
CHAPTER-5

FINDINGS CONCLUSION SUGGESTION AND PLAN OF ACTION

Findings, conclusions, suggestions and plan of actions are the last parts of the theses. Findings are statements section, upon which they are based upon the data analysis. Conclusions are answer to the question raised, or the statements of acceptance or rejection of the hypotheses proposed. The conclusions do not need to repeat the evidence on which they are based, but extreme care should be exercised to present them with whatever limitations and qualification are necessary.

Besides findings and conclusion, suggestions are also required for the researcher. Suggestions are brief statements of a limited numbers of recommendations for further consideration. These suggestions are to be given at the end of the report. They must be exhaustive and should take into consideration all the difficulties that may arise in implementing them and plan of action will give ideas for further research study.

In this study, an attempt has been made to recapitulate the findings of the present study. The collected data is analyzed on three major factors like Profile of the respondents, entrepreneurial aspects and empowerment aspects. The finding of the study is as follows:

5.1 Findings

5.1.1 Profile of the respondents

- Majority 79% (n=237) of respondents belong to the age group of 25-50 years. The young and middle age group people can actively participate in socio-economic activities.
- Majority of respondents belong to Hindu religion i.e 78 % (n=235) while Christian and Muslim respondents are less because of small group of religion.
- Majority of the respondents i.e. 100 % (n=300) of respondents are females.

- Majority 60 % (n=181) of respondents studied up to post graduate level, while 1 % (n=2) respondents are illiterate.
- Majority of the respondents were married that is 65 % (n=194) in which 7% (n=20) of respondents were widow and very less respondents i.e. 6% (n=18) respondents were divorcee marital status.
- With regard to kind and size of family majority of the respondents were living in nuclear family and 48 % (n=145) of respondents having 1-5 members in their family.
- With regard to the income it can be revealed that 65% (n=196) majority of respondents are earning 30,000 to 45,000 income per month.
- With regard to the saving it can be revealed that 62% (n=185) majority of respondents are saving Rs 10,000 to 25,000 per month.
- With regard to the experience of entrepreneur it can be revealed that 52% (n=156) majority of respondents have 5 to 10 years' experience of entrepreneurship.

5.1.2 Entrepreneurial aspects of the respondents

- With regard to the nature of business majority of the respondent's i.e. 65% (n=196) of respondents were doing trading business
- With regard to the type of ownership majority of the respondent 69% (n=206) of respondents were having sole proprietorship business ownership
- With regard to period of existence majority of the respondent's i.e. 75 % (n=224) of the respondents existence period is 2-5 years.
- With regard to type of establishment majority of the respondent's i.e. 40% (n=120) of the respondents established micro level business
- With regard to how to become entrepreneur majority of the respondent's i.e. 76% (n=228) of the respondents become entrepreneur because of family ventures
- With regard to reason for starting ventures majority of the respondent's i.e. 91% (n=272) of the respondents were starting the ventures because to be independent and out of necessity
- With regard to motive to venture out majority of the respondent's i.e. 73% (n=218) of the respondents motivated by training

- With regard to source of financial assistance majority of the respondent's i.e.41% (n=124) of the respondents financial source is self-saving.

5.1.3 Training program

- Majority of the respondents i.e. 84% (n=251) had entrepreneurship training from government organization.
- Majority of the respondents i.e. 66% (n=198) of the respondents had monthly training.
- Majority of the respondent's i.e. 22% (n=66) have reason behind training is capacity building and self-holistic development.
- Majority of the respondent's i.e. 47% (n=142) are satisfied with the purpose of they had undergone training was served fulfilled.

5.1.4 Opinion of women entrepreneur to become successful entrepreneur

- Majority of the respondents believe that achievement motivation, risk taking abilities, leadership qualities, perseverance, regularity and dedication to work and self-confidence are extremely important to become successful entrepreneur.
- Majority of the respondent's i.e.76% (n=228) of the respondents believe that Achievement motivation is extremely important
- Majority of the respondent's i.e. 44% (n=132) of the respondents believe that Risk taking ability is extremely important
- Majority of the respondent's i.e. 38% (n=114) of the respondents believe that decision making skill is very important.
- Majority of the respondent's i.e. 33% (n=98) of the respondents believe that Leadership qualities is extremely important
- Majority of the respondent's i.e. 31% (n=94) of the respondents believe that readiness to accept challenges is not very important
- Majority of the respondent's i.e. 48% (n=145) of the respondents believe that persistent problem solving skill is very important
- Majority of the respondent's i.e. 37% (n=110) of the respondents believe that clarify of goals is somewhat important

- Majority of the respondent's i.e. 49% (n=146) of the respondents believe that dealing with failure is very important
- Majority of the respondent's i.e. 40% (n=120) of the respondents believe that technical background is very important
- Majority of the respondent's i.e. 49% (n=148) of the respondents believe that experience in the line is very important
- Majority of the respondent's i.e. 35% (n=104) of the respondents believe that willingness to introduce something new is very important
- Majority of the respondent's i.e. 49% (n=148) of the respondents believe that taking initiative & seeking personal responsibility is very important
- Majority of the respondent's i.e. 52% (n=156) of the respondents believe that competing against self-imposed standard is somewhat important
- Majority of the respondent's i.e. 59% (n=176) of the respondents believe that tolerance to ambiguity and uncertainty is extremely important
- Majority of the respondent's i.e. 44% (n=133) of the respondents believe that perseverance is extremely important,
- Majority of the respondent's i.e. 47% (n=140) of the respondents believe that regularity & dedication to work is extremely important
- Majority of the respondent's i.e. 39% (n=117) of the respondents believe that self-control is somewhat important
- Majority of the respondent's i.e. 47% (n=142) of the respondents believe that self-confidence is extremely important
- Majority of the respondent's i.e. 38% (n=114) of the respondents believe that immediate feedback is somewhat important
- Majority of the respondent's i.e. 35% (n=105) of the respondents believe that willingness to take advice is somewhat important
- Majority of the respondent's i.e. 58% (n=174) of the respondents believe that time management is very important
- Majority of the respondent's i.e. 42% (n=126) of the respondents believe that long term involvement & commitment is somewhat important

