

Review on the Role of Training Strategies for the Development of Entrepreneurial Skills among self-Help Groups in Entrepreneurial Development Programs

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Abstract: *The Entrepreneurship Development Programme consists of well-organized and systematic training modules. The purpose of these programs is to provide and improve the trainee's skill set, leading to a higher likelihood of self-employment. The Entrepreneurship Development Programme aims to transform, educate, and equip individuals to become successful entrepreneurs by helping them build and launch their own enterprises. Its objective is to stimulate and reshape entrepreneurial behavior in their everyday tasks. The Entrepreneurship Development Programme entails the augmentation of an individual's motivation, abilities, and behavior. These programs are beneficial for providing both technical and non-technical skills to the members of Self Help Group (SHG). Mumbai, often regarded as the second-fastest-growing market in Asia, holds a distinct appeal for individuals seeking to explore their methods in small company operations and cultivate their skills as entrepreneurs. Due to its high population, this city has become the central hub of the metropolitan area. Mumbai is not only the most populous city in India, but it also serves as the country's financial and commercial hub. Therefore, a visionary entrepreneur with innovative ideas and strategic thinking possesses immense potential for fostering entrepreneurial growth in this metropolis. As per the official website of the Ministry of Rural Development, Maharashtra has a significant number of self-help organizations, totaling 5,24,300, which is one of the most among all states. Therefore, there is a favorable opportunity to improve the entrepreneurial abilities of the members of the Self Help Group by implementing effective training methods, resulting in their empowerment.*

Keywords: Self-help group, entrepreneurial skills, managerial programmes, development.

I. INTRODUCTION

Self Help Groups are typically unstructured collectives of individuals who voluntarily unite to seek methods of enhancing their quality of life. They are a homogeneous group with a comparable socio-economic background. India has experienced a significant rise in the formation of Self-Help Groups, which has resulted in the provision of credit to individuals who are typically deprived of credit opportunities (Suprabha, 2014). By utilizing a support system, there is a chance to unlock the entrepreneurial capacity of the Self-Help Group network by investigating prospects for small enterprises in various industries. According to Fabien et al. (2021), the combination of self-help groups and micro-financing contributes to the achievement of successful entrepreneurship. Gugerty et al. (2017) assert that Self Help Groups have emerged as a means of implementing development interventions across multiple domains.

In the current context, characterized by intense rivalry resulting from globalization and heightened consumer demand for quality, it is imperative to transform these Self Help Groups into strategic economic operations. Self Help Groups possess significant potential, yet they encounter obstacles that prevent them from effectively translating their talents into tangible outcomes. A significant majority of the members in the Self Help Group were discovered to be both illiterate and without sufficient training. This leads to the emergence of unethical behaviors that impede their journey towards becoming successful businesses. Members of the Self Help Group can achieve economic and social empowerment by receiving suitable training to enhance their entrepreneurial skills. Members of a Self Help Group must

possess a strong inclination to transform themselves and possess a clear understanding of the necessary actions and methods to achieve this change.

Although Non-governmental organizations and other small enterprise training agencies in Mumbai have been increasingly involved in training programs, these initiatives have had minimal or negligible influence on the attitude shift and learning of entrepreneurial skills among the intended beneficiaries. The reasons for this phenomenon have not been thoroughly investigated due to a lack of empirical evidence to provide an explanation. The provision of entrepreneurship training to entrepreneurs belonging to Self Help Groups was anticipated to have a substantial impact on their behavior and actions.

II. LITERATURE REVIEW

2.1 Impact of Training Strategies on Entrepreneurial Development Programs

RosnaniJusoh et al. (2011) conducted a research study on entrepreneur training requirements analysis and its implications for the business skills necessary for successful entrepreneurs. This study is an outcome of an assessment conducted through interviews with 30 business visionaries in Malaysia. The purpose of the study was to explore the specific business capabilities necessary for achieving success in their own businesses. The study aims to differentiate and examine the training requirements of business professionals in relation to different factors that impact business, such as innovation and creativity, financial resources, financial management, accounting proficiency, and areas where business professionals find it challenging to acquire knowledge. The analysis confirms that the viewpoint on business education has a significant impact on the success of business entrepreneurs, with entrepreneurs expressing a need for extra training and education in certain business matters.

Caroline and James (2013) investigated the influence of entrepreneurship training on business growth in Kenya. A framework of exploratory inquiry was employed. The whole population of 1670 individuals in Githunguri district consisted exclusively of legally registered small and medium-sized enterprises (SMEs). This study employed a straightforward random sampling procedure, which involved selecting 167 small and medium-sized enterprises (SMEs) as the sample. Data was collected through a meticulously designed survey. The research determined that the entrepreneurs were able to successfully promote and sell their items within the local area, but not on a national scale. The study's findings revealed that the entrepreneurs were capable of doing daily accounting tasks for business transactions, but were unable to generate complex financial reports. This leads to the conclusion that even though the business person may report an increase in sales and profits, and may appear to be experiencing growth, the lack of knowledge in strategic, financial management, and marketing will prevent the SME from progressing beyond the initial phase of business development to subsequent stages, ultimately resulting in failure within the first five years of its existence.

