

A Study of Entrepreneurial Talent among Women SHGs Members of East Singhbhum

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Abstract - The aim of the present study is to know the entrepreneurial talent among women SHG members and to find out the impact of age, place of residence and religion on entrepreneurial talent of women SHG members. Two hundred forty (240) SHG members were selected from East Singhbhum district. Sample was selected by stratified random sampling. The stratification was based on 2X2X3 factorial designs. The factors of stratification were: tow factors of age (20 to 35 years and 36 to 50 years) and two factors of place of residence (urban and rural) and three factors of religion (Hindu, Muslim and Sarna). Thus there were twelve strata. From each stratum, 20 women SHG members were selected randomly. On the selected sample Entrepreneurial Talent Scale was used. The results revealed that 20.00, 17.08, 20.00, 23.34, 13.33, 5.00 and 1.25 percent women SHG members had extremely high, high, above average, average, below average, low, extremely low level of entrepreneurial talent. Age had significant impact on entrepreneurial talent.

Keywords: Entrepreneurial Talent, Women SHGs members, Age and Place of residence

I. INTRODUCTION

Talent is operationally defined as the combination of abilities, traits and dispositions that lead to successful performance of the concerned task. In other words, talent is the combination of necessary characteristics to enable a person to succeed in the concerned area.

Thus, entrepreneurial talent is the combination of abilities, traits, and dispositions that enables a person to mobilize the capital to start and operate a new business at his or her own personal risk in the face of uncertainty.

The entrepreneurial talent consists of seven distinct abilities that are: Risk taking, Achievement motivation, Leadership, Self concept, Capability for persuasion, Attitude towards entrepreneurs, Problem Solving.

All round development and harmonious growth of a nation would be possible only when women are considered as equal partners in progress with men. Empowerment of women is essential to harness the women labor in the main stream of economic development. It is multi – dimensional in its approach and covers social, political, economic and social aspects. Self –help Groups are the voluntary organizations which disburse micro credit to the members and facilitate them to enter into entrepreneurial activities. In India, the self – Help Groups are promoted by N.G.O.s banks and co-operatives. P. Palanivel and D. Sureshkumar (2010) pointed out that microfinance and micro-credit practices have become a popular means of local development. In India, their expansion has been largest in

Tamilnadu. These practices target primarily women, who are encouraged to construct self-help-groups in order to have a social basis for raising collateral and for receiving financial services. Microfinance has been perceived by the public as inducing strong positive effects on women's empowerment and as strengthening the democratic fibre. From these standpoints, expansion and effects, it has been evaluated and analyzed whether microfinance can empower women and if empowered women can make a difference in women's and societal issues. Interestingly, this study found that most women in this association experienced increased income and therefore improved their economic status, political and social conditions after receiving the loans. This result therefore further upholds the main purpose and objectives of microfinance in general The national Bank for Agriculture and Rural development (NABRAD) launched a pilot project for linking SHGs in February, 1992. Over years since inception, there has been tremendous growth in respect of formation of SHGs in India and Tamilnadu is also proving itself as one of the important leading women entrepreneurship through SHGs in India and Tamilnadu.R. Elangovan (2006) reveals that, women constitute almost half of the world's population and contribute one third of the labour force. Of late, there is recognition world over about the role of women in contributing to the economy. The rural women in India constitute nearly 77 per cent of the total female population. Farm and home are integral parts in the rural society in India and farm 'housewife' often plays multiple roles as producer, entrepreneur, worker, consumer and home maker.

