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Role of Government Support System in Promoting Entrepreneurship Development Programs(EDP's) in J&K: An Empirical Study

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Abstract

The experiences over the last few decades both in India and abroad in the field of entrepreneurship growth have clearly shown that self-employment, income ventures with a fair degree of success are possible through planned efforts. This requires specialized competencies on the part of promotional change agents, which can be developed through training intervention. Awareness about competencies may help all those involved in promoting income generation and self-employment through planning and organizing such efforts more effectively. This not only will help them in motivating the potential entrepreneurs to take up entrepreneurial ventures but also help in the sustenance of newly formed enterprises. The need for proper training in this regard has become quite crucial on account of the fast-changing economic environment. It is also essential to promote entrepreneurship, develop small business, offer innovative training packages for different target groups, including entrepreneurs, trainers, promoters, development functionaries, and to maintain their effectiveness. The training programs of the institutes are so designed as to meet the specific training requirements of each target group. The present study focuses on the practices of entrepreneurship development in Jammu and Kashmir. To facilitate the determination of existing practices of entrepreneurship development, data were collected with the help of an interview schedule. The required information was also collected by personal visits to various training institutions and organizations.

Keywords: Entrepreneurship Development, Employment, Jammu and Kashmir Government-Entrepreneurship

Introduction

Training and development deliver a unique set of knowledge and skills to increase the competencies of an entrepreneur. The area of economic development is incomplete if the dormant capabilities of the entrepreneurs are not presented forward and cultivated appropriately. As per McClelland in his theory, categorically states that the desire or need for achievement stimulates individuals to search for new. According to McClelland, the need for achievement motivates individuals to exploit prospects or opportunities to make maximum use of promising trade settings. This could be driven using prearranged training undertakings. Various institutions, NGO's along with the efforts invested by the government at all possible hierarchy has helped a lot to stimulate and encourage entrepreneurial development in the U.T. of Jammu and Kashmir using entrepreneurial development programs (EDP). Such programs can be drafted and implemented in such a way so that it can help both budding aspirants to initiate innovative ventures and to assist prevailing

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entrepreneurs to progress their expertise or unravel specific professional business-related glitches. Developing the entrepreneurial abilities for their long-term sustainability is a well-structured and ongoing practice. Entrepreneurial program impacts and inspires the prospective individuals and persuades them to take up entrepreneurship as their career.

EDP cannot be considered just as a source of providing training programs. However, it also acts as a catalyst to boost up the level of motivation, technical know-how, the expertise level of prospective entrepreneurs, revolutionizing the entrepreneurial conduct in ordinary due course of business undertakings, and also to encourage them to develop their ventures. The amount of resources involved in entrepreneurial development in Jammu and Kashmir justifies this investigation. Besides, the following points are also relevant. The researcher hopes to contribute towards a better understanding of the issues in entrepreneurship, which are very important and critical for a state like Jammu and Kashmir. The findings of this study can increase knowledge about the emergence of a specific group of entrepreneurs. In a practical level, the findings of the study will help in the improvement in the existing programs, which will contribute to better EDP as a whole.

Entrepreneurs can play an important role to enhance the development in terms of socio-economic aspects. Entrepreneurship can be marked as one of the main building blocks within an economy in the form of both recognized and unceremonious economic ac complishments for generating capital. In turn, entrepreneurship can contribute to economic development through high-growth enterprises or as in the case of necessity-driven entrepreneurship, through enterprises that can serve as an essential source of income and employment for vulnerable populations. A variety of potential beneficial spillovers of entrepreneurship, in turn, focuses attention on interventions that stimulate individuals' decisions to become and succeed as entrepreneurs. A current focus of entrepreneurship promotion is the role of mindsets and skills in enabling individuals to both recognize and capitalize on entrepreneurial opportunities (Bilal, 2019). Research suggesting that several of these mindsets, types of knowledge, and skills can be learned educational institutions and training programs firmly within the broader discussions around entrepreneurship promotion where the amount of resources involved in entrepreneurial development in Jammu and Kashmir justifies this investigation.

