

CHAPTER - 2

REVIEW OF LITERATURE

This chapter focuses on the glimpses of earlier studies, which have been done in the area of entrepreneurship; This chapter elaborately brings out the literature related to the present study on **“Inculcating Entrepreneurial Skills among College Students”**. An attempt has been made to review the work of individual researchers, magazines, journals, articles pertaining to entrepreneurship, and entrepreneurial skills. Both foreign and Indian research studies were collected, reviewed and presented in this chapter.

The literature pertaining to the study is presented under the following headings:

- 2.1. Concept of Entrepreneurship and Entrepreneur
- 2.2. Characteristics of Entrepreneurs
- 2.3. Entrepreneurship in solving Unemployment
- 2.4. Role of Entrepreneurship in Economic Development
- 2.5. Essential Skills for Successful Entrepreneurs
- 2.6. Women Entrepreneurs - Problems and Prospects
- 2.7. Need for Entrepreneurship Training and Education among College Students
- 2.8. Intentions and Attitude of College Students towards Entrepreneurship
- 2.9. Influence of Family Background on Entrepreneurship

Entrepreneurial development is the process of developing entrepreneurial capabilities, characteristics and potentials in individuals having the apparent or latent need for achievement, enabling them to top the resources and facilities available to the individual. In a broader perspective, entrepreneurial development is an overall development process that creates a congenial environment for entrepreneurial activity and motivates the individuals to take up entrepreneurial tasks. It includes the rationalization of

governmental policies, strategies and facilities like technical support, financial assistance subsidies etc. and their easy and prompt access to the potential entrepreneurs (Khan and Murtaza, 2003).

2.1. Concept of Entrepreneurship and Entrepreneur



The origin of the basic word “Entrepreneurship” is from a French word “Entreprendre”, where it cradled and originally meant to designate an organizer of certain musical or other entertainments. The Oxford English Dictionary

(of 1897) defines the term “Entrepreneur” in a similar way as the director or a manager of a public musical institution, one who gets-up entertainment arranged, especially musical performance. Initially, in the early 16th century, it was applied to those who were engaged in military expeditions. In 17th century, it was extended to cover civil engineering activities such as construction and fortification (Deshpande and Sethi, 2009).

Gupta and Srinivasan (2013) state that, the word entrepreneurship has been derived from a French root which means “to undertake”. Entrepreneurship is meant to represent the function of seeking investment and production opportunity, organizing an enterprise to undertake a new production process, raising capital, hiring labour, arranging the supply of raw materials, finding the site, introducing a new technique and commodities, discovering new sources of raw materials and selecting top managers for day-to-day operations of the enterprise.

At a conference in 1984 on entrepreneurship held in the United States, Kao and Stevenson defined Entrepreneurship as “an attempt to create value through recognition of business opportunity, the management of risk-taking appropriate to the opportunity, and through the communicative and management skills to mobilize human, financial and material resources necessary to bring a project to function. Kumar et al. (2008) stress that entrepreneurship is a dynamic activity which helps the entrepreneur to bring

changes in the process of production, innovation in production, new usage of materials, creators of the market etc. It is a mental attitude to foresee risk and uncertainty with the view to achieve certain strong motive. It also means doing something in a new and effective manner.

Joseph Schumpeter has done pioneering work on entrepreneurship. According to him, entrepreneurship is essentially a creative activity. It consists of doing such things that are generally not done in the ordinary course of business. Fundamentally, entrepreneurship is a human creative act. Entrepreneurship usually requires vision and the passion, commitment, and motivation to transmit his vision to other stakeholders, such as partners, customers, suppliers, employees and financial backers. It also requires a willingness to take calculated risks both, personal and financial and then doing everything possible to influence the odds. Entrepreneurship involves a team of people with complementary skill and talents, of sensing an opportunity where others see chaos, contradiction, and confusion (Dayanandan and Arpudharaj, 2012). Turner (2003) has reported that entrepreneurship refers to the process of taking risks, producing and implementing an innovative idea of a measurable value.

Mueller and Thomas (2000) also inform that entrepreneurship is "perceiving an opportunity and the activity of creating an organization in order to take this opportunity". Bhowmik and Bhowmik (2008) are of the view that entrepreneurship is the ability to perceive an opportunity, the foresight to see scope for its exploitation, courage to undertake a task, an initiative and dare to take risks in the process of transformation.

According to Parihar et al. (2000) entrepreneurship is the capacity of an individual to innovate. It involves confidence and competence to meet unforeseen and adverse conditions. The contribution of entrepreneurs is likely to be greater in a society that attaches higher prestige to entrepreneurship and provides greater security for establishment and operating individual ventures.

European Commission (2003) indicates that entrepreneurship is an attitude that reflects an individual's motivation and capacity to identify an

opportunity and to pursue it, in order to produce new value or economic success. However, an insight study carried out by Kumar and Rao (2014), reveals that it is not only about making money but having the greatest ideas knowing the best sales pitch and applying the best marketing strategy. It is, in reality, an attitude to create something new and an activity, which creates value for the entire social ecosystem. It is the psychological makeup of a person. It is a state of mind, which develops naturally, based on his/ her surroundings and experiences, which makes him/ her think about life and career in a given way.

Entrepreneurship is a process involving various actions to be undertaken to establish an enterprise. It is thus a process of giving birth to a new enterprise (Khanka, 2015).

Lavanya (2010), informs that, Entrepreneurship is the foundation of a new model of development for developing countries. According to Desai et al. (2009), Entrepreneurship has become one of the most sought-after areas of study among collegiate business students. Graduates of these programmes are not only increasing, they are reshaping our understanding of market, technology and management leadership.

It refers to the functions performed by an entrepreneur in establishing an enterprise. Just as management is regarded as what managers do, entrepreneurship may be regarded as what entrepreneurs do. In other words, Entrepreneurship is the act of being an entrepreneur (Khanka, 2015).



An entrepreneur is a person who starts an enterprise. He searches for change and responds to it. A number of definitions have been given of an entrepreneur- The economists view him as a fourth factor of production along with land, labour and capital. The sociologists feel that certain communities and cultures promote entrepreneurship as for example in India we say that Gujarat's and Sindh's are very enterprising.

Still,, others feel that entrepreneurs are innovators who come up with new ideas for products, markets or techniques. Thus, entrepreneurs shape the economy by creating new wealth and new jobs and by inventing new products and services (Kumar and Rao, 2014).

Entrepreneur bridges a gap between the wants and need of customers as well as the products and services. He is capable to arrange the marketing, sales and distribution of the product or services. He is optimistic and future oriented and believes that success is possible and is willing to risk his resources (Verma, 2012).

Entrepreneurs play a key role in any economy. These are the people who have the skills and initiative necessary to take good new ideas to market and make the right decisions to make the idea profitable. The reward for the risks taken is the potential economic profits the entrepreneur could earn (Sharma, 2013).