5.1.5 Problem of women entrepreneurs

- Majority of the respondents always have problem of scarcity of raw material, shouldering family responsibilities, lack of enterprising networking and personal health problems while some respondents have rarely problems like limited mobility, access to timely and reliable interaction, shyness and inhabitation problem.
- Majority of the respondent's i.e. 45% (n=134) of the respondents occasionally have finance problem
- Majority of the respondent's i.e. 50% (n=149) of the respondents occasionally have lack of proper infrastructure problem
- Majority of the respondent's i.e. 47% (n=142) of the respondents always have scarcity of raw material problem
- Majority of the respondent's i.e. 47% (n=141) of the respondents rarely have limited mobility problem
- Majority of the respondent's i.e. 59% (n=175) of the respondents always have shouldering family responsibilities problem
- Majority of the respondent's i.e. 44% (n=133) of the respondents occasionally have lack of education and training problem
- Majority of the respondent's i.e. 38% (n=114) of the respondents always have lack of enterprise networking problem
- Majority of the respondent's i.e. 31% (n=93) of the respondents sometimes have gender constrains problem
- Majority of the respondent's i.e. 49% (n=146) of the respondents rarely have access to timely and reliable interaction problem
- Majority of the respondent's i.e. 47% (n=143) of the respondents rarely have shyness and inhabitation problem
- Majority of the respondent's i.e. 32% (n=97) of the respondents never have lack of finance for initial investment problem
- Majority of the respondent's i.e. 55% (n=163) of the respondents never have lack of family support problem
- Majority of the respondent's i.e. 37% (n=112) of the respondents sometimes have lack of community support problem,

- Majority of the respondent's i.e. 43% (n=129) of the respondents occasionally have marketing problem
- Majority of the respondent's i.e. 71% (n=212) of the respondents never have lack of motivation problem
- Majority of the respondent's i.e. 51% (n=152) of the respondents never have lack of self-confidence problem
- Majority of the respondent's i.e. 51% (n=152) of the respondents always have personal health problem
- Majority of the respondent's i.e. 39% (n=118) of the respondents always have time constraints problem
- Majority of the respondent's i.e. 42% (n=125) of the respondents occasionally have lack of freedom problem

5.1.6 Attitude of family after becoming an entrepreneur

- Majority of the husbands i.e. 63% (n=188) have favorable attitude among women entrepreneurs.
- Majority of the father in law i.e. 53% (n=158) have highly unfavorable attitude among women entrepreneurs.
- Majority of the mother in law i.e. 58% (n=173) have highly unfavorable attitude among women entrepreneurs.
- Majority of the children i.e. 39% (n=118) have favorable attitude among women entrepreneurs.
- Majority of the father i.e. 46% (n=138) have favorable attitude among women entrepreneurs.
- Majority of the mother i.e. 55% (n=166) have highly favorable attitude among women entrepreneurs.
- Majority of the siblings i.e. 36% (n=108) have favorable attitude among women entrepreneurs.
- Majority of the relatives i.e. 53% (n=158) have mixed attitude among women entrepreneurs.

\5.1.7 Attitude of society after becoming an entrepreneur

- Majority of respondents i.e. 91% (n=124) of the respondents are highly agree with the perception of society in increase their social status
- Majority of respondents i.e. 41% (n= 124) are highly agree with perception of society in incense their social status and 45% (n=135) incense in their economic status
- Majority of respondents i.e. 52% (n= 156) are highly disagree with perception of society as entrepreneurs family is getting neglected.
- Majority of respondents i.e. 34% (n=104) of the respondents are neutral with the perception of society in relationship problem in family after becoming an entrepreneur
- Majority of respondents i.e. 41% (n= 123) are agree with perception of society as there are relationship problems between couples after becoming entrepreneur.
- Majority of respondents i.e. 41% (n= 124) are highly agree with perception of society as directly or indirectly male ego is getting hurt.
- Majority of respondents i.e. 42% (n=126) of the respondents are highly disagree with the perception of society in character looked down upon after becoming an entrepreneur
- Majority of respondents i.e. 45% (n=135) of the respondents are highly disagree with the perception of society in fear of strong feminism after becoming an entrepreneur
- Majority of respondents i.e. 43% (n=130) of the respondents are highly disagree with the perception of society in fear of women dominating men
- Majority of respondents i.e. 66% (n=196) of the respondents are highly disagree with the perception of society in women empowerment is going against the law of nature.

5.1.8 Individual level empowerment of women after becoming entrepreneur

- Majority of respondents i.e. 65% (n= 196) were having medium level of self-confidence before becoming an entrepreneur while the self confidence level has been increased to high level i.e. 73 % (n=220) after becoming an entrepreneur.
- Majority of respondents i.e. 58% (n= 175) were having medium level of capacity to solve problems before becoming an entrepreneur while the problem solving capacity has been increased to high level i.e. 54 %(n=161) after becoming an entrepreneur.
- Majority of respondents i.e. 36% (n= 107) were having high level of health consciousness before becoming an entrepreneur while the number of respondents has been increased to the same level 39 %(n=117) after becoming an entrepreneur.
- Majority of respondents i.e. 55% (n= 166) were having medium level of self-image before becoming an entrepreneur while the self confidence level has been decreased to high level i.e. 53%(n=158) after becoming an entrepreneur.
- Majority of respondents i.e. 58% (n= 175) were having medium level of comfort while talking in a crowded area before becoming an entrepreneur while their comfort level has been increased to high level i.e. 71%(n=214) while talking in a crowded area after becoming an entrepreneur.
- Majority of respondents i.e. 55% (n= 166) were facing overall likeness from people at medium level before becoming an entrepreneur while the overall likeness from people has been increased to high level i.e. 53 %(n=158) after becoming an entrepreneur.
- Majority of respondents i.e. 56% (n= 169) were having medium level of self identity before becoming an entrepreneur while the self-identity level has been increased to high level i.e. 83 %(n=248) after becoming an entrepreneur.
- Majority of respondents i.e. 46% (n= 139) were facing fear of committing mistakes at high level before becoming an entrepreneur while the fear of

committing mistakes has been decreased to medium level i.e. 42 %(n=126) after becoming an entrepreneur.