According to R. Elangovan SHG is a dynamic alternative to disburse micro credit to the rural women in order to achieve the objective of rural development and to get people's participation in all rural development programmes. SHG has become a powerful instrument for the upliftment of rural poor. It paved the way to increase the participation of women in decision making in households, decision making in community, decision making in democratic set up. However the income of the members of SHG generalised the pattern of expenditure and increased the assets of the individual. This income can be taken as the key parameter which depicts the economic consequences of the assistance received by the SHGs. N. Manimekalai (2006) in her article has examined the various objectives associated with micro-credit namely, to analyse the impact of micro-financing followed by the behavioural outcomes and the socio-economic impact created on women. The findings of the study show that the poor people have easy access to credit at collective interest without disparities, owing to micro-finance. Further, the relationships between banks and SHGs have been strengthened. Other benefits of micro-finance are compulsory savings, poverty alleviation, better marketing facilities, improved nutritional status. N. Manimekalai has finally pointed out that all the findings must be sustained and the performance of the other communities that of has been better other than SC/STs and MBCs. Banks can provide initial capital and working capital for these backward communities which struggle for sustenance. The success of any strategy of women entrepreneurship depends upon empowerment of women on the following factors:

- Education empowers women
- Women Federation
- SHGs and Women Empowerment Women entrepreneurship through of microfinance
- Women's political Empowerment and Rural

women can learn at their own place on the basis of availability of time. Technology helps them round the clock access on students support services. In rural India, where girls and women are largely excluded from education at all levels, opportunities are not equal, responsibilities are more, they have to overcome less support from their families, early marriage, child care etc. M.L.Gupta and Namitha Gupta (2006) point out that the Government has continued to allocate resources and formulated policies for empowerment of women. It has become strikingly clear that political and social forces, that resist women's rights in the name of religious, cultural or ethnic traditions, have contributed to the process of marginalization and oppression of women. The basic issue that prevents women from playing full participatory role in nation building is the lack of economic independence. Planners and policy makers have been eagerly searching for certain alternatives. The participatory approach to development has emerged as

a vital issue in developmental policies and programmes for women. C. Van Rooyen, R. Stewart and T. de Wet (2012) stated that the microfinance is seen as a key development tool, and despite the current deepening crisis within the industry, it continues to grow in sub-Saharan Africa. We systematically reviewed the evidence of the impacts of micro-credit and micro-savings on poor people in sub-Saharan Africa.

Nachimuthu & Gunatharan (2012) conducted study on 350 women entrepreneurship in Tamilnadu to measure the strength of SHGs and other form of enterprises in empowering women. Results indicated that women entrepreneurs in SHGs are more empowered than other (Non SHG) entrepreneurs. Pattanaik (2003) has stated that SHGs are continuously striving for a better future for rural women as participants, decision-makers and beneficiaries in the domestic, economic, social and cultural spheres of life. But due to certain constraints like gender inequality, exploitation, women torture, various SHGs is not organized properly and effectively. The SHGs have inculcated great confidence in the minds of rural women to succeed in their day-to-day life. Kirankere & Subrahmanya (2013) argued that Self Help Groups (SHGs) are successful in the empowerment of women through entrepreneurial finance to rural women entrepreneurs. According to him the SHGs had major impact on social and economic life of rural women SHGs have also helped women campaign against oppressive social practices and become a force of development in their villages. Makandar & Mulla (2013) argued that women's participation in SHGs enabled them to discover inner strength, gain self-confidence, social, economic, political and psychological empowerment and capacity building. Participation of women in SHGs makes a significant impact on the empowerment in social aspect also. SHGs helps women come out in open and discuss their problems. SHGs also helps to bring about awareness among rural women about savings, education, health, environment, cleanliness, family welfare, social forestry, etc. SHGs could be linked to literacy programmes run by government and it could be made an integral part of SHG activities. Raised literacy level could be helpful for the SHG members to overcome cognitive constraints and to understand government policies, technical understanding and gaining required skills. Das (2012) has attempted to explore about the role of SHG as a financial intermediary for enhancing women empowerment, as micro finance is emerging as a powerful tool for poverty eradication and gender empowerment in the country. SHG-Bank Linkage programmes are leading to women empowerment because they have been successful in meeting financial needs of the poor rural women which helps them to strengthen the financial capacities of the persons below poverty line in particular and other poor in general. The empirical findings of the study conducted in Assam suggest that the micro finance programme has a substantial influence on the

