainees:** The training agencies, the trainers or motivators should do regular monitoring of the trainees at different stages. Continuous monitoring of the trainees during and after training is important for the success of the EDPs. The frequent monitoring of the training agencies will encourage the trainees to do their business in a continuous way. Timely and adequate monitoring can yield better performance of the trainees.
6. **Role of Funding agency:** Adequate funding provisions should be made by the Governments or the non-government funding agencies to cover the cost of trainees, organizing a team, monitoring trainees, developing and procuring the teaching-learning materials of the training programme.
7. **Creation of EDOs:** The State Government should take initiative to set up more EDP training institutions in the block level of each district. Now it is seen that EDP training institutes are concentrated only in the district headquarters and the sub-divisional headquarters of the district. As a result, the prospective entrepreneurs from the remotest areas are not getting the opportunity to participate in the training programme because due to lack of proper publicity and communication bottleneck etc. such prospective entrepreneurs are unable to get the necessary information in time. Therefore, it is advisable to set up more EDP training institutions at the block level.
8. **Single Window System:** To start an enterprise a trainee is to collect a number of official documents from different government departments. Hence, the trained entrepreneurs are to face a number of problems during the post-training period. Therefore, the DIC of the district should take the responsibility on behalf of the entrepreneurs for getting the various documents from the respective departments.
9. **Organization of Achievers Meet:** The entrepreneurship development organization should organize the meeting of the successful entrepreneurs at the district headquarters every year to motivate and share their views with the new entrepreneurs. Moreover, the DIC can take steps to select certain prospective entrepreneurs to participate in different state level or national level Seminar, workshop or orientation programme, so that, they can come to know about the various market or product opportunities, can compare their ideas and thoughts with experts etc.
- 10 **Scope of Entrepreneurship:** There is ample scope for rural entrepreneurship in both the manufacturing and service sectors. The natural based, chemical based, food processing, handloom,

handicrafts, repairing maintenance, artisans etc. has good scope with small amount of capital. The concept of Community Based Tourism (CBT) is more viable in the various areas of the western Assam. The CBT industries create more job opportunities, like through tourist guide, fooding and accommodation, transportation etc.

11. Research and Development Activities: In the study, it is observed that there is lack of proper Research and Development (R&D) activities on industrial sector. As a result, the scope of industrialization is limiting in the western part of Assam and the prospective entrepreneurs are compelled to continue with the traditional methods of production, marketing, designing, packaging and managing of their entrepreneurial activities. Therefore, the State Industry Department, the Rubber and Tea Boards, DIC, RRBs, SIDBI, NEC, NEDFi, IIE, and RSETI etc. even NGOs should take necessary steps for proper R & D activities.

Conclusions:

The study highlights the need to have a specific and strategic approach to develop the efficiency of the entrepreneurship development programme as demands to solve the unemployment problem. Adequate study materials, expert personnel and sufficient number of EDOs are not available to encourage the young generation for entrepreneurship development. Hence, the observations, analyses, findings and the suggestions of this research will contribute to industries and entrepreneurship development literature. Once upon a time, people believed that entrepreneurs are born, they cannot be made. But due to changes in time and technological development, it is proved that entrepreneurs can be made with proper training and motivation. Moreover, there is no need of any educational and physical qualifications to become an entrepreneur, but it only needs a positive mindset and innovative ideas, which is proved from the earlier training programmes that expert trainers or motivators can change the mindset of the interested one. The startup rate of the EDP trainees can be improved with regular monitoring and feedback by the EDOs and the trainers or motivators. At the end it can be mentioned that to make an entrepreneurial environment in the western part of the state it is necessary to give more importance on rural based industries like, tea industries, jute industries, bamboo industries, agricultural based industries, paper based decorative industries, forest based industries, flower cultivation, etc.

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