- Majority of respondents i.e. 64% (n= 192) were having medium level of ability to coping up with any problem before becoming an entrepreneur while their ability level has been increased to high level i.e. 49%(n=145) after becoming an entrepreneur.
- Majority of respondents i.e. 44% (n= 132) were having lower level of ability to accept challenges before becoming an entrepreneur while their ability level has been increased to high level i.e. 58%(n=174) after becoming an entrepreneur.
- Majority of respondents i.e. 61% (n= 184) were having high level of decision making power before becoming an entrepreneur while the number of respondents has been increased to the same level 91 %(n=273) after becoming an entrepreneur.
- Majority of respondents i.e. 57% (n= 172) were having medium level of convincing ability before becoming an entrepreneur while the level of convincing has been increased to high level i.e. 63 %(n=189) after becoming an entrepreneur.
- Majority of respondents i.e. 41% (n= 124) were facing feeling of being independent at low level before becoming an entrepreneur while the feeling of being independent has been increased to higher level i.e. 51 %(n=154) after becoming an entrepreneur.
- Majority of respondents i.e. 35% (n= 106) were facing the feeling of enjoying freedom at medium level before becoming an entrepreneur while the feeling of enjoying freedom has been increased to higher level i.e. 53 %(n=158) after becoming an entrepreneur.
- Majority of respondents i.e. 44% (n= 132) were having high level of readiness/preparedness to fight of own rights before becoming an entrepreneur

while the number of respondents has been increased to the same level 66 % (n=197) after becoming an entrepreneur.

- Majority of respondents i.e. 39% (n= 116) were facing the feeling of helplessness at medium level before becoming an entrepreneur while the feeling of helplessness has been increased to higher level i.e. 56 % (n=166) after becoming an entrepreneur.
- Majority of respondents i.e. 65% (n= 164) were having high level of ability to maintain relationships before becoming an entrepreneur while their ability level has been the same i.e. 57 % (n=170) after becoming an entrepreneur.
- Majority of respondents i.e. 54% (n= 162) were having medium level of readiness/preparedness to fight against physical and mental harassment before becoming an entrepreneur while the readiness/preparedness to fight against physical and mental harassment has been slightly increased to higher level i.e. 52 % (n=158) after becoming an entrepreneur.
- Majority of respondents i.e. 59% (n= 178) were having medium level of capacity power to help others before becoming an entrepreneur while the capacity power to help others has been increased to high level i.e. 66 % (n=198) after becoming an entrepreneur.
- Majority of respondents i.e. 40% (n= 120) were having higher level of readiness to adjust as per the situation before becoming an entrepreneur while the number of respondents has been increased to the same level i.e. 69% (n=206) after becoming an entrepreneur.
- Majority of respondents i.e. 34% (n= 102) were having lower level of liking for social gathering before becoming an entrepreneur while their liking for social gathering has been increased to high level i.e. 53% (n=159) after becoming an entrepreneur.

5.1.9 Family level empowerment of women after becoming entrepreneur

- Majority of respondents i.e. 52% (n= 158) were getting higher level support from husband before becoming an entrepreneur while their support has been increased to 75%(n=224) after becoming an entrepreneur.
- Majority of respondents i.e. 48% (n= 145) possess the higher level capacity to support their children in their studies before becoming an entrepreneur while the capacity to support their children in their studies has been decreased to medium level i.e. 35%(n=104) after becoming an entrepreneur.
- Majority of respondents i.e. 40% (n= 121) were facing higher level demand for extra money for household expenses before becoming an entrepreneur while the demand for extra money for household expenses has been increased to 69 %(n=206) after becoming an entrepreneur.
- Majority of respondents i.e. 37% (n= 112) were having higher level of freedom to decide buying for sale before becoming an entrepreneur while the number of respondents has been increased to the same level i.e. 60%(n=180) after becoming an entrepreneur.
- Majority of respondents i.e. 48% (n= 145) were facing lower level of freedom to go to parents place before becoming an entrepreneur while their freedom to go to their parents place has been increased to high level i.e. 42%(n=128) after becoming an entrepreneur.
- Majority of respondents i.e. 45% (n= 134) were having higher level of freedom to take children to school before becoming an entrepreneur while the number of respondents has been increased to the higher level i.e. 66%(n=198) after becoming an entrepreneur.
- Majority of respondents i.e. 39% (n= 118) were having freedom for shopping at medium level before becoming an entrepreneur while the freedom for shopping has been increased to higher level i.e. 60 %(n=180) after becoming an entrepreneur.

- Majority of respondents i.e. 45% (n= 134) were having freedom to invite guest at home was at high level before becoming an entrepreneur while the freedom to invite guest at home has been increased to higher level i.e. 66 %(n=198) after becoming an entrepreneur.
- Majority of respondents i.e. 43% (n= 130) were having freedom to organize family/social function was at high level before becoming an entrepreneur while the freedom to organize family/social function has been increased to higher level i.e. 64 %(n=193) after becoming an entrepreneur.
- Majority of respondents i.e. 65% (n= 196) were having their annual income at medium level before becoming an entrepreneur while their annual income has been increased to higher level i.e. 50 %(n=151) after becoming an entrepreneur.

