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**Bibliometrics of the Publication During the year 2017-2018**

<b>S.</b>	<b>Title of the Paper</b>	<b>Name of the Author</b>	<b>Title of the Journal</b>	<b>Year of the Publication</b>	<b>Citation Index</b>	<b>Institutional Affiliation as mentioned in the Publication</b>	<b>Number of Citations excluding self-citations</b>
<b>1</b>	Impact of information and communication technologies education on women empowerment	Dr. Vivek Chavan	<b>Perspectives</b> A National Peer Reviewed Interdisciplinary Research Journal Vol-1 Issue- VII ISSN: 2249 - 5134	Aug- 2017	-	-	-

### **Bibliometrics of the Publication During the year 2020-2021**

<b>Sr. No.</b>	<b>Title of the Paper</b>	<b>Name of the Author</b>	<b>Title of the Journal</b>	<b>Year of the Publication</b>	<b>Citation Index</b>	<b>Institutional Affiliation as mentioned in the Publication</b>	<b>Number of Citations excluding self-citations</b>
1	A Study Of Challenges And Opportunities Of E-Transaction Page No. 502-510	Dr. Vivek Chavan	‘Our heritage journal ISSN : 0474-9030,  Vol-68 Issue -9				

### **Bibliometrics of the Publication During the year 2022-2023**

<b>Sr. No.</b>	<b>Title of the Paper</b>	<b>Name of the Author</b>	<b>Title of the Journal</b>	<b>Year of the Publication</b>	<b>Citation Index</b>	<b>Institutional Affiliation as mentioned in the Publication</b>	<b>Number of Citations excluding self-citations</b>
1	The Study Of The Problem And Causes Of Black Money In India	Dr. Vivek Vhavan	Review Of Research	10   July - 2022			

2	The Study Of Problems Of Federal Finance In India	Dr. Vivek Vhavan	An International Multidisciplinary Quarterly Research Journal Ajanta ISSN2277-5730	July 22			
3	ICT In Rural Development: Application And Challenges-A Review	Dr. Vivek Vhavan	Rainbow,V.M.V. college Nagpur	MARCH 23			
4	Green Innovation Practices An Analysis Of Motivations Benefits ,And Challenges	Dr. Vivek Vhavan	Satraachee ,Issue 26,Vol.38no.3 ISSN-8425-2348	Jan-March 2023			
5	A Study Of The Entrepreneurial Ecosystem In India And The Factors And Challenges Affecting The Entrepreneurial Ecosystem	Dr. Vivek Vhavan	Satraachee ,Issue 26,Vol.38no.3 ISSN-8425-2348	Jan-March 2023			

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**Dr. Yeshwant Patil**



## Impact Of Entrepreneurial Education Among The Educated Women Of Vidarbha

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### Abstract

The growth of women entrepreneurship is related to literacy level, industrial and economic growth and deep rooted traditional ethos. In the eleven Five Year Plan, MWCD would like to enhance women socio-economic status and increase their rights based awareness and decision-making potential. The Ministry will also continue to advocate and work towards ensuring gender parity in literacy rates and educational attainment; reducing the gender gap in work force participation; increasing the participation of women in local governance; significantly stepping up the coverage of beneficiaries among women and girls; promoting women's right to inheritance and direct ownership of property and land; and facilitating equal access to and control over assets and resources. The Government of India has focused on the "Integration of Women in Development" with suggestions like improvement in training, marketing assistance and involving women in decision making. It was the beginning to integrate women in the overall developmental process of the Nation. From then, over the years we have understood that mere government initiatives are not enough. To develop women as an entrepreneurial class we have to consider the socio-economic environment of the surroundings. But while working at the macro level, we all forget that along with macro moves we need to emphasis on the micro variables like entrepreneurial mindsets.

The Colleges and Universities of the country at various levels have introduced "Entrepreneurship Development" curriculums, where "women entrepreneurship" is included as a special chapter. The present paper tries to make an analysis on the impact of the concept of entrepreneurship on the educated young women of Assam who are at least acquainted with the concept of entrepreneurship. It will also try to see the impact of entrepreneurial education in creating entrepreneurial mindset among the educated girls.

**Key words:** Women entrepreneurs, gender inequality, entrepreneurship education, women empowerment, inclusive growth

Being a part of middle Indian culture, the social life, norms and values of Vidharbians always different from the main land of India. We can see the unity in diversity in real sense in the state as a good number of races and tribes lives here. The tribal culture always gives a high status to their women folk. In rural Vidharbh the women equally participate in the agricultural work but very few take part in non agricultural businesses. At present the unemployment scenario in Vidarbha is very serious with lots of educated unemployed, which is again one of the major causes of terrorism on the border of Vidarbha. Again, if we looking to the unemployment ratio - we will see that the rate of unemployment is more in case of the women folk of the region. Since industrialization process is very slow, the opportunity to work somewhere is very less. Therefore it is believed that the society will move forward only if the people of the region give more interest in opening their own venture.. It is the high time that the educated youth of the state should come forward for self establishment. The present paper intends to study only about the educated women and their attitude towards entrepreneurial ventures. Like in many other areas, women entrepreneurship is also an area where India based inequality is not true in case of the state of Vidarbha. In tribal cultures, gender biasness is very less and Vidarbha is highly influenced by the tribal cultures. Women are given equal status in the society, education, profession - everywhere. But then also very few women are coming forward to start business. Since job market is small therefore we have to motivate our girls, especially the educated girls to go for other businesses. This paper intends to take stock done in Nagpur, Amarawati and Gondwana university, . The study was confined on to those girls who are acquainted with the word "entrepreneurship". These girls belong to various graduate and postgraduate courses of Management, Commerce and Economics department.

### Objectives of the paper:

1. To see the attitude of the young educated women towards entrepreneurship.





2. To see the attitude of the young educated girls towards risk takingabilities.
3. To see the problems of women entrepreneurs as perceived bythem.
4. To inquire into the fact that after introduction of entrepreneurialpaper in management, commerce and inclusion of some relatedtopics in economics why we cannot inculcate the entrepreneurialdesires in the minds of the young women as unemployment rateamong women is more in comparison to men for various reasons.

**Methodology:**

**Sample design:**

- a) The Universe: Women students of Nagpur and GondwanaUniversity.
- b) Sample: For the purpose of study 120 women students of theuniversity were selected purposively. Only those girls were served thequestionnaire who have already come into the contact of the wordentrepreneurship. Therefore the girl students of the management,commerce and economics departments were taken into consideration.Students of undergraduate as well as post graduate classes were taking into consideration.
- c) Sampling procedure: convenience sampling procedure was applied inthe study. Views were taken from the respondents on the basis ofstructured questionnaire.
- d) Parameters of Interest: Awareness regarding entrepreneurship, futureplanning, role of education and industrialization, perceptionsregarding risk taking and managing abilities of women etc.

**Sources of Data:**

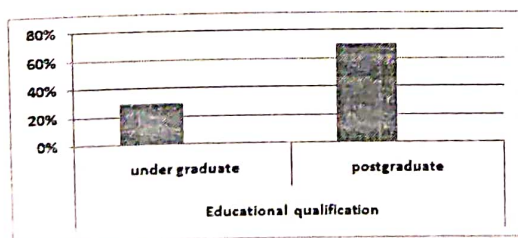
Basically data and information were collected from primary sources. Tosupplement the primary data, secondary sources like reports, journals,books, websites were also used.

**About the case:**

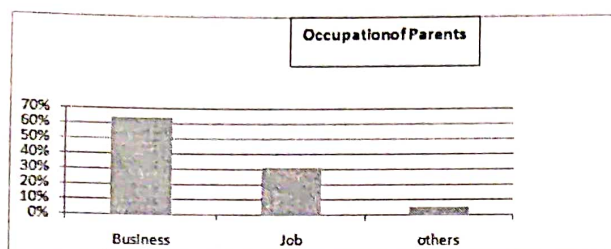
It is case study in the Nagpur and Gondwanauniversity. It is the middle of the University of the country. The University is situated in the state of Maharashtra . The state is culturally different from the rest of the India.Cultural diversity is very prominent here. The state is mostly dominatedby tribal cultures. The women in this region are very much liberated.Unemployment is very big demerit of the region. Very few local peopleare engaged in entrepreneurial activities. The number is less in case ofwomen. University has got curriculum regarding entrepreneurshipdevelopment. In some of the syllabus, a separate chapter on womenentrepreneurship is taught. But despite of it our educated young womendo not have much positive attitude towards entrepreneurship. The paperwants to make an inquiry why this happens and why after having goodknowledge on entrepreneurship, women are not coming forward.Therefore deliberately 120 questionnaires were served to some girlsstudents of commerce, management and economics who are acquaintedwith entrepreneurship. Out of these 100 questionnaires were filledproperly.

