



A STUDY ON IMPORTANCE OF ENTREPRENEURSHIP SKILL DEVELOPMENT PROGRAMME (ESDP) FOR SUSTAINABLE GROWTH OF MSMEs IN INDIA

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ABSTRACT

The Entrepreneurship and Skill Development Program (ESDP) was launched by the Ministry of Micro, Small and Medium Enterprises (MSME) to build the capacities and skills of Indian entrepreneurs, both current and future ones. One of the many initiatives offered by the Ministry of MSME, it aims to increase the capacity of young people to take on challenges and create successful businesses across the nation. There are various activities under the plan that are coordinated in Industrial Training Institutes (ITIs), Polytechnics, and other specialized institutions/business colleges where there is talent available to influence teenagers toward self-employment. One of the essential elements for the development of any area is having an adequate supply of skilled human resources. Today, the problem is fundamentally linked to the employability problem rather than the lack of employment opportunities. This is a major problem in many developing countries where young children are taught, but they need skills that will help them become prepared for the workforce. Hence, the current study has been done with a view to give an analytical outline of the importance of ESDP for the sustainable growth of MSMEs in India.



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1. INTRODUCTION

Entrepreneurs are essential to any economy because they have the knowledge and tenacity to anticipate needs and present brilliant, novel ideas to the public for purchase. Entrepreneurship that succeeds in building a startup despite the risks and difficulties is rewarded with benefits, notoriety, and continues to gain knowledge (Israr, 2017). Failure in entrepreneurship results in bad luck and less ubiquity in the business sectors for those

involved. The Micro, Small and Medium Enterprises (MSME) sector is extremely important to home owners and plays a crucial role in the economic development of most countries around the world (Israr & Shaukat, 2019). In this way, it is a well-known undeniable fact that MSMEs significantly advance the growth of the overall economy. This commitment will accelerate the growth of the GDP, improve living standards, and slow down the pace of state formation. As a result of these facts, every economy should increase the benefit that

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such an endeavor provides. Skills are the facts that can only be verified through actions or a unique performance. Teaching is how skills are created and acquired. However, achieving sustainable business development may be a task requiring special abilities. Given the aforementioned circumstances, business owners who possess additional entrepreneurial skills are more likely to see their company succeed.

The most popular method for improving an entrepreneur's abilities to create, manage, and organize a business venture while taking into account the risks involved is through entrepreneur development. The goal of entrepreneur development is to increase the number of business owners. The Ministry of MSME has been organizing a few entrepreneurial and skill development programmes for current and potential entrepreneurs in order to create successful ventures. The MSME Service has sent out several programs, one of which is the Entrepreneurship Skill Development Program (ESDP). In a nation like India, where the population is more than 45% between the ages of 20 and 35. India, which accounts for 1.224 billion people, or 17% of the global population, is evolving into a "youth reservoir." According to United Nations estimates from 2009, India will overtake the People's Republic of China as the world's most populous nation by 2050. Although India has a well-established system of vocational education, its youth are not properly equipped with the skills that the modern economy demands.

The relevant government has stated that by 2022, the MSME sector is expected to require roughly 150 million qualified workers. Small and medium-sized businesses (SMEs) play a key role in economies, contributing to poverty reduction and employment, as well as sustainable development. In order to address the demand for skilled labour, India has developed a method of entrepreneurial development initiatives. The information for this study was gathered through secondary sources. The micro, small, and medium-sized business sector has developed a number of programmes in the areas of lending, marketing, infrastructure, and skill development in order to foster the growth of entrepreneurial activity. These regulations place a lot of emphasis on skill development because it's a need for launching a micro, small, or medium business.

2. REVIEWS OF RELATED LITERATURE

Rajamohan S, Rajamohan and Sathish A (2019) conducted a study and investigated the topic as the primary goal that is typically pertinent to either evolved or emerging nation like India. To support entrepreneurship in MSME sectors like Khadi, Town, and Coir businesses, the Ministry of Micro, Small, and Medium Enterprises (M/o MSME) offers a variety of aids. The goal of this study was to pinpoint the strategies and encourage support offered by MSME to boost entrepreneurship in India.

According to Nadaf Rajahusain S, et al. (2018) in this research, Micro, Small, and Medium-Sized Enterprises (MSMEs) have become a significant and active sector of the Indian economy. The government has launched numerous initiatives in this area, but the problem still persists because 79 MSME's are regularly affected by funding problems. The paper looks at MSME performance records, as well as the potential role they could play in the economy and other initiatives taken by various parties to advance MSME development in India.

According to Sen (2011) in this paper (The Key to Entrepreneurship Development in India) reported that the terms MSME, SME, and MSE all refer to micro, small, and medium-sized enterprises. MSME also refers to small and medium-sized enterprises. MSMEs are defined by India's Micro, Small, and Medium Enterprises Development (MSMED) Act of 2006. As countries promote horticulture's role in providing employment and as its contribution to GDP declines, the primary need is to create enormous amounts of employment. The MSME sector in India is heterogeneous, dispersed, and largely disordered. It includes a range of artistic production units, from traditional artworks to cutting-edge businesses.

