

An analytical study on role of Entrepreneurship Training and education in enhancing entrepreneurship development in Uttar Pradesh

Dr D S Yadav

Associate Professor,

Raja Balwant Singh Management Technical Campus, Agra

Email-ds.rbscollege@gmail.com

Abstract

The current study is focused on the role of entrepreneurial training and education in enhancing growth of entrepreneurship in Uttar Pradesh. The main objective of this research are to explore that if entrepreneurial skills, leadership skills, creativity and innovation skills, analytical skills, apprenticeship skills and business skills have any role in entrepreneurship development in selected cities of Uttar Pradesh. Both primary and secondary data sources have been used in this research. The study recommended that it is very much important to adopt entrepreneurial training and education in enhancing growth of entrepreneurship in Uttar Pradesh. It is also concluded that through training and education entrepreneurs can be able to acquire necessary entrepreneurial skills for setting up small and medium enterprises.

Key Words: *Apprenticeship, Entrepreneurship Training and education, Entrepreneurial Skills, Creativity and Innovation, Small and Medium Enterprises.*

Introduction

Agra is the head quarter of the Divisional Commissioner and SISI with a large area adjacent to it has been one of the premier centers of trade and industry from time immemorial. Agra for a quite long time also remained capital of the country. As back as in 15th century, Foundry industry of the region was quite developed. It is corroborated by the very fact that art inherited by artisans from generation to generation is of such a standard that sometimes casting by hand is superior to that by machine. This also holds good for the artisans of marble-craft and shoe-craft. Traders of the region had access to global markets, especially to the Middle East and to the Far East. Items being produced by Agra region and enjoying worldwide reputation are predominantly castings, diesel engines, generators and pumping sets, leather footwear and leather goods, carpet and durries / (cotton rugs), glass and glass products, marble art, locks & scissors, automobile components, artificial jewellery, ready-made garments.

Leather footwear of Agra is, known in the world for superb craftsmanship. Fully handmade shoes are class apart. No other place in the world does this trade related activity in a day more than Agra. Whooping 60 million per annum production is cost effective too. Apart from catering the best requirement of domestic market, Footwear and shoe uppers being exported to Europe and other foreign countries. Garments, purses, valets, belts are other products of leather known for craftsmanship and quality.

Emerging trends in Indian Leather Industry and Government Initiatives

Export of leather and leather products for the period 2011-12 touched USD 4,868.71 million as against the performance of USD 3,968.54 million for the period 2010-11, recording a significant growth of 23%. Global sales from leather shoes exports by country in 2017 totaled US\$52 billion. That dollar amount reflects a -6% decline in value from leather footwear exported in 2013 when international sales equaled \$55.3 billion. Year over year, leather shoes exports depreciated by -6% from 2016 to 2017.

Literature Review:

Gourmont (1997) refers to the work done by Bandura who argued that education and training can be a basic principle in relation to establishing or starting a business, through which it is expected that knowledge transfer and acquisition and also development of entrepreneurial skills lead to an increase in efficiency and effectiveness of the potential entrepreneurs. It is also stated that this basic principle can be developed in order to include individuals to be prepared for management of small businesses. Hisrich and Peters (2003) stated that entrepreneurship is not a congenital matter, but it is acquirable and trainable; therefore, the environment, institutes, and all educational levels play an important role in this regard (Hisrich, R.D and Peters, M.P, 2003).Dershuis stated that entrepreneurs have characteristics such as risk-taking, obtaining wealth, having different experiences in the market and economic situation, business smartness, family background in business activities, and physical and educational characteristics. He considered education as one of the main determiners in creating entrepreneurship spirit (Dershuis.Van.Justion, 2003).

Lazer (2003) also believes that individuals with balanced skills and familiar with different fields and professions are more likely to become entrepreneurs. In his studies, he concluded that entrepreneurs are mostly old men who have participated in entrepreneurship courses (Lazer.p.Edvard, 2003).Three important themes and formats for entrepreneurs include knowledge, skill, and attitude.In most formal educations, the first issue is comprehensively and analytically dealt with, the second one is impartially focused on and cannot easily be seen in educational system, and the last one is not considered at all.

Objective of the study:

1. To study the role of Entrepreneurial training and education in enhancing entrepreneurship development in Leather Footwear & Leather Goods, Leather Garments , Shoe Designing etc. in Agra District.

2. To explore that if entrepreneurial skills, leadership skills, creativity and innovation skills, analytical skills, apprenticeship skills and business skills have any role in entrepreneurship development in Agra District of Uttar Pradesh
3. To study the importance of entrepreneurship education for budding entrepreneurs.
4. To study the challenges faced by entrepreneurship education and to suggest measures for developing entrepreneurship training and education in India.

Significance and Scope of the Study:

The aim of this research was to find out the role of entrepreneurship training and education in enhancing small and medium enterprise growth. There has been the challenge of business failure and sustainability in Uttar Pradesh in leather sector. The research aimed at finding out if there is any relationship between the enterprises growth and entrepreneurship training and education of the entrepreneurs of leather sector. The research was conducted within The Agra District of Uttar Pradesh. The data was collected from the entrepreneurs who have invested in leather sector and has gone through entrepreneurship training and Education.