**Findings of the Research**

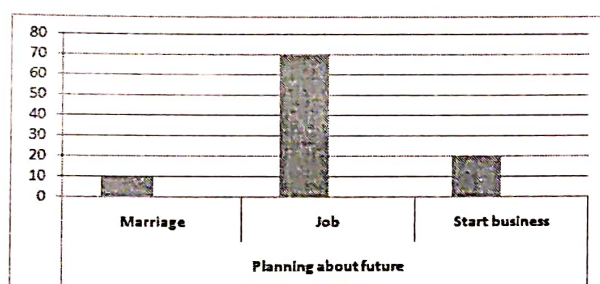
- 1) Out of the whole respondents 30% were from under graduate coursesand 70% were from post graduate courses



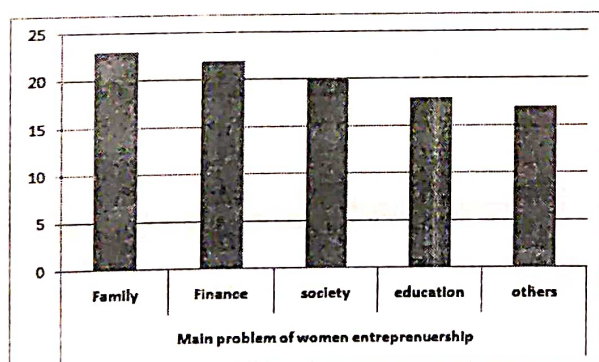
- 2) The respondents were of the age group between 18 to 24 years.
- 3) While asking the question-Are you aware of the term womenentrepreneurship 75% of them have said yes and 25% said that they donot know about the term women entrepreneurship. This is because inthe lower classes of the under graduate course the detailentrepreneurship papers are not taught in the beginning semester.
- 4) While asking about their parents occupation-64% said that their parents are job holders while 31% are engaged with business and 5%are associated with some other works. This 'some other works' arelike agriculture and allied activities.



5) Regarding the future planning these girls say that their main preference is job since it gives them security. 70% of them want a job while only 20% want to start their own venture whereas 10% wants to get married on completion of their education.



6) Being a woman one has to face several problems while doing business. The students were asked about it and they were given five options to rank as an obstacle to women entrepreneurship. The obstacles were-family, finance, society, education and others. 23% of the respondents said family is the main obstacle, where as 22% said finance is the main problem. 20% of the people consider lack of education is the cause of lesser number of women entrepreneurs. Again 18% of the girls believe that women cannot start a business because society does not provide them opportunity. 17% of the respondents believe that there are some "other reasons for lesser number of women coming up as entrepreneurs.

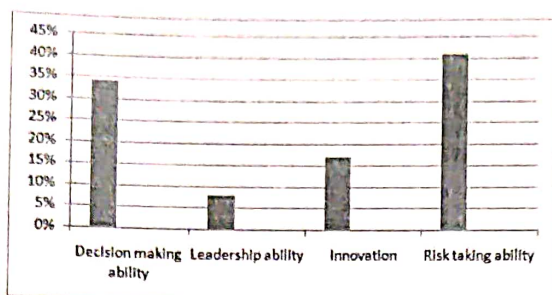


It is interesting to see that women are giving almost equal weightage to finance and family life as the hindrances to women entrepreneurship. It is interesting to note that only 18% think society as a hindrance. Therefore it seems society has very less influence in this area although in rest of the country society is a big factor for the development of women entrepreneurs.

7) Regarding the question which quality a women should possess to be successful entrepreneur four options were given and these are decision making, leadership quality, innovation and risk taking ability. 41% has said its risk taking ability, 34% said its decision making ability, 17% said it is the innovative skill and only 8% have said it is the leadership quality which makes a good lady entrepreneur.

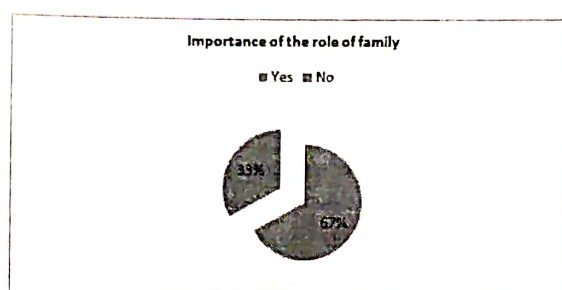


### Main skills become an entrepreneurship

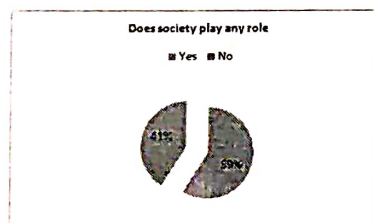


Whereas the majority of the Entrepreneurial book writers including Schumpeter says it is the innovative skill which is most important for entrepreneurs.

8) Regarding the question whether family background plays an important role in molding a women entrepreneur, the 67% people said family roles important whereas 33% said it is not an important factor.

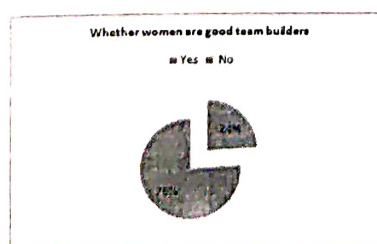


9) Question was asked regarding the role of the society- 59% said society plays an important role whereas 41% said society does not have any influence on making a women entrepreneur.

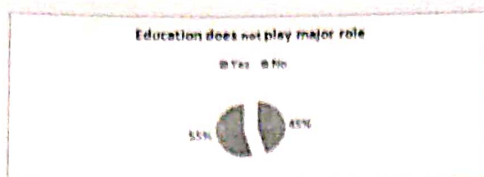


But the writer of entrepreneurship says society plays a great role in molding a women entrepreneur in a developing economy. The new generation girls do not agree with this because they are from generation where the influence of the society is reduced day by day and women have become more liberated. Women entrepreneurs need help not only from the family but also from the society.

10) We had a doubt, like, the young women are not coming forward as an entrepreneur because they think that women are not good team builders and hence they are scared to start a business. Then 24% said that women are not good team builders but 76% firmly believe women as good team builders

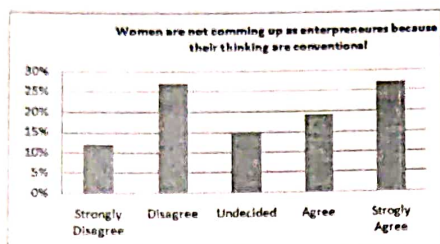


11) One most important question was like whether education plays an important role in molding women as entrepreneur - 53% said it does not play any role but 47% said it plays an important role



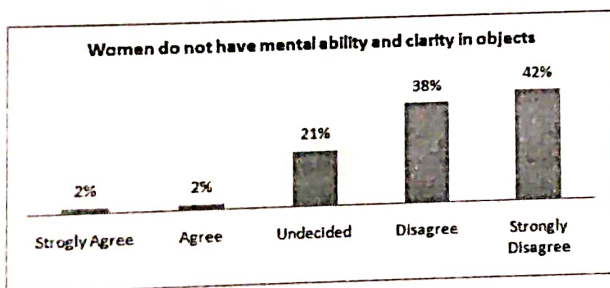
It is surprising to see that the girls are divided in almost equal parts regarding this question.

12) One interesting question was asked whether they feel that women are not successful as entrepreneurs because their thinking are conventional-27% agreed strongly 19% simply agreed with the statement, 15% remained indecisive, 27% did not agree and 12 %strongly denied it.

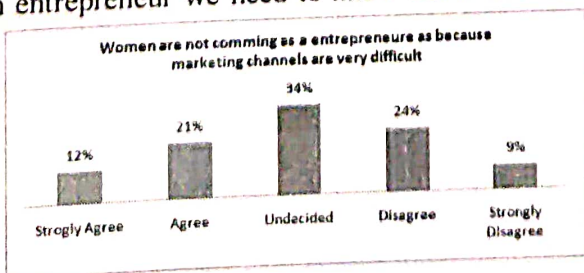


To count the overall situation-46% thought that women are conventional thinkers whereas 39% that they are not conventional thinkers. By seeing the situation it can be said that women are not clear about their own states. It is a mindset related issue. They need some boosting for innovative thinking.