A study by Ravi (2010) in this article (Entrepreneurship Development in the Micro Small and Medium Enterprise Sector in India) revealed that the MSME sector has frequently been referred to as the "driving force of development" for building economies. They begin with an overview of this region in India before looking at some recent trends that highlight the growth and significance of this region in contrast to the Indian economy. The main findings are that while more general development arrangements, such as consumption of framework and admission to funding, emphatically affect development of the MSME area across states in India over the course of recent years, even though explicit strategies that are focused on the MSME area essentially affect the development of this area.

2.1 Objectives of the study

Objectives of the study are:

- To study the MSMEs in India and Entrepreneurship Skill Development Programme (ESDP).
- To analyze the various factors associated with current study and summarize the major findings.
- To recommend some suggestions for better reach of ESDP to all its beneficiaries.

2.3 Statement of the problem

The Government of India has approved a variety of current and long-term professional courses at various levels of instruction so that students can receive both a

broad education and specialized training. Since the government may not be able to implement this framework on its own, it has established the National Skill Development Chamber (NSDC), an organization that will work with other private players who are skilled in the relevant field to carry out skill development drives (Kour, 2014). As demands of the business may change, various other area skill gatherings are likewise evolving. Giving instruction to the students will undoubtedly help to reduce the dropout rate, which is a serious problem for the Indian educational system. Development and advancement of entrepreneurship projects are continuously being coordinated to support the talent of youth by educating them on various aspects of modern or business action anticipated for establishing MSMEs. It is being a mandatory factor for the author to conduct a study entitled on 'a study on importance of entrepreneurship skill development programme (ESDP) for sustainable growth of MSMEs in India'.

3. ENTREPRENEURIAL DEVELOPMENT PROGRAMMES (EDP/ESDP) IN INDIA

The Entrepreneurship and Skill Development Programme (ESDP) was introduced by the Ministry of Micro, Small, and Medium Enterprises (MSME) to help existing and aspiring Indian entrepreneurs develop their entrepreneurial capabilities. It is one of many initiatives launched by the M/o MSME with the goal of enhancing young people's abilities to take calculated risks and establish prosperous businesses across the country. In order to encourage youth to pursue self-employment, the programme is planned to include a variety of activities in Industrial Training Institutes (ITIs), Polytechnics, and other technical institutions/business schools. The ESDP programme, a crucial component of the "Development of MSMEs," was modified in 2019 by the ministry to reflect the dynamic environment of entrepreneurship and MSME in India (Bhaskaran, 2022). The Enterprise Facilitation Centre (EFC), which aims to broaden the program's scope and deepen the enterprise facilitation process, is what distinguishes the up-scaled ESDP. The following list includes ESDP's primary goals in India:

- To educate/train people on an entrepreneurial culture.
- To encourage young people (men and women) from various societal groups, such as SC, ST, Women, and Physically Handicapped individuals, Ex-Servicemen, and BPL individuals, to think about entrepreneurship or self-employment as one of their career possibilities.
- In order to encourage the target population to consider entrepreneurship as a career option and to help them succeed in any field, it is important to provide them with the technical and business skills necessary to think and act entrepreneurially from an early age.
- In order to help entrepreneurs, implement their ideas, bring about an attitude and behavioural change in the target audience, and develop their own entrepreneurial abilities, fundamental entrepreneurship training will be provided.
- To provide high end/advanced training in the fields of e-commerce, BPO, Soft Ware, Biotech, Modern Agricultural & Animal Husbandry and Processing, Drug Discovery, Genomics, Tech. acquisition from premier labs like BARC/CSIR/DRDO, etc. with the aid of prestigious institutions like IIMs/IITs/ICAR/CSIR/NIT/Administrative Training Institutes (ATIs), post harvesting and food production.
- To assist the establishment of new MSMEs and enhance the growth of existing ones, which will lead to improved productivity and the creation of jobs. To develop technical and vocational skills or upgrade current capabilities of the target group. The responsibility for Udyam Registration of ESDP Beneficiaries shall fall under the purview of the Implementing Agencies (IAs).
- Support MBA/Engineering students by giving them the chance for vocational training, analysing the results of a few typical ESDP programmes, compiling a list of available technology, setting up a top-notch lab for technology diffusion to MSMEs, etc. Additionally, students will be given other tasks, giving them a chance to work in a government setting. The hired students will receive a salary and an experience certificate (Bhaskaran, 2022).

