

# Skill Development Training by SIPRD for Encouraging Entrepreneurship

Gitanjali Pradhani<sup>1</sup>, Dr. Kripanjali Pradhani<sup>2</sup>, Dr. Jonali Gogoi<sup>3</sup>

<sup>1</sup>Research Scholar, Department of Statistics, Assam University, Silchar, 788011, Assam, India  
Email: [pradhanig18\[at\]gmail.com](mailto:pradhanig18[at]gmail.com)

<sup>2</sup>Assistant Professor, Department of Management, B. H. College, Howly, 781316, Assam, India  
Email: [kripanjalipradhani\[at\]gmail.com](mailto:kripanjalipradhani[at]gmail.com)

<sup>3</sup>Assistant Professor, Department of Statistics, Assam University, Silchar, 788011, Assam, India  
Email: [zonalie04\[at\]gmail.com](mailto:zonalie04[at]gmail.com)

**Abstract:** *Entrepreneurship has become an important aspect in the development of a country. It helps in the upgradation of a Nation's economy and hence contributes in its growth and social development. Government of Assam has implemented a wide range of policies and schemes related to entrepreneurship. The State Institute of Panchayat and Rural Development (SIPRD) is one such organization that provides a number of skill development programmes and trainings as well for today's generation. But the recent statistics shows that the number of enterprises in Assam is comparatively lower than that of the other states of India. Moreover, many skilled entrepreneurs are still lagging behind financially. This paper attempts to find out the different skill development facilities that are given by SIPRD for rural entrepreneurship and to study how these programmes or facilities encourages the people of Assam to have their own startups.*

**Keywords:** Skill and Rural development, Entrepreneurship, Training Programmes, Self - Employment, Enterprises etc.

## 1. Introduction

Entrepreneurship is the process of designing, launching, and running a new business which is often initially a small business. It has been described as the "capacity and willingness to develop, organize and manage a business venture along with any of its risks in order to make a profit". Rural entrepreneurship can be defined as entrepreneurship emerging at village level which can take place in a variety of endeavor such as business, industry, agriculture and acts as a potent factor for economic development.

Entrepreneurship development is a prerequisite for an overall socio - economic development of any nation. The development of entrepreneurship creates utilities and generation of employment. Entrepreneurship is the total process undertaken by an entrepreneur. It starts from the innovation of the idea to establishing and nourishing the enterprise.

Unemployment problems and alleviation of poverty can be solved through the entrepreneurship development. Yale Brozen pointed out that, "The private entrepreneurship is an indispensable ingredient in economic development over the long period." In India millions of the people are living in villages and majority of them still living below the poverty line and unemployed. For alleviation of poverty and to eradicate unemployment problem, entrepreneurship development is most essential.

However, if we look at the supportive business environment in the across the Indian states, the Assam ranks far lower compared to the forerunning business states like Gujarat, Maharashtra, Andhra Pradesh, Bihar, Uttar Pradesh, Uttarakhand etc. Assam has a lot to catch up on in the field of entrepreneurship. As per the Global Entrepreneurship

Monitor (GEM) India Report (2021 - 22), India's entrepreneurial activity expanded in 2021, with its total entrepreneurial activity rate (aged 18 - 64) who are starting or running a new business) increased to 14.4% in 2021, up from 5.3% in 2020.

Entrepreneurship development plays a major role in the all - round development. The present world reflects the impact of entrepreneurship on the world economy. India is a country which has seen a huge boost in the society towards entrepreneurship development in the last decade (Nandanwar, 2011). Even the present government push towards entrepreneurship development has given rise to a sea of entrepreneurial opportunities that only needs to be identified and grabbed. According to the recent World Bank report, India has significantly improved its global ranking in ease of doing business in 2021. This is indicative of the entrepreneurial mindset that is being stirred in the society and the assistance towards it from the government.

The fundamental role of entrepreneurship is to provide employment opportunities and consequently, applying a check on migration. Industries in rural areas are mostly micro or tiny in structure and quick yielding. In other words, their gestation period is much less as compared to large scale industries. Rural industries are also labor intensive and provide substantial employment opportunities to rural masses. Few examples, of such types of industries are food processing industry, poultry industry, cottage and handicraft industry etc. This also helps in balance regional growth and promotion of artistic activities. Moreover, now - a - days, online marketing has become quite popular among the rural people. Thus rural entrepreneurship will further help to bridge the gap between the rural and urban areas.