Review of Literature

Patel (2012), in his research undertaking, made an effort to find out the outcome of EDP's. The author laid the comparison between the trained and untrained entrepreneurs (control groups). They undergo the EDP training and observed EDP trained entrepreneurs performed in preferably improved manner in various aspects like accomplished venture management, profit-making, and return on investment, etc. The sample area selected by the author is being limited to the state of Gujarat only from which control groups and the EDP trained entrepreneurs (25) were taken. As per the author, 74 EDP's were done in the period of ten years from 2000 to 2012 by EDP section of Gujarat Industrial and Investment Corporation of Ahmedabad. Among the persons undergone the training, more than 275 trainees successfully settled their ventures. The author concluded by stating that EDP's played an important role to clear out problems and hindrances in the way of successful implementation of EDP inputs practically. Awasthi (2013) regarded in his research work, EDP's as an "a series of actions and policies," employing which entrepreneurs are polished in their skills of venture management/success and further stated the importance of all the main stages of the process to be necessarily considered. The impact of EDP's should be evaluated at all the three main stages viz-a-viz pretraining phase, training phase, and follow up phase. These three phases are being considered as a standard measuring manual. The author concluded the research work by regarding EDP's as being successful in creating a favourable transition in the attitudes of society and institutionalization of entrepreneurs in various states.

Gangaiah and Viswanath (2014), in his article entitled "Impact of management education management education in developing entrepreneurial aspirations and attitudes among management students", found that the students when asked about their perceptions toward EDP's, 92.22% of the students considered. EDP's as an important element that enhances entrepreneurial skills. Bhat and Khan (2014) strongly acknowledged the process of entrepreneurship education and showed a positive

correlation between entrepreneurial education and positive entrepreneurial attitudes; value creation and motivation. It further praised the process by stating that these education programs help student and people to inculcate the ability and skills that they can use in any job hereafter. Saini and Bhatia (1996) in their research article entitled "Impact of entrepreneurship development programs," highlighted the history of EDP conduction back to the early 1960s, and this positive movement gained significant pickup since then. Nevertheless, still, studies about the said domain are very few in numbers who have tried to figure out the significance of the programs concerning only the number of trainees launching their ventures. The author tagged the approach as a narrow one. The programs should be enhanced in their conceptual and comprehensive framework organized in the specific region of the country. The author further stated that the institutions, sponsoring organizations, entrepreneurial trainers, and educators conducting EDP's, would be desperate enough to know the impact of their endeavour's. Moreover, no such efforts are being made in this perspective for almost two decades after the formal introduction of EDP's implemented in India; it is just a few years' back that some studies focusing on the effectiveness of EDP's have come out. Krishna (2003) is of the view that the concept of EDP's is holding a high level of accountability for enhancing skills; creating technical, professional know-how, and formulating as well as maintaining important linkages. The author successfully attempts to find out positive after-effects of entrepreneurial training. The gap or the lag in between potential entrepreneur's way of life and stakeholders mode of doing things could contribute to the necessary adaptations for ensuring entrepreneurial "effectiveness". Ahmad Bilal (2016) stated the significance of incubation centres in shaping and grooming the entrepreneurial attributes. A big step should be taken in setting up incubation centres because it can play an important role in giving business-related advice in the form of experienced wise mentoring and guidance. Furthermore, the author highlighted the use of such centres for running workshops and training programs to inculcate business sense, capability, and endurance of youth in Jammu and Kashmir. Chalkoo and Benazir (2011), a research study about entrepreneurial development, intended to find out the impact of a professional support system on the sustainability of the business ventures. The author pinpointed that EDP carried out by various agencies have a positive impact on the rate of start-up enterprises, but in the later stages, they face hindrances as well. The author suggested reframing of EDP structures, policies, and practices for rejuvenating the health of enterprise performing at various strata' in the U.N. of Jammu & Kashmir**.** Some other authors considered financial institutes as being a building block in entrepreneurial development. Proper and planned usage of these resources can have a long race in stimulating and enhancing the speed of economic growth. (Desai & Vasant) worked out in much care and detailed the possible reasons of individual desire toward business and support of the financial help and the specific characteristics required for entering an entrepreneurial venture. It is, of course, a positive way of developing entrepreneurship and enterprise. Uday Kumar (2002) recommended that EDP has a negligible influence in converting budding entrepreneurs into actual entrepreneurs. Another study conducted by Astha Sharma (2010) was based on the role being played by the institutions for assisting and promotion of enterprises. The author considered entrepreneurship orientation as an important element of entrepreneurship promotion strategies. She further added by stating that if adequate circumstances for entrepreneurship is being made available by the supporting agencies to the entrepreneurs, it not only aids them in the creation of new ventures but also makes them independent to that great extent. One more important research study in this field is conducted by Mohammad et al. (2010)**,** whose area of research concern was on support from institutional and non-institutional associations in aiding the creation and developing small business houses. They believed that if the zeal and zest of the entrepreneurs are being integrated with the assistance provided by the government, this amalgamation can strengthen their capabilities for ensuring entrepreneurial effectiveness and success. A research study conducted by Harper and Mahajan (2009) was based on a sample of 245 entrepreneurs, out of which 125 were trained ones, and 120 were untrained. The authors revealed the findings of the study given the hypothesis being set, which says, EDP programs are key drivers for motivating and developing entrepreneurs. Their research supported the said hypothesis. EDII Ahmedabad (2009) conducted a research undertaking all India level evaluation so that the high class and standardized EDP conducting institutes should be evaluated based on their performance. One of the leading training institutes NITCON was also considered for the study and the statistics revealed after the evaluation was as follows:

They have conducted 416 programs for various groups, out of which 9600 persons were trained, more than 4530 first-generation entrepreneurs have established their units with an investment of about 1790 lakhs and creating jobs for 11 000 unemployed persons. Total of 55.55% was the actual start rate, and 62.96% was found to be the final start-up rate as compared to the average rate of 25%-31.1% at the national level.

Research Questions

- Existing entrepreneurship institutes can adequately support entrepreneurship in the state.
- Impact of entrepreneurial training and development on start-up rate, survival rate, and growth rate.
- Impact of trained entrepreneurs and those of un-trained entrepreneurs.

Hypothesis

H_0^1: *There is no significant relationship between entrepreneurship training and development programs and the start-up rate, survival rate, and growth rate of the enterprises.*

H_0^2: *There is no significant relationship between the performance of the enterprises managed by trained entrepreneurs and those of untrained entrepreneurs.*

Research Methodology

The study was carried out in four selected Entrepreneurship Development organizations in Kashmir namely KEDI, DIC (Srinagar), DIC (Pulwama), and MSME (SISI) in Kashmir division mainly; JKEDI is an ideal agency to organize entrepreneurial awareness and entrepreneurship development programs in the union territory of J&K since 2007. Two hundred and twenty-two respondents were selected using a stratified random sampling method.

A pre-tested questionnaire was so designed that both statistical analyses, as well as subjective inferences, could be made. The questionnaire designed for institutions and organizations sponsoring EDPs was to elicit required information from these organizations. The interview schedule aimed to seek information regarding the perception, activities involved, and the types of EDPs these organizations offer or sponsor.

In UT particular in Kashmir division districts understudy, information available about the existing practices of entrepreneurship development, support system and effectiveness of EDPs is very hazy and scanty. Training organizations and program sponsor organization did not provide complete disclosure of information and some concealed much of the interesting facts which affects the completeness of data provided, thereby prevent the researcher from drawing specific conclusions. The present study is empirically based on primary data collected from E.D. training organizations, and EDPs beneficiaries.

The data is analyzed using SPSS 16.0 & M.S. Excel, 2007; the statistical methods that were used to analyze data include descriptive statistics like frequency, percentage counts, averages, etc.

Survey Scale

Ranking method is used for questions in Section I. The questionnaire consists the ranking as 5-strongly agree, 4-agree, 3-neutral, 2-disagree, 1-strongly disagree. Five-point Likert scale varying between strongly agree and strongly disagree used to measure most of the questions.

The study of beneficiaries of the JKEDI, DIC Srinagar, and others was conducted. This paper aims to analyze the responses received from the beneficiaries of these ED-organizations. The principal objective behind the analysis is to understand the impact of EDPs on youth (beneficiaries) when undergoing a particular training program related to entrepreneurship.

Data Analysis-Demographic Factors and Profile of Sample

Descriptive statistics are used in the study to analyze the demographic variables. The demographic variables measured in the study consisted of four items *viz*; name, gender, age, and educational qualification. These demographic variables are useful to understand respondent's mindset and preference; the demographic profile of the respondents are tabulated in Tables 1 to 2**.** The total sample size is 222, out of which the sample size for JKEDI 58 and SMESJK was 50, and that of DIC Srinagar and DIC Pulwama was 56 each.