ESDP includes the following modules:

1. *Industrial Motivational Campaign (IMC):* One-day or two-day Industrial Motivation Campaigns are held to find and inspire traditional and non-traditional business owners with the potential to found MSEs and Cluster SPVs, Industry Associations, and Chambers that will help spread MSMEs' promotion programmes.
2. *Entrepreneurship Awareness Programmes (EAPs):* These programmes are periodically held in order to develop young people's potential by educating them on many facets of the industrial activity necessary to establish MSEs. Typically, these EAPs are offered in ITIs, Polytechnics, and other technical institutions where there are resources to encourage students to pursue self-employment.
3. *Entrepreneurship-cum-skill Development Programmes (E-SDP):* By organising a variety of technical cum skill development training programmes, comprehensive training programmes are organised to upgrade the skills of potential entrepreneurs, the current

workforce, and also develop skills of new workers and technicians of MSEs.

4. *Management Development Programmes (MDP) and Mega Events:* The goal of providing training in this area is to enhance the ability of current and potential entrepreneurs to make decisions, which will lead to increased productivity and profitability.

The aforementioned activities/programmes will be carried out by various field officers of the DC (MSME) office who have been given the go-ahead by the empowered committee, which is chaired by AS&DC, MSME. The targeted recipients of EDPs and E-SDPs must comprise 40% members of the socially and economically disadvantaged groups (SC/ST/women/physically challenged). SC, ST, physically disabled, Below Poverty Line (BPL) and female participants are exempt from paying a participation fee. Up until November 2020, more than a million MSMEs were registered through the Udyam registration site, according to IBEF. Nevertheless, more than 93% of all registrations were for micro-businesses, highlighting the lopsided structure of the entrepreneurship process. Furthermore, according to the annual report issued by the M/o MSME, just 7% SC and 2% ST held businesses. The fact that the programme is meant to inspire people from underprivileged groups, particularly women, to pursue entrepreneurship just adds to the seriousness of the situation. Only 14%, or 8.05 million, of the 58.2 million MSMEs operating in India, according to the "Moving the Needle" report published by the NITI Aayog in March 2021, were owned by women. Women also agreed that businesses were even more skewed towards smaller ones, with almost 98% of firms falling into the micro-enterprise category.

3.1 MSMEs in India and Entrepreneurship Skill Development Programme (ESDP)

The most popular method for improving an entrepreneur's abilities to start, run, and manage a business while keeping in mind the risks involved is called "entrepreneurship development." The "Entrepreneurship and Skill Development Program (ESDP)" has been launched by the O/o DC-MSME under the "Development of MSMEs" vertical. The program's goal is to inspire young people (both men and women) who represent various demographic groups. A clear objective is to promote new businesses, increase the number of MSMEs already in existence, and spread an entrepreneurial culture throughout the nation. The ESDP is implemented throughout the entire nation, both north and south. In total, 315 projects funded by the ESDP were completed during the years 2021–2022, and the recipients totaled 15,599 in total. The asset allocated and received is worth Rs. 10 crores, while the consumption that resulted costs Rs. 1.83 crore.

In order to eliminate unemployment and further contribute to the financial development of the nation, the Ministry of Micro, Small and Medium Enterprises (MSME) has planned a variety of strategies and projects for the development of entrepreneurs. The Service and its associations with entrepreneurs benefit from and collaborate with (Sarabu, 2019):

1. Adequate progression of credit from financial institutions/banks;
2. Support innovation up level and modernization;
3. Integrated infrastructural offices;
4. Contemporary testing facilities and quality assurance;
5. Access to rehearsals of the current management;
6. The development of entrepreneurship and the leveling up of skills through appropriate preparation offices;
7. Assistance with product development, plan intervention, and bundling;
8. Welfare of artisans and labourers;
9. Assistance with better entry into domestic and international business sectors and
10. Cluster-savvy actions to promote aggregate and unit empowerment and limit building

To create and strengthen the framework and support for entrepreneurship development and skill development preparation programmes, support is provided to national level preparation organizations working under the Ministry of MSME, specifically NIMSME, KVIC, Coir Board, Apparatus Rooms, NSIC, and MGIRI as a capital award. The main objectives of EDPs are to develop and strengthen the nature of entrepreneurship, choose reasonable products and plan various practical undertakings, familiarize people with the cycle and methodology involved in starting and operating a small business, train and prepare the entrepreneurs to face the challenges of business risk, broaden the perspective about business, and support its growth within the parameters of regulation.

3.2 Skill development initiatives by MSMEs in India

The Ministry of Micro, Small, and Medium Enterprises (MSME) and its field institutes have launched a number of programmes, including entrepreneurship skill development programmes (ESDP) and entrepreneurship development programmes, which provide training (EDP). These programmes, which are run by MSME-DIs, concentrate on developing trade skills in areas like electrical work, food processing, and electronics, among others. With the basic goal of upgrading the abilities of potential entrepreneurs and providing them with better and enhanced technological production skills, numerous extensive training programmes have been developed for the current workforce. Entrepreneurship development and training, particularly for first-generation business start-ups, is one of the critical components for the

promotion of micro, small, and medium enterprises (Sundram et al., 2020). Three national level entrepreneurial development institutions have been established by the government to instill this entrepreneurial spirit in the next generation;

1. Hyderabad, India, opened the National Institute for Micro, Small, and Medium Enterprises (nimse) in 1960.
2. The establishment in 1983 of the Noida-based National Institute for Entrepreneurship and Small Business Development (NIESBUD) (UP)
3. Guwahati, India, hosted the Indian Institute of Entrepreneurship (IIE) in 1993. These were established with the intention of creating training modules, carrying out research, conducting training, and offering consulting services for the improvement of skill, entrepreneurship, and competitiveness.