economic status, decision making power, knowledge & self worthiness of women participants of SHG Bank Linkage Programmes. Demographic factors like age and education are not having any influence on empowerment as well as on entrepreneurship and managerial skill development among rural women. Further, the researcher observed appreciable changes in the confidence, courage, skill development and self worthiness in rural areas, particularly among women and moderate level effect of SHG on communication, organising, competency, technical, marketing and entrepreneurial skills and observed a significant improvement of managerial skills, psychological well being and social empowerment among rural women as a result of participating in micro finance through SHGs-Bank Linkage Programme. Minimol and Makesh (2012) critically evaluate the nature and extent of impact of participation in SHGs on rural women. They analyzed the extent of various levels of empowerment i.e. personal, entrepreneurial, social, economic and financial empowerment achieved by the members through their participation in SHGs. They found that SHGs act as a resource centre for empowering women members, percolating the benefits to the society in general, it can come to a point where it becomes their choice whether to remain personally, economically and socially impoverished. It helps women to organize themselves into groups and undertake community based programmes to eradicate their deprivations. Women empowerment was not the sole motive rather, the objectives are to bring prosperity to overall family, community and to ensure social as well as entrepreneurial development. Before 1990s, credit schemes for rural women were almost negligible. The concept of women's credit was born on the insistence by women oriented studies that highlighted the discrimination and struggle of women in having access to credit. Micro credits are enough for innovative and hard working micro entrepreneurs to start small business such as making handicraft items. From the income of these small businesses the borrowers of micro credit can enjoy better life, food, shelter, health care and education for their families and above all these small earnings will provide a hope for better future. There are certain misconceptions about the poor rural women that they need loan at subsidized rates of interest on soft terms, they lack education, skills, capacity to save, credit-worthiness and therefore are not bankable. The experiences of several SHGs reveal that rural women are actually efficient. Availability of timely and adequate credit is essential for them to undertake any economic activity rather than credit subsidy. In rural areas the women micro entrepreneurs continue to produce the traditional designs for local markets. Women in SHGs produce a large variety of essential products, village crafts and homemade snack foods. Many are engaged in retail trading of groceries and textiles. These enterprises represent a substantial supply resource for semi-urban and urban markets. SHGs are also viable organized set up to disburse micro credit to

the needy entrepreneur women and encouraging their promotion of poverty alleviation activities and programmes.

Kharti et al. (2018) conducted a study on entrepreneurship development through SHGs and they found that women's entrepreneurship is both about women's position in society and about the role of entrepreneurship in the same society. Women entrepreneurs faced many obstacles specifically in market their product (including family responsibilities) that have to be overcome in order to give them access to the same opportunities as men. In addition, in some countries, women may experience obstacles with respect to holding property and entering contracts. Increased participation of women in the labour force is a prerequisite for improving the position of women in society and self-employed women. Particularly the entry of rural women in micro enterprises will be encouraged and aggravated. Rural women can do wonders by their effectual and competent involvement in entrepreneurial activities. The rural women are having basic indigenous knowledge, skill, potential and resources to establish and manage enterprise. Now, what is the need is knowledge regarding accessibility to loans, various funding agencies procedure regarding certification, awareness on government welfare programmes, motivation, technical skill and support from family, government and other organization. More over Formation and strengthening of rural women Entrepreneurs network must be encouraged. Women entrepreneur networks are major sources of knowledge about women's entrepreneurship and they are increasingly recognized as a valuable tool for its development and promotion. This network helps to give lectures, printed material imparting first hand technical knowledge in production, processing, procurement, management and marketing among the other women. This will motivate other rural women to engage in micro entrepreneurship with the right assistance and they can strengthen their capacities besides adding to the family income and national productivity.

"The Status of Women reflects character of the country" – Jawahar Lal Nehru.

II. SIGNIFICANCE AND NEEDS FOR THE STUDY

All round development and harmonious growth of a nation would be possible only when women are considered as equal partners in progress with men. Empowerment of women is essential to harness the women labor in the main stream of economic development. It is multi – dimensional in its approach and covers social, political, economic and social aspects. Self –help Groups are the voluntary organizations which disburse micro credit to the members and facilitate them to enter into entrepreneurial activities. In India, the self – Help Groups are promoted by N.G.O.s banks and co-operatives. In this regard entrepreneurial

talent is most important aspect of women SHG members, they need to enhance their entrepreneurial talent.

