

TRAINING EFFECTIVENESS AND SURVEY RESULTS, COMPARATIVE ANALYSIS, TESTING OF HYPOTHESIS AND FINDINGS OF THE STUDY.

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In this chapter, data collected in all the seven districts of Karnataka from the questionnaire is incorporated through tables and graphs.

Following tables reveals age, gender, educational qualification, occupation of the family, present occupation, annual income of the family, place of occupation, factors influencing for the choice of self-employment, need for self-employment training, type of training attended, mode of training, content of inputs in training, training impact on self-confidence, training aids, post training evaluation and follow-up, institutional discipline, staff co-operation, infrastructure facilities, initial investment for business, institutional financial assistance, difficulties and challenges of self-employment, monthly earnings, level of encouragement for self-employment, level of education, level of infrastructure, level of purchasing power of the people, consumers' preference and secret behind the successful entrepreneur.

Abbreviations used in the tables: Dk-Dakshina Kannada, C.Drg-Chithradurga, Myr-Mysore, B'lor-Bangalore, Bjpr-Bijapur, Dhwd-Dharwad.

Table No. V.01. Age of the Entrepreneurs.

Age	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Up to 20	04	14	07	04	06	16	08	59	19.67
20-30	23	13	20	22	29	14	24	145	48.33
30-40	13	03	15	14	07	11	06	69	23.00
40-50	05	02	03	05	04	03	05	27	09.00
Total	45	32	45	45	46	44	43	300	100

The above table depicts the age profiles of the entrepreneurs doing business in Karnataka. 19.67% are in the age group of up to 20 years, 48.33% are in the age group of 20 to 30 years, 23% are in the age group of 30 to 40 years and 9% are in the age group of 40 to 50 years.

This clearly suggests that, those who are in 20 to 30 years of age group are more self-employed and interested in self-employment.

Table No. V. 02. Gender of the Entrepreneurs.

Gender	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Male	26	17	27	23	25	23	26	167	55.67
Female	19	15	18	22	21	21	17	133	44.33
Total	45	32	45	45	46	44	43	300	100

The above table reveals the gender base of entrepreneurs doing business in Karnataka. 55.67% are male and 44.33 are female.

Therefore, it can be concluded that male are more self-employed than female in Karnataka. At present scenario reveals that even more women are interested in self-employment and establishing the business enterprises.

Table No. V. 03. Educational Qualification of Entrepreneurs.(E Q)

E.Q	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Up to 10 th	03	14	06	03	02	13	07	48	16.00
PUC	15	09	16	14	11	11	09	85	28.33
Degree	13	04	15	14	17	09	11	83	27.67
P G	04	02	02	04	03	03	04	22	07.33
ITI/JOC /Diploma	10	03	06	10	13	08	12	62	20.67
Total	45	32	45	45	46	44	43	300	100

The above table depicts the educational qualification of entrepreneurs doing self-employment in Karnataka. 16% are studied up to 10th Std, 28.33% are studied PUC, 27.67% are studied degree, 7.33% are completed post-graduate and 20.67% are ITI/JOC/Diploma holder.

This clearly suggests that, those who have studied PUC and degrees are interested in self-employment and who have studied post-graduates are less interested in Self-

employment. Even those who have studied ITI/JOC/Diploma are also interested in self-employment.

Table No. V. 04. Occupation of the family (O F)

O F	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Agri	15	18	20	17	09	18	21	118	39.33
Buss	24	11	22	23	26	20	16	142	47.33
Others	06	03	03	05	11	06	06	40	13.34
Total	45	32	45	45	46	44	43	300	100

The above table shows the occupation of the family of the entrepreneurs doing business in Karnataka. 39.33% are engaged in agriculture, 47.33% are doing business and 13.34% are engaged in govt. jobs and other occupation.

From this, it is clear that, those family occupation is business are more interested in self-employment. At present, even those family occupation is agriculture are also interested in doing business.

Table No. V. 06. Family Annual Income (F A I).