The government has launched a number of programmes to support entrepreneurship and help those with it get skills. One of these is the Assistance to Training Institute (ATI) programme. The major goals of this programme are to promote indigenous entrepreneurship for micro, small, and medium-sized businesses, broaden the entrepreneurial base, and promote self-employment in rural and urban regions by offering training and helping people start businesses (Skill development report 2014-15). The government has launched a few more programmes to encourage skill development around the nation. They are as follows:

1. "Indian Institute for Skills" first ever Indian institute for skills.
2. "Skill India"
3. "Pradhan Mantri Kaushal Vikas Yojana" (PMKVY)
4. "Pradhan Mantri Kaushal Vikas Kendras" under skill India mission

3.3 Importance of entrepreneurial development programmes in India

An entrepreneurship programme is currently more important than ever in India. As a result, it is crucial to present pupils with the proper information. The economy can grow significantly and potential of young brains can be realized through entrepreneurship. It is also true, though, that despite students' initial fascination with this field, it is frequently challenging for them to continue in it. It is due to the lack of appropriate mentoring and advice to get over obstacles in their way. One of the main reasons we advise you to enroll in courses like the WE NEN. The program's main objective is to instruct college students using case studies on the when, why, and how of starting a business.

After talking about the possibilities of entrepreneurship, it is essential to examine what makes its growth so critical (Olayiwola et al., 2019). The following are some important justifications for why entrepreneurship development is urgently needed:

Better Job Possibilities: The fact that entrepreneurship programmes in India provide to better job opportunities is one of the most crucial reasons for their promotion. Since most companies require a wide range of people to work under varied profiles, entrepreneurs produce a large number of employments. As a result, the job market has greatly improved. However, it can only be a direct result of an effective programme for entrepreneurial development.

Independent Working Environment: Increasing the independent working environment is another promising component of entrepreneurship programmes. Because there is no requirement that one work for a specific boss, there is a great deal of flexibility. Consequently, a programme for entrepreneurial development is helpful in this area as well. As entrepreneurial development programmes aid in helping people envisage their lives and careers, this is perhaps one of their most important features. Entrepreneurs frequently have a lot of ideas but lack the knowledge necessary to put them into practice. The development programmes come into play here and are quite beneficial for aspiring business owners. In order for any entrepreneur to flourish, financial planning is also a skill that the curriculum assists in developing.

Solve Issues Facing the Masses: For his business to be successful, an entrepreneur must concentrate on addressing issues that affect the vast majority of people. An entrepreneurship programme can assist in developing this vision, which can support the creation of sustainable businesses. It is essential for entrepreneurs to have a strong vision because it helps them make better judgments when they are uncertain.

Boost the Nation's Economy: Entrepreneurship programmes are essential to the nation's economic development. Promoting entrepreneurship can be a step in the correct direction given that our economy needs a boost and that development programmes concentrate on generating jobs, which improve cash flow. Additionally, entrepreneurial programmes aid in raising the standard of life, which is necessary to raise the nation's existing economic stratification (Senthilkumar & Vetrivel Krishnan, 2018).

Consider Local Resources: State-level economic growth is important for a nation's GDP as well. Additionally, using local resources enables a state's progress. Most entrepreneurial initiatives emphasize using local resources, which increases demand for them, helps with money generation, and in turn encourages economic jurisprudence (Paramasivan & Selvam, 2013).

Challenges in ESD

The ESDP programme is one of the many skill-development initiatives the government has put in place to strengthen entrepreneurship in the nation and promote the creation of MSMEs. The development of MSMEs' capabilities, however, is being hampered by a number of issues (Sharma & Rana, 2021).

Infrastructure bottlenecks: As was already said, the majority of MSME firms fall under the umbrella of microenterprises. Better infrastructure is required for the move from micro to small or medium enterprises, including a cost-effective location, reliable electricity and water connections, etc.

Access to Technology: MSMEs' ability to compete on the global market is severely limited by low technology levels. A fundamental issue impeding the development of the MSME sector's capability is technological obsolescence.

Weak industry-academic interface: Students' chances of becoming entrepreneurs are negatively influenced by the nation's weak connectivity between businesses and educational institutions.

Scale and Cost: Extending these measures and extending the reach of programmes remain a cause for worry, notwithstanding the financial support given by the government for the sustainability of various initiatives.

Mismatch between Supply and Demand: The supply and demand of skilled workers are very different. It is essential to align skill-development programmes with the potential skills that are in demand around the world.