13) A statement was given "women do not have mental ability and clarity in objects"- 2% of the girls said they strongly agree, 2% simply agreed. 21 remained undecided, 33% disagreed and 42% strongly disagreed. Therefore it can be said 75% said they do not agree that women do not have mental ability and clarity in objects. This shows their confidence in themselves. We need to hit on this point.



14) Marketing is an important part of entrepreneurship and many people especially in the middle west cannot get success because of lack of market. So we asked this question to the young women-it was a statement like- "women are not coming as entrepreneurs because marketing channels one very difficult to reach"- 12% agreed with the statement 21% strongly agreed, 34% remained indecisive, 24%disagreed with the statement and 9% strongly disagreed with the statement. In reality it is great problem of the state as infrastructure and exposure is very less. This is the reason why the women entrepreneurs of the Self Help Groups (SHGs) are not getting success. This is one of the points where we should emphasis. These are real practical problem areas where we need innovative people for finding out better channels. Again 34% people do not understand the problem at all. It is very surprising because to be an entrepreneur we need to know about our surrounding and threats and opportunities associated with it.



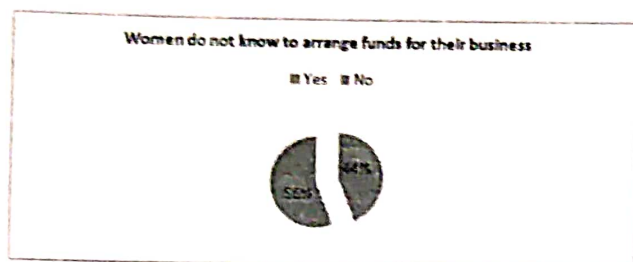




15) When asked about the questions-Do you believe women cannot maintain good public relations therefore they fail as entrepreneurs 36% people disagreed with the statement and 18% simply disagreed making the whole number as 54% which is more than half of the population. But all total 25% people believe that the women fail because they do not know how to maintain good relations. 21% have never thought on the concept.

16) Question was asked-whether women are clever enough to see the business opportunities-60% said women do not know how to avail opportunities whereas 40% say they know how to avail opportunities.

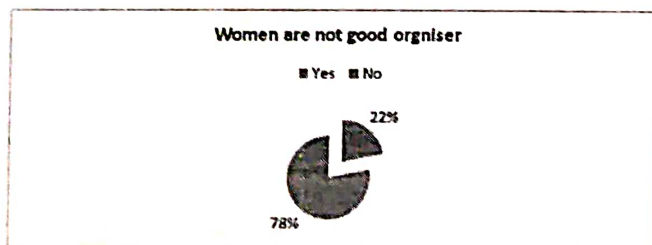
17) Regarding the question can women arrange fund for themselves, 56% of the girls said they are eligible enough to arrange fund for themselves whereas 44% say that they cannot arrange fund for themselves? It is notable that 44% of the educated women are not confident about searching a banker for them.



18) A statement was given- "Women have natural fear for exploring something new."- 31% strongly disagreed with the statement along with 7% disagreeing. But 15 strongly agreed with the statement whereas 20 simply agreed. Moreover, there were 28% girls who are not sure about the statement.

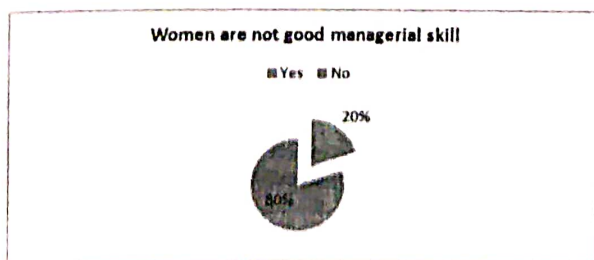
19) A question was asked whether women are good problem solvers-71%of them agreed that they are good problem solvers whereas 23%believe they are not. Problem solving does not mean submission to the situation therefore it should be problem solving in a real situation with a result of win sum game.

20) According to these young women the women are good organizers. Although 22% people do not believe on it yet 78% very much agree with the perception.



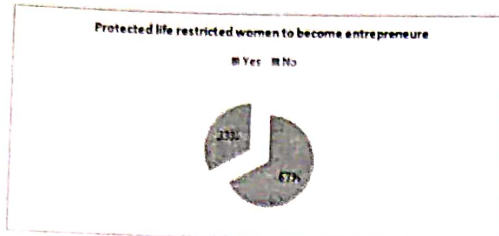
21) Sometimes we believe that women cannot get success as an entrepreneur because they do not have long term commitment towards business, 53% said did not agree but at the same time 47% said, yes there is no long term commitment from the side of the women folk.

22) Regarding the question whether women possess good managerial skill 80% girls said yes. Only 20% said no.

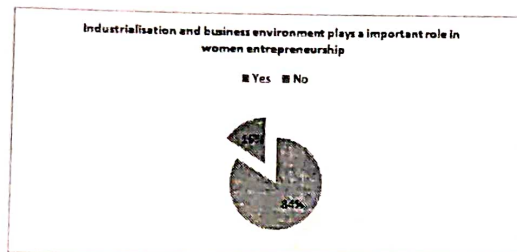




23) It was inquired whether due to the protected life inside of the family is a cause of lesser number of women entrepreneurship, 67% said yes, 33% said no.



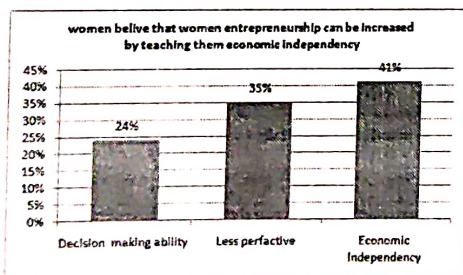
24) A question was asked "Do you think industrialization and business environment plays an important role in women entrepreneurship? 84% said that industrialization plays a role and only 16% said that outer environment does not have any influence.



25) A suggestion was sought from the respondents regarding the point how entrepreneurship can be increased in future. They were given three options:

- increasing decision making ability
- Less protective environment in family
- By teaching the girls about the economic independency.

The 41% of the respondents said girls should be taught about economic independency, 35% said families should be less protective about the girls and 24% said involvement in decision making is important.



26) One question was asked- "If you become an entrepreneur will it make any difference to the personal and professional life?" 76% of the respondents said that it will bring difference in their inner and outer life but 24% of the respondents said it will not make any difference. The principle of gender equality has been basic to Indian thinking for over a century. The nineteenth and twentieth centuries saw a succession of women's movements, first, around burning social issues like women education, right to property and widow remarriage and then around the freedom struggle itself. A recent National survey of Household Income and Expenditure conducted by National Council of Applied Economic research brings forth glaring disparities in income sphere. It shows that:

- Women comprise a mere one third of Graduates and Post Graduates of the country.
- Of the women graduates 35% are house-wives.
- 88% of salaried jobs are held by men
- Across most occupation types non graduate women earned less than the half of that earned by men
- For graduates with salaried jobs men earned a third more than women.

It is surprising those India-ranked 144 out of 155 countries in the Gender Development Index of the World Bank. To empower the women of the country The National Policy for Empowerment of Women outlines three approaches:





- a) Judicial/legal empowerment: By making the legal system more responsive and gender sensitive for women's needs
- b) Economic empowerment: by mainstreaming gender perspectives in the development process, enhancing women's capacities and access to economic opportunities.
- c) Social empowerment: through focused efforts on education, health and nutrition.

In terms of operational strategies, the national policy has called for gender development indices, gender disaggregated data, gender budgeting, women's component Plan in the Five Year Plans so that not less than 30% of benefits funds flow to women, and gender sensitization. Gender equality, women empowerment can be done in several ways. The most important points are education and economic independency. We the teachers who teach entrepreneurial papers in the colleges and Universities get highest opportunity to teach both of the abovementioned subjects together. This should not be confined to the classrooms only. Teaching entrepreneurship for earning marks for the semester paper was never an agenda for introducing this paper. Again if we come back to the middle west scenario- it is a place where the sex ratio and literacy ratio of the women folk are high in comparison to the rest of the country. The women literacy rate is 75.87 % against all India average female literacy of 65.44%. Economically, the plain areas of the region are more active than the hilly areas. However in the hilly areas women are comparatively more enterprising than the male counterparts. According to small industry census 20.03% micro enterprises in the region are owned and managed by women-entrepreneurs as against 10.11% in the country. This is mainly because the tribal women are mostly dominating the markets in most of the hilly areas of the region. According to study made by Nagvidarbha chambers Nagpur, majority of trained women (54%) started their business at the age of 26-30 years, while 49% of untrained women started their enterprise at the age of 31-40 years. The study also reveals that 48.1% trained and 29.4% untrained women entrepreneurs are married. 32.5% untrained women entrepreneurs are widow whereas 1.6% of the trained women entrepreneurs are widow. In the formation of Self Help Groups (SHGs) women SHGs are dominating in the region. Out of about 4.32 lakh SHGs, already formed in the region, more than 55% SHGs are owned and managed by women. In Vidarbha the unemployment situation is very disturbing.