Table 1: Distribution of Respondents According to Gender

Gender	*DIC Pulwama*	*DIC Srinagar*	*JKEDI*	*SMESJK*	*Grand Total*	*% Cont.*	*Valid %*	*Cum. %*
Female	11	21	19	6	58	26%	23%	23%
Male	45	35	36	48	164	74%	66%	88%
Total	56	56	55	54	222	--	88%	--

Source: Data complied with the help of questionnaire response and M.S. excel sheet.

Percentage Distribution of Respondents According to Gender

In all (222) beneficiaries responded to the questionnaire, as indicated in Table 1, in DIC Pulwama 36 beneficiaries were males representing 80% and remaining 11 beneficiaries were females representing 20% of the data. While as in DIC Srinagar 35 beneficiaries were males representing 63% of the data and remaining 21 beneficiaries were females representing 38% of the data, in JKEDI 36 beneficiaries were male's representing 65% of the data and remaining 19 beneficiaries were females representing 35% of the data. Out of 48 respondents from SMESJK, 89% of beneficiaries were males, and the remaining six beneficiaries were females representing 11% of the data.

Level of Education

Economists have long realized the importance of education in the development of human resource. If the notion that investment in education must be productive is rejected, then one should also reject the objectives of rapid economic development. For education, entrepreneurship and development are inextricably inter-related and interdependent education is not for "relief" but for "realize" all the potential resources in view. Education plays an integral part in the inculcation of specific drives and ambitions in the young. The sample respondents were classified into five groups according to their educational attainments beginning with high school (i.e., class X) and included their technical qualification.

Table 2: Distribution of Respondents According to Education

Education	*DIC Pulwama*	*DIC Srinagar*	*JKEDI*	*SMESJK*	*Grand Total*	*% Cont.*	*Valid %*	*Cum. %*
Higher Secondary	3	5	5	8	21	10%	8%	8%
Diploma	8	5	16	4	33	24%	13%	21%
Graduation	45	19	31	42	137	62%	55%	76%
Postgraduation	--	27	3	1	31	14%	12%	88%
Total	56	56	55	54	222	100%	88%	--

Source: Data complied with the help of questionnaire and M.S. excel sheet.

Table 2 shows that out of total respondents surveyed in DIC Pulwama significant numbers of respondents (45) are graduates, only eight respondents are diploma holder, and 3 are higher secondary pass out. In DIC Srinagar, a significant number of respondents (27) are postgraduate, followed by 19 graduate respondents, only five respondents are diploma holder, and the remaining 5 are higher secondary pass out. In JKEDI, a significant number of respondents (31) are graduate, followed by 16 are diploma holder, only five respondents are higher secondary and remaining three respondents are postgraduate. In SMESJK, significant numbers of respondents (42) are graduate, only eight respondents are higher secondary, three respondents are diploma holder, and the remaining one respondent is postgraduate.

Distribution based on Age

Having ascertained the educational background of the beneficiaries' in the sample districts, now the difference in age at which they join EDPs may be looked into. The age at which candidates join EDPs is significant because it plays a significant role in the development of entrepreneurship in starting their unit. For innovative spirit, foresight, determination to success, positive thinking, ability to take a risk and the like, so very necessary for some beneficiaries are intimately associated with this age.

The respondents who attend the EDPs are presented in Table 3. It is revealed that 26% of respondents were in the age group of 21-25 years whereas for the age group, 26-30 years it accounted for about 12%. In the age group of 31-40 years, it accounts for only 18% of respondents remaining 33% of the respondents fall in the age group of greater than 40 years.

Table 3: Distribution of Respondents According to Age

Age	*DIC Pulwama*	*DIC Srinagar*	*JKEDI*	*SMESJK*	*Total*	*% Cont.*	*Valid %*	*Cum. %*
21 to 25 Years	14	12	36	2	64	29%	26%	26%
26 to 30 Years	2	20	2	6	30	14%	12%	38%
31 to 40 years	12	13	11	9	45	20%	18%	56%
> 40 years	28	11	6	37	83	37%	33%	88%
Total	56	56	55	54	222	100%	88%	--

Source: Data complied with the help of questionnaire and M.S. excel sheet.

As per the information collected from the respondents from DIC Pulwama out of 56 respondents, only 14 respondents are in the age category of 21-25 years, in the age band of 26-30 years only two respondents fall in, whereas as in the age group of 31-40 years only 12 respondents are included and leftover 38 respondents fall in the age group of more than 40 years.