3.4 Institutional support for entrepreneurial development

Bankers and government organizations typically think that the borrower needs to have the necessary entrepreneurial skills. The truth is that no school or college curriculum ever takes this subject seriously. Because of this, practically all graduates (including engineering grads) rush to get employment after finishing their studies and hold off on starting their own businesses. In fact, to improve their entrepreneurial competencies, both new and seasoned business owners need ongoing education and training. The Government of India, several State Governments, and the major financial institutions have established entrepreneurship training institutions in response to this need. These organizations offer ED trainings as well as need-based support and other services. The following is a list of these organizations:

EDII: The apex financial institutions support the EDII, which was established in 1983. Through teaching, training, research, consulting, and institution building, the institute has been promoting the growth of entrepreneurship. Additionally, the institute has been offering a DEC-approved open and remote learning programme in addition to two post-graduate diploma programmes with AICTE approval. Every year, EDII develops more than 10,000 aspiring entrepreneurs across all teaching and training programmes.

Indian Institute of Entrepreneurship (IIE): The IIE was founded in 1993 at Guwahati by the Ministry of MSME, Government of India, with the intention of conducting training, research, and consultancy activities in the small industry sector with an emphasis on ED. The North East Council (NEC), the Government of Assam, Arunachal Pradesh, Nagaland, and SIDBI were among the main partners when the institute began operations in April 1994. It has a presence in Uttarakhand and mostly runs programmes for the north-eastern region. Currently, the Institute is offering a number of Entrepreneurship and Skill Development Programmes (ESDPs) on topics such as food processing, jute diversified products, electrical wire manufacturing, bamboo products manufacturing, tailoring and embroidery, customer service, manufacturing beauty products, steel fabrication, etc.

National Institute for Micro, Small and Medium Enterprises (NIMSME): In Delhi, India, in October 1960, the Central Industrial Training Institute was established as a division of the Central Government under the Ministry of Commerce and Industry. CIETI was relocated to Hyderabad in 1962, where it was renamed the Small Industry Extension Training Institute. It was given the new name NIMSME. The Institute's goal is to influence the expansion and development of MSMEs by providing services in the fields of management, entrepreneurship, technology, information, education, and policy. In the current age of globalization, NIMSMEs programmes are made to be applicable to everyone. Through all these special training programmes, the Institute has been effective in preparing business owners to meet problems, assist small businesses in surviving the competitive environment, and achieve the crucial competitive advantage in a worldwide context.

The institute has also been hosting international training programmes financed by ITEC. It has run specialized programmes for the MSME officials at the national level. In the course of the year (2010–2011), the institute collaborated with 25 institutions and provided training to 10,000 FGEs, the majority of whom were from rural areas and members of vulnerable groups including SC, ST, women, and so on. In the southern and central states of the nation, NIMSME plans to collaborate with more than 30 partner institutions over the 2011–2012 year.

Rural Development and Self-Employment Training Institute (RUDSETI): The RUDSETI has been working very hard to promote entrepreneurship and self-employment. RUDSETI was founded in 1982 in Ujire, Karnataka, and has now grown to include 24 locations throughout 14 states. It has trained 2.41 lakh adolescents, of whom 1.69 lakh have found employment through their own businesses, making up 70% of the settlement rate. In order to accomplish the shared goals, RUDSETI has collaborated with government departments, nonprofit organizations, and institutions such as NABARD, SIDBI, DICs, DRDAs, and NBCFDC.

The National Institute for Entrepreneurship and Small Business Development (NIESBUD): NIESBUD was established in 1983 as an apex body for coordinating and supervising the activities of various institutions/agencies engaged in ED specifically in the area of small industry and small business by the then Ministry of Industry (renamed as Ministry of Micro, Small and Medium Enterprises), Government of India. From 1986 to 2006, NIESBUD ran 680 different programmes with over 13,600 participants. Approximately 2,000 people have participated in the institute's primary foreign programmes, which are supported by ITEC. The institute offers ESDP programmes in security guards, computerized design for brass clusters, and hospitality.

The National Science & Technology Entrepreneurship Development Board (NSTEDB): The Department of Science and Technology (DST) and the Government of India formed the NSTEDB in 1982 as an institutional mechanism to support the promotion of knowledge-driven and technology-intensive businesses. The Board, which has representatives from socioeconomic and scientific ministries/departments, seeks to use Science & Technology (S&T) interventions to change "job-seekers" into "job-generators." The NSTEDB's programmes have encouraged more S&T professionals to pursue entrepreneurship as a vocation. TBI, STED, STEP, EDC/IEDC, FDP, STST, EDP, TEDB, WEDP, and EAC are a few of the NSTEDB's extremely effective programmes. Academics and researchers have begun to show a strong interest in such socially significant jobs and have joined a number of NSTEDB programmes. About 100 organizations, the majority of which are academic institutions and nonprofit organizations have benefited from the NSTEDB's assistance with the goal of creating ED and jobs.