There are few government level organization, institutions and NGOs who are working for the development of the women entrepreneurs. It was found that most of the cases the main problem in front of the women entrepreneurs is the availability of the finance. It was found that micro financing tools can help in the formation of women entrepreneurs. The micro financing sector in the middle west India has only recently begun to grow rapidly. This is mainly due to active engagement of NGOs with the public and private sector banks, financial institutions etc.. Today there are more than 479 NGOs in the region providing micro-financial services to the people, especially to the lower income women groups in the region.

#### **Suggestions on the basis of findings:**

- 1) Since 64% of the girls are coming from non-business families therefore we need to take care more regarding these girls. The main factor behind entrepreneurial activities is motivation. So how can we motivate these women who are not familiar with business culture is a challenging question. We are not doing enough to motivate the women engineers, MBAs; Commerce and economics graduates and postgraduates coming out each year from the universities to open something of their own but we have simply failed to nourish the seedlings for entrepreneurial ventures.
- 2) Moreover there are 70% girls who are expecting jobs for their future earning but getting a job in this region is not easy since we do not have much industries and government openings are very less. We have to motivate at least some percentage of these 70% girls for entrepreneurship.
- 3) In the study although 22% girls said fiancé is a big problem but in reality it is the biggest problem and we the teachers of the subject and the concerned institutes need to give a linkage to the banks another financiers for the formation of women entrepreneurs.
- 4) In a co-ed institute we always give important works to the boys only. But no matter how hard the work is sometimes it should be given to the girls, because leadership quality is very important to grow as a women entrepreneur. But in this study only 8% girls have signified it as an important quality for entrepreneurship.
- 5) Women are generally shy therefore they do not know how to take initiative, maintain relations and above all they do not feel free to approach the financiers. Therefore special care should be taken for their personality and confidence building.
- 6) These women have said women are good organizers good managers and good problem solvers. Along with these they should be groomed for risk taking. The teaching should clarify that risk taking means





sc calculative risk taking and it is different from merely taking risk for the sake of risk taking.

- 7) Along with the teachings and educations in the educational institutions the teaching of entrepreneurship should involve the parents and society as well. Because 67% of the respondents said that a free and helpful attitude is required from the familiar point of view. Excessive protection only cripple the daughters of the family.
- 8) As 84% respondents said industrialization will open more avenues for women therefore along with industrialization the government should give emphasis on gender equalization factors and women empowerment.
- 9) As the girls themselves have said teaching economic independence and self respect is very important for the development of women entrepreneurship. Apart from that involvement of the parents is as said earlier is very important. Ask the parents to involve their daughters in the decision making process at home. Let them take decision in the activities of the respective educational institutes. Decision making is one of the important points of entrepreneurship development.

#### **Conclusion:**

From the study it is clear that educated women are very much aware of the concept of women entrepreneurship and they have a high opinion for the women entrepreneurship issues. These are young girls whose motivation is to be boosted for a long time. In the case of male entrepreneurs the support from the family is important but in case of women entrepreneurs not only the family but also the whole society should provide the help as India is a developing country and in most of the developing countries society is a great hindrance. Women education is contributing to a great extent to the social transformation so we can hope it will play its role here also. In future we will be able to see more women entrepreneurs not only in traditional businesses but also in other male dominated ventures.

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## **Trends in Youth Entrepreneurial Orientation and Perception in Degree Level Colleges in Nagpur**

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### **Abstract**

*Attitude towards entrepreneur, entrepreneurial activity and its social functions are determinant factors for college students to decide upon an entrepreneurial career. According to existing literature identifying entrepreneurial intention in students' mindset bears uncertainty and yet remains a mystery in entrepreneurial research. Therefore the paper addresses explanation of students' attitudes, orientation and intention towards entrepreneurship, their personal characteristics and future plans in connection with entrepreneurship as their career choice.*

### **Introduction**

In an economy where employability in government jobs and public sector units have reached a saturation point, choosing a career on entrepreneurship is an emerging alternative solution of unemployment problem confronted by thousands of students graduating every year in the country. Entrepreneurship offers a viable option for job creation in the market. Research on youth entrepreneurship addresses some of the socio-psychological problems and delinquency that arise from joblessness and promotes innovation in youth. However, despite this attention, there has been no systematic attempt to look at it from a youth angle. NAGPUR (Vidarbha), one of the middle part of India is plagued by insurgency and backwardness faring low in economic development parameters. Despite being resource rich with flora and fauna, tribal handlooms and handicrafts, artefacts, forest resources and tourist attractions, it remains underdeveloped. With a registered unemployment of up to 1 lakh in December, 2016-17 (Annual Administrative Report) in nagpur, this issue is assuming rapid dimensions taking a toll on the economy. The pilot study substantiates the claim that people are inclined towards government sector jobs and there are few takers for entrepreneurship. The reason for the choice remains unclear. The current research focuses on such deviations from student standpoint. Recent Nagpur has shown good growth of young entrepreneurs. Does that affect the young students? It seeks to find their future plans in case they start business, the kind of business activity they will be interested; the factors that impacts on student mind set on entrepreneurial intentions; problems young entrepreneurs encounter to set up business, etc. To get to the root of the problem of lack of entrepreneurial intentions among the nagpurian youth, the study tries to explain whether there exist some correlations between the streams they undertake and their intentions on choosing a career. Various studies conducted in developed and developing country (also see GEM report on women entrepreneurs) establishes asymmetric gendered relationship. Taking a cue, one of the research questions posed was to test the differences in male and female student entrepreneurial intentions and judge differences if any. In spite of the support system, the intention rests at the minimum level. Another puzzle that often has repercussions in the entrepreneurial parlance is the primary "born or made" question and whether training or education affects student intention. This paper examines the association between streams and the resultant choice of the entrepreneurial vocation.

It is often disputed that entrepreneurship is inborn and there are certain communities that has acquired talent in risk taking, uncertainty bearing and innovation. Schumpeter (1934) has argued that entrepreneurship and innovation are interdependent. Creativity and innovation drives entrepreneurship followed by idea generation. Authors have agreed that there are primary responses and instinct inherent in an entrepreneur. In India, it is observed that Marwaris, Parsees and Gujaratis have survived the vagaries of entrepreneurship and acquired name in individual and corporate entrepreneurship globally. However in the nagpur region of which maharashtra is a state fails to adhere to the theory

### **Hypotheses**

- H1: There is no significant difference between students from different stream on entrepreneurship as a career.
- H2: There is no significant difference between gender and their perception of entrepreneurship as a career.
- H3: There is no significant difference between students in their inclination towards specific business activities stream wise.





### Methodology

The study is empirical and descriptive based on primary data collected from college students in Nagpur District in vidarbha region Of Maharashtra forms the universe of the sample size since it represents the whole of nagpur because of the increasing economic development and also is its commercial centre And Vicecapital Of Maharashtra . A structured questionnaire consisting of 20 item-wise questions specially designed to examine their socio economic and socio psychological mindset in their entrepreneurial orientation and perception. Sample includes students currently enrolled in degree final year of arts, science and commerce streams. Initially, a pilot study was undertaken in a college with students both from commerce and arts stream. For the current study, 104 students from 16 colleges were selected in Nagpur district, out of which 9 questionnaires were rejected due to inconsistency in result. 95 student respondents were selected, (Arts-29, Commerce-39, Science-32) based on stratified and simple random sampling method. The female and male students formed two strata and sample selected is simple random method designed to meet the objectives of the study. In the questionnaire, close and open ended as well as multiple choice questions with ranking systems were designed. Simple statistical tools of average, percentages, comparisons and cross tabulation are used to analyze the data. To test the hypothesis, the non parametric Chi Square (X<sup>2</sup>) test is used. Analyses are made based on using cross tabulations. For rank, dichotomous scale is used.