In DIC Srinagar out of 56 respondents, 12 respondents fall in the age group of 21 to 25 years, In the age group of 26 to 30 years, only 20 respondents fall in the age group of 31 to 40 years. Thirteen respondents are involved, and the remaining 11 respondents fall in the age group of more than 40 years. In JKEDI out of 55 respondents 36 respondents' falls in the age category of 21 to 25 years, two respondents fall in the age group of 26 to 30 years, in the age group of 31 to 40 years, 11 respondents fall and remaining six respondents fall in the age band of more than 40 years.

In SMESJK out of 54 respondents, two respondents fall in the age category of 21 to 25 years, whereas in the age group of 26 to 30 years, six respondents fall, nine respondents fall in the age group of 31 to 40 years, and remaining 37 respondents fall in the age group of more than 40 years. It is evident from the data collected that the average of the respondents was about 30 years of age.

Cronbach's Alpha Test: Test for Reliability-Core Level Analysis

Cronbach's alpha is useful where all the questions are testing more or less the same thing, called a "factor". If there are multiple factors, then there is a need for determining which questions are testing with which factors. E.g., there are three factors (e.g., satisfaction with the job, satisfaction with the family, and satisfaction at the personal front). The questionnaire has to be split into three groups, one containing the questions testing factor 1, other contains the question testing factor 2, and the last one contains the questions testing factor 3. Post testing Cronbach's alpha is calculated for each of the three tests. The process of determining these "hidden" factors and splitting the test by factor is called factor analysis. This is used in psycho-social data analysis.

Reliability and Validity of the Data

Cronbach's alpha for all the parameters has shown an average scale or results; however, overall Cronbach's alpha value 0.858 which is above the minimum threshold of 0.70. So, it can be concluded that the data can be used for further analysis.

Table 4: Case Processing Summary

		N	*%*
Cases	Valid	222	100.0
	Excluded	0	.0
	Total	222	100.0

Listwise deletion based on all variables in the procedure.

Table 5: Reliability Statistics

Cronbach's Alpha	*Cronbach's Alpha based on Standardized Items*	*N of Items*
.858	870	.5

Source: Data complied with the help of a questionnaire, M.S. excel sheet, and SPSS.

Table 6: Item Statistics

	Mean	*Std. Deviation*	*No.*
Entrepreneurial training and development	3.6	.739	222
The entrepreneurial support system in the state	3.5	.918	222
Training requirement to start entrepreneurship	3.6	.987	222
Survival rate	3.9	1.197	222
Growth rate	3.6	1.258	222

Source: Data complied with the help of a questionnaire, M.S. excel sheet & SPSS.

Cronbach alpha value for all the parameters is greater than 0.70, which means apart from overall alpha value, individual below listed attributes are also reliable for further analysis. The average mean of all the below attributes is in an around 18.29, and the standard deviation is 3.3 for the data of 222 respondents. There are a total of 5 items for the analysis. These items are as follows: entrepreneurial training and development, the entrepreneurial support system in the state, training requirement to start entrepreneurship, survival rate, and growth rate.

Table 7: Item-Total Statistics

	Scale Means if Item Deleted	*Scale Variance if Item Deleted*	*Corrected Item-Total Correlation*	*Squared Multiple Correlations*	*Cronbach's Alpha if Item Deleted*
Entrepreneurial training and development	14.71	9.382	.315	.420	.746
The entrepreneurial support system in the state	14.77	8.493	.377	.482	.721
Training the requirement to start entrepreneurship	14.65	7.165	.609	.390	.713
Survival rate	14.37	7.579	.356	.306	.739
Growth rate	14.63	6.833	.447	.338	.792

Source**:** Data complied with the help of a questionnaire, M.S. excel sheet and SPSS.

Table 8: Scale Statistics

Mean	*Variance*	*Std. Deviation*	*No. of Items*
18.29	11.357	3.36	5

Source**:** Data complied with the help of a questionnaire, M.S. Excel Sheet, and SPSS.

Table 9: ANOVA with Cochran's Test

		Sum of Squares	*D.F.*	*Mean Square*	*Cochr-an's Q*	*Sig.*
Between people		499.700	221	3.271		
Within people	Between items	21.663	5	6.166	26.907	.000
	Residual	685.419	881	.779		
	Total	706.083	885	.799		
Total		1205.782	1105	1.093		

Source: Data complied with the help of a questionnaire, M.S. excel sheet and SPSS.

