



International Journal of Home Science

ISSN: 2395-7476
IJHS 2017; 3(1): 277-279
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www.homesciencejournal.com
Received: 11-11-2016
Accepted: 12-12-2016

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Capacity building in managerial ability among youth

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Abstract

The youths play predominant role in building our society and hence have important role to play in our economy and there is dire need to bring them in to the mainstream of economic development. The youth constitutes largest population in India and are potential human resources with abundant energy and enthusiasm. The future of the country lies in the hands of their youths. Youth, a stage which bridges the transition between adolescence and adult and is the most appropriate section of the society to participate in development activities. So the study on capacity building in managerial ability of youth was carried out. The sample size of 30 members was taken. The result indicated that training programs directly or indirectly has positive effect on capacity building of poor. Managerial skills related to entrepreneurial activities have positive effect on capacity building. Economic intervention by government and non-governmental section through thrift and credit and income generating programs can enhance the youth participation in economic activities. Since there is dire need to bring youth in to mainstream of economic development. The present study has its implication in term of suggestion that youth should be given training for their capacity building and guided in the right direction through the government and non-governmental efforts.

Keywords: Capacity building, Managerial skill, Entrepreneurship, Management

Introduction

The youths play a predominant role in building our society and hence have important role to play in our economy and there is dire need to bring them in to the mainstream of economic development. As it's well known, adolescence is the time of transition. It is not only a time of physical maturation but time of psychological maturation and development of vocational interest.

In particular, the development of micro enterprises for Youth is seen as a grass root level by generating income. Industrial policy of government of India has highlighted the need for entrepreneurship programmes for youth to enable them to start small scale enterprise. Government policies and programme were for accomplishing more effective economic growth by enhancing youth's productive roles.

The "youth" as a special category is a product of post-industrial society. The youth is the most appropriate section of the society to participate in such activities. The future of the county lies in the hands of its youth. Entrepreneurship among youth in India is a recently fast growing concept.

Focuses on human resource development especially for youth, small and managerial farmer and backward classes etc. has been considered as one of the major thrust area by the Ministry of Agriculture, Govt. of India. The development of human resource has many dimensions which need to be taken up simultaneously for speedy development however, development of entrepreneurship at the grass root levels has been perceived as a powerful medium to ameliorate several problems including unemployment and poverty. The activities in this direction require the participation of all sections of the society including youth who have important role to play. Entrepreneurship is defined as self-employment of any sort. It is the process through which entrepreneurial skills are imparted to the person to start a small business on income generating activity to earn money and thus raise their socio economic status and entrepreneur is one who acts without regard to the resources currently under his control in relentless pursuit of opportunity. It will not be less than correct to mention that entrepreneurship become the buzz word of the day. Entrepreneurship development usually implies development of small scale industries.

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Entrepreneurs in India especially, have been mobilized by number of government efforts in to believing that they can establish business. The development of youth entrepreneurship ensures the building up their confidence and motivation, thereby developing the capacity in them to identify and overcome the constraints which may arise in their walk of life/in their futures ventures. But entrepreneurs suffer from a relative lack of access to productive resources such as credit, technology and land.

All the countries, including India having one of the largest youth population in the world are facing the same barrier to youth employment and need that extra thrust to integrate self-made entrepreneur in to the economic mainstream.

Training courses are necessary for developing entrepreneurial among youth and these courses encourage them to take up income generating activities and help them to become self-reliant.

The main guiding principles of training are based on teaching by doing and learning by doing in imparting skill training. Training efforts should not be to make economically good people better, but the poor one's to become economically good so as to raise the living condition of the poorest of poor. Training programmes have directly or indirectly have positive effect on capacity building of poor people. The entrepreneurship through proper motivation and training is a common human activity, it will definitely induce a steady growth of youth entrepreneurs. Keeping such a situation in mind, the present study was taken up with the objective to train members of youth SHGs in managerial skills related to entrepreneurial activities for capacity building.

In present study, an attempt has been made for capacity building in managerial skills by imparting entrepreneurial skills.

Method and Material

The study was carried out in the labour colonies of Pantnagar University campus of district Udham Singh Nagar, Uttaranchal as it is under area of G.B. Pant University of Agriculture and Technology, Pantnagar this area was purposively selected for study. The Three selected from the labour colonies of Pantnagar University Campus were Gayatri Naina, Gayatri Sambhu and Gayatri Meera having youth members. The sample comprised of members of three youth SHGs of labour colonies of Pantnagar University Campus. The sample size of 30 members was purposively selected for executing the present study. The experimental development research design was used to determine the resultant effect of this study.

Pre-test data from selected groups was collected. All the three groups were given different types of trainings i.e. tie and dye, mangori and badiya making, papaya toffee making, biscuit making and terracotta jewellery and preparation of small show piece from ceramic for giving them income generating skills

for capacity building in managerial skills.