F A I (,000)	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Up to Rs. 30	04	05	04	03	04	04	05	29	09.67
30-60	15	09	19	14	11	13	12	93	31.00
60-100	19	12	15	17	18	17	14	112	37.33
Above 100	07	06	07	11	13	10	12	66	22.00
Total	45	32	45	45	46	44	43	300	100

The above table shows the annual family income of the entrepreneurs doing business in Karnataka. 9.67% of respondents have the annual income up to Rs. 30,000, 31% of respondents are between Rs. 30,000 to 60,000, 37% of respondents are in the

bracket of Rs. 60,000 to 1,00,000 and 22% of respondents have above Rs. 1,00,000 family income.

This clearly suggests that, less family income forces them to take more self-employment.

Table No. V.08. Factors for the choice of Self-Employment.

Factors	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
To make livelihood	09	11	20	14	17	23	19	113	37.67
Achieve Status in society	05	02	03	04	02	01	03	20	06.67
To be one's own boss	15	14	13	18	19	12	17	108	36.00
To create job security	04	--	02	02	03	02	02	15	05.00
To get all the above	12	05	07	07	05	06	02	44	14.66
Total	45	32	45	45	46	44	43	300	100

The above table reveals the decision of entrepreneurs about choosing of self-employment. 37.67% of respondents have chosen self-employment to make livelihood, 6.67% to achieve status in society, 36% to become their own boss, 5% to get job security and 14.66% to get all the above desires of self-employment.

From this it clearly concluded that, more number of people are choosing self-employment to make their livelihood and to become their own boss. It influences them to take-up self-employment as it necessary for their livelihood.

Table No. V.09. Need of Self-Employment Training to Start Self-Employment.

Need	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Highly Essential	31	24	30	25	29	28	26	193	64.33
Essential	13	06	13	17	15	13	13	90	30.00
May be Essential	01	02	02	03	02	03	04	17	5.67

Not Essential	--	--	--	--	--	--	--	--	--
Total	45	32	45	45	46	44	43	300	100

The above table depicts the opinion of the entrepreneurs about the necessity of training to start self-employment. 64.33% of the respondents' opinion is that training is highly essential, 30% of the respondents opinion is that training is essential and 5.67% of the respondents opinion is training may be essential to start self-employment.

Thus it can be concluded that, to start self-employment training is highly essential and useful for the persons to take-up self-employment.

Table No. V.10. Mode of Training Attended.

Mode	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Theory	--	--	--	--	--	--	--	--	--
Practical	--	--	--	--	--	--	--	--	--
Both	45	32	45	45	46	44	43	300	100
Total	45	32	45	45	46	44	43	300	100

The above table shows the mode of training attended by the entrepreneurs doing self-employment in Karnataka. All the respondents have attended theory and practical training.

This clearly shows that, the RUDSET Institute is providing theory and practical training which is necessary for one who take-up self-employment.

Table No. V.11. Level of Satisfaction in Classroom Training.

Satisfaction	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Highly Satisfied	28	25	27	25	28	27	27	187	62.33
Satisfied	17	07	18	20	18	17	16	113	37.67
Not Satisfied	--	--	--	--	--	--	--	--	--

Total	45	32	45	45	46	44	43	300	100
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The above table depicts the opinion of the entrepreneurs about level of satisfaction in classroom training. 62.33% of respondents are highly satisfied, 37.67% of respondents are satisfied with the classroom training given by the RUDSETI.

This clearly reveals that, more entrepreneurs are highly satisfied with the classroom training given by the institute, which is very helpful to perform well in their business units.

Table No. V.12. Level of Satisfaction in Practical or Field Training.

Level of Satisfaction	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Highly Satisfied	32	28	33	31	32	31	30	217	72.33
Satisfied	13	04	12	14	14	13	13	83	27.67
Not Satisfied	--	--	--	--	--	--	--	--	--
Total	45	32	45	45	46	44	43	300	100

The above table reveals the opinion of the entrepreneurs about the practical or field training. 72.33% of respondents are highly satisfied and 27.67% of respondents are satisfied with practical training.

This clearly suggests that, the practical training given by the RUDSETI is highly effective and helpful to the entrepreneurs when they enter the real self-employment.

Table No. V.13. Preference for Mode of Training.