### Review of literature

Youth entrepreneurship has been viewed by educators and employers as an alternative means for acquiring skills and attitudes necessary for entering the workforce (Tweeten, 1992; Bishop, 1991). (Sexton and Bowman-Upton 1991). Entrepreneurship is the process of identifying opportunities, gathering resources, and exploiting these opportunities through action. Entrepreneurship development has made a positive impact on economic development in any type of economy. Lately, young educated students are taking much interest on entrepreneurship development. Various researches are taking place to study the factors what contributes a person to pursue entrepreneurship The results indicate that graduates with an entrepreneurship major are more likely to start new businesses and have stronger entrepreneurial intentions than other graduates. High level of interest, inadequate business knowledge and perceived risk were found to be significant deterrents.( Rajendran2007) .Interviewing a reputed Ngo In Nagpur called Entrepreneurs Associates and some officials of Nagpur reported that it is not only the state government but the educated unemployed who have realized that opportunity in public sector have reached saturation point in Nagpur and the only alternative is entrepreneurship development among the nagpurian who depends on non-nagpurians for all forms of business and trade. Culture that is positive towards entrepreneurship- reflects in social acceptance of entrepreneurial careers, respect for new business success and positive media coverage-tends to increase participation in starts-ups made a study on students' attitudes based on their own opinions about motivations to start in business, the statements about their entrepreneurial characteristics and behavioral habits connected with business relations and organizations the research results showed most of them do not want to start business after graduation, but postpone this to a more distant future.

From the above literature we get to see that this type of research has been done in India as well as abroad, but mostly on commerce or business students. The uniqueness of this study is that it attempts to compare entrepreneurial intentions with different study streams in student's decision to become entrepreneurs and also compare the interest towards entrepreneurship between male and female students

### Testing of Hypothesis

**H1: There is no significant difference between students from different stream.**

**Table 1**

**Students' future plan and Stream of Study**

Stream of study		Future Plan					Total
		Business	Job	Further study	Get Job & then study	Further study & then business	
Arts	Count	0	1	14	1	0	16
	% within stream of study	0.0%	6.3%	87.5%	6.3%	0.0%	100.0%
	% of future plan	0.0%	47.1%	27.8%	14.3%	0.0%	25.3%
	% of total	0.0%	6.4%	14.7%	1.3%	0.0%	25.3%





Commerce	Count	1	2	11	1	11	1
% within stream of study		10.4%	1.1%	23.6%	10.1%	33.3%	100.0%
% of future plan		60.0%	11.8%	27.0%	27.1%	76.3%	41.1%
% of total		6.3%	2.1%	10.5%	14%	33.7%	41.1%
Science	Count	4	1	12	4	4	32
% within stream of study		12.5%	11.9%	40.6%	12.5%	12.5%	100.0%
% of future plan		40.0%	41.2%	33.1%	28.6%	23.5%	33.7%
% of total		4.2%	7.4%	13.7%	4.2%	4.2%	33.7%
Total	Count	10	17	37	14	17	92
% within stream of study		10.1%	17.9%	38.9%	14.7%	17.9%	100.0%
% of future plan		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of total		10.1%	17.9%	38.9%	14.7%	17.9%	100.0%

H2: There is no significant difference between gender and entrepreneur as a career.

Table 2

Students' future plan Gender-wise

Gender		Future Plan					Total
		Business	Job	Further Study	Get job & then study	Further study & then business	
Female	Count	1	10	19	5	10	51
	% within Gender	3.9%	19.6%	37.3%	17.6%	19.6%	100.0%
	% within Future Plan	30.0%	55.3%	51.4%	64.3%	58.3%	53.7%
	% of Total	3.2%	10.5%	20.0%	9.5%	10.5%	53.7%
Male	Count	7	7	18	9	7	44
	% within Gender	15.9%	15.9%	40.9%	20.4%	15.9%	100.0%
	% within Future Plan	70.0%	41.2%	48.6%	31.7%	41.2%	46.3%
	% of Total	7.4%	7.4%	18.9%	13.3%	7.4%	46.3%
Total	Count	10	17	37	14	17	95
	% within Gender	10.5%	17.9%	38.9%	14.7%	17.9%	100.0%
	% within Future Plan	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	10.5%	17.9%	38.9%	14.7%	17.9%	100.0%

Source: Independent field survey 2018

**Hypothesis1 :** The calculated value of Chi Square is higher than the significance value (see appendix I.a). Therefore the null hypothesis is rejected and it is concluded that there is a significant difference between students from different stream in taking up entrepreneurship as a career. From Table 1 we have observed that students are not keen to take up entrepreneurship after their graduation as most of the students plan to go for higher studies. Stream wise, commerce students show higher percentage of taking up business in future, than science or arts students. Thus, there is a relationship between study stream and a person's intention to start a business in future or to pursue it after graduation



**Hypothesis2:** The calculated value of Chi Square is higher than the significance value (see appendix 1.b). Therefore the null hypothesis is rejected and it is concluded that there is a significant difference between male and female in taking up entrepreneurship as a career. Male student respondents are more interested than the female counterpart in choosing entrepreneurship as a career and to start business. During the course of questionnaire it was also seen that female students were reluctant and hesitant to fill up the questionnaire.

**Hypothesis3:** There is a significant difference between students in their inclination towards specific business activities stream wise (see appendix 1.e). Gender wise the differences is comparably less.

### Analysis and Interpretation

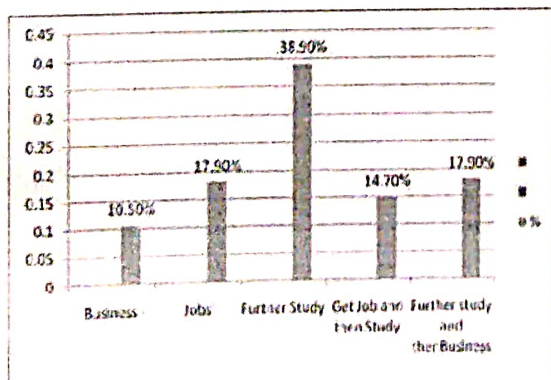
**1. Students on becoming entrepreneur:** From Table 3 it is observed that commerce student respondents are more interested to become entrepreneurs in future with the percentage as high as 82.1% and 45.8%, 68.8% respectively for arts and science students respondent. However, overall the scenario is not bad as, 68% of the respondents elicited positive response. Secondly, when asked about their future plan after finishing their degree, 48.7% of the commerce respondents wanted to be in business or to continue their studies and later be involved in it. Whereas, 100% of the arts students were not interested on taking up entrepreneurship when given a choice to what they plan to do right after their degree, most of them were either interested in opting for jobs or for further study. The science respondents showed 25% positive response on taking up entrepreneurship. It is seen that students are interested on taking up entrepreneurship (as per Chi-square test) in as career if given proper motivation and guidance, which is not possible unless the environment is positive on entrepreneurship for young graduates. From the kind of environment how they are been brought up from home, school, culture, society, government policy and the perception on entrepreneurship.

**Table 3 : Students interest on entrepreneurship with stream of study**

Interest		Stream of study			Total
		Arts	Commerce	Science	
No	Count	13	7	10	30
	% of Total	13.7	7.4	10.5	68.4
	%	%	%	%	%
Yes	Count	11	32	22	65
	% of Total	11.6	33.7	23.2	68.4
	%	%	%	%	%
Total	Count	24	39	32	95
	% of Total	25.3	41.1	33.7	100.0
	%	%	%	%	%

Source: Independent field survey, 2018

**2. Future plan after the degree course:** Most of the students after graduation wanted to go for further studies, (See Table 1 and Chart 1) the figure as high as 38.9%, for jobs-17.9%, business-10.5%, get job and study-14.7%, further study and then business-17.9%. As for commerce students because of their study curriculum having entrepreneurship as a subject they are more open to the idea of business as career then the other two streams. It is also observed that Commerce student respondent had more business background with 40.2% then Science-33% and arts-24.7%, which leads to the question that parent's occupation, have direct or indirect impact on students choosing their career.



**Chart 1: Students future plans after degree course.**





**3. Gender and entrepreneur:** Gender wise, the percentage is high on their interest in becoming entrepreneurs 68.4% and 31.6% for male and female respectively (See Table 4). Gender wise, it was observed that male and female decision did not differ much on choosing business activity, though both male and female tend to reject certain businesses- like none of the male respondents choose boutique as an option or female on choosing meat business and motor parts. The Chi-square test also proves that both male and female students are interested to take up entrepreneurship in Appendix I.d.