Richard Cantillon (1755) was the first to use the term entrepreneur. The term was also used as an indirect analysis by traditional economists such as Adam Smith. Few definitions as perceived by traditional economists and later accepted by all. Desai (2009) compiled the following definitions of various authors in the field of entrepreneurship.

- *“A rich farmer is an entrepreneur who makes his business by his intelligence and wealth”*
- Quesnay
- *“Entrepreneur is a person who only provides capital without taking active part in the leading role in enterprise”. Entrepreneur is an proprietary capitalist, a supplier of capital, at the same time, working as manager intervening between labour and consumer”.*
- Adam Smith (18th century father of political economy)
- *“All persons engaged in economic activity is entrepreneur”. An entrepreneur is one discharging the functions of direction and speculation.*
- Richard Cantillon

- *“Entrepreneur is a person endowed with qualities of judgement, perseverance and knowledge of the world as well as of business. The definition included of bringing together the factors of production”.*
– J.B. Say
- *“An entrepreneur is a person translating a profitable idea into a productive activity”.*
- French tradition
- *Entrepreneur is a social parasite”.*
- Marx
- *“A person one who introduces innovative changes is an entrepreneur. Entrepreneur is an integral part of economic growth. The fundamental source of disequilibrium was the entrepreneur”.*
- Joseph A Schumpeter
- *“Entrepreneur is a changing agent”.*
-Frank Yonung
- *“An Entrepreneur is one who always searches for change, responds to it and exploits it as an opportunity. Innovation is the central tool of entrepreneurs, the means by which they exploit change as an opportunity for different business or service”.*
- Peter F Drucker
- *“Entrepreneur is one who assumes the risk and management of business”.*
-Noah Webster
- *“The true entrepreneur is one who is endowed with more than average capacities in the risk of organizing and coordinating the various other factors of production”.*
- Francis A Walker
- *“Entrepreneur is one that promotes ideas into business”.*
- Arthur Dewing
- *“Entrepreneur is a person who makes decision under alternative courses of action”. Entrepreneur has become the focal point in economic activities. He is viewed as an initiator of action, a stimulant of socio-economic change and development.*
- Clarence H Dantrof

- *“The person who is going to establish a successful new business venture must also be a visionary leader- a person who dreams great dreams. Although there are many definitions of leadership, the one that best describes the needed entrepreneurial of leadership is : A leader is like a gardener. When you want a tomato, you take a seed, put it in a fertile soil, and carefully water under tender care. You don’t manufacture tomatoes. You grow them.*
- Robert D Hisrich.
- *“I have dream and thousands followed in spite of overwhelming obstacles. In order to establish a successful new business venture the entrepreneurial leader must have a dream and work again the obstacle to achieve it”. Entrepreneur is one who distinguishes a person who undertakes to organize, manage and assume the risk of running a factory and or business or an enterprise”.*
- Martin Luther King
- *“An entrepreneur is an economic man who tries to maximize his profits by innovations. Innovations involve problem-solving and the entrepreneur get satisfaction from using their capacities in attacking problems”.*
-E.E. Haggren

2.2. Characteristics of Entrepreneurs

Studies have established the existence of some common personal characteristics amongst entrepreneurs. Some of these inter alia include, a high level of energy, desire to pursue innovative goals, desire for achievement, a deep involvement in work, optimistic belief in figure etc (Sabharwal,2009).

Desai (2009) states that, the characteristics of an entrepreneur that contribute to success are the results of his achievement motivation. A successful entrepreneur must be a person with technical competence, initiative, good judgment, intelligence, leadership qualities, self- confidence, energy, attitude, creativeness, fairness, honesty, tactfulness and emotional stability. Nirjar (2014) informs that, entrepreneurial personality demands a high level of confidence. This confidence has to be the confidence in oneself. This would

be reflected in the appearance, body language, communication, work style and relationship. Confidence develops an edge over the competitors. Confidence is always impressive and wins others.

Perception has a make or break capacity. The making is associated with positive perception. An entrepreneur cannot achieve the desired goal with a set perception. One has to develop one's perception of people, consumers, events, objects, relationship, etc. An entrepreneur can think of new products, new materials, new designs, new packaging, new uses and applications with a developed perception. To become a successful entrepreneur, one will have to work towards developing his\her perception about things around him\her. Perception is comprised of the knowledge, deep-rooted impression and piece of information which one acquires over the years. Hence it plays an important role in everybody's life (Nirjar, 2014).

John Hornday of Bobson college was among the first to develop a composite list of entrepreneurial traits. Those traits are self-confident and optimistic, able to take a calculated risk, responds positively to challenge, flexible and able to adapt, knowledge of markets, able to get along with others better, independent-minded, versatile knowledge, energy efficiency, and creative, need to achieve, dynamic leader, responsive to suggestions, take initiatives, resourceful and persevering, perceptive with foresight and responsive to criticism (Lall and Sahai, 2006).

Team building capacity is a key entrepreneurial success element. An entrepreneur requires a variety of skills and services and help from a large number of people and organizations, such as suppliers of raw material, machinery, works, utilities, such as power, fuel, water, etc. Therefore, an entrepreneur has to demonstrate an excellent ability in building a team (Nirjar, 2014).

Lall and Sahai (2006) state that, the entrepreneur needs self-confidence, drive, optimism, and courage to launch and operate a business without the safety of a steady pay check. In certain instance, entrepreneurs

decide to launch a new venture because they cannot ignore their vision and their dream. They are willing to risk security for financial gain.

According to Lall and Sahai (2008), the characteristics of entrepreneurs are vision, knowledge, desire to succeed, independence, optimism, value addition, leadership, hardworking, desire to have control over their own fate and risk-taking. An entrepreneur is an individual with knowledge, skills, initiative, drive, and spirit of innovation who aims at achieving goals. An entrepreneur identifies opportunities and seizes opportunities for economic benefits. Entrepreneurship is a dynamic activity which helps the entrepreneur to bring changes in the process of production, new usage of materials, creators of the market. It is a mental attitude to foresee risk and uncertainty with a view to achieving certain strong motive. It also means doing something in an effective manner (Kumar et al., 2015).

The entrepreneurial qualities are to some extent innate. But not all of them are entirely innate. Some can be enhanced by training, or simply by experience. Imagination and foresight are the scarce qualities which are difficult to analyze and quantify. Of the two indispensable qualities of the entrepreneurs, imagination is almost entirely innate, while foresight can be enhanced by a varied experience. Delegation skill and organizational skill, though not essential, are highly desirable whenever large-scale decision-making is involved. These are qualities which can be enhanced through experience (Desai, 2009).