Mode	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Classroom	--	--	--	--	--	--	--	--	--
Practical	--	--	--	--	--	--	--	--	--
Both Essential	45	32	45	45	46	44	43	300	100

Total	45	32	45	45	46	44	43	300	100
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The above table reveals the opinion of the entrepreneurs about their preference of training. All the respondents (100%) are of the opinion and prefer both classroom and practical training is essential.

From this, it can be concluded that, training will be effective with a proper combination of theory and practical.

Table No. V.14. Content of Inputs in Training.

Inputs	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
More than required	31	20	30	27	29	28	28	193	64.33
Adequate	14	12	15	18	17	16	15	107	35.67
Not sufficient	--	--	--	--	--	--	--	--	--
Very little information	--	--	--	--	--	--	--	--	--
Total	45	32	45	45	46	44	43	300	100

The above table depicts the opinion of the entrepreneurs about content of inputs provided in training by the RUDSETI. 64.33% of respondents' opinion is that, it is more than required and 35.67% of respondents' opinion is that, it is adequate to do the self-employment.

This clearly suggests that, the content of inputs provided by the RUDSETI is more than required to start self-employment. The education level and the level of comprehension of the trainees also matters in understanding the training.

Table No. V.16. Level of Satisfaction in Self-employment Training.

Level of Satisfaction	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Highly Satisfied	33	26	32	31	33	33	31	219	73.00
Satisfied	12	06	13	14	13	11	12	81	27.00
Not Satisfied	--	--	--	--	--	--	--	--	--

Total	45	32	45	45	46	44	43	300	100
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The above table depicts the opinion of the entrepreneurs about overall training satisfaction. 73% of respondents are highly satisfied and 27% of respondents are satisfied with the training given by the RUDSETI.

From this, it can be concluded that, the RUDSETI training is more effective and useful for those who are taking-up self-employment.

Table No. V.17. Usage of Modern Training Aids in RUDSETI.

Usage	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Yes	45	32	45	45	46	44	43	300	100
No	--	--	--	--	--	--	--	--	--
Total	45	32	45	45	46	44	43	300	100

The above table reveals the opinion of the entrepreneurs about usage of modern training aids in RUDSETI. All the respondents' opinion is that the institute is using modern training aids.

This clearly suggests that, the institute is using modern training aids in training to make training more effective and useful.

Table No. V.18. Institutional Discipline in the RUDSETI.

Discipline	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Very Good	42	30	42	36	35	34	32	251	83.67
Good	03	02	03	09	11	10	11	49	16.33
Satisfactory		--	--	--	--	--	--	--	--
Not satisfactory		--	--	--	--	--	--	--	--
Total	45	32	45	45	46	44	43	300	100

The above table depicts the opinion of the entrepreneurs about discipline maintained by the RUDSETI. 83.67% of respondents' opinion is very good, 16.33% of respondents' opinion is good and satisfactory, not satisfactory about discipline in the institute is nil.

This clearly confirms that maintaining discipline in RUDSETI during training period is very good. This will be helpful for the trainees in self-employment and also in their life.

Table No. V.19. Staff Co-Operation and Dedication of RUDSETI.

Co-operation	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Very Good	44	30	43	42	43	42	39	293	97.67
Good	01	02	02	03	03	02	04	17	2.33
Satisfactory	--	--	--	--	--	--	--	--	--
Not satisfactory	--	--	--	--	--	--	--	--	--
Total	45	32	45	45	46	44	43	300	100

The above table reveals the opinion of the entrepreneurs about staff co-operation and dedication. 97.67% of respondents' opinion is that the staff co-operation and their dedication is very good, 2.33% of respondents' opinion is good and satisfactory and not satisfactory about the staff co-operation is nil.

This clearly suggests that, staff co-operation and their dedication is very good in RUDSETI, which arouses interest and builds confidence in training. All those who have undergone training have now become good entrepreneurs because of RUDSETI staff co-operation during training and after training.

Table No. V.20. Infrastructure and other facilities in the RUDSETI.

Infrastructure	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Very Good	42	30	41	38	39	38	38	266	88.67
Good	03	02	04	07	07	06	05	34	11.33
Satisfactory	--	--	--	--	--	--	--	--	--

Not satisfactory	--	--	--	--	--	--	--	--	--
Total	45	32	45	45	46	44	43	300	100

The above table depicts the opinion of the entrepreneurs about infrastructure facilities of RUDSETI. 88.67% of respondents' opinion is that infrastructure facilities are very good, 11.33% of respondents' opinion is good and satisfactory and not satisfactory about infrastructure is nil.