5.1.10 Economic empowerment of women after becoming entrepreneur

- Majority of respondents i.e. 62% (n= 186) were having their monthly income at medium level before becoming an entrepreneur while their monthly income has been increased to higher level i.e. 68 %(n=206) after becoming an entrepreneur.
- Majority of respondents i.e. 55% (n= 166) were having medium level living standard before becoming an entrepreneur while the living standard has been increased to the higher level i.e. 47%(n=146) after becoming an entrepreneur.
- Majority of respondents i.e. 55% (n= 166) were having their monthly saving at medium level before becoming an entrepreneur while their monthly saving has been increased to higher level i.e. 58 %(n=172) after becoming an entrepreneur.
- Majority of respondents i.e. 55% (n= 166) were having medium level household facilities before becoming an entrepreneur while the household facilities has been increased to the higher level i.e. 63 %(n=190) after becoming an entrepreneur.

- Majority of respondents i.e. 63% (n= 190) were having medium level monthly expense of family before becoming an entrepreneur while the monthly expense of family has been increased to the higher level i.e. 63%(n=190) after becoming an entrepreneur.
- Majority of the respondents i.e. 65% (n=194) saved their money in the bank before becoming an entrepreneur while the number has been increased to 98%(n=296) after becoming an entrepreneur
- Majority of the respondents i.e. 53% (n=160) have lost their income before becoming an entrepreneur while the number has been decreased to 47%(n=140) after becoming an entrepreneur
- Majority of the respondents i.e. 69% (n=208) have their own house before becoming an entrepreneur while the number has been increased to 97%(n=284) after becoming an entrepreneur
- Majority of the respondents i.e. 71% (n=214) have enough furniture in their house before becoming an entrepreneur while the number has been increased to 99%(n=298) after becoming an entrepreneur
- Majority of the respondents i.e. 68% (n=203) have gas facilities in their house before becoming an entrepreneur while the number has been increased to 100%(n=300) after becoming an entrepreneur
- Majority of the respondents i.e. 61% (n=284) have refrigerator facilities in their house before becoming an entrepreneur while the number has been increased to 97%(n=292) after becoming an entrepreneur
- Majority of the respondents i.e. 61% (n=184) have washing machine facilities in their house before becoming an entrepreneur while the number has been increased to 76%(n=228) after becoming an entrepreneur
- Majority of the respondents i.e. 66% (n=198) have mixer facilities in their house before becoming an entrepreneur while the number has been increased to 83%(n=248) after becoming an entrepreneur
- Majority of the respondents i.e. 30% (n=89) have micro wave facilities in their house before becoming an entrepreneur while the number has been increased to 53%(n=158) after becoming an entrepreneur

- Majority of the respondents i.e. 18% (n=53) have AC facilities in their house before becoming an entrepreneur while the number has been increased to 56%(n=169) after becoming an entrepreneur
- Majority of the respondents i.e. 68% (n=204) have vehicles in their house before becoming an entrepreneur while the number has been increased to 97%(n=292) after becoming an entrepreneur
- Majority of the respondents i.e. 30% (n=91) have bicycle in their house before becoming an entrepreneur while the number has been decreased to 17%(n=51) after becoming an entrepreneur
- Majority of the respondents i.e. 33% (n=98) have two wheeler vehicles facilities in their house before becoming an entrepreneur while the number has been increased to 96%(n=288) after becoming an entrepreneur
- Majority of the respondents i.e. 33% (n=98) have four wheeler vehicle facilities in their house before becoming an entrepreneur while the number has been decreased to 90%(n=269) after becoming an entrepreneur
- Majority of the respondents i.e. 73% (n=220) have TV facilities in their house before becoming an entrepreneur while the number has been increased to 96%(n=288) after becoming an entrepreneur
- Majority of the respondents i.e. 66% (n=198) have DVD/music player facilities in their house before becoming an entrepreneur while the number has been increased to 71%(n=214) after becoming an entrepreneur
- Majority of the respondents i.e. 61% (n=184) have mobile facilities in their house before becoming an entrepreneur while the number has been increased to 100%(n=300) after becoming an entrepreneur
- Majority of the respondents i.e. 37% (n=112) have laptop facilities in their house before becoming an entrepreneur while the number has been increased to 61%(n=184) after becoming an entrepreneur
- Majority of the respondents i.e. 56% (n=169) have computer facilities in their house before becoming an entrepreneur while the number has been increased to 96%(n=288) after becoming an entrepreneur

5.1.11 Social empowerment of women after becoming entrepreneur

- In family support Majority of the respondents i.e. 77% (n=230) making and maintaining relation before becoming an entrepreneur while the number has been increased to 84%(n=253) after becoming an entrepreneur
- In family support Majority of the respondents i.e. 88% (n=263) celebrating festival with family before becoming an entrepreneur while the number has been decreased to 71 %(n=213) after becoming an entrepreneur because of work load.
- Majority of the respondents i.e. 86% (n=258) felt there are changes take place in their life after becoming an entrepreneur
- Majority of the respondents i.e. 60% (n=194) build brotherhood relation before becoming an entrepreneur while the number has been increased to 86%(n=259)build professional relation after becoming an entrepreneur
- Majority of the respondents i.e. 51% (n=154) of the respondents believe that positive change can take place through entrepreneurship before becoming an entrepreneur while the number has been increased to 87%(n=262) after becoming an entrepreneur
- Majority of the respondents i.e. 53% (n=158) of the respondents believe that social condition has been improvement by entrepreneurship before becoming an entrepreneur while the number has been increased to 91%(n=272) after becoming an entrepreneur
- Majority of the respondents i.e. 44% (n=141) of the respondents believe that entrepreneurship lead to active participation in local economic policy making before becoming an entrepreneur while the number has been increased to 63%(n=210) after becoming an entrepreneur

HYPOTHESIS TESTING

5.1.12 Chi-square findings

- Chi square test under this study proved that there is significance association between age and individual, family, economic and social empowerment of women entrepreneurs.
- There is significance association between education and individual and social empowerment of women entrepreneurs.
- While there is no significance association between education and family as well as economic empowerment of women entrepreneurs.
- There is no significance association between training and individual empowerment of women entrepreneurs.
- There is significance association between training and family empowerment of women entrepreneurs.
- There is significance association between training and economic empowerment of women entrepreneurs.
- There is significance association between training and social empowerment of women entrepreneurs.