2.3. Entrepreneurship in Solving Unemployment

Singh (2009), declares that the principal cause of unemployment is poverty, rapid population growth, the slow growth rate of economy and development, the backwardness of agriculture, emphasis on capital-intensive technologies, national employment policy, ineffective government policies towards private enterprises and defective education system of the country.

The main cause for unemployment in developing countries like India is the rate of growth of population is more than employment opportunities (Verma, 2012). Sorokhaibam and Mayanglambam (2013), state that, unemployment is something which is hindering the economic growth and

development. Sharma (2006), also reiterates that unemployment is one of the major problems in India, more so among the educated youth. Problems of unemployment have led to many social evils. One of the factors responsible for growing social tension and also insurgency in some of the states in the country is the problem of unemployment. Besides the fact that unemployment is one of the major problems, it is also true that government and many other organizations have taken different measures. And the most promising means for solving the problem is through entrepreneurial development.

Sahay and Nirjar (2006) also view that, the problem of unemployment is a major problem in India, more so among the educated youth. The environment of the family, society, educational institutions and the support system is generally not conducive to encourage the students to consider self-employment and an entrepreneurial career as an option to salaried employment. It is, therefore, necessary to take steps for converting the job seekers into job creators.

Directly self-employment to an entrepreneur offers the best way for independent and honourable as well as creditable job, indirectly, by setting up large medium and small scale business where they could offer jobs to numerous. In this way, entrepreneurship is the only way to fight or face the evil of unemployment and generates employment opportunities in the countries. The stable solution to unemployment lies in self-employment only.

Narayanan (2013) thinks that entrepreneurship among the youth of rural areas, for sure will assist in revitalizing or stimulating the country into rapid economic growth considering the job creation employability as a key issue in the today's economy. The goal is not immediate entrepreneurship. It is about creating the mind set and skill set which has to be produced.

The only way for the Indian government to overcome the unemployment problem is to decrease the pressure of creating millions of suitable jobs for graduates by encouraging them to create their own jobs as well as employment for further employees in their venture (Mannivannan, et al., 2013).

2.4. Role of Entrepreneurship in Economic Development

Economic development of a country refers to steady growth in the income levels. This growth mainly depends on its entrepreneur. Kumar et al. (2015) is of the notion that, entrepreneurship and economic development complement each other. An economic system of the country determines the nature and scope of entrepreneurship. Entrepreneurship can bring about drastic changes in the very structure of the economy.



Desai (2009) says entrepreneurs play an important role in the development of society. An entrepreneur acts as a catalyst of change. He can bring social stability in the country by establishing small enterprises and checking the concentration of economic power and overall economic development of a country. The entrepreneur is fully conscious today about social effects of his economic activities. Whatever economic social changes and stability have taken place in the country, it is only because of entrepreneurial development. Employment avenues have increased because of technical and professional education and regional economic development has been encouraged (Verma, 2012).

The role of entrepreneurship in economic development varies from economy to economy, country to country depending upon its material resources, industrial climate and the responsiveness of the political system to the entrepreneurial function. The entrepreneurs contribute more in favorable opportunity conditions. India which itself is an underdeveloped country aims at the decentralized industrial structure to mitigate the regional imbalances in levels of economic development. Small-scale entrepreneurship in such industrial structure plays an important role to achieve balanced regional development (Khanka, 2015).

WHAT CAUSES ECONOMIC GROWTH?

Economic growth is effect, entrepreneur is the cause. Entrepreneurs explore opportunities, convert ideas into viable business proposition and provide new products and services to the society by bringing together and combining various factors of production. They change life style of the people.

Hussain (2014) also accepts the fact that, entrepreneurship plays a vital role in the economic development of a country. He stresses that

entrepreneurship is an economic activity and can influence the economic scenario in substantial measures. India is a developing country with abundant natural and human resources. Hence, there is sufficient scope for the development of entrepreneurship in the country. An entrepreneur is also an essential factor of production just as land, labour and the capital.

As economic development means prosperity, every country tries to achieve maximum economic development. This, to a large extent, depends on human resources. But human resources alone will not enhance economic development. There must be dynamic entrepreneurship. A country may be rich in natural resources but, lacking entrepreneurship, it may not be able to utilize the resources and it may lag behind other countries in economic development. This is true of many developing countries they have realized the importance of entrepreneurs and earnest attempts are now being made to motivate industrial entrepreneurs (Sharma, 2012).

The role of entrepreneurship in economic development involves more than just increasing per capita output and income, it involves initiating and constituting a change in the structure of business and society. This change is accompanied by growth and increased output, which allows more wealth to be divided by the various participants (Hisrich et al., 2009).

Dayanandan and Arpudharaj (2012) state that economic development means a process of upwards change whereby the real per capita income of a country increase over a long period of time. Industrial development could be said to be a major component of economic development and industrial development envisages entrepreneurial development (i.e.) entrepreneurial development lead to industrial development, and so, the emphasis is on entrepreneurial development.

Economic growth in a true sense involves a sequence of events that lead over a period of time, to economic development and ultimately to the welfare of the people. The rate of growth obtained in an economy is therefore rightly taken as an index of the welfare of the people in general (Tripathi, 2000).

Satyraju (2000) is of the view that the economic development of a country is the function of the effectiveness of entrepreneurship. If some countries like India have remained still as developing country today, is largely due to lack of adequate entrepreneurship. Industrial entrepreneurship is identified by many economists as a vital force in the process of industrialization in general and economic development in particular. It is not enough to say that economic development is a function of land, labour capital and technology. There must be some element to coordinate these factors in the right proportions, which is known as an entrepreneurial activity.

Verma (2012), reveals that economic growth and development is a process by which the per capita income and total income of a country increases during certain period of time. An entrepreneur acts as the catalyst for the development of rapid industrialization and economic development of a country. He creates sustainable growth for healthy society. He co-ordinates human capital, technology, natural resources and managerial skills. He is the driving force behind economic growth.

The economic backwardness of an economy or region is characterized by the co-existence of unutilized or underutilized manpower on one hand, and unexploited natural resources, on the other. Entrepreneurship is an important input influencing the industrial development by tapping the unutilized and underutilized resources. The unique contribution of entrepreneurship is that, its low-cost strategy of economic development, the creation of jobs and technical innovation, promotion of export trade, reduction of the concentration of economic power and effective utilization of resource (Hazarika, 2011).

Now people have begun to realize that for achieving the goal of economic development, it is necessary to increase entrepreneurship both qualitatively and quantitatively in the country. It is the only active and enthusiastic entrepreneurs who can fully explore the potentialities of the country's available resources, land, technology, capital, material etc. (Kalra, 2008). Manivannan (2013), also opines that entrepreneurship is becoming a very relevant instrument to promote economic growth and development in different economies.