Through this, it can be concluded that, infrastructure facilities offered by the RUDSETI is very good and that has made comfortable and effective for trainees.

Table No. V.21. Follow-up System of the RUDSETI.

Follow-up	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Very Good	28	28	27	25	24	23	24	179	59.67
Good	15	03	16	17	17	16	15	99	33.00
Satisfactory	02	01	02	03	05	05	04	22	07.33
Not satisfactory	--	--	--	--	--	--	--	--	--
Total	45	32	45	45	46	44	43	300	100

The above table shows the opinion of the entrepreneurs about post training evaluation and follow-up by the RUDSETI. 59.67% of respondents' opinion is that the follow-up system is very good, 33% of respondents' opinion is that the follow-up system is good, 7.33% of respondents' opinion is satisfactory and not satisfactory about follow-up system is nil.

This clearly suggests that performance evaluation and follow-up system by the RUDSETI after training is very good.

Table No. V.22. Initial Investment for the Business.

Investment (,000) Rs.	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
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Up to Rs. 20	14	06	13	11	05	04	12	65	21.67
20-40	19	12	20	18	14	23	19	125	41.67
40-60	06	10	07	10	12	09	07	61	20.33
Above 60	06	04	05	06	15	08	05	49	16.33
Total	45	32	45	45	46	44	43	300	100

The above table depicts the initial investment made by the entrepreneurs doing business in Karnataka. 21.67% of entrepreneurs' have invested up to Rs. 20,000 as initial investment, 41.67% of entrepreneurs' have contributed Rs. 20,000-40,000, 20.33% of entrepreneurs' have invested Rs.40,000 to 60,000 and 16.33% of entrepreneurs have invested above Rs. 1,00,000 as initial investment to start their self-business.

From this it can be concluded that, more number of entrepreneurs have initially inversed between Rs. 20,000 to Rs. 40,000 for their business unit.

Table No. V.23. Monthly Earnings from the Self-Employment.

Earnings (,000) Rs.	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
2-4	08	04	09	06	04	06	07	44	14.67
4-6	18	10	17	14	12	10	15	96	32.00
6-8	11	13	13	16	16	15	13	97	32.33
Above 8	08	05	06	09	14	13	08	63	21.00
Total	45	32	45	45	46	44	43	300	100

This above table reveals the monthly earning by entrepreneurs doing business in Karnataka. 14.67% of entrepreneurs are earnings in the bracket of Rs. 2,000 to 4,000, 32% of entrepreneurs are earning in between Rs 4,000 to 6,000, 32.33% of entrepreneurs are earning Rs. 6,000 to 8,000 and 21% of respondents are earning above Rs 8,000 per month.

This clearly indicates that more number of self-employed entrepreneurs are earning monthly income upto Rs. 4,000 to 8,000. Thus the self-employment is a good alternative for leading decent life.

Table No. V.24. Institutional Financial Assistance.

Received or Not	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Yes	17	15	23	27	31	29	29	171	57.00
No	28	17	22	18	15	15	14	129	43.00
Total	45	32	45	45	46	44	43	300	100

Assistance from	DK	Udupi	C.Drg	Myr	B'lor	Bjpr	Dhwd	Total	%
Nationalized Banks	13	12	19	21	26	26	24	141	82.45
Co-operative Banks	03	02	03	04	03	02	02	19	11.11
Micro-finance	01	01	01	02	02	01	03	11	06.44
Total	17	15	23	27	31	29	29	171	100

The above table depicts the financial assistance taken by the entrepreneurs. 57% of entrepreneurs have taken financial assistance and 43% of entrepreneurs' have not taken financial assistance. They started self-employment with their own fund. In that, 82.45% took loan from nationalized banks, 11.11% from co-operative banks and 6.44% from micro finance.