Results for Anova with Cochran test are also significant (p-value < 0.05), which means at 95% confidence level, data used in the study are reliable and ready to use for further analysis.

The present study is focused on finding out the practices of entrepreneurship development in Kashmir division. To facilitate the determination of existing practices of entrepreneurship development, core inputs in EDPs by the EDP conducting organizations were ascertained from the data collected from the sample respondents under study. This was found necessary to have an idea of what kind of interaction or exposure the participants had in the course of their entrepreneurship development program. This will identify which training inputs are in practice in these E.D. organizations and which need more attention and improvement in its implementation for the EDPs conducted by these organizations**.**

Existing Entrepreneurship Institutes can Adequately Support Entrepreneurship in the State

According to the responses given by the respondents in DIC Pulwama, 72% of the respondents agree on the adequate support of the entrepreneurship institutes in the state, whereas 11% respondents do not agree on the adequate support of the entrepreneurship institutes in the state. However, 17% of the respondents are neutral, which means they do not agree or disagree on enough support of the entrepreneurship institutes in the state.

Table 10: Training and Development

Response	JKEDI		DIC Srinagar		DIC Pulwama		SMEs J.K.	
	N	%	N	%	N	%	N	%
Strongly disagree	197	15%	199	15%	66	5%	212	16%
Disagree	124	9%	94	7%	81	6%	104	8%
Neutral	244	18%	184	14%	232	17%	228	18%
Agree	407	31%	469	35%	512	38%	438	34%
Strongly agree	348	26%	398	30%	453	34%	314	24%
Total	1320	100%	1344	100%	1344	100%	1296	100%

Source: Data complied with the help of questionnaire and M.S. excel sheet.

According to the responses given by the respondents in DIC Srinagar, 65% of the respondents agree on the adequate support of the entrepreneurship institutes in the state, whereas 22% respondents do not agree on the adequate support of the entrepreneurship institutes in the state. However, 14% of the respondents are neutral, which means they do not agree or disagree on enough support of the entrepreneurship institutes in the state.

According to the responses given by the respondents in JKEDI, 57% of the respondents agree on the adequate support of the entrepreneurship institutes in the state, whereas 24% respondents do not agree on the adequate support of the entrepreneurship institutes in the state. However, 18% of the respondents are neutral, which means they do not agree or disagree on enough support of the entrepreneurship institutes in the state.

According to the responses given by the respondents in DIC SMESJK, 58% of the respondents agree on the adequate support of the entrepreneurship institutes in the state, whereas 24% respondents do not agree on the adequate support of the entrepreneurship institutes in the state. However, 18% of the respondents are neutral, which means they do not agree or disagree on enough support of the entrepreneurship institutes in the state.

Testing of the Hypothesis

In order to analyze, the significant impact of entrepreneurial support system in promoting entrepreneurship in Jammu and Kashmir following hypothesis has been set to conduct the research.

H_0^1: *There is no significant relationship between entrepreneurship training and development programs and the start-up rate, survival rate, and growth rate of the enterprises.*

Versus

H_1^1: *There is a significant relationship between entrepreneurship training and development programs, and the start-up rate, survival rate and growth rate of the enterprises.*

In order to analyze, the significant relationship between entrepreneurship training and development programs and the start-up rate, survival rate and growth rate of the enterprises, Pearson bivariate correlation analysis has been done. The result of Pearson bivariant correlation analysis is shown in the table.

Table 11: Correlation Matrix

		Entrepreneurial Training and Development	Start-Up Rate	Survival Rate	Growth Rate
Pearson correlation	Entrepreneurial training and development	1.000	.359	.010	.029
	Start-up rate	.359	1.000	.343	.417
	Survival rate	.010	.343	1.000	.514
	Growth rate	.029	.417	.514	1.000
Sig. (1-tailed)	Entrepreneurial training and development	--	.000	.441	.335
	Start-up rate	.000	--	.000	.000
	Survival rate	.441	.000	.	.000
	Growth rate	.335	.000	.000	--

		Entrepreneurial Training and Development	*Start-Up Rate*	*Survival Rate*	*Growth Rate*
N	Entrepreneurial training and development	221	221	221	221
	Start-up rate	221	221	221	221
	Survival rate	221	221	221	221
	Growth rate	221	221	221	221