3.5 Educational Institutions' role in ESDP

A few incubation centres have also opened on educational campuses over the past ten years with the help of DST and other organizations, with the aim of developing entrepreneurs who are focused on technology (Roy, 2021).

AII, the Amity Innovation Incubator: AII's goal is to promote an entrepreneurial mentality. To support budding entrepreneurs, AII provides a variety of incubation services, including business development, company creation, legal and IPR support, venture capital investment, networking, partnerships, and alliances.

The DST and NSTEDB sponsor the Amrita Technical Business Incubator (ATBI), which is situated on the Amritapuri Campus in Kollam. Amrita TBI provides funds, services, and infrastructure to early stage start-ups and innovators to aid in the successful commercialization of their unique company ideas.

Technology Business Incubator (TBI) at Birla Institute of Technology and Science (BITS): In the fields of embedded systems and VLSI design, TBI has been formed by the BITS, Pilani in collaboration with the DST. The Center for Entrepreneurial Leadership (CEL) at BITS has been supporting entrepreneurial leadership throughout all disciplines in collaboration with TBI.

Innovation Incubation and Entrepreneurship Center (CIIE): With assistance from the Gujarat Government and DST, the Indian Institute of Management Ahmadabad (IIMA) established the Center for Innovation, Incubation, and Entrepreneurship. The Center has taken the initiative to strengthen India's entrepreneurial ecosystem and offer mentoring, networking opportunities, and seed money to the nation's top ideas. The ICT, energy, and healthcare incubation centre promotes new ideas.

The Indian Institute of Technology Mumbai (IIT Mumbai) Society for Innovation and Entrepreneurship (SINE) was established in 2004 to promote entrepreneurship at IIT Bombay. SINE is in charge of a company incubator that supports entrepreneurship in the technology sector. Since its creation, the society has acted as a model for other academic business incubators around the nation. It finds ideas and technology that could lead to profitable business initiatives.

Indian Institute of Technology-Madras Rural Technology & Business Incubator (IITMs RTBI): IITMs RTBI claims to be the only incubator concentrating on rural technologies and businesses in India at the moment and has the unique distinction of having been funded both by the World Bank's Info-Development Project and the Government of India's Department of Science and Technology.

The Trivandrum India Techno-Innovation Park's Lab (Extension Center): This facility delivers fantastic opportunities for unique ideas to blossom and provides the ideal setting for innovative thinkers to launch their products. The Innovation Lab Fund, in addition to providing technical and infrastructure support, also acts as a catalyst to encourage technological advancement

for aspiring entrepreneurs.

Communication Institute Mudra Ahmadabad's MICA-EDC (Entrepreneurship Development Center) since its founding, MICA-EDC has aimed to provide business support services in order to foster innovative concepts with the potential to alter this industry. A pioneering Communications Technology-Based Business Incubator (Comcubator), an Incubation Center exclusively for the Communications Sector, has been established by MICA-EDC to foster and commercialize ideas and breakthroughs.

National Design Business Incubation (NDBI): NID has pledged to build on India's design talents through NDBI. To encourage the invention abilities of individual innovators, NDBI is developing a novel programme called the "Technopreneur Promotion Program" (TePP) with the assistance of the Department of Scientific and Industrial Research (DSIR).

Science & Technology Entrepreneurs' Park: NITK-STEP (previously KREC-STEP) was founded in 1994 on the campus of KREC (Mangalore) with the goal of providing benefits to all participating agencies through business incubation, innovation, training, and skill enhancement in a value-driven and service-focused environment.

SIDBI Innovation & Incubation Center (SIIC): IIT Kanpur and the Small Industries Development Bank of India together established the SIIC (SIDBI). SIIC offers start-ups and potential entrepreneurs and entrepreneurs a platform on which to transform their ground-breaking ideas into marketable goods. In addition to other activities, the institution runs virtual incubation, giving entrepreneurs the chance to use SIIC/IITK as a platform for creating breakthrough commercial products without physically being at IITK.

Science and Technology Entrepreneurs Park at Tiruchirappalli Regional Engineering College (TREC-STEP): The national strategy to expand knowledge-based businesses in our society includes TREC-STEP. It has consistently worked to support numerous innovative initiatives for bringing about technology-based growth as well as a new breed of entrepreneurs.

Technological Business Incubator (VIT-TBI) at the Vellore Institute of Technology VIT University and DST, the Indian government, collaborated to create VIT-TBI. In its ecosystem of company incubation, VIT has excellent relationships with a number of key companies. As a result of network benefits, incubates receive services that are significantly more valuable.

4. RESULTS

100 respondents (MSME Entrepreneurs) have been selected randomly and collected the primary data

through questionnaire. The questionnaire covered the questions which clear the importance and role of ESDP for the sustainable growth of MSMEs in India. Summary of major analysis and its findings were given below.

