

Role of National Skill Training Institute for Women at Trivandrum in Skill Development of Women Entrepreneurs- An Analytical Study

Thasneem S.S.

Research Scholar,

P.G department of Commerce and Research Centre

Iqbal College Peringammala

Abstract

Today women are playing an active role in entrepreneurship. India government took various initiatives to empower women through entrepreneurship. According to Sixth economic census released by the Ministry of Statistics and Program Implementation the total number of establishment owned by women entrepreneurs was 13.76%. This reveals that India has to take more steps to unlock the potential of women entrepreneurs. One of the major problems facing by women entrepreneurs in India is lack of skill in managing their business. Ministry of Skill Development and Entrepreneurship has undertaken several steps for empowering women. National Skill Training Institute for Women established in India under Ministry of Skill Development and Entrepreneurship plays an important role in equipping market relevant skills and make them self sufficient through entrepreneurship. There are eighteen NSTI for Women in India, out of which one is situated in Trivandrum in Kerala. They conduct several long term and short term courses like dress making, electronic mechanic, architectural draughtsman ship, fashion designing and auto CAD 2D. These courses help the candidates to get employment and also to start a business for their livelihood. This study tries to understand the role of NSTI, Trivandrum in moulding successful women entrepreneurs.

Key Words: Women Entrepreneurs, Skill development, National Skill Training Institute for Women.

Introduction

¹Skill development and entrepreneurship across India have been highly disintegrated so far. According to the National Sample Survey Report 2011-2012, status of education and vocational training in India among persons of age 15-59 years about 2.2% reported to have

¹ Annual Report 2017-2018, Progressing Towards an Empowered India , Ministry of Skill Development and Entrepreneurship, Government of India, Retrieved from, <https://www.google.com/search?q=annual+report+of+skill+india+2017-2018&oq=annual+report+of+skill+india+2017-2018&aqs=chrome.69i57.18253j1j7&sourceid=chrome&ie=UTF-8#>

received formal vocational training and 8.6% are reported to have received informal vocational training. There is a need for speedy reorganization of the environment of skill development and entrepreneurship promotion in India to fit the necessities of the industry and empower decent quality of life to its population. Thus as per the need of the industry the government of India notified the formation of Department of Skill Development and Entrepreneurship on 31st July 2014. The department was subsequently upgraded to a fully fledged Ministry of Skill Development and Entrepreneurship on November 2014. One of the major challenges in skilling and entrepreneurship in India is declining labor force participation rate of women.² According to Sixth Economic Census the total number of establishments owned by women entrepreneurs was 8.05 million (13.76%). These establishment provided employment to 13.45 million persons (102.24%) out of which 83.19% were without hired workers. Mere 13.76% of women entrepreneurs mean India is unable to unlock potential of women. Women are ready to do business and contribute to the growth of the economy. Women must be molded by providing better training through that entrepreneurial skills can be imparted to them.

³Ministry of Skill development and entrepreneurship took many steps to achieve women empowerment through skill development and entrepreneurship. Vocational training program provided by MSDE is important among that. Developmental programs of government of India invariably aimed at women's furtherance in different spheres. In this attempt former Directorate General of Employment and Training being the nodal agency, took many steps for providing vocational training to women under diverse skill training programs. Women Training Cell and DGT is providing technical advices and supervising development of National Skill Training Institute for Women for Regional Vocational Training Institute for Women. NSTI (W) set up for boosting skill training facilities for women which aims to arouse employment opportunities and encouraging entrepreneurship among women of different socio economic levels and different age groups. There are 18 National Skill Training Institute for Women in India for providing regular vocational training among women for building various skills and thereby increasing employability and entrepreneurial opportunities for women. Regular skill training programs are being organized under Craftsmen Training Scheme (CTS), Craft Instructors Training Scheme (CITS) and Short term courses for highly demanding trades or areas.