Inference

Significant correlation is being found at 0.01 level (2-tailed). A result of the abovementioned table indicates that the Pearson bivariate correlation coefficient is significantly positive. This indicates that a significant positive correlation exists between the calculated score of Entrepreneurial training and development and start-up rate, survival rate, and growth rate. Results also tell that the *p*-value of the correlation coefficient is less than 5% level of significance, therefore with 95% confidence level, we can conclude that there is a significant positive correlation between the calculated score of entrepreneurial training and development and start-up rate, survival rate, and growth rate in all institute of Jammu and Kashmir.

Impact of Entrepreneurial Training and Development on Start-Up Rate, Survival Rate, Growth Rate

A regression model is used to see the significant impact of entrepreneurial training and development and start-up rate, survival rate, and growth rate. High impact is being found to have a significant positive relationship with entrepreneurial training and development. Therefore, regression analysis is being done on the variables in order to test the significant cause and effect relationship between these variables. The dependent variable in the regression analysis is entrepreneurial training and development, and independent variables are start-up rate, survival rate, and growth rate. The regression model is being expressed as follows:

Entrepreneurial Training and Development = $\alpha + \beta 1 \times$ (Start-Up Rate) + $\beta 2 \times$ (Survival Rate) + $\beta 3 \times$ (Growth Rate)

Table 12: Model Summary

Model	*R*	*R Square*	*Adjusted R Square*	*Std. Error of the Estimate*
1	.494[a]	.156	.144	.7847

Table 13: ANOVA

Model		*Sum of Squares*	*D.F.*	*Mean Square*	*F*	*Sig.*
1	Regression	19.671	4	7.224	14.277	.000
	Residual	102.720	218	.569	--	--
	Total	121.391	221	--	--	--

Table 14: Coefficients

Model		*Unstand-ardized Coefficients*		*Standardized Coefficients*	*T*	*Sig.*
		B	*Std. error*	*Beta*		
1	(Constant)	2.858	.204		15.010	.000
	Start-up rate	.327	.052	.437	6.277	.000
	Survival rate	−.068	.046	−.110	1.490	.038
	Growth rate	−.057	.045	−.097	1.270	.005

Result of the Regression Analysis

The result indicates that the *p*-value (0.000) of the slope coefficients of T statistics (15.010) is less than a 5% significance level. Therefore, at 95% confidence level, we fail to accept the null hypothesis of no significant relationship between entrepreneurship training and development programs and the start-up rate, survival rate, and growth rate of the enterprises in Jammu and

Kashmir. Results concluded that the slope coefficient of the independent variable start-up rate is 6.2, the survival rate is 1.49, and the growth rate is 1.270. This means that significant week positive relationship has been observed in entrepreneurship training and development programs and the start-up rate, survival rate, and growth rate.

Inference

It assumes that in the institutes, focus on entrepreneurship should be increased. The F-statistic 14.277 with *p*-value 0.000 indicates that the model is statistically significant. The R square of only 0.494% indicates that 49.4% of variance entrepreneurship training and development in the institute can be explained with the help of start-up rate, survival rate, and growth rate. Therefore, it is concluded that there is a significant relationship between entrepreneurship training and development programs and the start-up rate, survival rate, and growth rate of the enterprises in Jammu and Kashmir.

Conclusion

The budding entrepreneurs are not expected to be experts since they are like toddlers learning and imbibing new things for survival. In the absence of the reliable and valid structural support at least in the preliminary phase of the business start-up, they cannot persist. This support system benefits them significantly in many practices. Educational and training establishments provide them with opportunities to attain the qualification, necessary for conducting their business. These institutes offer such potential and budding entrepreneurs grooming and nurturing sessions to shape them up in an appropriate manner. The inspirational stories and auto-biographies drafted by eminent business tycoons and industrialists and the initiatives taken by educational organizations nowadays created a new phase in which students are interestingly taking entrepreneurship as a vocational opportunity that gradually benefits in renovating the persona of a normal individual into the character of an entrepreneur.