Every year State Institute of Panchayat and Rural Development (SIPRD), Assam organizes a number of training programmes with the help of Gaon Panchayats and Development Blocks like - self - employment - oriented training programmes on skill and management development for youths, entrepreneurs, farmers, women, etc. The SIPRD has achieved major success in promoting traditional rural activities in the state of unemployed people. The institute has been make required technology for production of sustainable management and income generating activities accessible to rural people (Economic Times; June 30, 2008, 10: 30 AM).

With the macro - objective to achieve the above, SIPRD had come up with various training courses covering cost effective techniques, management development programmes, technology support, capacity building on skill upgradation, etc. Seminars and workshops on issues like education, health, sanitation, drinking water, social justice, equity, social problems for officials and non - officials, NGO and other organization representatives are being conducted. Pilot projects from the entrepreneurs are called for.

## 2. Review of Literature

Gill (2015) focus on the need to reform the current vocational education system to plug the gaps. Kanchan, Varshney (2015) found that despite various schemes provided by government, industrial leaders, it is not reaching the Indian workforce. Pandey (2016) explored that skill development in India is still lacking and 80% of the workforce does not possesses any identifiable and marketing skills. Purohit and Prasad (2017), Chenoy D. (2019), Singh R. (2019) in an empirical study explore that make in India improves economic growth rate and this has become more successful due to implementation of formal education, technical and vocational training helps to meet the industrial and market necessities world - wide. Futado (2018) concluded that every citizen of the nation with blooming technology, organization upscaling convert with long lasting sustainable effect on the market for building the future of next generation. Kotawadekar (2018) found that youth are not sufficiently trained with the skills that today's industries require. Hence skill development is necessary to speed up training for economic growth. Singh, Bansal (2019) discussed that skill India provides assistance, planning and bearing for all occupations including employment generation. Swain, Swain (2020), Banajawad, Adi (2020), Patil, Charantimath (2021), found that skill gaps can be bridged with training, education and short - term courses where government provides a collective support to carry on the courses. Behera, Gaur (2022) marked that the demographic advantage of India can be capitalizes only when the workforce is trained and prepare for contemporary and future skill - test.

## 3. Need of the study

The State Institute of Panchayat and Rural Development plays an important role for entrepreneurship development in rural areas of Assam. The institute is developing an institute exclusively for development of entrepreneurship in Assam.

The institute will function as a wing of the SIPRD to take care of activities of the SIPRD related micro enterprise. The Institute also created wide range of infrastructure for providing quality inputs and other support services required for the growth of micro enterprises in rural areas. Though the role of SIPRD in the area of entrepreneurship development is indeed commendable for its contribution towards socio economic growth of the state, but still the growths of enterprises in Assam particularly in rural areas are far behind in comparison to the other state of India. In this context, the study will be carried out on the role of SIPRD in the field of entrepreneurship development particularly rural areas of Assam.

## 4. Objectives of the study

The objectives of the study are -

- 1) To study the various skill development facilities provided by State Institute of Panchayat and Rural Development for rural entrepreneurship in Assam.
- 2) To study the motivational role of training and its effect on starting enterprises in rural areas in Assam.

## 5. Methodology of the Study

The study is basically a review based as well as descriptive in nature. Secondary data has been collected from reliable Government websites, SIPRD website, Statistical Handbook of Assam and other published literatures. Data are mostly representative in nature. Accordingly, an overview of the present status of rural entrepreneurship have been highlighted in this paper.

Rural Entrepreneurship contributes the nation in the following ways:

- (i) Capital Formation: Rural entrepreneurs by placing profitable business proposition attract investment to ensure private participation in the industrialization process. It helps to channelized rural saving to the various venture for profitable investment which provide return.
- (ii) Helps Balanced Regional Development: The entrepreneurs always look for opportunities in the environment. They capitalize on the opportunities of governmental concession, subsidies and facilities to setup their enterprises in under developed areas.
- (iii) Creation of Employment: Entrepreneurs are not the job seeker but they are the job creator and provider. With the globalisation process the government jobs are very limited so rural entrepreneurs provides a large number of job to the manual labor through directly or indirectly.
- (iv) Improvement in Standard of Living: Entrepreneurs create employment which leads to increase in income and purchasing power which is spent on consumption expenditure. Increase demand for goods and services boots up industrial activity. Large scale of production will result in economics of scale and low cost of production. New innovative and varying quality products at most competitive prices making common man's life smoother, easier and comfortable.
- (v) National Self Reliance: Entrepreneurs are the corner stores of national self - reliance. They help to manufacture indigenous substitutes to imported

products which reduce the dependence of foreign countries. There are also possibilities of exporting goods and services to earn foreign exchange for the country. Hence, the import substitution and export promotion ensure economic independence and the country becomes self - reliance.