Results of preferences (out of 21- listed) are:

1st preference	Female (Import and Export-22%) Male (Import and Export- 34.7%)
2nd preference	Female (Boutique- 16%) Male (Restaurant-15.9%)
3rd preference	Female (Restaurant – 14% & Clothing- 14%) Male (Resort/ Hotel- 13.6%)
4th preference	Female (Travelling Agency- 16%, Shopping Malls- 16%) Male (Agricultural Products – 15.9%)

**Table 4 : Students' interest on entrepreneurship gender-wise**

Interest		Gender		Total
		Female	Male	
No	Count	20	10	30
	% of	21.1%	10.5%	31.6%
Yes	Count	31	34	65
	% of	32.6%	35.8%	68.4%
Total	Count	51	44	95
	% of	53.7%	46.3%	100.0%

**4. Student and Basic Business Course:** Student respondents from all streams on their response on whether they wish to have a basic business course is high as shown in table 5 with, Don't know- 20.6%; No- 10.3% and Yes- 66.00%. This indicates that majority of the students would want to have such course in their degree curriculum and hence education institution and government should encourage such subject and programs for the under graduate students.

**Table 5 : Students' wish to have a basic business course**

Wish to have a basic business course		Stream of Study			Total
		Arts	Commerce	Science	
Don't know	Count	8	4	8	20
	% of Total	8.5%	4.3%	8.5%	21.3%
No	Count	3	4	3	10
	% of Total	3.2%	4.3%	3.2%	10.6%
Yes	Count	13	31	20	64
	% of Total	13.8%	33.0%	21.3%	68.1%
Total	Count	24	39	31	94
	% of Total	25.5%	41.5%	33.0%	100.0%

Source: Independent field survey 2018

**5 Students' view on entrepreneurship related problems:**

Out of the 10 listed problems given in the questionnaire which young entrepreneurs face, the highest ranking four are:

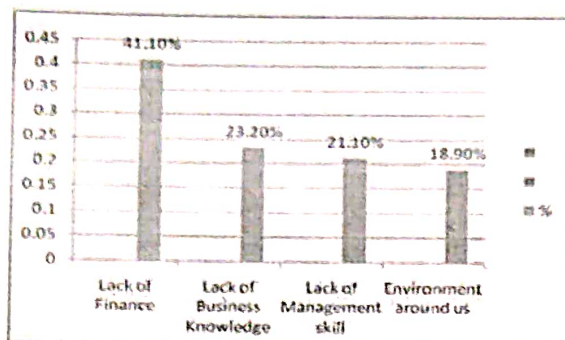


Chart 2: Students view on problems faced by young entrepreneurs

**6 Students view on factors determining to become entrepreneur:**

Among the factors mentioned (see table 6), having a business background showed greater influence in determining a person to become entrepreneur the reason would be the experience gained by their parents are percolated down and also it is easier to continue an existing business then to start a new enterprise. The next factor close to that are those who are interested and want achievement in life. These are kind of people who are more challenging and are ready to take a step further. Then the next significant factor is those who want to be master and work on their own terms. Here, it is observed that person determining to be entrepreneur wants to be independent and does not like to work under anybody. Other factors did not have much importance and were considered insignificant for analysis.

**Table 6 : Factors determining students to become entrepreneurs**

Factors	%
Having a business background	30.8
They are interested and want achievement	27.6
Wants to be master and work on their own ter	23.4
Parents influence and support	8.5
Having a wealthy family	5.4
Resort when Government jobs fail	4.3

**7 Students' Opinion**

From Table 7 it can be concluded that unemployment problem can be solved because entrepreneurs employ oneself and others too, which also helps in removing unemployment in the society. There is also a culture difference where government job is considered more superior than business and as such people remain unemployed in search of job.

**Table 7 : Students' view on entrepreneurship**

Rank	Opinio n	%
1st	Entrepreneurs employs oneself and others too	33.6
2nd	Help in removing unemployment problem in our society	29.8
3rd	Instead of being unemployed searching for government jobs employing oneself is more productive	18.1
4th	Entrepreneuership is relatively a new subject and as such young people are afraid to venture into it	18.5





8 Students' Recommendations and suggestions Among the 9 listed Recommendations and suggestions, the highest ranking 4 are:

**Table 8 : Students' recommendation and suggestions**

Rank	Recommendation and suggestions	%
1st	Government should encourage the young entrepreneurs by providing grants and financial help	36.3
2nd	Training on entrepreneurship and strategic management should be organised to motivate youth	22.3
3rd	Banks should provide loans at low interest to aspiring entrepreneurs	21.3
4th	Parents should encourage their children when they show interest in being an entrepreneur	20.1

There is a huge scope for entrepreneurship development if the government takes some steps to encourage the young aspiring entrepreneurs by giving some incentives, proper training and programs to motivate the youth. Many a time, young people do not take up business due to financial problems and getting a bank loan becomes difficult and hard. On the other side, most of the parents in vidarbha do not prefer their children to opt for business which is evident that most of the trade are owned and run by other non vidarbhan communities. For some parents, they are hesitant to support entrepreneurial activities of their children financially for the risk and uncertainty involved in it. The awareness on entrepreneurship is very less and as such people do not know the potentiality and the economic benefit they would gain.

#### **Future research on the topic**

- It would be interesting to make a study from existing successful entrepreneurs - Do commerce background students make better entrepreneurs than their other peers?
- Why entrepreneurship as a subject is incorporated only in commerce curriculum, because with entrepreneurial quality, a person can excel more in any other field too.
- A cross study can be made on how cultures or regional customs & traditions and upbringing have an influence upon a person on becoming an entrepreneur.

#### **Conclusion**

The study shows that student's curriculum does have impact pursuing entrepreneurship, as commerce stream students are more inclined than the other two streams which do not have entrepreneurship as a subject in their academic curriculum. It is to be added that none of the students have ever attended any program that trains young people to start their own business. In response to whether they like to have a basic business course, 66% gave positive reply. Despite the employment problem and a booming career in Nagpur, students were found to be less interested to become entrepreneurs. Among the study streams, commerce students tend to show higher interest next to science, while arts students showed little interest. While gender wise, male students shows higher level of interest than females but both of their percentage on interest in entrepreneurship is high as 77.3% and 60.8% for male and female respectively which explains that with proper guidance and motivation it will help the students to become entrepreneurs with a difference to change the society's biggest challenge-that is unemployment.

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## Management of Stress Among Bank Employees in Nagpur District

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### Introduction

Today banks have become a part of our life. Now banks offer access to even a common man and activities extend to areas hitherto untouched. Apart from their traditional business oriented functions, they have now come out to fulfill national responsibilities. Banks cater to the needs of agriculturists, industrialists, traders and to all the other sections of the society. Thus, they accelerate the economic growth of a country and steer the wheels of the economy towards its goal of self reliance in all fields. The banking industry underwent profound changes of consolidation, spread of electronic banking and increase freedom to combine banking with other financial services. The emerging environment highlights challenges of intensified competition, increased business complexities, profitability, thinning spreads, customer expectations and employee productivity. Banks growth is based on their employee's performance. If the employees performed more efficient manner, then the banks can get more profit. So the development of the bank depends upon the employee's performance. Now a days the bank employees experience high level stress in their job due to meet their job demand, unpredictable economy, pressure to maintain profitability, and increased responsibility.

From this point of view the author framed the following research questions to analyze the stress management among bank employees in Nagpur district.

1. What are the stresses involved in banking job?
2. What are the factors that causing stress among bank employees?
3. What are the various stress management measures taken by the bank employees?
4. What level of stress faced by the employees in bank?
5. How the stress is managed by the bank employees?

### FORMULATED OBJECTIVES AND HYPOTHESES

The following objectives were made for the purpose of intensive analysis;

- To extract the stress involved in the banking job.



- To examine the level of job stress among bank employees.
- To trace the factors that causing stress among bank employees.
- To analyze the stress management measures taken by the bank employees.
- To give the suitable suggestions to the banking sector to develops stress less working conditions among employees.

The authors formulated the following hypothesis for testing the significance of the objectives.

- Ho: There is no relationship between gender and category of job.
- H1: There is a relationship between gender and category of job.
- Ho: There is no relationship between marital status and frequency of stress feel by the bank employees.
- H1: There is a relationship between marital status and frequency of stress feel by the bank employees.
- Ho: There is no relationship between monthly income of the respondents and bank employees' mental stress.
- H1: There is a relationship between monthly income of the respondents and bank employees' mental stress.
- Ho: There is no relationship between place of residents and bank employees' physical stress.
- H1: There is a relationship between place of residents and bank employees' physical stress.
- Ho: There is no relationship between age group and kinds of stress coping strategy adopted by the bank employees.
- Ho: There is a relationship between age group and kinds of stress coping strategy adopted by the bank employees.
- Ho: There is no relationship between experience of service and kind of stress feel by the bank employees.
- H1: There is a relationship between experience of service and kind of stress feel by the bank employees.