Statement of the Problem

The study has explored the levels of entrepreneurial talent among women SHGs members. It has also examined the impact of age, place of residence and religion on entrepreneurial talent among women SHGs members.

Aim of the Study

The main aim of the study is to understand the level of entrepreneurial talent of the women SHG members of East Singhbhum District of Jharkhand, with the following objectives.

Objectives

- To know the levels of entrepreneurial talent of women SHG members
- To find out the impact of age on entrepreneurial talent of women SHG members
- To find out the impact of place of residence on entrepreneurial talent of women SHG members
- To find out the impact of religion on entrepreneurial talent of women SHG members

Hypotheses

- The levels of entrepreneurial talent of women SHG members will vary among various sample groups of women SHG members.
- There will be no impact of age on entrepreneurial talent among women SHG members
- There will be no impact of place of residence on entrepreneurial talent among women SHG members
- There will be no impact of religion on economic empowerment and marital adjustment of women SHG members

III. METHODOLOGY

Research methodology simply refers to the practical “how” of any given piece of research. More specifically, it’s about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims and objectives.

For example, how did the researcher go about deciding?

- What data to collect (and what data to ignore)
- Who to collect it from (in research, this is called “sampling design”)
- How to collect it (this is called “data collection methods”)
- How to analyses it (this is called “data analysis methods”)

The chapter is organized on the basis of the following sub-headings

- Research design
- Sample and sample technique

- Tools for data collection
- Administration of the tools
- Statistical procedure

IV. RESEARCH DESIGN

Descriptive research design was used for the study

Variable map

After going through various available literature reviews on the concept, the author could list the following variables for the present study. This variable map would be very much useful to formulate hypotheses as well as to select the appropriate statistical tests.

Independent Variable

Age ,Place of Residence and Religion

Dependent Variable

Entrepreneurial Talent

Population of the study

The population of the study consisted of 5020 women of SHGs members from Chakulia block of East Singhbhum District of Jharkhand.

Sample of the Study

The sample of the present research was selected from Chakulia Block of East Singhbhum District. Two hundred and forty (240) women of SHGs members were selected by stratified random sampling. The stratification was based on the following 2x2x3 factors.

- Two factors of Place of Residence –urban and rural
- Two factors of age group 20 to 35 years and 36 to 50 years
- Three factors of Religion- Hindu, Muslim and Sarna

Thus there were 12 strata, from each stratum, 20 women of SHGs members were selected randomly making a total of 240 cases. On the selected sample Entrepreneurial Talent Scale was used.

Table: 1 Sample Design

| | Place of residence | Urban | | Rural | | Total |
|----------|--------------------|-------------|-------------|-------------|-------------|------------|
| | | 20-35 years | 36-50 Years | 20-35 years | 36-50 Years | |
| Religion | Hindu | 20 | 20 | 20 | 20 | 80 |
| | Muslim | 20 | 20 | 20 | 20 | 80 |
| | Sarna | 20 | 20 | 20 | 20 | 80 |
| | Total | 60 | 60 | 60 | 60 | 240 |

Sampling Technique

Initially list of all villages, wards and Self Help Groups located in Chakulia Block of East Singhbhum District was taken from the Chakulia Block office. From the list 5020

women SHGs member’s 240 members selected randomly. Sampling questionnaire was administered on women self help group members in urban and rural areas. The urban area consisted of wards of Chakulia Block town and rural area consisted of village Kaliam, Muturkham, Bend, Gohaldanga, and Tentulia up to 8 K.M. from Block head quarter was selected randomly. Sampling questionnaire was given to all women self help group members of the selected area. From the obtained information the following four lists were prepared. From each list 20 women self help group members were selected randomly.