- (vi) **Planned Production:** Entrepreneurs are considered as economic agents since they united all means of production. All the factors of production like land, labor, capital and enterprise are brought together to get the desired production. This will help to make use all the factors of production with proper judgment, perseverance and knowledge of the world business.

## 6. Analysis and Findings

Training is an important component for enhancing the skill of entrepreneur. Training improves the knowledge, skill and managerial ability. Because of technological change, training becomes an essential part in almost all the industrial units. Therefore, the institute has given much importance in training to the rural people in the areas of Amoni Growth Centre of SIPRD. It is therefore necessary to assess the total impact on the income of the entrepreneur. The present status of SIPRD Assam is explained below.

### Skill Development Training facilities provided by SIPRD:

Training refers to teaching and learning activities carried on for capacity building for unlocking transformative changes and sustain livelihood. The training are provided free of cost for the rural people to provide them opportunity of self -

employment and increases entrepreneurial hunger among them. The trainee has to be in the age limit of 18 and 50 years. The training programme continue for three months, also provided hostel facilities to the entrepreneur aspirants. The program is also supported by the SHGs and NGOs to reach out to the people who are willing to be self - employed but were not aware about the SIPRD training and development programmes. Each programs could support about 25 - 30 participants and help them in the following areas -

- Achievement motivation
- Opportunity identification and guidance
- Knowledge related to supporting agencies and schemes
- Preparation of project reports
- Management of resources (4 M's of HRM - men, material, machinery & money)
- Marketing aspects

Government schemes linked with SIPRD -

- Aamar Gaon Amar Achoni i.e, "Our Village Our Scheme" (Training imparted to 117888 persons in 1889 courses in 2200 GPs and state covering 22000 wards & villages).
- Project Swabalamban (for providing self - employment of Surrendered Militants of the State).
- Rastriya Gram Swaraj Abhiyan (village survey is done for reduction of poverty, improvement in public health, education, sanitization etc. by 2030).
- Mission Antyodaya (for providing livelihood facilities to shelterless, landless, single women, SC/ST households or disabled family members) etc.

Table showing the skill development units:

Training Networks	Area Coverage	Seat Capacity	Computer Lab Capacity	Skill Development Unit (Every 3 months)
Amoni	Undivided Nagaon, Undivided Karbi Anglong, Partly Morigaon	350	50	Beauty Parlour - 25 Cutting and Tailoring - 25 Handloom - 6 Looms
Abhayapuri	Bongaigaon, undivided Dhubri	170	30	Beauty Parlour - 30 Cutting and Tailoring - 40 Handloom - 6 Looms Farming - 40
Joysagar	Sibsagar	80	30	Beauty Parlour - 20 Cutting and Tailoring - 30 Handloom - 4 Looms Farming - 20
BiswanathChariali	Sonitpur, Lakhimpur, Dhemaji	195	20	Handloom - 4 looms Beauty Parlour - 20 Cutting Tailoring - 25
Nalbari	Nalbari, Barpeta, Baska	80	30	Beauty Parlour - 40 Cutting and Tailoring - 30 Handloom - 5 Looms Farming - 30
Saraighat	Darang, Udalguri, Part of Kamrup Rural	120	20	Beauty Parlour - 30 Cutting and Tailoring - 30
Hailakandi	Cachar, Karimganj, Hailakandi, Dima Hasao	160	18	Beauty Parlour - 20 Cutting and Tailoring - 20 Handloom - 4 Looms Farming - 20
Kahikuchi	Azara & Outskirts of Kamrup Metropolitan	350	20	Handloom - 6 looms Beauty Parlour - 40 Cutting Tailoring - 40
Dibrugarh	Dibrugarh	45	20	Beauty Parlour - 20 Cutting and Tailoring - 20 AC & Refrigerator Repairing - 20