Entrepreneurs play a significant role in the present as well as future development of any nation. Entrepreneurship is regarded as an important factor of production used to augment the output, using material and human resource and help in the creation of employment (Saruparia, 2014). The vital aspects of the growth of a modern society in any country are based on the adequate and increasing supply of enterprise. Development does not occur spontaneously as natural consequences when economic conditions are in some sense right. A catalyst or agent is needed and it requires entrepreneurial activity (Palanichamy, 2000).

By and large, entrepreneurs contribution to development and growth is relatively higher in favourable opportunities, conditions than in less favourable situations (Desai, 2009).

In India, entrepreneurship development has been accepted as a strategy for promoting entrepreneurship. It is a key driver of economic growth. Particularly among the educated, educated unemployed youth and also for rapid industrialization. Beginning with industrial campaigns during the early 1960's, today entrepreneurship development has now taken the form of a countrywide movement. But entrepreneurship development remained as programmes of training agencies and the target groups of such programmes were the unemployed youth. Even today the educated unemployed youths who are in search of employment opportunities form the major target group of the entrepreneurship development programmes. Entrepreneurship education is yet to find a place of importance in academic curriculum except in vocational schools, technical institutions etc. (Sahay and Nirjar, 2006).

2.5. Essential Skills Required for Successful Entrepreneurs



Pandya (2016), states that skill development is needed for jobs of higher productivity. Creating jobs and increasing productivity are at the top of agenda for policymakers across the world. For developing countries that are seeking to grow in an inclusive way and reduce

poverty, the challenge of expanding employment and productivity is an end product. Skill development for employability is an important strategy in the fight against poverty. Accordingly, the poor should have a priority claim and easy access to opportunities for skill development.

A skill is an established habit of performing a task in a way that is acceptable by a worker in his specialization. It is the ability to use one's knowledge effectively and readily in performing an act or a habit of doing a particular task competently (Okorie,2000).

According to Hisrich et al. (2002), entrepreneurial skill can be defined as the ability to create something new with value by devoting the necessary time and effort, assuming the accompanying financial, psychic and social risks, and receiving the resulting rewards of monetary and personal satisfaction and independence.

Ademiluyi (2007) informs that, entrepreneurship skills are simply business skills which individuals acquire to enable them to function effectively in the turbulent business environment as an entrepreneur or self-employed.

Sarma (2012) mentions that entrepreneurial skills include initiative and drive, motivating the team, team building, creating a shared vision, delegation of work and responsibility.

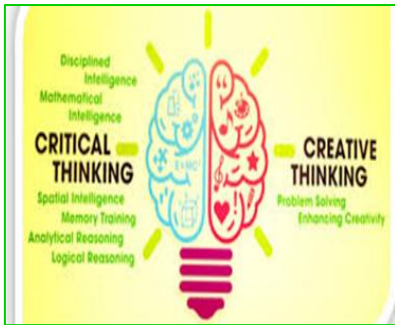
Formal descriptions/definitions characterize entrepreneurial skills as an ability to have self-belief, boldness, tenacity, passion, empathy, readiness to take expert advice, desire for an immediate result, visionary ability to recognize the opportunity (Banda, 2005).

Brouwer (2002) remark that the acquisition of entrepreneurial skills' means possessing the ability to find and evaluate business opportunities, gather the necessary resources, initiate appropriate action to ensure success; and to implement actions to take advantage of the opportunities for a rewarding outcome.

According to Gurtner and Dorner (2009), a person can lead innovations to success if his skills match the barriers that innovations have to face. One of the essential skills for successful entrepreneurship is interpersonal skills. Interpersonal skills can be defined broadly as “those skills

which one needs in order to communicate effectively with another person or a group of people” (Rungapadiachy, 1999).

Akpotowoh and Amahi (2006) opine that the entrepreneurial skills are acquired in any of the areas of business-related programme which promote training in entrepreneurship as well as equip graduates with requisite skills to establish and run small businesses of their own.



Students usually leave university with a good appreciation of their chosen fields as they have studied those intensively during the degree programme (Cottrell, 2003). However, in today’s challenging business environment the possession of subject skills alone is no longer sufficient for a new graduate in meeting employer requirements; increasingly it is necessary for them to gain transferable skills which will enhance their prospects of employment (King, 2006).

Entrepreneurial skills can be taught. Therefore, the teaching of these skills is recommended in all educational fields by the directives for educational development of the European Union (Bizottsag, 2006).

2.6. Women Entrepreneurs - Problems and Prospects

“You can tell the condition of a nation by looking at the status of its women”

- Jawaharlal Nehru.

Suguna (2011) comprehend that women constitute almost half of the population in the world. But the hegemonic masculine ideology made them suffer a lot as they were denied equal opportunities in different parts of the world. The rise of feminist ideas has, however, led to the tremendous improvement of women's condition throughout the world in recent times. Access to education has been one of the most pressing demands of these women's right movements. Women education in India has also been a major

preoccupation of both the government and civil society as educated women can play a very important role in the development of the country.

Pathak (1994), remarks that role of women and their place in society has become the subject of concern in most developing countries. Theoretically, in these countries, women have the place of honour and great respect, but there is a tremendous difference between the ideals and aspirations, and the reality and practice, as we see today. Women are discriminated at every stage. Poverty and illiteracy worsen their plight. Some segments of women in the middle class are better-off because they have access to education, urbanization and changing social norms. But still, their accomplishment is very small and many needs to be achieved.

India has been ranked among the worst performing countries in the area of women entrepreneurship in gender-focused global entrepreneurship survey, released in July 2013 by PC maker Dell and Washington based consulting firm Global Entrepreneurship and Development Institute (GEDI) (Mahajan, 2013).

Entrepreneurship is a key element of growth and development for all countries and it is most relevant to transition countries, Entrepreneurship has been a male-dominated phenomenon from the very early age, but time has changed the situation and brought women as today's most memorable and inspirational entrepreneurs. In almost all the developed countries in the world women are putting their steps as par with the men in the field of business.

Shabana (2009), proclaim that the position and status of women in any society is an index of its civilization and progress. A role of modern women is not confined, to the traditional role as a mother and housewife; it has and is undergoing changes. The hidden entrepreneurial potential of women is gradually being surfaced with the growing sensitivity to their role and economic status in the society; they are increasingly becoming conscious of their existence and their rights.



Entrepreneurship so far has been a male-dominated phenomenon from the very early age, but time has changed the situation had brought women as today's most memorable and inspirational entrepreneurs. Women are opting to work as job-making entrepreneurs rather than homemakers. It is a general belief in many cultures that the role of the women is to build and maintain the homely affairs like the task of fetching water, cooking and rearing children. With the turn of the century, the status of women in India has been changing due to growing industrialization, globalization, and social legislation. With the spread of education and awareness, women have shifted from the kitchen to professional activities. In almost all the developed countries of the world, women are putting their steps with the men in the fields of business. The role of women in economic development is inevitable. Steps are being taken to promote women entrepreneurship. Women entrepreneurship must be moulded properly with the entrepreneurial traits and skills to meet the changes in trends, global markets in the entrepreneurial arena (Puri, et al., 2005).