This clearly justifies that, more number of entrepreneurs have taken financial assistance from the nationalized banks. Institutional financial assistance is very much required for creating self-enterprises

Findings of the Study

From the primary data collected from the questionnaire, the study reveals that:

- ❖ 20 to 30 years of age group are more(48.33%) self-employed and interested in self-employment.
- ❖ More Male(55.67%) are self-employed than female in Karnataka.
- ❖ This study reveals that those who have studied PUC (28.33%) and Degree(27.67%) are interested in self-employment and who have studied post-graduate are less interested in Self-employment. Even those who have studied ITI/JOC/Diploma are interested in self-employment.

- ❖ The study also reveals the role of family occupation in establishing self-enterprise, if the family occupation is business (47.33%) then they are more interested in self-employment. At present, even those whose family occupation is agriculture are also interested in doing business.
- ❖ Maximum RUDSETI trained persons have established business enterprises (76.33%) and become entrepreneurs and few are engaged in effective agriculture.
- ❖ The study also reveals that the role of family income in establishing self-enterprise, if the family income is in between Rs. 60000 to Rs. 1,00,000, there is higher degree of motivation to take-up self-employment.
- ❖ More number of entrepreneurs have located their enterprises in rural area (55%) than in urban area.
- ❖ As more number of people are choosing self-employment to earn their livelihood (37.67%) and to become their own boss (36%). It influences them to take-up self-employment as it necessary for their life.
- ❖ The majority of respondents expressed that to start self-employment training is highly essential (64.33%), Essential (30%) and may be essential (5.67%). Totally respondents' opinion is that, training is highly essential and useful for the persons taking-up self-employment.
- ❖ The RUDSETI Institute is providing theory and practical training which is necessary for one who take-up self-employment.
- ❖ The respondents' satisfaction level in classroom training is 62.33% as of highly satisfied, 37.67% is of satisfied.
- ❖ The level of satisfaction of entrepreneurs about practical or field training is 72.33% as highly satisfied and 27.67% of the respondents are of the view that they are satisfied.
- ❖ All the respondents (100%) have preferred both classroom and practical training.
- ❖ The opinion of the entrepreneurs about content of inputs provided in training by the RUDSETI is 64.33% of respondents' opinion is that, it is more than required and 35.67% of the respondents' opinion is that, it is adequate to do the self-employment.
- ❖ The more number of respondents are highly motivated by training to take-up self-employment. 65.67% of respondents are highly confident and 34.33% of respondents are confident.
- ❖ The level of overall training satisfaction is 73% as highly satisfied and 27% are satisfied with the training given by the RUDSETI and entrepreneurs also expressed the efficacy of training in establishing the business unit.
- ❖ All the respondents' opinion is the institute is using modern training aids in training.
- ❖ The way of discipline maintained by the RUDSETI is highly impressed by the trainees. 83.67% of respondents' opinion is very good, 16.33% of respondents' opinion is good and satisfactory, not satisfactory about discipline in institute is nil. They also expressed that the discipline practiced in the institute is helpful in their life.
- ❖ The co-operation and dedication of RUDSETI staff member is highly helpful the trainees. 97.67% of respondents' opinion is very good and 2.33% is good. All those who have undergone training and now become entrepreneurs think that it is due to RUDSETI staff co-operation, dedication and encouragement during training and after training.
- ❖ The training effectiveness is also influenced by infrastructure facilities of RUDSETI. 88.67% of respondents' opinion is very good, 11.33% of respondents' opinion is good.