				Computer Hardware Networking - 20
Saraighat	Rangia Dev Block, Kamalpur Dev Block, Bihdia - Jajikona Dev Block, Bezera Dev Block	140	20	Beauty Parlour - 30 Tailoring & Cutting - 30

**State Institute of Panchayat and Rural Development (SIPRD):** The State Institute of Panchayat and Rural Development is the apex body in the broad field of training and research in rural development which came into being on April 1998 under the Society’s Registration Act, 1860. The main objectives of the institute are:

**Functions and Objectives**

- To organize training courses on various operational details, implementation procedures, appropriate technologies, cost effective techniques, convergence of services, habitation development, etc., for officials and non - officials involved in implementation of rural development programmes, elected representatives of Panchayati Raj Institutions and representatives of Non - Governmental Organizations and Community Based Organizations.
- Capacity building through skill - oriented training programmes on Management Development, Technology Support, Skill Up - gradation, etc., for self - employment in rural areas by taking up economically viable activities.
- To conduct seminars and workshops on Education, Health, Sanitation, Drinking Water, Social Justice, Equity, Social Problems., etc., for officials, non - officials and representatives of Line Departments, Organizations, NGOs and CBOs so as to make people aware about the issues and problems.
- To organize awareness campaigns at field level about Socio - Economic status and Welfare Programmes launched by the Government for development of the rural areas.
- To undertake research works to try out new initiatives as well as to create demonstration effect.

- To implement pilot projects for development of Micro Enterprises and to create avenues for income generation.

**The various facilities provided by SIPRD in Assam are:**

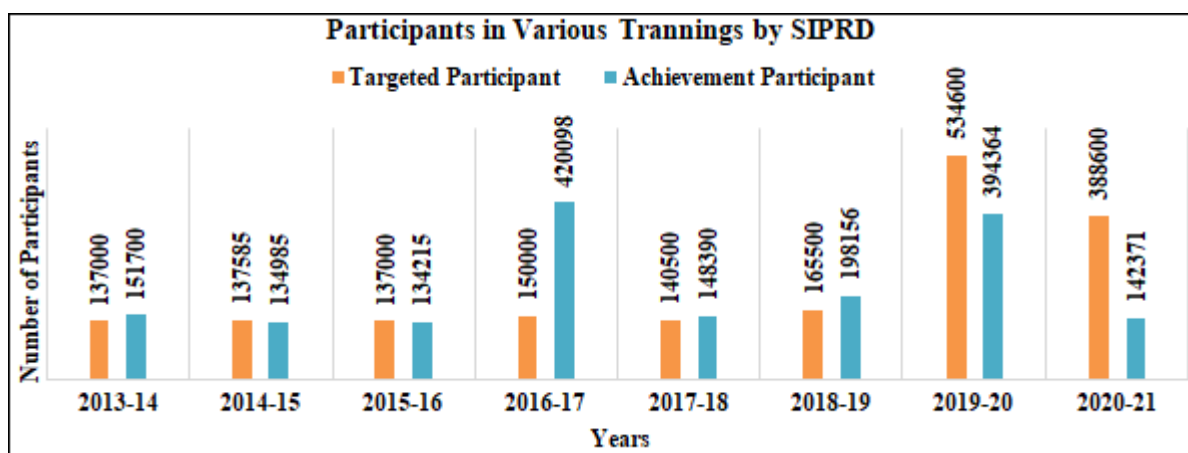
**Infrastructural Facilities provided by State Institute of Rural Development (SIPRD):**

The SIPRD has got two campuses having capacity for 250 participants at a time. Each campus has got at least 5 training cum conference halls in each. Besides the two campuses of Head Office the SIPRD has got 12 Extension Centres in different zones. The infrastructure and network of the SIRD are as given below: Present Status:

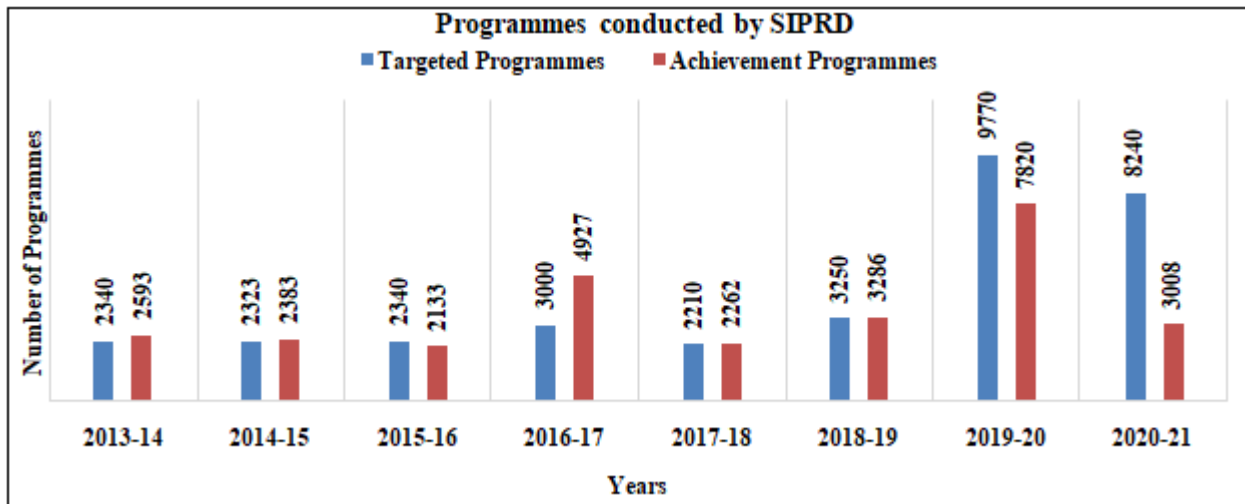
**Training Network**

- 2 (Two) campuses having capacity for 250 participants at a time.
- 12 (twelve) Extension Centres having capacity for 60 participants in each.
- Resource Centre in IT & Skill Development is setup and functioning.
- Satellite Hub with 15 SITs are functioning.
- 20 Resource Centres setup under BRGF.
- 2 (two) Extension Centres are being upgraded as Regional Centres.
- 7 Handloom Common Facility Centres.4 (four) more Common Facility Centres under construction.
- 12 Computer Training Centres setup at district level.

The following graphs have been obtained based on the data from Statistical Handbook of Assam regarding the number of tannings organized and participants respectively in various districts of Assam.



**Graph 1:** Number of participants in various training



Graph 2: Number of trainings provided by SIPRD

Table: SIPRD Programmes in Assam for the year 2019 - 20.

District	Target		Achievement Level	
	Programme	Participant	Programme	Participant
Kokrajhar	310	15500	70	3070
Dhubri	250	1250	120	5375
Goalpara	270	1350	130	6500
Barpeta	300	15000	65	2860
Morigaon	330	16500	130	6258
Nagaon	350	17500	136	6660
Sonitpur	240	12000	97	4559
Lakhimpur	260	13000	90	3960
Dhemaji	200	10000	72	3319
Tinsukia	250	12500	98	4970
Dibrugarh	270	13500	115	5446
Sivasagar	240	12000	140	6637
Jorhat	250	12500	80	3930
Golaghatr	210	10500	70	3419
Karbi Anglong	150	7500	70	3310
Dima Hasao	240	12000	82	3876
Cachar	230	11500	110	5115
Karimganj	250	12500	115	5320
Hailakandi	290	14500	90	4250
Bongaigaon	250	12500	135	6330
Chirang	250	12500	53	2480
Kamrup	250	12500	165	7820
Kamrup Metro	300	15000	122	5830
Nalbari	250	12500	20	935
Baksa	230	11500	16	780
Darrang	250	12500	60	2836
Udalguri	250	12500	65	3110
Biswanath	240	12000	80	3817
Charaideo	150	7500	75	3530
Hojai	250	12500	87	4010
Majuli	150	7500	51	2530
South Salmara	230	11500	98	4698
West K. nglong	150	7500	80	3836
Bajali	150	7500	21	995
Assam	8240	388600	3008	142371

**The other facilities provided by SIPRD are:**

(i) **Resource Centre for IEC:** Government of India has declared the institute as resource centre on information, education and communication activities in the NE state to enhance awareness about prospects and problems pertaining to rural development. For that purpose SIRD has set up Growth centres in different places in the State. These Growth centre's provided theoretical and

practical training to the local youth, women and farmers for taking up income generating activities in the most scientific manner possible. Breeding Centres, Poultry Hatcheries, Brooding Centres, Parent Stock Rearing Farms, etc., so as to ensure timely availability of quality inputs to the SHGs at reasonable prices. Demonstration units have also been set up at different places to motivate the rural people to take up such activities in a scientific way to make microenterprise sustainable in the rural areas.