## METHODOLOGY APPLIED

The authors have collected primary data through the questionnaire. The samples were selected by convenience sampling technique. The total numbers of respondents, taken as sample for the study is limited 150. Sample respondents were selected from both private and public sector banks. For effective analysis and easy understanding the data were tabulated. The various statistical tools applied to analyze the primary data. They are

- ✓ Percentage Analysis
- ✓ Mean Score
- ✓ Chi – Square analysis
- ✓ Garrot ranking Method

### Analysis and Interpretation

**Table 1**  
**Category of job**

S.No	Category of job	No of respondents	In Percentage
1	Manager	17	11
2	Cashier	32	21
3	Officer	39	26
4	Clerk	33	22
5	Sub staff	15	10
6	Others	14	10
<b>Total</b>		<b>150</b>	<b>100</b>

**Table 2**  
**Frequency of stress among bank employees**

S.No	Frequency	No of respondents	In Percentage
1	Usually	73	49
2	Sometimes	46	31
3	Rarely	31	20
<b>Total</b>		<b>150</b>	<b>100</b>

Source: Primary Data



**Table 3**  
**Bank employees' job related stressor**

Sl.No	Factors involved in the job	Very Rarely	Rarely	Neutral	often	Always	Mean score
1.	Job Requirement	36	43	27	31	13	3.39
2.	Poor physical surrounding	39	41	51	14	12	3.5
3.	Over work load	19	23	21	49	38	2.5
4.	Eye irritation while working in the computer	25	32	27	43	23	2.94
5.	Time pressure	18	23	34	33	42	2.66
6.	Monotony of job	38	48	35	17	12	3.56
7.	Lack of opportunity to use known skills and knowledge	37	29	47	28	9	3.37
8.	Need for updating the knowledge	49	36	28	39	14	3.22
9.	Working overtime	49	53	31	7	10	3.55

Source: Primary data

**Table 4**  
**Rank for the factors that reduce the bank employees' job stress level**

Rank Particulars	1	2	3	4	5	Total	Weighted average	Rank
Weight (Y)	5	4	3	2	1			
Job oriented training (X1)	23	29	44	25	29	150	2.95	IV
X1*Y	115	116	132	50	29	442		
Reduce the workload (X2)	42	34	22	32	20	150	3.31	I
X2*Y	210	136	66	64	20	496		
Concentrate career planning (X3)	28	41	31	27	23	150	3.16	II
X3*Y	140	164	93	54	23	474		
Reward and recognition (X4)	33	27	31	37	22	150	3.08	III
X4*Y	165	108	93	74	22	462		
Others (poX5)	24	19	22	29	56	150	2.51	V
X5*Y	120	76	66	58	56	376		

Source: Primary data

**Table 5**  
**Monthly income and mental stress of the bank employees**

Mental stress	Monthly income		Total
	Below 15000	Above 15000	
Yes	60	57	117
No	10	23	33
<b>Total</b>	<b>70</b>	<b>80</b>	<b>150</b>

Source: Primary Data

#### Chi – Square analysis

Calculated value : 4.55

Table value : 3.841

Degree of freedom : 1

Level of significance : 5%

#### RESULTS AND DISCUSSIONS

The major observations are summarized below,

- ◆ Among the sample 150 bank employees, most of them (73%) are coming under the age group of 20–40 years. and most of them (63%) are male.
- ◆ Among the sample 150 bank employees, most of the bank employees (45%) are degree holders. And most of them (26%) are earning a salary in between Rs.10000 – Rs.15000.
- ◆ Among the sample 150 bank employees, most of them (26%) are coming under the job category of officer and majority of the bank employees (58%) are married.
- ◆ It is observed from the study that 40% of the bank employees are living in semi urban area and majority of them (47%) are having 5–10 years of service in bank.
- ◆ It is found out from the analysis that Most of the bank employees (49%) usually feel stress in their job due to meet their job requirements and 43% of the employees feel both positive and negative stress in their job.



- ◆ It has been observed that among the sample 150 bank employees majority of them (42%) moderately stressed due to the nature of job and Most of the bank employees are neutrally stressed due to their job requirements.
- ◆ From the elaborate data analysis it has been inferred that Most of the bank employees are rarely stressed due to poor physical surrounding in the bank and most of the bank employees neutrally stressed due to over workload in their job. Most of the bank employees are neutrally stressed while working in the computer.
- ◆ From the data analysis it has been inferred that among the sample 150 bank employees, most of the bank employees are neutrally stressed due to time conscious and Most of the bank employees are rarely stressed due to monotony of their job.
- ◆ Due to lack of opportunity to use the known skills and knowledge most of the bank employees are neutrally stressed and Most of the bank employees are neutrally stressed from the need for updating the knowledge.
- ◆ Due to overtime work most of the bank employees (49%) are rarely stressed and among the sample 150 bank employees, most of the employees (51%) are neutrally stressed from role ambiguity. Most of the bank employees (36%) rarely feel stress due to conflict between job demand and wish. It shows that sometimes the bank employees are unable to fulfill their job demand, at that time they feel stress.
- ◆ Due to pressure to change the character most of the banks employees (71%) are rarely stressed. And Most of the bank employees (43%) are rarely stressed due to multi role exercised in the bank. Most of the bank employees (63%) are neutrally stressed due to role stagnation.
- ◆ Most of the bank employees are having good relationship with their superiors in the bank. It shows that, the relationship with the superior is not causing any kind of stress to the bank employees in Nagpur district. But few bank employees are stressed due to the bad relationship with their superior.
- ◆ From the detailed analysis it reveals that Most of employees in banks are having good working and social environment. Most of the bank employees are having neutral level of individual freedom in their banks. Most of the bank employees are having the opinion that their bank communication effectiveness is neutral. It is evidenced that the communication in the banks neutrally stressed the bank employees.
- ◆ Most of the bank employees (42%) are not having any stress due to frequent change



in rules and regulation. Majority of the bank employees are sometimes feeling stress and sometimes they are not feeling stress due to frequent change in the job duties and responsibilities.

- ◆ Most of the bank employees (57%) stressed due to lack of participation in decision making. Most of the banks employees (45%) are sometimes feeling stress but sometimes they are not feeling stress due to the dissatisfaction in the present job. It is evidenced that sometimes the bank employees dissatisfied with their job.
- ◆ It is clear from the analysis most of the bank employees (34%) are sometimes feeling stress but sometimes they are not feeling stress due to the lack of job security. Most of the bank employees are sometimes feeling stress but sometimes they are not feeling stress due to the over expectation of their superior.
- ◆ Most of the bank employees (62%) are not having any stress due to frequent change in the technology. Among the sample 150 bank employees, majority of them are sometimes feeling stress and sometimes they are not feeling stress due to transfer to different branch or position.
- ◆ Reduce the workload was ranked as first which reduce the bank employees' stress in an optimum level. It reveals that the bank employees are expecting from their banks to reduce their over workload for reducing their stress in the job.
- ◆ Positive thinking was ranked as first which reduce the bank employees' stress in the life. It reveals that the positive thinking is one of the important factors that reduce the bank employees' stress level in the daily life.
- ◆ There is a relationship between marital status of the bank employees and frequency of stress feel by them in their job. It reveals from the chi – square value of 6.12
- ◆ There is a relationship between monthly income of the bank employees and mental stress feel by them in their job. It reveals from the chi – square value of 4.55.
- ◆ There is no relationship between place of resident of the bank employees and physical stress feel by them. It reveals from the chi – square value of 0.041.
- ◆ There is no relationship between age group and stress coping strategy adopted by the bank employees. It reveals from the chi – square value of 0.16.
- ◆ There is a relationship between experience of the bank employees and kind of stress feel by them in their job. It reveals from the chi – square value of 18.57.



### Suggestions Offered

Based on the findings of the study the researcher suggests the followings to the banks, and bank employees to make the stress less environment in the banks at Nagpur district. To maintain their employees without any stress the banks should take adequate steps to redesign jobs, according to employees' their abilities and capacities. Banks can provide counseling on work related problems and a personnel problem to their employees that may also helps the banks to make the stress less environment. Bank employees should have a healthy lifestyle. They should take a regular sleep, have plenty of water, and have healthy eating habits. They can promote relaxation techniques to maintain their stress in an optimum level such as yoga, listening music and meditation.

The bank employees should do physical exercises. It helps in effective blood circulation, keeps the employees fit, and diverts their mind from work pressures.