5.1.13 T-tests findings

Individual aspects

- There is significant difference in the individual empowerment of self confidence among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of problem solving capacity among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of health consciousness among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of self image among women entrepreneur before and after starting the business.

- There is no significant difference in the individual empowerment of comfort while talking in a crowded area among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of overall liking of people for entrepreneurs among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of self identity among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of fear of committing mistake among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of coping up with problem among women entrepreneur before and after starting the business.
- There is no significant difference in the individual empowerment of ability to accept challenges among women entrepreneur before and after starting the business.
- There is no significant difference in the individual empowerment of decision making power among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of convincing ability among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of feeling of being independent among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of feeling of enjoying freedom among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of readiness to fights for own rights among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of feeling of helplessness among women entrepreneur before and after starting the business.

- There is no significant difference in the individual empowerment of ability to maintain relationship among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of readiness to fight against physical and mental harassment among women entrepreneur before and after starting the business.
- There is no significant difference in the individual empowerment of power capacity to help others among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of readiness to adjust per situation among women entrepreneur before and after starting the business.
- There is significant difference in the individual empowerment of liking for social gathering among women entrepreneur before and after starting the business.

Family aspects

- There is significant difference in the family level empowerment of Overall support from husband among women entrepreneur before and after starting the business.
- There is significant difference in the family level empowerment of freedom to decide buying for self among women entrepreneur before and after starting the business.
- There is significant difference in the family level empowerment of freedom to go to parent's house among women entrepreneur before and after starting the business.
- There is significant difference in the family level empowerment of freedom to take children from school among women entrepreneur before and after starting the business.
- There is no significant difference in the family level empowerment of Freedom for shopping among women entrepreneur before and after starting the business.

- There is significant difference in the family level empowerment of freedom to invite guest at home among women entrepreneur before and after starting the business.
- There is significant difference in the family level empowerment of freedom to organize family/social function among women entrepreneur before and after starting the business.
- There is significant difference in the family level empowerment of decision making about how money should be spend among women entrepreneur before and after starting the business.
- There is significant difference in the family level empowerment of women sharing financial problem among women entrepreneur before and after starting the business.
- There is significant difference in the family level empowerment of decision making power about financial matter related to children among women entrepreneur before and after starting the business.
- There is significant difference in the family level empowerment of decision making power for occupation of children among women entrepreneur before and after starting the business.

Economic aspects

- There is no significant difference in the economic level empowerment of housing condition among women entrepreneur before and after starting the business.
- There is no significant difference in the economic level empowerment of recreation at house among women entrepreneur before and after starting the business.
- There is significant difference in the social level empowerment of changes take place in life style among women entrepreneur before and after starting the business.

Social aspects

- There is significant difference in the social level empowerment of views regarding social condition improved by entrepreneurship among women entrepreneur before and after starting the business.
- There is no significant difference in the social level empowerment of women views regarding social condition improved by entrepreneurship among women entrepreneur before and after starting the business.

5.1.14 Overall empowerment of women entrepreneurs

- There is significant difference in the overall individual empowerment of women entrepreneur before and after starting the business.
- There is significant difference in the overall family empowerment of women entrepreneur before and after starting the business.
- There is significant difference in the overall economic empowerment of women entrepreneur before and after starting the business.
- There is significant difference in the overall social empowerment of women entrepreneur before and after starting the business.

5.1.15 Empowerment improvement level of women entrepreneur after starting business

- The greatest improvement in empowerment is found in individual aspects by 95.95 % and the least in family aspects by 42.64%. With in economic aspects there is improvement of 78.9 % and by social aspects there is improvement level of 63.14

5.2CONCLUSION

From the present study it is concluded that most of the respondents belong to the middle and the young age group and are found active in their socio-economic development, all the respondents are female and most of the entrepreneurs belong to the Hindu religion. Majority of women have undergone post graduate level of education and most of them are married. It is inferred from the research study that majority of the respondents belonging to nuclear family of 1-5 members. Majority of them are earning money 30000 to 45000 per month, and with regard to saving they are able to save between 10000-25000. Sogra, Khair Jahan, (1992) stated that for female entrepreneurs in Bangladesh who are young, highly qualified, motivated first generation working women, the need at the work place is affiliation. Dhillon and Malhotra (1993) it was found that the majority of women were married lived in nuclear families and were first generation entrepreneurs in the age of 25-40.

- Referring to their entrepreneurship aspects it is revealed that majority of respondents were doing trading business by having sole proprietorship business ownership from last 2-5 years existence period and most of the respondents established micro level business they become entrepreneur because of family ventures and women were starting the ventures to become independent and out of necessity and mostly they are motivated by training and for most of them financial source is self saving. **Abu Saleh (1995)** in his article the study also showed that the majority of women entrepreneurs (60 per cent) were engaged in production i.e. manufacturing and 25 per cent were engaged in the service sector and 15 per cent in trading. About 45 per cent women employed workers on fulltime basis and 10 per cent did manage their business without outside workers.
- It is concluded regarding training program majority of the respondents had monthly entrepreneurship training from government organization and reason behind training is capacity building and self holistic development after having training majority of them are satisfied with the purpose of training was served fulfilled. Karunakaran Pillai G. (1984). In a paper on Women Entrepreneurship units have emerged in Kerala due to financial assistance from the state Govt. marketing assistance from the state Govt. in the form of

subsidies and functioning of vocational training centers for the benefit of unemployed women. **Abu Saleh (1995)** the study showed that the training the women entrepreneurs received was theoretical and 80 per cent of the sample had no business background or experience. Only 15 per cent had business experience varying from 5 to 15 years. Only 5 per cent had experience in the same type of business and 90 per cent of women entrepreneurs came to business on their own initiative. Only 10 per cent of the women had acquired business through inheritance.