Kenneth et al. (2014) discussed the topic of entrepreneurship education as a tool to measure the growth of entrepreneurship. The scope of entrepreneurship education programs has expanded outside higher education in the past thirty years, leading to a greater demand for tools that can evaluate the impact of entrepreneurial education. A revised version of an entrepreneurial development tool, consisting of sub-scores in Entrepreneurship Self-Efficacy, Entrepreneurship Outcome Expectations, Entrepreneurial Intent, and Goal Directed Activity, was used in over three related examinations to investigate the influence of entrepreneurship education on entrepreneurship development. Three separate samples demonstrated that this device differentiated between three groups: students, successful business individuals, and former students with business training compared to those without any entrepreneurial education.

Debanjan Nag and Niladri Das (2015) discussed the implementation of several training methods to improve the efficiency and skill development of micro-entrepreneurs in India. Microenterprises have a crucial role in the economic growth of a country, particularly in a developing country like India that is transitioning from a traditional subsistence economy to a modern industrialized economy. They have a fundamental purpose in promoting financial development. Microenterprises play a significant role as efficient means of creating jobs, promoting economic stability, contributing to the country's GDP, and improving the social well-being of the community. Furthermore, in order to promote the growth of microenterprises as a potent means of generating employment and fostering sustainable livelihoods, it is crucial to design a suitable training methodology for enhancing micro-entrepreneurial skills. This will ultimately improve the effectiveness of micro-entrepreneurs. The present study aims to develop a system for identifying the

training methods necessary to cultivate micro-entrepreneurial abilities. Various training strategies, together with their advantages and disadvantages, have been presented that can be employed to enhance micro-entrepreneurial skills. Furthermore, it provides detailed instructions on how to build efficient training methods to accelerate the acquisition of key entrepreneurial abilities, which not only promote job creation but also foster a well-rounded livelihood.

LogendranMayuran (2016) conducted a study to investigate the impact of entrepreneurship training on the execution of small ventures. The theoretical framework adopts the structural equation model framework, where entrepreneurial conduct is considered as a result of the training program. This model has considered training in marketing, quality maintenance, customer care, and financial management. Data was collected through surveys obtained from 60 employees working in small businesses located in the Jaffna District. The investigation employed regression and correlation statistics to analyze the data. The research findings revealed a significant and favorable impact of entrepreneurship training on the execution of small business endeavors. Linear regression analysis indicates that entrepreneurship training accounted for 85% of the impact on the establishment of small companies in the Jaffna region. The study's conclusions have substantial implications for researchers, policy makers, and competent entrepreneurs.

In their study, Daisy et al. (2017) examined the existing literature to identify the key characteristics that contribute to the effectiveness of an entrepreneur. They also explored how educational organizations can foster entrepreneurship by outlining the necessary steps, goals, challenges, and opportunities in entrepreneurial training. Lastly, they discussed how entrepreneurial training can lead to success. The report examines a range of topics and challenges associated with the expansion of entrepreneurship. The preparatory section is divided into three segments: the definition of an entrepreneur, entrepreneurial intentions, and the behavioural attributes, education, and training associated with entrepreneurship. The study reveals that attentiveness is crucial for fostering entrepreneurs. However, there is still a lack of research on entrepreneurial ambitions and the impact of training and education in various situations. The literature provides a concise overview of theories and ideas related to the question of what defines an entrepreneur and explores the possibility of whether entrepreneurs can acquire their skills through training. This raises a controversial topic about whether it is possible to provide entrepreneurship training to an individual, and considering this idea, there is still considerable uncertainty. The study provides the foundation for a more detailed understanding of entrepreneurial goals and the associated training and education, which is significant for policymakers and scholars alike.

In their journal, Chitra et al. (2018) discussed the necessity of implementing training and skill development programs specifically tailored for female entrepreneurs. The lack of proper training, absence of skill development, and inadequate education pose significant barriers for women entrepreneurs. The most effective way to overcome these challenges is through the implementation of top-tier Women Entrepreneurship Programmes (WEP). Given the significant role that women play in the economic development of the country, it is imperative that they are regarded as equal participants in the economy, without any kind of discrimination based on social, economic, gender, or political factors. The main objective is to ensure a significant involvement of women in entrepreneurship training programs and skill development programs. The curious women must be informed about the entrepreneurship initiatives initiated by specific foundations. These organizations should provide women participants with management and technical skills and thereafter evaluate the effectiveness of these programs in enabling women to create their own firms, considering that some women abandon their enterprises midway. The conducted research study reveals that entrepreneurial training programs of this nature have a positive impact on female entrepreneurs. This training has not only improved their effectiveness in their business endeavors, but also motivated other young female entrepreneurs in this field.