Ganesan and Duraipandian (2000) view the traditional women today have started proving themselves in many fields including entrepreneurship and their participation in entrepreneurial activities has increased by leaps and bounds. Quite a large number of women entrepreneurs has set up their enterprises and have been in business successfully. Though the majority of women entrepreneurs work at either micro level or tiny/cottage sectors, the presence of women as owners in large-scale enterprise is not uncommon.

Saruparia (2014) states that women constitute about 48.46 percent of the total population of India and engaged in only five percent of the private enterprises. It reveals a serious reflection on the development of India where half of the population is still outside the economic activities of our country. If women are encouraged to be economically independent, the financial burden of the country would be less.



Sabharwal (2009) feels that entrepreneurship among women has been a matter of recent concern. In India men generally, take the lead in the entrepreneurial world. With the change of time as well as cultural norms and increase

in literacy, women are increasingly entering the field of entrepreneurship. There has been a significant growth in female self-employment with women starting new ventures at a faster pace. The myth that women lack entrepreneurship or entrepreneurial motivation has been exploded. What they lack is not innate will and inclination nor motivation but the supportive climate where their motives to excel are charged their vision for action sharpened. The hidden entrepreneurial potential of women has gradually has been changing with increasing sensitivity to their role and economic status in the society.

Srinivasan and Sreenivasagalu (2000) bring out that women entrepreneurs in India represent a group of women who have broken away from the beaten trade and are exploring new avenues of economic participation.

According to Kumar and Sheel (2013) a women entrepreneur can be defined as positive, innovative and creative women proficient of achieving self-economic independence individually or in a group effort, who generates opportunities for others through initiating, establishing, and administrating the enterprise by keeping pace with her personal family and social life. They also claim that all over the world the women play imperative role in their social lives and business. They contributed the biggest part in promoting the national economy in our country.

Fredrick and Gnanadhas (2011) refer that women entrepreneurs are the women or a group of women they initiate, organize and operate a business enterprise. Women tasks have been full of challenges. They have had to encounter public prejudices and criticism. Family opposition and social

constraints had to be overcome before establishing themselves as independent entrepreneurs. (Srinivasan and Sreenivasagalu 2000),

Fredrick and Gnanadhas (2011) state that the Government of India has stated that a women entrepreneur is one who manages an enterprise owned and controlled by women, having a minimum financial investment of 51 percent of the capital and giving at least 51 percent of the employment to women. However, this view has been severely criticized, with reference to the condition of giving employment to more than 50 percent of the total workforce to women.

Vadde (2014) reports that, the emerging of women entrepreneurs and their contribution is important for the development of any economy. The number of women entrepreneurs has grown over a period of time in India especially in 1990's.

A study conducted by Jalbert (2000) on the role of women entrepreneurs in a global economy, reveals that women business owners are making significant contributions to global economic health, national competitiveness and community commerce by bringing many assets to the global market.

Chinnadurai (2005) comments on the role of women in economic development and says that there is a need to strengthen and streamline the role of women in the development of various sectors by harnessing their power towards nation building and to attain accelerated economic growth. According to Agarwal and Deepti (2001), "women need to be viewed not as beneficiaries but as active participants in the progress of development and change in empowerment of women could be organized into groups for community participation as well as for assertion of their rights in various, services related to their economic and social wellbeing.

Das (2000) performed a study on women entrepreneurs of SMEs in two states of India, viz., per the third all-India census of Small Scale Industries, women owned only 10.11% of the micro and small enterprises, and women managed only 9.46% of them. Sandspur et al. (2012) opine that

in another five years, women will comprise 20 percent of the entrepreneurial force.

While the number of women operating their own business is increasing globally, women continue to face huge obstacles that stunt the growth of their businesses, such as lack of capital, strict social constraints, and limited time and skill (Kumar and Rao, 2014).

Women become entrepreneurs due to several factors which may be grouped under “pull factors” and “push factors”. Pull factors refers to the urge in women to undertake ventures with an inclination to start a business, women entering a business, driven by financial need due to family circumstances are said to be influenced by push factor.

Singh (2008) identifies the reasons and influencing factors behind the entry of women in entrepreneurship. He explained the characteristics of their business in the Indian context and also obstacles and challenges. He mentioned the obstacles in the growth of women entrepreneurship are mainly lack of interaction with successful entrepreneurs, social un-acceptance as women entrepreneurs, family responsibility, gender discrimination, missing network, low priority given by bankers to provide a loan to women entrepreneurs.

The most common problem, which women running an enterprise faced, is non co-operation from her husband or close family members. Most of the time the family members will not motivate them. Besides this problem, women also face problem like lack of experience and procedural hindrance.

Today women have come out of the four wall to participate in all sorts of activities, be it social, cultural, political, economic, scientific etc. most of the women venture into the industry and shine in their respective ventures. The increase in education among the women has also increased the growth of women into entrepreneurship (Sorokhaibam and Mayanglambam, 2013).

2.7. Need for Entrepreneurship Training and Education among College Students

Youth defined by the United Nations as persons between the ages of 15 and 24, is a transitional period from childhood to adulthood, represents almost 18 per cent of the current global population. About eighty-four (84) per cent of the world's youth live in developing countries (UN, 2007).

Young people today encounter difficulties in finding and maintaining a decent job. The growing number of unemployed youth is one of the most daunting problems faced by developed and developing countries alike (ILO, 2004, 2005). Failure to integrate young people into the labour market has broader consequences for the future prosperity and development of countries. Thus, the issue of youth employment and unemployment features prominently on the international development agenda.



Youth entrepreneurship has gained more importance in recent years in many countries with an increased interest in entrepreneurship as a way of boosting economic competitiveness and promoting regional development. While youth entrepreneurship is an under-explored field in academic and

policy debates, two main factors account for its growing attention in developed countries. The first is the increased number of unemployed young people compared to the rest of the population; the second is the need for greater competitiveness and the accompanying pressures for skill development and entrepreneurship as a way of addressing the pressures of globalization. Although the literature on youth entrepreneurship is limited, there is evidence (Greene, 2005) that young people think that working for themselves as a career option is better since it offers them an interesting job, freedom and autonomy which another working atmosphere might not provide (Dash,2012).