The lists were as follows:

Inclusion Criteria

- ✓ Women SHG members those who lived in urban and rural area were included.
- ✓ Only age 20 to 50 years women SHG members were included.
- ✓ Only Hindu, Muslim and saran women SHG members were included

Exclusion criteria

- ✓ Women SHG members below 20 years and above 50 years were excluded.

Tools for data collection

- Personal Data Questionnaire
- Entrepreneurial Talent Scale

Personal Data Questionnaire (PDQ)

The PDQ was prepared by the Research scholar to elicit personal information such as Place of residence, age, religion, Education, Income etc.

Entrepreneurial Talent Scale

Entrepreneurial Talent Scale has been designed by Dr. Surila Agrawala Professor, Department of Psychology D.E.I.(Deemed University) Dayalbagh Agra(UP) and Dr. Ira Das Professor, Department of Psychology D.E.I.(Deemed University) Dayalbagh Agra(UP). This scale can be administered individually as well as in group. The subject should not be allowed to take more than 40 minutes in answering the total test items.

V. RESULT AND DISCUSSIONS

The results are presented under the following points.

- Levels of entrepreneurial talent among women SHG members.
- Impact of age, place of residence and religion on entrepreneurial talent among women SHG members.

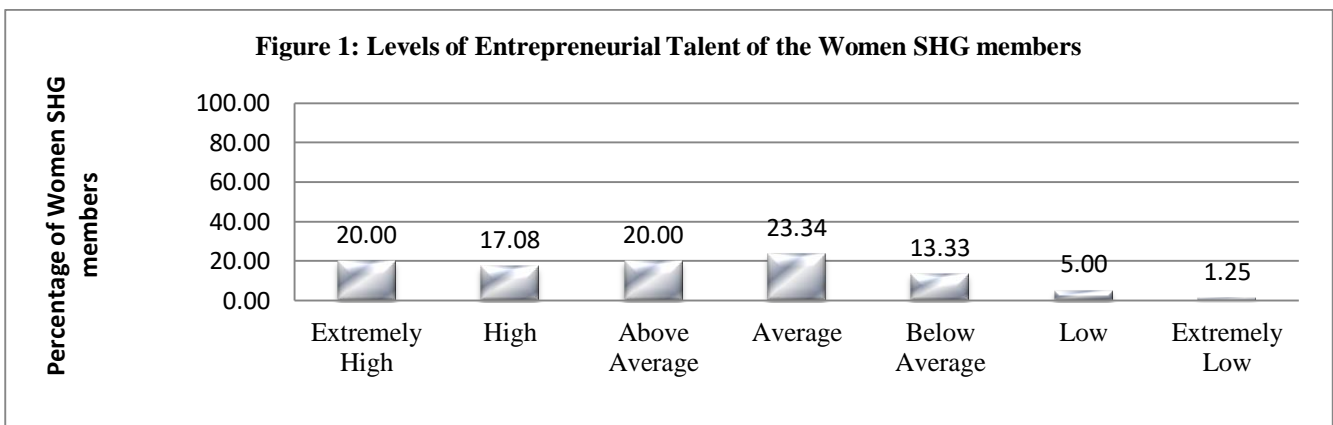
Levels of entrepreneurial talent among women SHG members

Levels of entrepreneurial talent among women SHG members was assessed by Entrepreneurial Talent Scale. This scale has 103 items. The range of score in this scale 15 to 152.

The percentage of women SHG members having Extremely High, High, Above Average, Average, Below Average, Low, Extremely Low levels of entrepreneurial talent are presented in Table-2 and Figure-1

Table 2.Levels of Economic Empowerment of Women SHGs members

| Category | Levels | N | % |
|--------------|----------------|------------|-------------|
| A | Extremely High | 48 | 20.00 |
| B | High | 41 | 17.08 |
| C | Above Average | 48 | 20.00 |
| D | Average | 56 | 23.34 |
| E | Below Average | 32 | 13.33 |
| F | Low | 12 | 5.00 |
| G | Extremely Low | 3 | 1.25 |
| Total | | 240 | 100% |



The main trends were as follows:

- 20.00% women SHG members had extremely high entrepreneurial talent.
- 17.08% women SHGs members had high entrepreneurial talent.
- 20.00% women SHGs members had above average entrepreneurial talent.
- 23.34% women SHGs members had average entrepreneurial talent.
- 13.33% women SHGs members had below average entrepreneurial talent.
- 5.00% women SHGs members had low entrepreneurial talent
- 1.25% women SHG members had extremely low entrepreneurial talent.