Post evaluation data was collected with the help of questionnaire and self-concept scale used for pre-test data collection and additional part of questions were added related to training component, which were given to get the exact feedback in terms of knowledge gained and confidence built up after training by using specific questions of training imparted in the research groups.

The data was analyzed by calculating frequencies and percentage before and after imparting the training and paired t-test was applied to calculate the significance difference in pre and post exposure scores of respondents.

Result and Discussion

Before imparting trainings, only 20 percent of respondents were reported to be able in starting business. Those, who were not able stated reasons like lack of money, lack of resources, lack of information and lack of family support. After receiving training 70 percent respondent stated that they were able to start own business/entrepreneurial activities independently.

When the respondents were asked about source of loan for starting their own business, before exposure of trainings, 53.33 percent of respondent were not aware the source through they were having bank account of group whereas after receiving trainings, 80 percent respondents answered bank as source for loan.

Respondent were asked about sources of getting raw material, before exposure of trainings, 53.33 percent were not aware about the source whereas after receiving training 66.67 percent were answered local market.

When respondents were asked about easy availability of raw material, 50 percent respondents replied in negative before training. After receiving training majority of respondent i.e. 96.67 percent agreed on easy availability of raw material.

Before exposure of training only 30 percent of respondents were able to prepare easily all the material on order, those who were not able to prepare easily all material on order stated reasons like difficulties in material availability, lack of information, lack of skills and lack money calculation. Whereas after receiving training 80 percent respondents were able to prepare easily all the materials on order.

Before imparting training only 6.67 percent respondents were able to calculate the total cost of prepared material whereas after receiving training 93.33 percent respondents were able to calculate the total cost of prepared material.

Only 6.67 percent respondents were able to calculate cost per article before imparting training. After getting training 86.67 percent respondents were able to calculate cost per article.

Before exposure of training about 60 percent of respondents had no knowledge about medium of the prepared items. After receiving training mostly respondents were aware about medium of sale of the prepared items.

Table 1: Comparative analysis of managerial skills and abilities before and after imparting trainings to selected SHGs.

Sl. No.	Information related to managerial skills and abilities	Categories	Before		After	
			N=30		N=30	
			n	(%)	n	(%)
1.	Able to start business independently	-Yes	6	20	21	70
		-NO	24	80	9	30
2.	Source of loan for starting own business	-From group	4	13.33	6	20
		-From friend	2	6.67	-	-
		-From bank	6	20	24	80
		-Do not know	16	53.33	-	-
		-Any other	2	6.67	-	-
3.	Source of raw material	-From sanstha	2	6.67	4	13.33
		-From group	2	6.67	3	10

		-From local market	8	26.67	20	66.67
		-Do not know	16	53.33	1	3.33
		-Any other	2	6.67	2	6.67
4.	Difficulties in preparing material	-Yes	16	53.33	2	6.67
		-No	14	46.67	28	93.33
5.	Easy availability of raw material	-Yes	15	50	29	96.67
		-No	15	50	1	3.33
6.	Able to prepare easily all the material on orders	-Yes	9	30	24	80
		-No	21	70	6	20
7.	Ability to calculate the total cost of the prepared material	-Cost of raw material used	4	13.33	-	-
		-Cost of raw material used + profit	1	3.33	-	-
		-Cost of raw material + labour + profit	2	6.67	28	93.33
		-Any other	4	13.33	2	6.67
		-Do not know	19	63.33	-	-
8.	Able to calculate cost per article	-Cost of raw material used in one article	4	13.33	2	6.67
		-Cost of all articles prepared / No. of article prepared	2	6.67	26	86.67
		-Do not know	21	70	-	-
		-Any other	3	10	2	6.67
9.	Medium of selling the prepared material	-Through shop keeper	2	6.67	6	20
		-Through Fair	2	6.67	11	36.67
		-Through exhibition	4	13.33	11	36.67
		-Do not know	18	60	1	3.33
		-Any other	4	13.33	1	3.33

The table reveals that there were changes in the responses before and after trainings. Before imparting trainings the majority of respondents were not aware about managerial abilities required for a person to become a successful entrepreneur.

Conclusion

It can be concluded that managerial skills related to entrepreneurial activities have positive effect on capacity building of members of youth SHGs in the area of entrepreneurship capacity building.

Implication of Study

The future of the country lies in the hands of their youths. Youth self-employment has become the foremost need of the all developing countries of the world and more so in India. The finding reveal that training programmes have positive effect on capacity building of the members of youth SHG. Economic independence is essential for youths. Economic intervention by government sector and non-governmental sector through thrift and credit and income generating programmes can enhance the youth's participation in economic activities. Since there is a dire need to bring youth in to mainstream of economic development. The study has implication in term of providing recommendation to government and non-government sector to spend on planned capacity building trainings especially entrepreneurial trainings.

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