

Development of Entrepreneurial Skills in Women- A Study of Women Entrepreneurs of Dharwad District



Commerce

KEYWORDS : Skills Development, Socio-Economic, Quality Improvement, and Women Empowerment.

Dr. A.S.Shiralashetti

Associate Professor, Department of Commerce, Karnatak University, Dharwad- 580 003

Mr. Abhaykumar S. Gasti

Research Scholar, Department of Commerce, Karnatak University, Dharwad- 580 003

ABSTRACT

The women of today have the capability to analyse, organize and mobilize the surrounding situation for social transformation. Because of participation in social activities, leadership qualities and technical skills are developing in women. Of late, service sector has played a significant role in providing employment opportunities to women. Besides, lot of measures have been taken to promote women entrepreneurship in urban, semi-urban and rural areas. It is observed that women can establish business units in those areas where they have core competency. Women have proved their core competency in the areas of entrepreneurship. Educated women who do not find suitable job and who do not feel comfortable to work in their houses, uses their core competency by becoming entrepreneurs. The present study is based on the primary data collected from 350 women entrepreneurs of five taluk's of Dharwad district. The data thus collected has been analysed by using statistical tools like percentage and paired t-test to examine status and skill development among women entrepreneurs of selected district. Appropriate training and up-gradation of women network are some major suggestion to increase the entrepreneurial skills among the women entrepreneurs.

Introduction

Women have been regarded as the nuclei of a nation and the builder and moulder of its destiny. The position and status of women in any society is an index of civilisation. In 2011, out of total population of India, females representing 48.46 per cent. Though women form half of the Indian populations; their productive work is not officially allocated for one third of the total labour force. The literacy rate among women has increased from 54.28 per cent in 2001 to 65.46 per cent in 2011. This is good sign for the development of women entrepreneurship. However, in India, woman in business is recent phenomenon as compared to other countries like United States of America, United Kingdom and China. Emergence of women entrepreneurs in the economy is an indicator of economic independence and their improved status. The quest for economic independence and better social status and need for families survival, forced women in to self-employment and entrepreneurship. The role of women in entrepreneurial activities helped in their social status development, industrial development, promotes economical development and solves the problems of unemployment and poverty. Unemployment and poverty are the two main reasons for more number of women in undertaking entrepreneurial activities. Besides, both in rural and urban areas, self employment helps to generate additional income through economic activities like tailoring, pickles making, roti making, papad making, agarbatti making, bidi rolling, candle making, cattle rearing, small retail shops, embroidery and handicrafts etc, and solved the problem of unemployment.

Objectives of the Study

The present study is based on the following objectives;

- To examine the changes in skills and qualities of women entrepreneurs after undertaking entrepreneurship,
- To analyse the changes in status of women entrepreneurs after undertaking entrepreneurship,
- To offer suggestions on the light of the findings.

Hypothesis of the Study

The main hypotheses of the present study are;

H₀: There is no significant development in skills and qualities of women entrepreneurs before and after undertaking entrepreneurship

H_a: There is significant development in skills and qualities of women entrepreneurs before and after undertaking entrepreneurship.

neership.

H₀: There is no significant development in status of women entrepreneurs before and after undertaking entrepreneurship.

H_a: There is significant development in status of women entrepreneurs before and after undertaking entrepreneurship.

Methodology

The present study is based on the primary data. The data has been collected through pre-tested questionnaires from 350 women entrepreneurs of different units by selecting them randomly as sample from Dharwad, Hubli, Kalagatgi, Kundagol and Navalagunda taluk of Dharwad district. The t-test has been used to analyse the change in skills, qualities and status of women entrepreneurs after undertaking entrepreneurship.

Table 1; Skill Development in Women after undertaking Entrepreneurship

Skills	t-value	df	Significance Level	Critical t-value	p-value	H ₀
Communication	-4.3162 [*]	2	0.05	2.919	0.0249	Rejected
Innovative	-2.0126	2	0.05	2.919	0.0909	Accepted
Motivation	-5.7682 [*]	2	0.05	2.919	0.01438	Rejected
Marketing	-8.0296 [*]	2	0.05	2.919	0.0076	Rejected
Technical	-1.0000	2	0.05	2.919	0.2113	Accepted
Accounting	-2.6186	2	0.05	2.919	0.0600	Accepted
Production	-2.8571	2	0.05	2.919	0.05189	Accepted
Mobility	-1.8540	2	0.05	2.919	0.1020	Accepted
Managerial	-3.9705 [*]	2	0.05	2.919	0.0289	Rejected

Source; Field Survey.

*Significant @ 0.05 level of significance

It is evident from table 1 that calculated t value of communication, motivation, marketing and managerial skills are higher than critical t-value at 5 per cent level of significance i.e., -4.3162, -5.7682, -8.0296 and -3.9705 respectively. This signifies that after undertaking entrepreneurship, there has lot of improvements in the skills among women entrepreneurs. However, the calculated t-value of innovative, technical, accounting, production and mobility skills are lesser than the critical t-value i.e., -2.0126, -1.000, -2.6186, -2.8571 and -1.8540. It is inferred that entrepreneurship has no impact on development in the innovative, technical, accounting, production and mobility skills among women entrepreneurs. This reveals that training institutions in the study area

have not concentrated in improving the technical, innovative and production skills. The main theme of the training is to improve the productivity of the business but the institutions have failed to achieve the same. Therefore, the institutions should organise more training programs to enhance production, technical and innovative skills among the women entrepreneurs.