Table 1. Opinion of the Respondents on ESDP Training (SA – Strongly Agree; A – Agree; N – Neutral; DA – Disagree and SDA – Strongly Disagree)

Statements	SA	A	N	DA	SDA
A sufficient level of government support for the growth of entrepreneurship	30	27	29	10	4
Ample infrastructure support for aspiring business owners	29	38	24	6	3
Adequate Entrepreneur Training and Retraining for Current and Future Entrepreneurs	27	35	28	8	2
It is better for entrepreneurs to have access to reliable information systems	31	29	27	9	4
Better regular classes	23	39	20	10	8
Lack of energy availability and high costs are obstacles to entrepreneurs' success	26	29	32	8	5
The contribution of entrepreneurs to the source of government revenue	36	39	20	3	2
The growth and success of small business enterprises are significantly impacted by the development of entrepreneurship	18	37	29	9	7
Increase the training's duration	28	35	30	5	2
Provide more post-training handholding from MSME	26	34	25	10	5
Require refresher training in the newest techniques and technologies	28	38	24	7	3
Readily accessible financial assistance for aspiring businesspeople	30	29	33	6	2
Unpredictable social, political, and economic factors to take into account that may impede the growth of entrepreneurship	22	31	28	14	5

Source: Primary data

It is clear from the table 1 out of 100 respondents the majority of the respondents (30 percent) have **strongly agreed** for the statement 'A sufficient level of government support for the growth of entrepreneurship', 38 percent of the respondents have **agreed** the statement 'Ample infrastructure support for aspiring business owners', 35 percent of the respondents have **agreed** the statement 'Adequate Entrepreneur Training and Retraining for Current and Future Entrepreneurs', 31 percent of the respondents have **strongly agreed** the statement 'It is better for entrepreneurs to have access to reliable information systems', 39 percent of the respondents have **agreed** the statement 'Better regular classes', 32 percent of the respondents are **neutral** for the statement 'Lack of energy availability and high costs

are obstacles to entrepreneurs' success', 39 percent of the respondents have *agreed* the statement 'The contribution of entrepreneurs to the source of government revenue', 37 percent of the respondents have *agreed* the statement 'The growth and success of small business enterprises are significantly impacted by the development of entrepreneurship', 35 percent of the respondents have *agreed* the statement 'Increase the training's duration', 34 percent of the respondents have *agreed* the statement 'Provide more post-training handholding from MSME', 38 percent of the respondents have *agreed* the statement 'Require refresher training in the newest techniques and technologies', 33 percent of the respondents are *neutral* for the statement 'Readily accessible financial assistance for aspiring businesspeople' and 31 percent of the respondents have *agreed* the statement 'Unpredictable social, political, and economic factors to take into account that may impede the growth of entrepreneurship'.

Table 2. Satisfaction Level of the Respondents on ESDP Training by the M/o MSME (HS – Highly Satisfied; S – Satisfied; N – Neutral; DS – Dissatisfied and HDS – Highly Dissatisfied)

Training and Supportive Programmes	HS	S	N	DS	HDS
Credit Facilities	24	28	30	11	7
ESDP Training	22	20	33	15	10
Financial Support	21	25	30	14	10
Linkages	25	28	32	9	6
Premises on work place	19	23	38	16	4
Project Preparation	18	25	34	18	5
Schemes and Programmes	19	32	25	18	4
Support and Development Services	24	32	30	11	3
Technical Training	24	26	32	12	6

Source: Primary data

It is inferred from the table 2, out of 100 respondents the majority of the respondents' satisfaction level is *neutral* for the training and supportive programmes 'Credit facilities', 'ESDP Training', 'Financial support', 'Linkages', 'Premises on work place', 'Project preparation' and 'technical training', and for two training and supportive programmes i.e. 'schemes and programme' and 'support and development services' the majority of the respondents' satisfaction level is *satisfied*.

The table 3 shows that, out of given on the preference by the respondents on ESDP by M/o MSME, the option 'construction of industrial parks' secured *first rank*, followed by 'industrial relations', 'creation of technology and science parks', 'constructing training facilities', 'creation of an entrepreneurial support unit', 'technical and vocational education advancement', 'fiscally liberal policies', 'simple licensing process', 'the planning of workshops and seminars' and 'establishment of institutions for the development' have

secured second, third, fourth, fifth, sixth, seventh, eighth, ninth and tenth ranks respectively.