Research Methodology:

For the purpose of the study, both primary and secondary data have been collected from various sources. Primary data have been obtained through questionnaire prepared for the research purpose. The questionnaire was taken to the selected sample of existing entrepreneurs engaged in Agra footwear industry. Moreover, short interviews from entrepreneurs have also been taken to know the problems of Entrepreneurship Development, Training and educational Institutions of Agra, Entrepreneurship development opportunities, Relevancy of training contents, Support after training, weaknesses of Agra footwear industry, etc. The target populations in this study were the entrepreneurs who have gone through entrepreneurship training and education undertaken by the Central Footwear Technology of India and MSME and other institutions. In addition to primary data, personal discussions were also held with a number of persons from governmental and non-governmental officers. Personal visits were made to various places in Agra, such as. DIC (District Industrial Centre), CLE (Council for Leather Exports), NLDP (National Leather Development Programme), CFTI (Central Footwear Training Institute), Dayabagh Educational Institute etc. Secondary data have been collected from various books, magazines, journals, newspapers, etc. The researchers also visited various Libraries, Universities and Departments. The sample size in this study is 232 respondents. Method of sampling is simple random sampling

Profile of Respondents from Sample:

Descriptive statistics is used in the study to analyze the demographic variables. The demographic variables measured in the study consisted namely; gender, age, educational qualification, Training, working experience, father's working status, mother's working status, choice of study program, family history of entrepreneurship, interest in the area of study, growth in the interest

of entrepreneurship, motivation to become an entrepreneur and how the entrepreneurship training and education program offered by various institutions increased the entrepreneurial skills

Data Analysis:

The research model was tested by conducting a survey of 232 male respondents from Agra who were participated in training and education programs from training institutes of Agra. . Prior to analysis of the data, all the questionnaires returned by the respondents were checked and filtered. It was ensured that the respondents met the research criteria namely; completion of atleast one entrepreneurship training from at the training intuitions. Likert five point scale have been used for analysis.

Limitations of the Study:

There are very limited data published anywhere in Agra. Most of the institutions like DIC (District Industrial Centre), CLE (Council for Leather Exports), NLDP (National Leather Development Programme), CFTI (Central Footwear Training Institute), Dayabagh Educational Institute etc do not keep published data regarding actual number of Entrepreneurs in Agra. Therefore, limited data could be collected with great efforts.

Some of the leather sector entrepreneurs did not allow meeting them because of shortage of time.

Findings of the study:

1. Choice of participation in training program-

Table-1: Choice of Training

Reason	Frequency	Percentage
Parents Choice	17	7.33
Own Choice	207	89.22
Others	8	3.45

2. Importance of Entrepreneurial skill:

Table-2: Importance of entrepreneurial Skills:

Reason	Frequency	Percentage
Parents Choice	17	7.33
Own Choice	207	89.22
Others	8	3.45

Table-3: Role of Training and education in Enhancing Entrepreneurship Development:

<div> <div>Response →</div> <div>↓</div> <div>Skill Enhancement</div> </div>	Strongly agree (%)	Agree (%)	Neutral (%)	Disagree (%)	Strongly disagree (%)	Total (%)
Business Skill	61	15	8	12	4	100
Product Design	11	10	12	16	51	100
Finance	67	15	2	8	8	100
Marketing	58	17	0	12	13	100
Innovation	2	46	12	17	23	100
Environment Analysis	56	37	1	3	3	100
Personal Relation	51	32	4	10	3	100
Ethics	35	35	7	13	10	100
Managing People	50	33	6	10	1	100
Social Networking	78	20	1	0	0	100
Strategy Formulation	53	33	4	5	5	100

Conclusion: The intention of the study was to show that entrepreneurship training and education plays a role in enhancing growth of small and medium enterprises but in Agra but in few important area like product design and Innovation need to enhance the training effectiveness.

References:

- Blenker, P., Dreisler, P., Færgemann H. M., & Kjeldsen, J. (2013) A framework for developing entrepreneurship education in a university context, *International Journal of Entrepreneurship and Small Business*, 5(1), 45-63
- Government of Kenya (2005). Sessional paper No.2 of 2005 on Development of Micro and small enterprises for wealth and employment creation for poverty reduction, Government printer Nairobi
- Bawuah, K., Buame, S. & Hinson R. (2006) "Reflections on Entrepreneurship Education in African Tertiary Institutions Acts Commercial 1-8.
- Béchar, J. P., & Grégoire, D. (2005), *Entrepreneurship education research revisited: The case of higher education*. *Academy of Management Learning & Education*, 4(1), 22-43.
- Garavan, T. N., & O'Cinneide, B. (1994) *Entrepreneurship Education and Training Programmes: A Review and Evaluation—Part 1*. *Journal of European industrial training*, 18(8), 3-12
- www.msme.agra
- www.CFTI, Agra