Table 2; Qualities Development in Women after undertaking Entrepreneurs

Qualities	t-value	df	Significance Level	Critical t-value	p-value	H ₀
Leadership	-4.6875*	2	0.05	2.919	0.0213	Rejected
Self-Confidence	-1.4897	2	0.05	2.919	0.1374	Accepted
Courage	-2.3276	2	0.05	2.919	0.0727	Accepted
Independence	-7.932 [†]	2	0.05	2.919	0.00782	Rejected
Self-Reliance	-3.1704*	2	0.05	2.919	0.0434	Rejected
Risk Bearing	-26.3038*	2	0.05	2.919	0.000721	Rejected

Source; Field Survey.

***Significant @ 0.05 level of significance**

It is clear from table 2 that calculated t-value of leadership, independence, self-reliance and risk bearing quality among women entrepreneurs are higher than critical t-value i.e., -4.6875, -7.932, -3.1704 and -26.3038 respectively at 5 per cent level of significance. It narrates that after undertaking entrepreneurship leadership, independence and risk bearing qualities among women entrepreneurs has increased. This is good sign from the view of development of entrepreneurship in the rural, semi-urban and urban women. However, the calculated t-values of the self-confidence and courage are lesser than the critical t-values i.e., -1.4897 and -2.3276 respectively. This shows that women still not get confidence and courage to face the uncertainty of business. Family and supportive institutions together encourage and motivate women to enhance the self-confidence and courage by providing financial and technical benefits.

Table 3; Change in Status of Women after becoming Entrepreneurs

Status Factors	t-value	df	Critical t-value	p-value	H ₀
Decision Making in Family	-6.6089*	2	2.919	0.0111	Rejected
Respect in the Family	-3.0038*	2	2.919	0.0476	Rejected
Respect in the Society	-4.6000*	2	2.919	0.0221	Rejected
Participation in Political Activities	-0.1387	2	2.919	0.4512	Accepted
Access Information & Communication Technology	-7.1132*	2	2.919	0.0096	Rejected
Awareness Towards Government Utilities	-4.3667*	2	2.919	0.0243	Rejected
Giving Advice to Friends and Relatives	-4.7500*	2	2.919	0.0208	Rejected
Awareness towards government Schemes	-2.6091*	2	2.919	0.0604	Accepted

Source; Field Survey.

***Significant @ 0.05 level of significance**

It is evident from table 3 that calculated t-values of status such as decision making in family, respect in the family and society, access of information and communication technology, awareness towards government utilities and giving advice to friends and relatives are higher than the critical t-values i.e., -6.6089, -3.0038, -4.6000, -7.1132, -4.3667 and -4.7500 respectively at 5 per cent level of significance. It narrates that the status of women entrepreneurs has improved after undertaking entrepreneurship. This signifies that women entrepreneurs have empowered after undertaking entrepreneurship. However, calculated t-values of participation in political activities and awareness towards Gov-

ernment schemes have still untapped.

Suggestions;

The following measures are suggested to promote women entrepreneurs;

- **Build enthusiasm in young women about self employment:** Of late, young women are concentrating on government jobs rather than self employment to avoid risk and uncertainty involved in self employment. Therefore, the government and NGOs can make effort to build enthusiasm by providing entrepreneurial education at high school and college level and there should be continuous attempt to inspire, encourage and motivate women entrepreneurs.

- **Rise up funds for weaker section:** Incentives provided to weaker sections of the society is not sufficient to meet current cost. The state and central government could raise funds to weaker sections through various schemes and incentives to develop entrepreneurship in the state.

- **Develop and upgrade women network:** Women should try to upgrade themselves in the changing times by adopting the latest technology. Women must be educated and trained constantly to acquire the skills and knowledge in all the functional areas of business management. This can facilitate women to excel in decision making process and develop a good business network.

- **Provide Appropriate Training:** Continuous monitoring and improvement of training programmes should eventually spread the cult of entrepreneurship among young women. Organize training programmes to develop professional competencies in managerial, leadership, marketing, financial, production process, profit planning, maintaining books of accounts and other skills. This will encourage women to undertake business.

- **Every girl should have a bank account:** It should be made mandatory because it will make them eligible for bank loans in the future. Women business loans should have lower interest rates. International capital should be made available, and regulations need to be simplified.

- **Establish all India women forum:** To establish all India forums to discuss the problems, grievances, issues, and filing complaints against constraints or shortcomings towards the economic progress path of women entrepreneurs and giving suitable decisions in favour of women entrepreneurs and taking strict stand against the policies or strategies that obstruct the path of economic development of such group of women entrepreneurs.

- **Provide training to experts before organizing training program:** Training institutions should look ahead and provide training for their staff, update their curricula, and facilities in line with the times and to better meet pressing and evolving demands.

Conclusion;

The hidden potentiality of women has been gradually changing with growing sensitivity of economic status in the society. Most of women entrepreneurs have received skill up-gradation training from training institutions like RUDSETI, CEDOK and KSWDC but also they are untapped. Therefore, there has a necessity of in-plant and practical training for women entrepreneurs to prove their capabilities. The right kind of assistance from family, society and Government can make these women entrepreneurs a part of the mainstream of national economy and they can contribute to the economic progress of India.

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