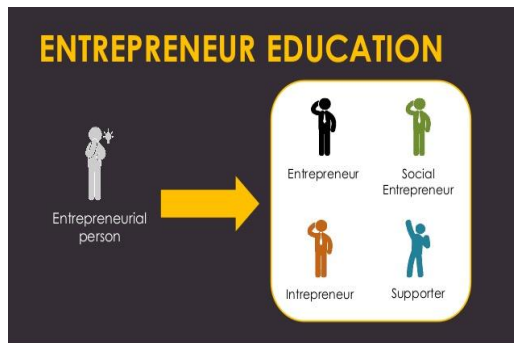
In the International Labour Conference (ILC) 2005, the discussion on youth employment concluded that there were many young workers who did not have access to decent work. A significant number of youth are underemployed, unemployed, seeking employment or between jobs, or working unacceptably long hours under informal, intermittent and insecure work arrangements, without the possibility of personal and professional development; working below their potential in low-paid, low-skilled jobs without prospects for career advancement; trapped in involuntary part-time, temporary, casual or seasonal employment; and frequently under poor and precarious conditions in the informal economy, both in rural and urban areas (ILO, 2005). In today's competitive job environment, total job opportunities are inevitably limited and thus one must compete to secure a job as the supply of jobs is limited (Bizottsag, 2006).

Pandya (2016), views that, schools are expected to teach basic competencies that enable students to acquire the skills that would help them make informed life choices and that would later be valued by employers and used for self-employment. Infact, the seeds of these competencies should have been planted from infancy, and schools should develop them. These competencies include problem-solving skills, learning skills, communication skills, personal skills, social skills.

Adetayo (2006), assume that youths are recognized, believed and hoped to be the future economic leaders. They are to build that dreamed entrepreneurial community. When entrepreneurship is the practice of many members of the society, that society develops very rapidly. In essence, economic prosperity if it is to be achieved lies in the entrepreneurial development of the youth.

Shabana (2011) analyzed that, dozens of youths with a dream to do something on their own are leaving their secure jobs to pursue their dream business venture. The economic slowdown of 2009 has reversed the trend of record-breaking placement offers at academic institutes across the country most prominently at B Schools; it also leads to a positive development on another front, 'Entrepreneurship'.

Sharma and Madan (2014) forecast that promoting youth entrepreneurship will not only help in reducing unemployment, but more importantly make young people understand that they have alternatives to create their own destiny by starting their own companies, and they need not keep waiting to get a job.



Lee et al. (2005) perceive that, graduate entrepreneurship has increasingly made the emergence of entrepreneurship as one of the most popular research domain in academic circles to study on the importance and contributions of entrepreneurship.

Entrepreneurship education is an integrated process that provides youths with the concepts, skills and exposures to recognize opportunities in their environments that others have overlooked and to have the insight, self-esteem, and knowledge to act where others have hesitated. Students entrepreneurship clubs aims to be a source of trigger-events aiming to inspire students, arouse emotions, and change mindsets (Henry and Hill, 2005).

Franke and Luthje (2004) propose that academic context is an important part of the students' environment, as universities are in a position to shape and encourage entrepreneurial intentions. University activities of initiation, development and support somehow "trigger" the intentions of students to become entrepreneurs and prompt them towards more ambitious startup plans. Galloway et al. (2005), stresses that the Universities are focusing on creating a mentality among their graduates so that, they would become job creators rather than job seekers. This, in turn, would enhance transfer ability of skills among college graduates.

As Henderson and Robertson (2000) suggest, the role of academic entrepreneurship education might lie in promoting entrepreneurial behavior, skill development, identity, and self-efficacy.

Okudan and Rzasa (2006) mention that entrepreneurship education can also promote leadership in project-based learning, too. The students'

skills, knowledge, motivation, and communication can be improved for managing an entrepreneurial project.

Entrepreneurship education in an educational setting recognizes that youths are an adverse group with diverse qualities, talents, motivations and learning objectives. It clearly focuses on developing, understanding and ability for the pursuit of entrepreneurial behaviours, attributes and skills in widely different contexts which can be practiced, developed and learned over a period. Personal attributes such as creativity and spirit of innovation can be useful to everyone in their responsibilities and daily existence (Vaidya, 2014).

Education is an important factor in determining the entrepreneurial orientation in individuals. Formal education is positively correlated with entrepreneurship. Education and training can have a definite role in enhancing entrepreneurship in the context of a developing country like India by enlarging the pool of entrepreneurs. Entrepreneurship education according to Osaam (2009) should embrace all the formal and informal processes intended to create an enabling environment for the students to facilitate the development of entrepreneurial skills, attitude orientations, experience and values for sustainable business, economic growth and sustainable development.

Entrepreneurship training requires a non-traditional approach in which students must learn to embrace the challenges of operating in a business environment that favours creativity and risk-taking. Not only must students be exposed to a business education that emphasizes multi-disciplinary skills but they must participate in an “entrepreneurial experience”.

Educators should attempt to help and prepare students for the endeavours they will undertake. Experiential learning is used in various parts of the curriculum, but may be particularly beneficial for preparing entrepreneurs. “Experience is often synonymous with emotions and their deeper meaning” (Kayes, 2002).

Pandey (2000), informs that most of the institutions of technology and management, all over the world, under pressing demand of their respective economies, have plunged into the business of entrepreneurial education

since last one decade without caring of these basic questions. Like a good business organization, some of them assertively publish for having contributed a significant number of entrepreneurs.

Muthulakshmi(2011) express that, colleges have to take up gender positive initiative to promote a sense of confidence to embark on the business venture that can help the individual as well as the family and community. Colleges can train students in possible skill-sets that would help them to feel confident and can conduct courses that can equip them with the necessary training in certain areas that can be handled by women with ease.

2.8. Intentions and Attitude of College Students towards Entrepreneurship

Intentions to act are believed central to understanding the behaviours in which people engage. While actual behaviour may differ from intended behaviour, it has been established that one's intention to act toward something in a certain manner is the most consistent predictor of actual behaviour, particularly planned behaviour (Krueger, et al, 2000). Al-Laham (2007) found that exposure to entrepreneurship education increases entrepreneurial intention.

The intention of an individual to behave entrepreneurially arises because the entrepreneur perceives self-employment or entrepreneurial behaviour within an organization to be utility-maximizing, and



thus forms the motivation to behave entrepreneurially. As argued elsewhere, the intention to behave entrepreneurially depends on the human capital of the individual. Human capital includes not only personal abilities and social capital but also innate attitudes to aspects of

entrepreneurship, such as independence, firm ownership and risk. Thus, the motive for pursuing self-employment or any other entrepreneurial behaviour is considered as a function of an individual's abilities and attitudes (Fitzsimmons and Douglas, 2005).

According to Garzón (2010) individual's entrepreneurial competence plays a determinant role in the early stage of starting a business. Srinivasan and Hemamalini (2013) refer entrepreneurship is a combination of attitude, skills and knowledge. Some entrepreneurs are knowledge-driven and others are either skill or attitude driven. The entrepreneurial journey begins with developing and demonstrating an attitude towards entrepreneurship. An entrepreneur should think strategically and be aware of the pitfalls involved in it. Pedagogical options are critical to the success of an entrepreneur.