H_0^2: *There is no significant relationship between the performance of the enterprises managed by trained entrepreneurs and those of untrained entrepreneurs.*

Versus

H_1^2: *There is a significant relationship between the performance of the enterprises managed by trained entrepreneurs and those of untrained entrepreneurs.*

In order to analyze, the significant relationship between the performance of the enterprises managed by trained entrepreneurs and those of untrained entrepreneurs, Pearson bivariate correlation analysis has been done. The result of Pearson bivariant correlation analysis is shown in the below Table 15.

Table 15: Correlations

		Entrepreneurial Training and Development	*Untrained Entrepreneurship*
Pearson correlation	Entrepreneurial training and development	1.000	.359
	Untrained entrepreneurship	.359	1.000
Sig. (1-tailed)	Entrepreneurial training and development	--	.000
	Untrained entrepreneurship	.000	--
N	Entrepreneurial training and development	221	221
	Untrained entrepreneurship	221	221

Inference

Significant correlation is being found at 0.01 level (2-tailed). Results of the abovementioned table indicate that the Pearson bivariate correlation coefficient is significantly positive. This indicates a significant relationship between the performance of the enterprises managed by trained entrepreneurs and those of untrained entrepreneurs. Results also tell that the *p*-value of the correlation coefficient is less than 5% level of significance, therefore with 95% confidence level, we can conclude that there is a significant positive correlation between the calculated score of trained entrepreneurs and those of untrained entrepreneurs.

Impact of Trained Entrepreneurs and those of Untrained Entrepreneurs

The regression model is being used to see the significant impact of trained entrepreneurs, and those of untrained entrepreneurs are being found to have a significant positive relationship. Therefore, regression analysis is being done on the variables in order to test the significant cause and effect relationship between these variables. The dependent variable in the regression analysis is trained entrepreneurs, and independent variables are untrained entrepreneurs. The regression model is being expressed as follows:

$$\text{Trained Entrepreneurs} = \alpha + \beta 1 \times (\text{Untrained Entrepreneurs})$$

Table 16: Model Summary

Model	*R*	*R Square*	*Adjusted R Square*	*Std. Error of the Estimate*
1	.459	.130	.126	.7921

Table 17: ANOVA

Model		*Sum of Squares*	*D.F.*	*Mean Square*	*F*	*Sig.*
1	Regression	16.505	1	16.505	34s.374	.000
	Residual	105.886	219	.579	--	--
	Total	121.391	220	--	--	--

Table 18: Coefficients

Model		*Unstandardized Coefficients*		*Standardized Coefficients*	*T*	*Sig.*
		B	*Std. Error*	*Beta*		
1	(Constant)	3.597	.179	--	15.580	.000
	Untrained entrepreneur	.369	057	.359	6.690	.000

Result of the Regression Analysis

The result indicates that the *p*-value (0.000) of the slope coefficients of T statistics (15.580) is less than a 5% significance level. Therefore, at 95% confidence level, we fail to accept the null hypothesis of no significant relationship between the performance of the enterprises managed by trained entrepreneurs and those of untrained entrepreneurs in Jammu and Kashmir. Results concluded that the slope coefficient of the independent variable untrained entrepreneur is 6.690. This means that a significant positive relationship has been observed in trained entrepreneurs and untrained entrepreneurs.

Inference

It assumes that for untrained entrepreneurs, professional training is a must for success or survival in the business. The F-statistic 33.374 with *p*-value 0.000 indicates that the model is statistically significant. The R square of only 0.459% indicates that 45.9% of the variance in trained entrepreneurs and untrained entrepreneurs. Therefore, it is concluded that there is a significant relationship between the performance of the enterprises managed by trained entrepreneurs and those of untrained entrepreneurs in Jammu and Kashmir.

Conclusion

Without robust learning and professional training, no entrepreneur can afford start-up the business and is the basic sustenance of any entrepreneurs. The simple requirements of the business could be sufficed by the established and familiar bases of learning. In the actual course of business start-up, entrepreneurs face huge hindrances. In this regard, the promotional institutes play a significant role in helping them out in terms of methodological training for marketing and exporting their products. NGO's are also attempting seriously to promote and nourish entrepreneurial culture in the societal setting. Numerous policies and arrangements formulated by the government have created a robust support system to aid budding entrepreneurs. There is an imminent sect of entrepreneurs called as women entrepreneurs, who are relishing and reaping the maximum assistances provided by special government policies and schemes. The sustenance provided by external components is of no use lest friends, peer groups, family, and relatives stay as an internal support one step ahead to help the emerging entrepreneurs.

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