Rahimah et al. (2019) conducted a study to examine the effects of entrepreneurship education on students' interest in entrepreneurship, competences, and intentions. They implemented a fashion entrepreneurship program for this purpose. The research findings indicate a significant and favorable association between entrepreneurship ambitions and entrepreneurship interests. While there is no significant correlation between entrepreneurial aspirations and competencies with the fashion entrepreneurship program, respondents' perceptions of their interest, competencies, and intention at the end of the program are positive. Due to time constraints, it is advisable to prepare the future entrepreneurship program in a more structured and appropriate manner. This will ensure that students can fully benefit from the program and that the program's goals can be achieved.

2.2 Entrepreneurial Empowerment (Social and Economic)

Ajay Sharma et al. (2012) conducted a theoretical study discussing the development of micro enterprises and the role of rural women entrepreneurship in achieving financial empowerment. The role of women entrepreneurs is crucial in regional economies, and a considerable proportion of micro-enterprises in developing nations are managed by women. Rural women often bear significant responsibility for agricultural productivity, as well as domestic duties and childcare. In a developing country like India, where the economic condition of women, especially in rural regions, is exceedingly dire and there are limited prospects for earning, Self-Help Groups (SHGs) have emerged as a means for rural women to achieve financial independence. This study provides a concise overview of the existing literature in this sector and focuses on the particular challenges and opportunities faced by women entrepreneurs in rural areas. The study examined the impact of self-help groups (SHGs) and the development of micro entrepreneurship on women's empowerment.

Anju Singh Choudhary (2015) examined the financial empowerment of rural women entrepreneurs in Rajasthan through Self-Help Groups. Women play a vital role in fostering the development of society, their own families, and their respective countries. Empowering women can lead to a significant enhancement of society as a whole. An optimal approach to foster economic and social independence in women is to strategically generate self-employment prospects aligned with their specific areas of interest, as opposed to just offering job options. Self-Help Groups serve a crucial role in reaching remote and rural areas and raising awareness among local residents through community members. Since 2006, Hindustan Zinc has been engaged in empowering rural women through the establishment of Self-Help Groups. The present study provides a compelling analysis of the innovative nature of the self-help group Hindustan Zinc-Sakhi. The objective of the research is to examine the impact it has on female entrepreneurs in the rural regions of Rajasthan. The writers employ historical survey methodology and case study to draw conclusions regarding the connections between it and the broader goal of empowering rural women.

In their study, Lalitha and Vijayakumar (2016) investigated the process of empowering women through self-help groups. In 1985, Development Alternatives with Women for a New Era (DAWN) clearly articulated the empowerment approach. The phrase DAWN gained popularity in the early 1990s in Western countries. On the Ninth Plan (1997-2002), the Central Government of India shifted its focus on welfare programs from development to empowerment. They specifically designated the year 2001 as the 'Women Empowerment Year'. The contemporary focus on women's development emphasizes the importance of providing equal opportunities to women by eradicating gender bias, empowering women, and fostering self-confidence among them. According to Gurumoorthy (2000), Self-Help Groups oversee business initiatives on a modest scale with minimal capital requirements. Women have effectively demonstrated their ability to organize and manage thrift, evaluate credit requirements, and enforce financial self-control. Self-Help Groups possess the potential to ignite the socio-economic metamorphosis in rural India. According to Sathyasundaram's (2003) research, the SHG-Bank associated program has benefitted marginalized groups by promoting savings, increasing repayment rates, creating employment opportunities, boosting members' self-confidence, and fostering a more positive approach to addressing social issues.

In his 2016 article, Mareswara Rao examined the concept of empowerment from both economic and social perspectives. The study was carried out on female entrepreneurs in the rural regions of Guntur, a district in Andhra Pradesh. The research revealed a significant association between the respondents' expenditure, income, and saving levels before and after they started their entrepreneurial activities. The implications of these findings and the importance of this research are highlighted.

Karuppusamy and Indira (2017) focused on the social and economic aspects of empowering women entrepreneurs in the Puducherry region. The objective of the research is to analyze the social and economic aspects of women's involvement in business activities and find specific factors that motivate their engagement. This study employed the basic random selection procedure to choose 250 participants, who were then interviewed using a well-structured questionnaire. The findings indicate that socio-economic and demographic factors, such as community, educational attainment, family structure, business location, and building premises, are correlated with the empowerment of women and have an impact on them. The statistical technique of chi-square analysis was employed to analyze the results pertaining to the empowerment of women in entrepreneurship in this study.