Douglas and Shepherd (2002) found that there is a relationship between entrepreneurial attitudes and the intention to be self-employed. They reported that the intention to be self-employed is stronger for those with more positive attitudes to risk and to independence. That is, the higher is the individual's tolerance for risk, and the stronger is their preference for decision-making autonomy, the stronger is their intention to be self-employed. To be able to possess the positive attitudes such as tolerance for risk and ability to make a decision, university students need to learn and have enough knowledge in different aspects of management, financial and marketing.

Individual's entrepreneurial intentions are the important variables to predict their entrepreneurial behaviours. But researchers have no identical definition of individual's entrepreneurial intentions. On one hand, referring to individual's entrepreneurial intentions, the current literature adopt some similar conceptions, like career orientation and nascent entrepreneurs (Francis and Banning,2001).

Frank et al. (2005) reported that students' development of their entrepreneurial intention was affected by the entrepreneurial instructions they received such as team-oriented method and learning-by-doing hands-on activities

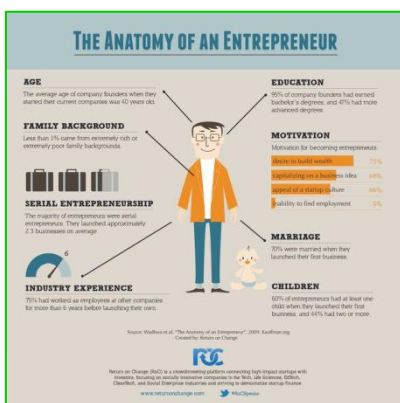
Schwarz et al. (2009) found consistent results that individuals with positive general attitudes toward change and money, and attitude toward entrepreneurship might be more likely to want to be entrepreneurs but general attitude toward competitiveness did not predict the entrepreneurial intentions significantly.

In college, few students, but increasing in number, think they will pursue entrepreneurship as their major life goal. Even among those that do, relatively few individuals will start a business immediately after graduation, and even fewer will prepare for a new venture creation by working in a particular position or industry. This mandates that entrepreneurs continually supplement their education through books, trade journals, seminars, or taking courses in weak areas.

Generally, skills that need to be acquired through seminars or courses include creativity, financing, control, opportunity identification, venture evaluation, and deal-making (Hisrich et al., 2002).

2.9. Influence of Family Background on Entrepreneurship

A family is a fundamental social group in society, typically consisting of one or both parents and their children. They generally share goals and values, have long-term commitments to one another, and reside usually in the same dwelling place. A family is not just an important part of society but also acts as a system in itself (Goel, 2016).



The family is the unit of any society. It consists of two or more persons living in the same household who are related to each by blood, marriage or adoption. It is a unit where we intensify the contact of members more than any other social organization. Family as an institution performs the major functions of a social unit- procreation, economic, educational and recreational activities (Varghese et al., 2008).

Resources are the means to achieve goals. Goals are what people aim for while resources are what people use to reach their goal. In other words, resources are the means people work with to maintain control over their lives. They are the tools and talents with which people build their lifestyles and attain their goals. Recognizing resources makes it possible to have alternate uses of resources, thus, putting less stress on one particular resource (Crandall and Knoll, 1980). A resource is a source or supply from

which benefit is produced. Typically, resources are material, money, services, staff or other assets that are transformed to produce benefits and in the process may be consumed or made unavailable. Benefits of resource utilization may include increased wealth, meeting needs or wants, proper functioning of a system, or enhanced well-being (Seetharaman, 2004).

Money is a major non-human resource because it enables the family to purchase material goods and services either immediately or for the future. Example of non-human resources include material goods like food, home, car, and clothing; money is the form of savings, wages and income space and so on. Money is among the most important resources available to man to purchase goods and services that will help in leading a satisfactory life. Therefore, individuals are now becoming conscious of the need to learn how to manage their money effectively. Money management is the conscious process of tracking one's present income and expenditure. It involves planning of future expenses as well. One of the biggest steps towards leading an independent life is financial independence. Thus, there is a need to exercise control over one's expenditure and manage money through proper budgeting and saving (Goel, 2016).

Nickel and Dorsey (1959) have defined income as 'that stream of money, goods, services and satisfaction that come under the control of the family, to be used by them to satisfy needs and desire and to discharge obligations'. Thus, it is clear that income includes not only money in cash, but also other resources like knowledge, energy and skills, services of durable goods owned as well as the advantages families receive from the resources of the community.

Money constitutes a very important non-human resource. Money is valued by individuals and families because of its purchasing power of goods and service like food, clothing, shelter, educational services etc, some of which are vital for the survival of human beings (Varhese et al., 2008).

Rajavel (2005) states that, everybody knows about the problems of unemployment. But it is important to know the manner, velocity and the position of the employees actually prevailing in India at present. Today the

situation is that in one family (FI), husband, wife, sons, daughters, daughter-in-law etc. all may be employed but at the same time, in some families(FII) nobody, neither the husband nor the wife nor others are employed. An analysis and interpretation of the causes and situations show that the root lies in the fact that our country does not have an employment policy. One more point we have to note here is that in the present scenario, people think that the main purpose of taking a degree is to get a job as their primary option and knowledge etc. as an only secondary option.

The family belonging to the FI group will flourish due to the principle of comparative advantage. Their savings, investments, tax concessions, position in the society, medical facilities and allied advantages to getting favouritism, returns the investments and savings, purchase of wealth etc. are the enjoyments of the FI group family. Whereas, the family belonging to the FII group for want of employment cannot even think about such factors. They go without food and good clothes in their pursuit of employment opportunities, sometimes selling their properties to acquire the education with an eye on employment.

The study of Postigo et al. (2003) suggests that overall family background seems to play a more important role in the entrepreneurial attitude of students than general cultural variables associated with the country.

Hence, based on the literature reviewed, it can be concluded that, Entrepreneurial development is a key factor for the alleviation of unemployment among the youth and entrepreneurship is the capacity and willingness of an individual to organize, and manage a business venture that can only be developed by inculcating entrepreneurial skills particularly among the college students.

The Hitavada
NAGPUR • Tuesday • April 11 • 2017

'Women entrepreneur can succeed with back-up plan'

Business Bureau

THE Entrepreneur Forum of Vidarbha Industries Association (VIA) organised a talk on '25 Business Ideas for Women' by renowned consultant, trainer and motivator, Sharda Khandelwal.

Khandelwal who has over 25 years of experience in the field of IT and management and is also an accomplished corporate trainer working with companies like TCS, Wipro, Acer, etc. During the course of her career, she has done extensive studies on women entrepreneurs.

Anita Rao, Akash Agrawal, Dr. Suhag Boddhe, Sharad Khandelwal and Anil Sinha at the programme.