- (ii) **Resource Centre in IT and Skill Development:** The Ministry of Panchayati Raj has provided fund to set up a Resource Centre in IT & Skill Development. The project cost was Rs.6.00 crore. The Resource Centre has been inaugurated in the second campus of SIRD situated at Kahikuchi has been inaugurated in the month of February 2011. The Centre will help SIRD to organize intensive courses in the broad field of Panchayati Raj, decentralized planning, IT, courses on various management, courses on skill development for livelihoods etc.
- (iii) **SATCOM:** The State Level Satellite Studio is complete at SIPRD's Kahikuchi campus for satellite - based training programmes. The North Eastern Space Application Centre under ISRO, Shillong / ISRO Ahmedabad has been providing technical guidance and support. 15 Receiving Stations have been set up in Extension Centres and selected Block HQs for satellite based training programmes.

(iv) **Employment Generation:** The approach of dealing with unemployment crises has been changing. The current is more based on developing people with the requisite skills and giving the people more opportunities to start their own small - scale enterprises wherein they can also create job for others. The industry wise pattern of increase and decrease in employment generated by the sample units of the study district is studied. It is observed that overall employment in the sample units has increased at the rate of 23 per cent from the initial year of establishment. **8.2 Impact on Standard of living:** Apart from a change in the income level of the entrepreneurs the enterprise may also affect other members of the society. Other members of the society may also be motivated for taking up entrepreneurial activities.

- (v) **Resource Allocation:** Various programmes at the local level have been launched so as to strengthen participation of rural poor in local decision making, improves their access to social and production services and efficiency in the allocation of locally available resources and enhances opportunities for asset building by the poorest of the poor. Taking various parameters like availability of raw material, fund from banks, machinery link ups, after sales services of the machineries.
- (vi) **Women Empowerment:** A report by McKinsey Global Institute pointed out that India could boost its GDP by 60 per cent by 2025 - if it were to use the full potential of women in its workforce by bridging the gender gap at

workplace. For this, it is the need of the hour to realize the step to education and skill development. After Dr. A. P. J. Kalam visit in Assam on 17<sup>th</sup> October, 2006, efforts from the SIPRD, Assam has been organizing various training programmes for women entrepreneurs. In Gumorial village in Assam, the SHGs are developing duck rearing practices based on the inputs from agricultural specialists from Kerela and Assam Agricultural University with the initiative of Assam Government where CharraChemballi duck lay around 200 eggs per year as compared to indigenous duck who lay only 40 - 50 eggs per year (Economic times, SIPRD Director KhitendraKalita).

**Table showing motivational role of training and setting up enterprises:**

Types of Training	Motivational Role	Benefits to Rural Entrepreneurs
Management training	Control, creativity & greater freedom	<ul style="list-style-type: none"> <li>• Ensures organizational efficiency</li> <li>• Facilitates Productivity</li> </ul>
Productivity & Sales training	Greater income, learning and growing	<ul style="list-style-type: none"> <li>• Facilitates direction</li> <li>• Ensures a proactive workforce</li> <li>• Better quality products at low cost with locally available raw materials.</li> </ul>
Self - employment	Greater freedom, improves skills, self - worth	<ul style="list-style-type: none"> <li>• Independent</li> <li>• Promotes loyalty among the employees</li> </ul>
New technology	Quality employees, smooth onboarding process	<ul style="list-style-type: none"> <li>• Continuing growth of start - ups</li> <li>• Attracting the right talent &amp; accept the challenges</li> </ul>

**7. Suggestion**

- The training program should include case studies on prospective aspects, field visits, practical work, visit to small industrial units, report.
- Follow - up of the trainees whether they are actually benefited and self - employed after receiving the benefits of training.

**8. Conclusion**

The SIPRD, Assam has taken up planned approach towards providing training courses and maintaining a proper balance in reducing unemployment problems in rural areas. It is a research and action work taken by the government to try out new initiatives in the development of micro entrepreneurs to create avenues for employment generation. A multi - dimensional sectoral approach in social mobilization, credit mobilization from banks and financial institutions, participation of special projects of SHGs, cluster development and self - employment oriented courses covered wide range of group of people in rural areas. Village development by SIPRD enriches equal participation of males and females and become self - employed.

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