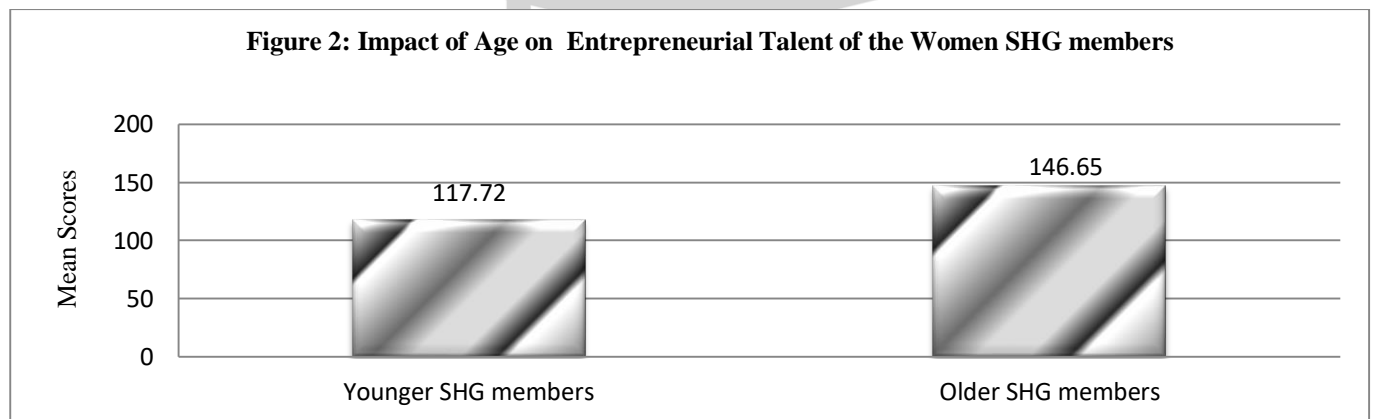
Impact of Age on Entrepreneurial Talent of women SHGs members

Age had significant impact on entrepreneurial talent. In order to find out the significant difference between the younger and older age SHG members on entrepreneurial talent, t- test was used. The mean score, SD, and t value of age group 20-35 years and age group 36-50 years women SHG members on entrepreneurial talent are presented in Table 3 and Figure 2. The results revealed that:

Table 3. Impact of Age on Entrepreneurial Talent of Women SHGs members

| Age Groups | N | Mean | S.D | t-value | Levels of Significant |
|-----------------------|-----|--------|-------|---------|-----------------------|
| Age group 20-35 years | 120 | 117.72 | 18.50 | 15.79 | 0.01 |
| Age group 36-50 years | 120 | 146.65 | 7.75 | | |

Figure 2. Impact of Age on Entrepreneurial Talent of Women SHGs members



VI. CONCLUSIONS

The main conclusions are as follows:

- Among the women SHG members having 20.00% extremely high, 17.08% High, 20.00% Above Average, 23.34% Average, 13.33% Below Average 5.00% Low and 1.25% Extremely low Entrepreneurial talent.
- The older women SHG members had more entrepreneurial talent as compare to younger women SHG members.

Recommendations and Suggestions of the present research

- The entrepreneur is a person prone to act against certain norms, accepted in his or her society, and in this sense he or she takes a risk. The issue, of course, needs further intensive investigation.
- Government can allocate them a separate place specially for marketing their products under one roof like shopping mall in every district.

- To be established with women entrepreneurs polytechnics and to give training for entrepreneurs and SHGs members.
- Needs to connect the SHG members with various entrepreneurship skill development programs run by government of India, State government and NGOs.

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