Khandelwal elaborated the ways and means for women entrepreneurs to enhance productivity in challenging business environment. She presented 25 business ideas for women entrepreneurs, who

el (6 ideas), low investment model (5 ideas) and nurturing talent model (9 ideas). Khandelwal said, "If an idea is taken forward diligently and sincerely, it can definitely become a sustainable business." He also suggested how

First batch passes out



Nagpur: India's first experiential entrepreneurship course was launched in Aug 2015 where 15 candidates joined the flagship Experiential Entrepreneurship course (E2) at Lemna on April 16, 2016. Around 200 were

The Hitavada
NAGPUR • Thursday • August 11 • 2016

'Social entrepreneurship is need of the hour'

Business Bureau

VIA Lady Entrepreneurs Wing (LAW) recently organised an information session on 'Social Entrepreneurship with a cause' for social change. The session was conducted by Aramika Gabbhye, Associate Professor, Tirupathi College of Social Work and Dr. Deepak Masram, Associate Professor, Tirupathi College of Social Work at VA Hall, Udyog Bhavan, under the leadership of Aramika Gabbhye, and Shashi Lanjewar, Secretary of VIA.

Arumika Modi, Resita Lanjewar, Shashi Modak, Dr. Arana Gabbhye, Deepak Masram and others participated in a session on 'Social Entrepreneurship with a cause for social change'.

Entrepreneurs' day out

Young entrepreneurs are awarded a collective of ₹5 cr for their inspiring and innovative business modules



THEY came, they saw and they conquered. Most of these five entrepreneurs in their twenties, whose passion for business has earned them a collective of ₹5 crore. Hailing from different parts of the country, these enterprising youth were awarded a Memorandum of Understanding of a total of ₹5 crore on Sunday as part of the 'Turning Dreams into Reality' contest. This was held at the Jain International Trade Organisation (JITO) Global Summit at the Nehru Indoor Stadium.

More than 400 registered participants for the contest. Amit Jain, one of the judges, created a gadget to control the traffic via their cell phones. The device can be fixed

'Students need right skills at right place at right time'

VISAKHAPATNAM: Companies are looking for candidates with the right skill at the right place at the right time and this has been the case of all the recruiting companies since the inception of the IT industry, former COO of Wipro Ltd and president of Sri Sri University A.L. Rao said.

The industry cannot expect readymade workers from the colleges and the institutions cannot be always up to date with the latest technologies. The colleges cannot be expected to keep changing the syllabus to cope with the changing technologies which have a short life-span of six to seven years, he said delivering the keynote address at the symposium. The Future of

Founder CEO of Indiarevein Subrahmanyam Vempati with president of Sri Sri University A.L. Rao at a symposium in the city on Friday.

— PHOTO: C.V. SUBRAHMANYAM

waiting for projects. This is basically due to a mismatch between the available and required skills. Life is not easy

Sales over Rs.10 lakh registered

Students of an exhibition were awarded a collective of ₹5 crore for their inspiring and innovative business modules



THEY came, they saw and they conquered. Most of these five entrepreneurs in their twenties, whose passion for business has earned them a collective of ₹5 crore. Hailing from different parts of the country, these enterprising youth were awarded a Memorandum of Understanding of a total of ₹5 crore on Sunday as part of the 'Turning Dreams into Reality' contest. This was held at the Jain International Trade Organisation (JITO) Global Summit at the Nehru Indoor Stadium.

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'Students should keep themselves updated'

Degrees were awarded to 1,000 students at the convocation held in Seethalakshmi Ramaswami College here



Trichy: Students should

Talk for students on entrepreneurship

KOZHIKODE: A talk on 'Entrepreneurship ecosystem' was organised at the College of Applied Science here on Friday to familiarise students with the concept of entrepreneurship and business. V.K. Adarsh, Technical Manager at the Union Bank of India, led the programme, organised under the aegis of the Entrepreneurship Development Club of the college. — Staff Reporter

'Don't Stop Learning with Graduation'

Trichy: Graduation is the starting point for learning and exploring the world, said V.K. Adarsh, Technical Manager at the Union Bank of India, led the programme, organised under the aegis of the Entrepreneurship Development Club of the college. — Staff Reporter

Pure sciences offer a good career growth for youth

Trichy: Students should



Degrees were awarded to 1,000 students at the convocation held in Seethalakshmi Ramaswami College here

Trichy: Students should

Plate 1: Newspaper Clippings in English

ஏற்றுமதி ரூ.1,854 கோடியாக உயர்வு
தொழில் முனைவோர் பயிற்சியில் தகவல்

மேலும் 14,000-ஓடு தொழிலாளர்களை பயிற்சி செய்வதற்கான ஏற்பாடுகளை மேலும் விரைவில் மேற்கொள்ளும் என்று தொழில் முனைவோர் பயிற்சி குழு தெரிவிக்கிறது.

தொழில் முனைவோர் பயிற்சி குழு

தொழில் முனைவோர் பயிற்சி குழு, 2023-24 ஆண்டில் ரூ.1,854 கோடி அளவிற்கு ஏற்றுமதி செய்துள்ளது என்று குழு தெரிவிக்கிறது. மேலும் 14,000-ஓடு தொழிலாளர்களை பயிற்சி செய்வதற்கான ஏற்பாடுகளை மேலும் விரைவில் மேற்கொள்ளும் என்று குழு தெரிவிக்கிறது.

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யாருக்குத் தண்டனை?

பலருக்குத் தண்டனை...

இதற்கான முயற்சிகள்...

முனைவோர் பயிற்சி முகாம்...

இவ்வாறு கூறியபோது...

முனைவோர் பயிற்சி முகாம்...

இவ்வாறு கூறியபோது...

‘உயர்கல்வி கற்றவர்கள் பொருளா
மேம்படுத்துவதில் பாங்குக்குக் கொடுக்க

தொழில் முனைவோர் பயிற்சி குழு...

இவ்வாறு கூறியபோது...

முனைவோர் பயிற்சி முகாம்...

இவ்வாறு கூறியபோது...

இலவச தொழில் பயிற்சி முகாம்

முனைவோர் பயிற்சி முகாம்...

இவ்வாறு கூறியபோது...

முனைவோர் பயிற்சி முகாம்...

இவ்வாறு கூறியபோது...

‘உயர்கல்வி கற்றவர்கள் பொருளா
மேம்படுத்துவதில் பாங்குக்குக் கொடுக்க

தொழில் முனைவோர் பயிற்சி குழு...

இவ்வாறு கூறியபோது...

முனைவோர் பயிற்சி முகாம்...

இவ்வாறு கூறியபோது...

தொழில் முனைவோராக
பெண்களுக்கு வாய்ப்பு

முனைவோர் பயிற்சி முகாம்...

இவ்வாறு கூறியபோது...

முனைவோர் பயிற்சி முகாம்...

இவ்வாறு கூறியபோது...

Plate 2: Newspaper Clippings in Tamil