- Referring to the Opinion of women entrepreneur to become successful entrepreneur Majority of the respondents believe that achievement motivation, risk taking abilities, leadership qualities, perseverance, regularity and dedication to work, self confidence, tolerance to ambiguity and uncertainty are extremely important to become successful entrepreneur while on other side majority of the respondents believe that decision making skill, persistent problem solving skill , dealing with failure, technical background, experience in the line, willingness to introduce something new, taking initiative & seeking personality responsibility, time management is very important while some of the respondents believe that clarity of goals, competing against self imposed standard, self control, immediate feedback, willingness to take advice, long term involvement & commitment is somewhat important. Samiuddin (1989) in his book “Entrepreneurship Development and empowerment in India” An enterprise is an undertaking and the entrepreneur is one who organizes and manages it and takes its risk. Initiative, risk bearing, coordinating of factors of production, use of innovation and provision of capital are the basic elements of entrepreneurship. Lack of entrepreneurship is a limiting factor for acceleration of process of industrialization in India.
- Referring to the Problem faced by women entrepreneurs majority of the respondents always have problem of scarcity of raw material, shouldering family responsibilities, lack of enterprising networking and personal health problems while some respondents have rarely problems like limited mobility, access to timely and reliable interaction, While some of the respondent’s occasionally have finance problem, lack of proper infrastructure problem, lack

of education and training problem, marketing problem, lack of freedom problem. whereas very few of women rarely have limited mobility problem, access to timely and reliable interaction problem ,shyness and inhabitation problem and some of the respondents sometimes have gender constrains problem, lack of community support problem while some respondents never have lack of finance for initial investment problem, lack of family support problem, lack of motivation problem lack of self confidence problem as singh and sengupta(1985) studied that women entrepreneur face same difficulties as faced by men. sehwarz (1979) the major problem encountered during startup was credit discrimination and the subsequent problem was underestimating operating and / or marketing costs Hisrich and brush (1984)Reporting Her biggest business startup problems is finance, credit and lack of business training. Her greatest operational problem is lack of financial planning experience.

- It is viewed regarding Attitude of family after becoming an entrepreneur majority of the husbands, children, parents, siblings have favorable attitude among women entrepreneurs while in laws parents and relatives have highly unfavorable attitude among women entrepreneurs. So it's clearly seen that husband and parents are more supportive than in-laws parents. Singh and Sengupta (1985) majority of potential women entrepreneurs have clarity about their projects but need moral support from males and other family members for setting up their enterprise. Women entrepreneurs have an inner uncertainty of their own capabilities and need a male support for money, business know-how or moral support.
- Referring to the Attitude of society after becoming an entrepreneur majority of respondents are highly agree with the perception of society in increase their social and economic status, perception of society as directly or indirectly male ego is getting hurt while on other side some of the respondents are highly disagree with perception of society as entrepreneurs family is getting neglected, perception of society in character looked down upon after becoming an entrepreneur, perception of society in fear of strong feminism after becoming an entrepreneur, perception of society in fear of women

dominating men, perception of society in women empowerment is going against the law of nature whereas some of the respondents are neutral with the perception of society in relationship problem in family after becoming an entrepreneur.

- It is concluded that individual level empowerment after becoming entrepreneur women become empowered in the areas of self confidence, problem solving capacity, health consciousness, self image, comfort while talking in a crowded area, self identity, coping up with a problem, ability to accept challenges, decision making power, convincing ability, fear of being independent, feeling of being independent and helplessness, as well as they highly empowered in the areas of readiness to fight for their own rights, readiness to fight against physical and mental harassment and they can adjust with the situation and they developed ability to maintain relation have developed their individual purchasing power. So it's clearly seen that women are developed and empowered in many areas at individual level. Mohiuddin (1983) in his study of educated urban women has looked at the reasons why women become entrepreneurs. These emerged as economic needs, a challenge to satisfy some of their personality needs (power, achievement, novel experience and so on), educated women like to utilize their knowledge gained, family occupation; and as a leisure time activity. Ravichandra (1991) Investigation was made from the point of view of Psychological factors contributing to the Success of entrepreneurs personal attributes of individuals are very Crucial in determining entrepreneurial Success such as Self-Confidence and people willing to take moderate amount of risk. Besides important personal attributes for a person to be Successful entrepreneur it is necessary that continues to achieve knowledge and skill. **Talib and Murtaza (2002)** Looked at the personality aspects of women entrepreneurs in India and identified several important personality aspects. These included personal achievements, strong will, motivation, self-confidence, risk-taking and profit orientation.
- With referring to family level empowerment majority of women were getting support from husband in children studies, school fees as well as women enjoy

freedom for shopping, go to parents place, invite guest at home and organize family and social function. Apart from this, women develop decision making power for money matter, financial problem, occupation and other matter related to children as well as decision related to buying property. Sinha, in (1987) found due to absence of proper care of the family as well as job resulting into more grievances. They were also suffering from more intra individual conflict and their husband's attitude towards their job was often unfavorable. The results further revealed that the working wives were more burdened with than non- working housewives.