- ❖ It was expressed by the entrepreneurs that, post training evaluation and follow-up by the RUDSETI is very effective as it influences their competence in self-employment. 59.67% of respondents' opinion is very good, 33% of respondents' opinion is good, and 7.33% of respondents' opinion is satisfactory.
- ❖ Entrepreneurs are in the category of initial investment made from Rs. 20,000 to Rs. 40,000 to start self-employment.
- ❖ The study reveals the monthly earnings of entrepreneurs doing business in Karnataka is 14.67% is the earning bracket of Rs. 2,000 to 4,000, 32% of entrepreneurs are earning between Rs 4,000 to 6,000, 32.33% of entrepreneurs are earning Rs. 6,000 to 8,000 and 21% of respondents are earning above Rs 8,000 per month.
- ❖ The study confirms the role of institutional financial assistance is required for creating self-enterprise. 57% of entrepreneurs have taken financial assistance.
- ❖ Lack of marketing facilities (35.32%) at the time of establishing the unit is a challenge for the entrepreneurs.
- ❖ It is found that the 88% of the entrepreneurs want to continue the self-employment unit. The maximum numbers of entrepreneurs want to continue the self-employment as it is more beneficial for them without depending upon others.
- ❖ The most of the entrepreneurs (82.33%) are getting co-operation and encouragement for self-employment in their area.
- ❖ The sufficient amount of raw-materials is available for the entrepreneurs doing self-employment in Karnataka.
- ❖ The more number of entrepreneurs (57%) have received financial assistance from banks with the help of RUDSETI.
- ❖ The level of education in their areas of entrepreneurs is good. But the rate of highly educated need to be improved.
- ❖ The level of infrastructure facilities available in their areas of entrepreneurs is also good.
- ❖ The level of purchasing power of the people in their areas where entrepreneurs doing business in Karnataka is good.
- ❖ The more number of consumer (61%) will prefer both quality products and price of product. The consumers will give preference for good quality products with reasonable price in the areas where entrepreneurs are doing business in Karnataka.
- ❖ The study reveals the need for an entrepreneur to be successful in business venture. 10.33% of entrepreneurs opinion is that the person who can invest more money can become successful, 6% of entrepreneurs' opinion is success depends on luck, 33.67% of entrepreneurs believes success in hard work, 29.67% of entrepreneurs says a good idea is needed to be successful and 20.33% of respondents believes success in money, luck, hard work and good idea. To be successful in business enterprise, the **hard work** and **good idea** of an entrepreneur will play an indispensable role.
- ❖ Hypothesis H_{01} accepted and confirms that, there is influence of RUDSETI training to start self-employment. It also reveals the effectiveness of RUDSETI training. It is the opinion of the entrepreneurs that without the training it is difficult to start and also manage the self-employment unit.
- ❖ Hypothesis H_{02} accepted and found that, there is relationship between the content of inputs provided by the RUDSETI in training and the monthly earnings of the entrepreneurs. It also reveals that, more inputs in training will lead to more monthly earnings for the entrepreneurs and less inputs in training may affect the business performance.
- ❖ Hypothesis H_{03} is rejected and confirms that, there no relationship between educational background of the entrepreneurs and their monthly earnings from self-

employment. Business performance is not much influenced by educational qualification of entrepreneurs; it is also influenced by other factors like place of business, amount of initial investment, size of business, type of business, experience in business and purchasing power of the people etc. Even though the hypothesis is rejected, there will be certain amount of influence of educational qualification on business performance of entrepreneurs.

Recommendations, Summary and Conclusion

Suggestions

Based on the study undertaken through primary data and secondary data the following suggestions are recommended:

- ✓ The alumni association of RUDSETI trained entrepreneurs is recommended. The get-together of this association could be made once in year. So that entrepreneurs can share their ideas and express their opinion with other successful entrepreneurs. They can also think of Joint Ventures in selected areas.
- ✓ 'The Best Entrepreneur Award' for every year for the RUDSETI trained entrepreneurs by the RUDSETI is recommended.
- ✓ The use of computer-aided methodology is recommended for the effective classroom training.
- ✓ More attention can be given to post training evaluation and follow-up of trainees who are slow in taking up self-employment.
- ✓ To provide more information and practical knowledge about marketing facilities of the product manufactured by entrepreneurs is recommended.
- ✓ To strengthen the training, the component of market research to ascertain market demand for the product to be manufactured by the entrepreneurs.
- ✓ More publicity to be given to create awareness about self-employment and RUDSETI training is recommended.
- ✓ The importance of self-employment training could be given not only for business based but also for agro-based.

Summary and Conclusion:

Through this study it can be concluded that Human Resource is the most valuable asset to the society. So, it has to be developed in a proper way. Through this, people can give ultimate return to society, by making best of themselves and by helping others. Self-employment is one of the best method for the people to make their life meaningful by standing on their own without depending on others. Self-employment is very much suitable for those who have great confidence and desire to become their own bosses. So, making this beautiful way into a reality, proper training and development programmes are essential.

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