### Conclusion

The banks should adopt suitable techniques of stress management techniques to manage their employees stress in an optimum level. Then only they can make stress less environment in their bank. It automatically encourages the employees to work more efficient manner. To conclude, the banks should evaluate their employees stress periodically to provide stress free environment. Then only the banks can survive in this competitive environment, they can earn more profits and they can easily achieve their goals.

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## 18. The Study of Problems of Federal Finance in India

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### **Abstract**

The Constitution of independent India came into force on 26 January 1950. This constitution is federal government legislation and many states are included in it. To run the government properly, the rights of the Union and the states have been divided by making three lists. To run the financial system of the country, there is a financial department, which is headed by the finance minister. According to Article 280 of the Constitution, the President has been empowered to appoint the Financial Commission. The function of the Finance Commission is to give suggestions to improve the financial system of the country. The financial relations between the Union and the State Governments have been extensively arranged in the Constitution of India, due to which many conflicts and estrangements have been got rid. Due to the appointment of the second Finance Commission, a fundamental elasticity has been gained in the financial relations between the Center and the States. Thirdly, the regional disparities have been reduced somewhat by grants-in-aid, but still, there is a tendency of centralization in the state-union financial relations, that is, the center has been made more powerful than the states in financial matters. There are many problems with federal finance in India. This research paper has been written to study the problems of federal finance in India.

**Keywords:** Constitution, Federal Finance in India, Finance Commission, Financial Relations,

### **Data Collection Method Used for Research**

Data for the research paper has been collected from books, websites and newspapers.

### **Objective of Research**

1. To study the financial relations between the Union and the State Governments.
2. To know the role of the Finance Commission.
3. To study the problems of federal finance in India.



**Introduction**

A unitary government system existed in India during the British period. To decentralize the resources from the point of view of the efficiency of operation of the work and in the context of the demand for the autonomous government system to be done from time to time, the federal government system and thus the federal financial system gradually developed. Revisions and improvements were made to this system from time to time. At present, the arrangement made in the Constitution of India concerning the sources of income and the items of expenditure between the Center and the states is the culmination of the long-term gradual development in this direction. Thus, at present, a developed federal financial system is in vogue in India, which is based on all the principles of the federal financial system.

When more than one government works under a system of government, then it is called a federal system of government. This system is prevalent in many countries today. At present, the same system is in place in India as well. Similarly, the federal financial system is a system that divides all the items of income and expenditure between the central government, state governments, and local bodies. In this system, all three units have complete freedom to get income and spend in their respective areas. In the federal financial system, the entire items of income and expenditure are divided between the central government, state governments, and local bodies.

According to the system of governance, the financial system can also be divided into two parts unitary finance and federal finance. Unitary Finance Under this system, all the income and all expenditure of the country is written in the central government treasury. Under federal finance, all the items of income and expenditure are divided between the central, provincial, and local governments and different governments are completely independent in their respective areas. This type of financial system is called the federal financial system.

Division in the federal system- Rights and duties are properly divided between the union and state governments. Supreme Constitution - The federal constitution is the highest document and its help is obtained when there is a difference of opinion. There is complete freedom of trade movement between the different units of the union. In this system, every person is given equal rights without any discrimination. No unit of government can get the right to secede from the union.

In a unitary system, the different units are not permanently independent, whereas in a federal system the different units are free. In a federal system, collective efforts are made, whereas, in a unitary system, individual efforts are made. Sangh cannot accomplish every task efficiently, whereas it is possible in a unitary system. The works of national importance can be carried out efficiently by the Union, but it is not possible by the State. Coordination can be brought by the Union in the work of different states, but it is not possible in a unitary system.

### **The Problems of Federal Finance in India**

There are some special problems of federal finance in India, the solution of which is very necessary to maintain the relationship between the center and the states. The framers of the constitution deliberately established strong centers and weak states to protect the country from disruptive forces. Given the partition of the country and its consequences, public opinion was also in this favor. Apart from this, due to the existence of a one-party government in the center and the states for a long time, this relationship became stronger and the role of the states became secondary. The Government of West Bengal issued a document on Centre-State relations in December 1979. It states that the structure of the Indian Constitution is more unitary rather than federal. By giving all the remaining powers to the Center and putting 47 items on the concurrent list, the Constitution has greatly strengthened the base of central control and thus the Center has unlimited powers to interfere in the affairs of the states. For example, law and order is a state subject, but still, the center has been interfering in the security system of the states through the Central Reserve Police, Border Security Force, Industrial Security Force, etc. All these processes in the political sphere have significantly reduced the autonomy of the states and their political and economic powers. That is why now the question of autonomy to the states in different areas of this country is being raised time and again. To maintain the integrity of the country, the states have to be given the same autonomy as was provided in the original constitution.

The Indian Constitution has divided economic powers between the Center and the States. But the revenue collection capacity of the states is less because the nature of the taxes that they have to levy is such that they do not generate much revenue from them. Revenue tax, sales tax on agricultural income, excise duty on intoxicants, tax on motor vehicles, entertainment tax, etc. are levied by the states. These taxes are less flexible than the taxes levied by the Centre. Whatever economic progress has been made in the country during the plan period, the base of income tax, corporation tax, central excise, and customs duties has expanded. This has greatly increased the



capacity of the Central Government to increase its resources over time. This structure of financial relations between the Center and the States, in which the states have flexible sources of revenue and the Center with flexible resources, creates unfavorable conditions for the states. There is a great need for resources in the states due to development services and especially social welfare works but they do not have the corresponding income. Due to this, vertical imbalances have increased over time and the dependence of the state governments on the center has increased significantly. This has increased the pressure of the Center on the State Governments and often the Central Government compels the State Governments to adopt its policy. If there is a government of a political party other than the center in the state, then a situation of conflict often arises between the two.

Another problem in federal finance is that social and technological changes create interference between services and resources. In the federal system it is seen that the sources of income increase gradually in the central government, but, according to the actions of the states neither the sources increase, but their independence is also at stake. At present, the concept of the welfare state has increased the functions of the states, but they did not get abundant funds. Such a situation calls for a system that can redistribute and coordinate resources in converting contributions, and establish concurrent powers, by providing states with a greater share in central tax revenue.

On the recommendations of the Finance Commission (which is a statutory body), only one-third of the resources have been transferred from the Center to the States. Two-thirds of the transfer has been done on the recommendations of the Planning Commission or the basis of its own decisions by the Central Government. In the first 18 years of planning, the Planning Commission did not suggest the transfer of resources from the Center to the States based on any objective criteria. Due to this, there was scope for arbitrariness by the Center in the decisions related to the transfer of resources. In addition, the Center has often tried to influence the decision-making process at the state level through discretionary grants.

The four industrially developed states of Maharashtra, Gujarat, Tamil Nadu, and West Bengal were given more than one-third of the income tax transfers by several finance commissions. But the Eighth and Ninth Commission reduced the share of these four states in income tax transfer to 28 percent. The Tenth Commission further reduced its share to 24 percent. The distribution of receipts from Central Excise Duty among the states has been more judicious.

The Finance Commissions have given unnecessarily more importance to the budgetary requirements of the states in the allocation of grants. This is not a correct policy because often the developed states have deliberately shown deficits in their budgets and thus have at times been able to get more grants than the relatively poorer states. Discretionary grants have often been made with political considerations in mind and do not seem to have helped in improving the condition of backward states as compared to developed states.

The Tenth Finance Commission has made important suggestions in this regard. The commission has suggested that all central taxes should be included in the divisible fund and then 29 percent of the amount so received should be given to the states. The benefit of this scheme will be that the tendency of increasing naturally in some central taxes will automatically benefit all the state governments. The Commission is also of the view that this distribution system will be more useful in the context of the current economic reforms.<sup>14</sup> The Eleventh, Twelfth, and Thirteenth Finance Commissions have also included in the divisible fund the receipts from all taxes levied by the Center in accordance with the recommendations of the Tenth Finance Commission.

### **Conclusion**

The financial relations between the center and the states come under the general relations between the center and the states and the nature of the general relations is mainly political. Unfortunately, the question of the autonomy of the states in this country is often raised keeping in mind the political gains and not resorting to sound economic arguments. Most political parties have a narrow class view on this issue. This is the reason that regional demand is often considered anti-national in this country. Here the corrupt and selfish politicians have done a lot of damage to real federalism. Therefore, a profitable federal financial system can develop in this country only when the federal spirit is strengthened in this country. But it doesn't seem likely shortly. Therefore, a middle path should be adopted in which the center is strong politically, but its interference in the financial matters of the states should be reduced.

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