The only NSTI (W) in Kerala located at Kazhakuttam, Thiruvananthapuram. This is the Regional Directorate of Skill Development and Entrepreneurship of Kerala and Lakshadweep. The Institute is established in 1983 by Women Vocational Training Cell of Directorate General

² Tanvi Dubey Empower women for Industrial Revolution 4.0 with skills training, entrepreneurship: report <https://yourstory.com/herstory/2019/07/empower-women-skill-development-entrepreneurship>

³ Annual Report 2017-2018, Progressing Towards an Empowered India , Ministry of Skill Development and Entrepreneurship, Government of India, Retrieved from, <https://www.google.com/search?q=annual+report+of+skill+india+2017->

of Employment & Training under Ministry of Labor & Employment, Government of India in association with International Labor Organization (ILO) to provide wide range of equitable opportunities on Vocational Training for woman, so as to bring them into the main stream of the nation's economic activities. At present the Institute has be attached to Ministry of Skill Development & Entrepreneurship as a policy decision of Government of India. This Institute has its own building, hostel, game plots, wide range of latest equipments for imparting training activities, fully fledged and dedicated trainers, tools and other infrastructure. This exclusive institute for women facilitates short term training program and regular long term training program in various disciplines. Long term courses are conducted in three levels such as Craftsman level, Craft Instructor level and short term courses.

NSTI for women in Trivandrum enable the candidates for starting their own business or finding out suitable job for them. They can start their own business at home thereby they can meet the expenses of family too. Rural women also get training from here; it leads to the development of rural areas. Theoretical knowledge as well as practical training providing through on the job training enable candidates to familiar with real work situation. This study tries to understand the various skill development programs conducted by NSTI (W) in Trivandrum for achieving women empowerment through skill development. To analyze the role of NSTI for Women in Trivandrum, in molding trainees as entrepreneurs

Significance of the Study

Government of India took various steps to empower women through skill development and entrepreneurship. A network of Institute both in central and state government has been established for providing skill training facilities to women with the aim of stimulating employment opportunities and bringing them towards entrepreneurship. NSTI (W) has a greater importance in providing skill training to women. There are 18 NSTI for Women in India among them one situated in Kerala in Trivandrum. Various kinds of training are provided there. NSTI (W) in Trivandrum helps women from inside and outside Kerala for starting different ventures by equipping them with different skills needed to carry out a business. So it is important to understand various skill development programs conducted by NSTI (W) in Trivandrum for achieving women empowerment through skill development. Further the role of NSTI (W) in molding candidates to become women entrepreneurs

Objectives

- To understand the various skill development programs conducted by NSTI (W) in Trivandrum for achieving women empowerment through skill development.
- To analyze the role of NSTI for Women in Trivandrum, in molding trainees as entrepreneurs

Scope of the study

The present study considers candidates who became women entrepreneurs after getting training from NSTI (W) in Trivandrum during 2017-2018. For the purpose of the study considered women entrepreneurs got training under Craftsman Training Scheme (CTS) and Short term Training courses. Under CTS covered candidates who got training in Dress Making, Electronic Mechanic, Computer Operator and Programming Assistant (COPA), Desktop Publishing (DTP) and Architectural Draughtsman ship. From Short term Training courses covered candidates who got training under Fashion Designing and Auto CAD 2D.

Database and Methodology

The present study is designed as a descriptive and analytical based on both primary and secondary data. Primary data collected from candidates who became women entrepreneurs after getting training from NSTI (W) in Trivandrum during 2017-2018. Details regarding various courses conducted by the centre collected through interview with faculties and other officials in NSTI (W) in Trivandrum. Secondary data collected from review of literature, journals, reports, books, and reviews and reports of Ministry of Skill Development and Entrepreneurship, Government of India.

Sampling

By using convenient sampling selected 50 candidates who became entrepreneurs after getting training from NSTI (W) in Trivandrum during 2017-2018.

Tools and Techniques

The data collected were suitably classified and analyzed with regard to the objectives of the study. The primary data collected were subjected to appropriate statistical and mathematical analysis using SPSS to draw suitable conclusions. Mathematical tools like percentage and statistical techniques like mean, standard deviation, One Way ANOVA Test and Tukey's test were used for the analysis of primary data.

Skill development Programs by NSTI (W) in Trivandrum.