Table 3. Ranking Analysis on the Respondents' Opinion on the steps to be taken for ESDP in India (based on weight score)

Options for Order Preferred	Weight Score	Rank
Constructing training facilities	867	4
Construction of industrial parks	932	1
Creation of an entrepreneurial support unit	798	5
Creation of technology and science parks	880	3
Establishment of institutions for development	596	10
Fiscally liberal policies	720	7
Industrial regulations	896	2
Simple licensing process	693	8
Technical and vocational education advancement	750	6
The planning of workshops and seminars	627	9

Source: Primary data

5. DISCUSSION AND RECOMMENDATIONS

One of the key sectors contributing to the expansion of the Indian economy is the MSME sector. The government has tried a variety of initiatives and strategies over the past few years to increase the number of MSMEs in the country and support entrepreneurship. ESDP, one of the numerous programmes run by the Ministry of MSME, has unquestionably helped the nation's skill development. However, a closer look at the programmes reveals that most ESDP recipients come from the overall classification, and only 10% belong to the SC/ST in reverse. Additionally, female entrepreneurs are still incredibly unimportant, and their businesses tend to focus on microbusinesses. Given this, significant efforts should be made to encourage entrepreneurship among the underprivileged and disadvantaged classes of society. As a result of the pandemic, ESDP exercises were discontinued, and the business environment was severely damaged. The government should support skill development that is in line with global demand as the economy recovers and revive the MSME sector. The following suggestions are made to help the ESDP reach each recipient more effectively:

- When granting credit to business owners for the launch of their specialty units, credit-giving institutions like banks and other monetary organizations should reduce the administrative burden and other practices.
- Entrepreneurs should seize market opportunities as they present themselves, and various critical methodologies should be adopted to advance and support MSMEs.
- The ESDP must have a reliable system in place to follow up on the learners' situation at predetermined intervals, ideally for a period of a year following the training.

- It is important to develop and make available innovations that are appropriate for the MSME sector.
- Learn essential skills to keep up with global developments.
- Government should lessen the influence that entrepreneurs have when they first launch their businesses.
- The government should implement plans and initiatives that will foster an entrepreneur-friendly environment in business.
- The government should keep entrepreneurship development in mind as a subject for educational programmes at optional schools and at institutions of higher education in order to impart crucial fundamental knowledge and develop sufficient entrepreneur skill and demeanor among young people from a fundamental level.
- Government in general and society in particular should support and empower entrepreneurs.
- Mechanical progress and steering. A board of experts and advisors should be prepared to assist MSMEs.
- At the regional level, new and expanded sections of the Entrepreneurship Development Foundations should be opened in order to provide more eager entrepreneurs with the necessary training and knowledge to become more successful businesspeople.
- MSMEs should be given practical planning and development projects and mindfulness initiatives. Furthermore, there should be enough credit offices available.
- The government and the MSME-DI will place more emphasis on this preparation and work to include more students in the programme because the more vulnerable segments are the most hampered group with the highest rate of unemployment.
- There should be clear reviews to examine the financial and technical needs of the MSME.
- The dismantling of red tape and the relaxation of labour laws. For creative strategy for creation, management, delivery, and marketing, legitimate exploration and development should be developed.
- Optimal use of restricted resources (financial and human). It should receive instruction and information on the most recent events taking place around the globe.

6. CONCLUSION

For India's practical development, the Ministry of MSME tries to play a crucial role in entrepreneurship development. It embraces a broad and enormous

commitment to providing significant financial and other support to the small- and medium-sized businesses. It increased their reach into every sector of Indian business in order to open doors for employment and encourages entrepreneurship, which in turn helped to develop the neighborhood. India can generate additional financial growth by promoting entrepreneurial activities throughout its country, particularly among its growing working class (Socrates & Gopalakrishna, 2020). In addition to the fact that entrepreneurship has been shown to have significant financial benefits in a wide range of nations, India has specifically reached a stage of development where it can achieve comparable results through entrepreneurial endeavors. India is prepared to launch new businesses in the high-innovation sector, among other things, to help it become a significant competitor on the global economy. It has significant areas of strength for a base fit to entrepreneurial activities, increased inflows of foreign capital concentrated on its developing data innovation administrations area, and a sizable number of successful new business new companies, for example. India should now provide beneficial access to training targeted specifically at developing entrepreneurial skills, funding entrepreneurial endeavors and systems administration among potential entrepreneurs and their experienced partners in order to further the entrepreneurial approach to managing financial development. It is obvious that the government can contribute significantly to helping to provide these kinds of opportunities. Additionally, it can provide the necessary administrative frameworks and duties and aid Indian citizens in understanding how successful business ventures relate to financial prosperity.

One of the key sectors driving the expansion of the Indian economy is the MSME sector. The Government has implemented numerous programmes and initiatives over the past few years to support entrepreneurship and grow the nation's MSMEs. Unquestionably, the ESDP, one of the numerous programmes run by the M/o MSME, has helped the nation's skill development. However, a closer examination of the programmes reveals that 90% of ESDP recipients fall within the general group, while only 10% are SC/ST backward. Additionally, there are still very few women who own businesses, and most of them are microbusinesses (Salini & Venkateswaran, 2020). In light of this, significant effort needs to be made to promote entrepreneurship among the underprivileged and backward segments of society. Due to the pandemic, ESDP programme operations were suspended, and the entrepreneurial ecosystem was very dysfunctional. The government must support skill development that is in line with global demand as the economy recovers and revitalize the MSME sector.

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