In their 2018 discussion, Subhash Chandra Nandi and Khama Sharma explored the role of women's entrepreneurship as a means of empowerment. The indigenous population, living in close proximity to nature, live a minimalistic lifestyle. The tribal community is known for its traditional richness, but they face financial poverty and are consistently overlooked by various officials. The economic progress of a nation is not achievable without the advancement of the indigenous communities. The economic development of a country relies on its human capital. Women, as a valuable asset, play a crucial role in driving economic development. Entrepreneurship has a crucial part in driving the economic prosperity of a nation. The tribal women possess significant potential for entrepreneurship. The researcher must focus on the current state of entrepreneurial growth in the study area and highlight the specific livelihoods of tribal women.

In their paper, Shikha Kapoor (2019) emphasizes the effectiveness of societal mobilization and economic development. They present cases and demonstrate how these factors are bringing about positive changes in society. This study aims to examine the potential of Self-Help Groups (SHGs) as a social innovation tool to empower women and girls through entrepreneurship support. Furthermore, it reveals the social and economic implications of women's involvement in productive and economic activities inside the family, highlighting the importance of Self-Help Groups (SHGs) and their progressive empowerment of women. The most recent public strategies might be developed to empower and provide funding for these Self Help Groups (SHG). Corporations can be incentivized to support Self-Help Groups (SHGs) by incorporating it as a mandatory Corporate Social Responsibility (CSR) activity, as mandated by the Companies Act of 2013 in India. This study examines how self-help groups can promote awareness among its members by providing them with sufficient opportunities for empowerment to combat poverty. Furthermore, engagement in Self-Help Groups (SHGs) has enabled members to articulate their viewpoints on communal matters, while also fostering independence, self-awareness, self-assurance in problem-solving, and empowerment in making decisions within their own households. Ali MS and Cook Kevin (2020) conducted a research study that focused on the empowerment of rural women through micro-entrepreneurship and the role of micro-entrepreneurship among rural women. The economic empowerment of rural women is generally regarded as a conventional indicator of a country's progress. Hence, the topic of women's economic empowerment holds great significance for political theorists, social scientists, economists, and policy reformers. Rural women have achieved financial autonomy through the assistance of self-help groups (SHGs). Micro-entrepreneurship encompasses individuals who are part of Self-Help Groups. The Self-Help Group (SHG) empowers rural women by enhancing their economic independence and creating employment chances for other individuals in the country. The economic empowerment of rural women is crucial for the advancement of the family, society, community, state, and country. It is imperative that we remain diligent in empowering rural women to ensure the overall progress of our nation in various domains.

III. CONCLUSION

The importance of entrepreneurship in driving the economic progress of a nation. The rise of entrepreneurs and their significant impact on India's economic development is highly evident. Training facilitates the development of entrepreneurship and results in empowerment.

Entrepreneurship is a significant catalyst for empowerment in the country, since it enhances family, economic, financial, and social standing. Effective training is essential for obtaining the necessary skills to become a successful entrepreneur. The success of a SHG entrepreneur depends on their aptitude for entrepreneurship. Therefore, the state, central government, and NGOs offer entrepreneurship training programs with the aim of cultivating entrepreneurial abilities among the members of the SHGs.

Microfinance is a crucial tool for Self Help Groups. Providing micro-financing to Self Help Groups enables them to initiate entrepreneurial ventures and improve their quality of life. The Entrepreneur Development Programme fosters the development of entrepreneurial skills among members of Self Help Groups. Upon completion of the Entrepreneur Development Programme course, participants acquire these skills and develop the capacity to identify their own potential and contemplate the establishment of a firm. Microfinance enables individuals to transform their training into viable companies.

The influence of formal education on the empowerment of women. Furthermore, it has been observed that women entrepreneurs who have only finished undergraduate and diploma studies have a lower perception of women empowerment. Contrary to women entrepreneurs without formal education or limited schooling, education alone does

not solely empower women. Factors beyond education, such as self-confidence, building trust and confidence within the family, problem-solving abilities, and the courage to handle failures, contribute to women's empowerment.

The efficacy of entrepreneurship development programs: The research findings indicate that well-designed entrepreneurial development programs have a substantial positive impact on the economic and social empowerment of members belonging to Self Help Groups. Hence, policymakers and administrators propose that the government of Maharashtra and the Government of India should commence the creation, advancement, and execution of efficient Entrepreneurship Development Programs (EDPs) using suitable approaches to improve the entrepreneurial skills and attitudes of Self-Help Group (SHG) members. The success of Self-Help Group members in their entrepreneurial endeavors would enable them to attain a higher economic standing in society and fulfill their livelihood needs with improved lives.

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