- It is concluded that economic level empowerment after becoming entrepreneur women have developed their purchasing power by earning and also develop ability to raise their living standard, monthly saving and housing condition with house-holds assets, such as cooking gas, refrigerator, washing machine, Mixture, Micro wave as well as raised vehicle like two wheeler and four wheeler, Motor cycle, etc. Apart from this they have acquired various facilities like recreation at house like TV, DVD/music player, mobile, laptop, and computer as Renukadevi (2005) said that women's economic empowerment is absolutely essential for raising their status in society Deep narayan (2000) defines empowerment as a process which increases the assets and capability of the poor people and other excluded groups to participate, negotiate, change and hold accountable. Muthuraja (2001) has discussed and proved that efforts it improve women's position need to focus on economic factors. Even where there is a male earner, women are earning forms a major part of the income of poor households. Moreover, women contribute a larger share to basic family maintenance, better health and nutrition of the family particularly her children. The women empowerment is the final goal.
- It is concluded that social level empowerment after becoming entrepreneur women become aware to gain various benefits from government and local social institution and also brought positive changes in the life style. The position of women is always considered secondary but after becoming entrepreneur women has ascending their position in their families, societies and in other field by Participating in various meeting they empowered in the

areas of decision-making, Life style, Behavior and relation of community people towards them and their ideas are brooders in case of birth of girl child. There perspective related women entrepreneurship is changed and they enhance their knowledge in local policy making apart from these their leadership competences and status of Women can be developed through entrepreneurship. B.E.V.V.N. Murthy (1989) in his book “Entrepreneurship in Small Towns” presents the story of the entrepreneurs in two small towns in coastal Andhra, who used their traditional culture and recently acquired skills to respond to new structures of economic opportunity in the process of improving their social status and initiating a process of economic change. Selvaraj (2000) in his study attempted to explain the behavior process of becoming entrepreneurs. He maintained that individual feels the need to become an entrepreneur because of social and personal factors such as need to attain status, dissatisfaction with present position, motives for high power achievement, innovation etc. so finally It can be concluded that majority of the respondents are individually empowered.

Statistically it's concluded that there is significant difference in the overall individual, family, economic and social empowerment of women entrepreneur before and after starting the business. If we see Empowerment improvement level of women entrepreneur after starting business its revealed that the greatest improvement in empowerment we found in individual and economic aspects and comparatively the least in family and social aspects.

5.3 SUGGESTIONS

- Education plays an important role for the personal as well as financial growth of any individual. In fact, in case of women entrepreneur the major portion is occupied by the educated women. Thus to promote the development and empowerment of women, attention should be given to the women education for women entrepreneur in the country.
- Entrepreneurship awareness camp also becomes very beneficial at the college level in order to motivate women to start their own independent business after completion of their studies. It will be helpful for their self-dependence and personal development. Because majority of the entrepreneurs have started their business only after marriage.
- To start any business main problem is financial support. The problems can be solved through institutional support, problems like scarcity of raw material, lack of enterprising networking limited mobility, access to timely and reliable interaction, finance problem, lack of proper infrastructure problem, lack of education and training problem, marketing problem, limited mobility problem, access to timely and reliable interaction.
- The problems of women entrepreneurs like shouldering family responsibilities, lack of family and community support problem, gender constrain problem, lack of finance and initial investment problem, lack of motivation, lack of freedom problem can be solved through change in the attitude of family, society towards the women.
- To start any business, the basic requirements are raw materials and marketing facilities, which can be provided directly by government, so that any women entrepreneur cannot face the problems like procurement and broker and middle men.
- By keeping in view the socio-economic set-up in India, more motivational training should be organized at regional level across the country. it is necessary to increase the number of professional school for women

- Government should introduce a package of scheme exclusively for the promotion of women entrepreneur in the country in order to promote women entrepreneurship , the government should come forward to give more subsidies to women entrepreneur by realizing the worsening status of women in the down trodden communities, a special package of scheme should be introduced to increase their share in the entrepreneurs in the communities easily nearest market more and more fares and exhibition should be arranged for women products.
- As women entrepreneur have to face severe marketing problems, they should be taken into consideration by the government and steps should be taken to solve them. Markets should be developing in various areas so that women entrepreneurs can sell their products. Government should provide markets in various areas so that women entrepreneurs cannot face problems in selling their products.
- In the present scenario women plays an equal role with men by doing not only household work but also work related with financial support to the family. Thus for this socio-economic role of women, they should be appreciated and recognized and due acceptance must be given to their hard work and also responsibility of the household must be contributed.
- Apart from entrepreneur women play different kind of roles like mother, wife, daughter, daughter in law so the attitude of the in laws family members should be change towards the working women. Family members should share household work properly and husband should come forward to share her burden, she should also be given adequate facilities.
- In our society most of the family does not allow a woman to work far from home, or work at night, this will be the hindrance for their growth. Thus women should be given equal opportunity in the field of development and empowerment

- The entrepreneurs can keep house maid for household work and child care taker for their children and the entrepreneurs should get support from family members and society for getting the dignity in the family and society.
- Women should be given adequate facilities and financial freedom. Crèches and baby care centre facility should be started at work place where women can handle her child as well as maternity benefit scheme should be enhanced in private sector.
- For the encouragement and awareness more seminars, conferences, and workshop should be organized for women, so that they can easily express their views and become aware of their constitutional and legal rights both in their work and in social sphere.
- For the enhancement of the personal growth of women, organizations should provide some training programs based on the topics related with leadership, communication, and motivation and self-reliant of women. So that they depend on themselves and enhance their personal development.
- In order to overcome the problem, women should be made aware of loan, scheme and programs launched for them by the government as well as women entrepreneurs should not suffer from domestic violence at home because of work ,thus she should be aware about women pertaining social laws and women rights.
- To cope up with the modern and highly competitive market, to increase production to attract customer easily. modern technology is lacking in backward areas, which can be eliminated by updating them with new technology
- Try to find out responsible reason for success and failure for entrepreneurship. There should be some case studies which find out the reasons for success and failure for some entrepreneurship and then develop some method of successful entrepreneur based on those studies.