There are various skill development programs conducted by NSTI (W). Theoretical as well as practical knowledge imparted to trainees in each courses. Further provide on the job training in relevant outside agencies for each trade also conduct various industrial visits to familiar with real work situation and acquiring hands on practice. During 2017-2018 conducted an awareness program by KITCO for imparting knowledge regarding various financial schemes available for women entrepreneurs, rules and regulations for registration of venture, business

protocols and other relevant information for starting and running business enterprises. Mainly NSTI (W) provide skill development programs under Craftsman Training Schemes (CTS), Craftsman Instructors Training Scheme (CITS) and Short term courses as per the demand of candidates. During 2017-2018 institute undertook dress making, electronic mechanic, Computer Operator and Programming Assistant, Desktop Publishing, Architectural Draughtsman, Secretarial Practice under CTS. Under CITS conducted dress making and Architectural Draughtsman courses. Short term courses are conducted on Fashion Designing and Accessories and Auto CAD 2D course. Basic qualification for getting admission for all these trades is SSLC.

Dress making course aims to impart training in advance areas of stitching and dress designing. Trainees can run their own stitching centers, boutiques and garment designing units after getting training. Architectural Draughtsman is two year course gives training for designing of doors, windows, stairs, residential/offices etc. Auto CAD 2D courses are conducted for short period that helps in designing of building with computer aids. Desktop Publishing operator is a one year course to equip candidates to manage and operate DTP systems independently. Computer Operator and Programming Assistant course aims to create skilled workforce for software developing and programming. Recently NSTI (W) in Trivandrum added new age courses like Additive Manufacturing Technician (3D printing), Internet of Things Technician (smart city) and Smartphone Technician Cum App Tester.

Analysis and Discussion

The marital status, location and social category of respondents are examined by analyzing with collected data. Further try to study the role of NSTI (W) in molding women entrepreneurs. For that considered perceptions shown in table 6 as independent variables.

Table 1. Demographic Profile of the Respondents

Variable	Category	Frequency	Percentage
Age	Below 20	0	0
	20-25	14	28
	26-30	21	42
	31-35	12	24
	36-40	3	6
Educational Qualification	Primary Education	8	16
	Secondary Education	24	48
	Graduation	15	30
	Post Graduation	2	4
	Professional degree	1	2
Location	Within Trivandrum	33	66
	Outside Trivandrum	17	34

Social Category	General	27	54
	OBS	15	30
	SC/ST	8	16
Marital Status	Single	6	12
	Married	31	62
	Widowed/Divorced	13	26

Source: Primary data

Table 1 illustrates demographic details of respondents, which exhibits that majority of them 42% falls into the age group of 26-30. Most of the women entrepreneurs surveyed are completed secondary education. Location wise analysis reveals that among the total respondents 33 (66%) are from within Trivandrum district and 17(34%) are from outside Trivandrum. When consider social category analysis it is revealed that among the total respondents 27 (54%) belongs to General category, 15(30%) belongs to OBC and 8(16%) belongs to general category. Marital Status of women entrepreneurs reveals that majority (62%) of them are married.

Table 2. Information about Course Attended and Types of Business

Variable	Category	Frequency	Percentage
Course Attended	Dress Making Course	16	32
	Architectural	9	18
	Draughtsmanship		
	Fashion Designing	7	14
	Electronic Mechanic	4	8
	Computer Operator &	6	12
	Program Assistant		
	Desktop Publishing	5	10
	Auto CAD 2D	3	6
Types of Business	Stitching Centers	10	20
	Engineering	9	18
	Consultancy		
	Boutiques	7	14
	Wedding Dress	6	12
	designing		
	Internet café	6	12
	DTP centre	5	10
	LED light	4	8
	manufacturing		
	Service Centre for	3	6
	Electronic		
	Equipments		

Source: Primary data

Table 2 exhibits information regarding course attended and types of business doing by the women entrepreneurs in NSTI (W) in Trivandrum. Most of them (32%) attended dress making course, 9 (18%) attended Architectural Draughtsmanship, 7(14%) Fashion Designing, 4(8%) Electronic Mechanic Course 6 (12%) attended Computer Operator & Program Assistant Course, 5(10%) attended Desktop Publishing course and 3 (6%) of respondents attended Auto CAD 2D course. When consider analysis on types of business enterprises owned by the respondents it is revealed that out of the total respondents 10(20%) were setting up stitching centers, 9(18%) providing engineering consultancy service, 7(14%) running boutiques, 6 (12%) dealing with wedding dress designing and internet café, 5(10%) conduct DTP business, 4(8%) undertaking LED light manufacturing units and 3(6%) running service centre for electronic equipments.