5.4 PROPOSED ACTION PLAN

(Adapted from research, Dr Desai 2015)

5.4.1 Title- Entrepreneurship Development training program for empowering women

5.4.2 Objectives

- To create more entrepreneurs for the state and country
- To motivate the unemployed women/girls towards entrepreneurship.
- To provide guidance on the business opportunities available in the present set up.
- To create awareness about the training programs, finance schemes of the banks and support from Govt. and other organizations.
- Identify, orient, motivate, train and assist the women to take up self-employment ventures as an alternative career.
- To train unemployed women to take up wage employment as a source of livelihood
- To take up research and development activities in Entrepreneurship and Rural Development etc.

5.4.3 Venue-The centre for entrepreneurship development or it would be finalized on mutual convenience of recourse person and trainees. It is suggested that the central equal opportunity cell office or an outreach program at the door step of each regional office or faculty or college may be selected as venue

5.4.4 Duration-Three day program can be organized for a day for a batch of maximum 50 participants. Here one module should be targeted for one day, so that three modules can be covered in 3 days of program.

5.4.5 Participants- women from different areas and School and college going girls.

5.4.6 Course Modules- Entrepreneurship Development Program (Adopted by Rudset)

MODULE – I

INTRODUCTION & BEHAVIORAL ASPECTS

CONTENTS AND METHODS:

	Module-1		
Subject	Content	Methodology	No. of Hours
About the Institute	Objectives of the training program, activities of the institute, usefulness of the Program	Lecture, presentations, interaction, video	1
Achievement motivation	Empowerment - Developing self confidence, motivation, removing inferiority and low self esteem, importance of positive attitude & values	Lecture, storytelling, interactions, audio & videos	2
Why Self Employment/ Entrepreneurship Development	Advantages of self employment. Entrepreneurship – a new dimension to self employment - Concept and description	Lecture, storytelling, interactions, audio & videos	1
Entrepreneurial Competencies	Description of competencies & their importance - Narrations with examples	Lecture, interactions, case study	1
Problem Solving	Diagnosis of problems, their types, use of creativity for finding alternative solutions	Lecture, games and Exercises	1

MODULE – II**ENTERPRISE LAUNCHING ASPECTS****CONTENTS AND METHODS:**

Subject	Content	Methodology	No. of Hours
Business Opportunity Guidance	Business ideas, tools for generating ideas, creativity, research techniques, brain storming, sample ways of generating ideas, final selection of the activity	Lecture, case study, exercise, Group discussion, presentation, interaction	1
Market Survey	Methodology, need and importance, process of conducting marketing survey, key components, questionnaire, tips for effective data market survey, collection of, analysis of data and report preparation, defining the size of the activity	Lecture, interaction, field visits, collection of data, report preparation, group discussions, presentation & analysis	2
Business Plan Preparation	Why & what of business plan?, format - process of preparation, understanding the concepts i.e. Fixed cost, Variable cost, Breakeven Point, assessment of working capital -practical preparation	Lecture, exercise, group discussions, presentations, analysis, evaluation	2
Banking	Banking - Background & its services, deposits& advances, lending schemes, Government schemes, supporting facilities for entrepreneurs	Lecture & interaction with Branch Manager/s	1
Insurance	Need for Insurance and its advantages, types, schemes, coverage, premium, exclusion clause, claim settlement	Lecture & interaction with Branch Manager/s Lecture & interaction	1
Interaction with successful entrepreneur/ visit to successful unit	Experience sharing, first hand information for starting the enterprise, strategies for problem solving, logistics, clarification of doubts	Lecture, interaction & visits - practical field exposure	1

MODULE – III**MANAGERIAL ASPECTS**

Subject	Content	Methodology	No. of Hours
Marketing Management	Marketing aspects - marketing strategy, 4Ps of marketing, customer segmentation, customer satisfaction, packaging, branding, unique selling proposition, practical marketing, group exercise, reporting, presentation, evaluation	Lecture, discussions, interaction, group practical, field exercise & presentation	1.5
Book Keeping & Accountancy	Accounts - revenue, capital, cash accounts, sales & purchase – methods in book keeping	Lecture, interaction & Exercises	30 mins
Time Management Inventory Management	Importance, efficient time management techniques, correlation between time & stress, delegation of work, commitment to work contract, etc	Lecture and exercises	1
Laws of business	Business laws, taxation & related laws, legal aspects of weights and measures	Lecture & interaction	1
Inventory Management	Purchasing techniques, raw materials, stock maintenance, stores management	Lecture & interaction	1
Growth of an enterprise	Growth & diversification, organic & inorganic growth, vertical & lateral growth, expansion, strategies for growth	Lecture & interaction demonstration, role play	1
Effective Communication skills	Need and importance of effective communication, types of communication, body language, listening skills, art of convincing and negotiation	Lecture, exercises,	1
Human Relations	Need, importance & tips for better human relations, human values, networking, self interest vs. selfishness, honesty and integrity, positive thinking	Lecture and exercises	1

5.4.7 Resource person- Director from the centre for entrepreneurship development, regional head of entrepreneurship training program, trainer from entrepreneurship development centre. Apart from this the officers deputed from sponsor banks as Directors of the RUDSETI centers possess rich experience in Rural Development. These officers supported by in-house faculty will handle EDP inputs such as behavioral inputs, managerial inputs, banking, launching formalities etc. Besides this, the expert practitioners i.e., Guest Faculties in the respective field, who provide their services out of social concern, impart skill training. Most of these experts / Guest Faculties are trained entrepreneurs.

5.4.8 Budget- 50,000/-for each batch (may be self funded by participants or from appropriate pool of fund from the university authority)

5.4.9 Method: The training program shall includes lectures, seminars, focus group discussion, interaction, exercise, presentation, documentation and film shows

5.4.10 Education: the concern program organizer may take up evaluation of the program effectiveness.

*Apart from this entrepreneurship course in degree/diploma and as an elective subject should be started at school, and college level.