Table 3 Tests of role of NSTI (W) in Molding Trainees as Entrepreneurs.

Mean	N	Std. Dev	Perceptions
4.5	50	0.54	The course materials are useful to get the theoretical knowledge
4.7	50	0.48	The practical trainings are highly useful for the trainees
4.5	50	0.51	Faculties are highly resourceful and boosting confidence for creating new ventures.
3.8	50	1.07	Industrial visits organized by the NSTI (W) are appropriate.
3.7	50	1.12	On the job training provided by the centre is effective.
4.6	50	0.64	Seminars and awareness programs was successful.
4.3	300	0.86	Total

Source: Primary data, (Opinion level: * 3.2 and above-high, **3.2 to 3 moderate, 3 and below *3- low)**

Table 4 ANOVA Table

Source	SS	Df	MS	F	P value
Treatment	46.25	5	9.249	15.35	0.000
Error	177.10	294	0.602	Result Significant	
Total	223.35	299			

Source: Primary data

Table 5 Post hoc Analysis Test

Post hoc analysis							
Tukey simultaneous comparison t-values (d.f. = 294)							
	Mean value	Group 5	Group 4	Group 1	Group3	Group 6	Group 2
		3.7	3.8	4.5	4.5	4.6	4.7
Group5	3.7						
Group 4	3.8	0.90					
Group 1	4.5	5.41	4.51				
Group 3	4.5	5.41	4.51	0.00			
Group 6	4.6	6.06	5.15	0.64	0.64		
Group 2	4.7	6.44	5.54	1.03	1.03	0.39	
Critical values for experiment wise error rate:							
	0.05	2.90					

Source: Primary data

Note: Group1= The course materials are useful to get the theoretical knowledge.

Group 2= The practical trainings are highly useful for the trainees.

Group 3=Faculties are highly resourceful and boosting confidence for creating new ventures.

Group 4=Industrial visits organized by the NSTI (W) are appropriate.

Group 5=On the job training provided by the centre is effective.

Group 6 =Seminars and awareness programs was successful.

For assessing opinions in total a descriptive analysis of variables related to the role of NSTI (W) in Trivandrum in molding trainees as entrepreneurs depicted in Table 3. With reference to the Perception on Usefulness of Course material the respondents had awarded Mean Score of 4.5 and Standard Deviation is 0.54. It reveals is Course materials are highly useful to the respondents. When Consider statement on usefulness of practical training conducted the NSTI (W) in Trivandrum, got a Mean Score of 4.7 and Standard Deviation 0.45. It reveals Practical training was highly useful. Further perception on resourcefulness and moral support of faculties to the trainees for setting up of business shows a mean score of 4.5 and Standard Deviation of 0.51 that indicates faculties are support are highly influenced the success of trainees in entrepreneurship. When consider the statement on appropriateness of industrial visits organized by the NSTI (W), got a mean score of 3.8 Standard Deviation is 1.07. These shows the industrial visits are highly appropriate. With regard to statement on effectiveness of on the job training given by NSTI(W) in collaboration with outside agencies, got a mean value of 3.7 and Standard Deviation is 1.12 that indicates on the job training is effective for the respondents. Moreover statement regarding successfulness of seminars, conferences and awareness programs organized by the centre during 2017-18, got a mean score of 4.3 and Standard Deviation is 0.64. This reveals it was highly successful.

To know the effectiveness of overall performance of NSTI (W) in molding trainees as entrepreneurs through skill development on the light of above mentioned opinions conducted statistical test one way ANOVA and result depicted in Table 4. It shows a statistically significant difference between the groups (Perceptions of Women entrepreneurs) as determined by one way ANOVA $F(5) = 15.35 = P = 0.00$. Since the P value is less than 0.5. It also inferred that the NSTI (W) in Trivandrum play a significant role in molding their candidates as entrepreneurs.

Further conducted Post-hoc test to know which specific group's means are different when compared with each other. The data met the assumption of homogeneity of variances used Tukey test for post hoc analysis. The results are shown in Table 5. When compare perception on usefulness of practical training with opinion on effectiveness of on the job training gave to the respondents got a Tukey's Honest Significant Difference 6.44. This is greater than the experiment error rate (2.90). So there is significant difference between these two perceptions. When compare statement on usefulness of practical training with statement on appropriateness of industrial visits got Tukey's HSD 5.54 which is greater that experiment error rate (2.90). That reveals there is significant difference between these two statements. When consider perception on usefulness of practical training (4.7), opinion on effectiveness of on the job training gave to the respondents (3.7) and statement on appropriateness of industrial visits (3.8), perception

having high mean value is perception on usefulness of practical training that means Practical training provided in the centre is more effective than on the job training given outside agencies and industrial visits conducted.

While compare statement regarding successfulness of seminars, conferences and awareness programs organized by the centre with statement on effectiveness of on the job training given by NSTI(W) in collaboration with outside agencies got Tukey's HSD score 6.06, which is greater than experiment error (2.90). That means there is significant difference between these perceptions. When compare statement regarding successfulness of seminars, conferences and awareness programs organized by the centre with statement on appropriateness of industrial visits organized by the NSTI (W) got Tukey's HSD score 5.15, which is greater than experiment error rate (2.90). That shows there is significant difference between these two perceptions. When consider perception on successfulness of seminars, conferences and awareness programs organized by the centre(4.6) , effectiveness of on the job training given by NSTI (W) in collaboration with outside agencies (3.7) and appropriateness of industrial visits organized by the centre(3.8), the highest mean value having perception is successfulness of seminars, conferences and awareness programs organized by the centre so this most effective among other perceptions.

When compare perception on resourcefulness and moral support of faculties to the trainees for setting up of business with effectiveness of on the job training got Tukey's HSD score (5.41) which is greater than experiment error rate (2.90). That shows there is significant difference between these two perceptions. When compare perception on resourcefulness and moral support of faculties to the trainees for setting up of business with statement on appropriateness of industrial visits organized by the NSTI (W), got Tukey's HSD (4.51) score which is greater than experiment error rate (2.90). That shows there is significant difference between these two perceptions. Further consider perception on resourcefulness and moral support of faculties to the trainees for setting up of business (4.5), effectiveness of on the job training (3.7) and appropriateness of industrial visits (3.8) organized by the NSTI (W) the highest mean value having perception among these is perception on resourcefulness and moral support of faculties to the trainees for setting up of business.

When compare Perception on Usefulness of Course material with statement on effectiveness of on the job training given by NSTI(W) in collaboration with outside agencies got Tukey's HSD score (5.41) which is greater than experiment error rate (2.90). That shows there is significant difference between these two perceptions. When compare Perception on Usefulness of Course material with statement on appropriateness of industrial visits organized by the NSTI (W) got Tukey's HSD score (4.51) which is greater than experiment error rate (2.90). That shows there is significant difference between these two perceptions. Moreover if consider Perception on Usefulness of Course material (4.5), statement on effectiveness of on the job training (3.7) and

statement on appropriateness of industrial visits organized by the NSTI (W) (3.8) the highest mean value having perception among these is Perception on Usefulness of Course material

Suggestion

NSTI (W) plays a significant role encouraging women towards entrepreneurship by providing different skill developing trades. However it has to give more knowledge regarding financial, technical and infrastructural facilities providing by government of India for women entrepreneurs. They also want to impart basic knowledge in accounting, taxation, marketing techniques and business etiquettes. This will help the candidates to run their enterprises smoothly.

Conclusion

NSTI for Women in Trivandrum has a greater role in skill development of women and bringing them towards entrepreneurship. It equips women with leadership skills, communication skills and basic computer knowledge. Moreover that makes the candidates experts in trades they chosen by providing practical knowledge and on the job training. Industrial visits arranging for the trainees help them to familiarize the real business situations. On the light of the study conducted it is clear that NSTI (W) in Trivandrum has a prominent role in equipping the trainees with market relevant skills and help them to become self sufficient through entrepreneurship.

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