

Entrepreneurial intention among the skill development trainees in Ukhrul District

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Abstract

Entrepreneurship has offered opportunities to earn a sustainable livelihood to many of the world's poor, which helps in poverty eradication, development of a nation and contributes to sustainable development. Skill development trainings and education on entrepreneurship are required to instill entrepreneurial spirit and to help acquire skills and right tools to start, grow and sustain an enterprise. Survey was carried out among the people who were into different skill development trainings in Ukhrul district, Manipur. The study aimed to understand the level of entrepreneurial intention and to determine if there were any significant differences in the dimensions of entrepreneurial intention due to difference in demographic variables. Various statistical tests were done and it was found that the respondents had a moderate level of entrepreneurial intention and no significant differences were found in the mean score of the entrepreneurial intention with respect to difference in demographic variables.

Keywords: Entrepreneurship, entrepreneurial intention, skill development, sustainable development, Ukhrul.

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Introduction

Ukhrul is one of the hill districts of the state Manipur, sharing an international border with Myanmar. The absolute majority of the district belongs to a community called Tangkhul, which is one of the Naga tribe. Though Tangkhul community have been depending on agriculture and associated sectors of agriculture for their livelihood, time have changed where many people, particularly the young generation have started to look for alternative means of livelihood. Change in climatic conditions, urbanization and globalization has led many to migrate from villages to towns and cities in search of off-farm livelihood opportunities and to receive higher

education. However, numbers of unemployment are increasing from year to year too and it is impossible for the government to offer employment to all the job seekers. At this juncture, entrepreneurship development has become the need of the hour that will help in tackling the issues of unemployment and improve the social and economic life. Entrepreneurship has offered opportunities to earn a sustainable livelihood to many of the world's poor, which helps in poverty eradication, development of a nation and contributes to sustainable development.

According to Haokip (2018), the recent trends showed that youth were attracted to skill development, as employability has become the need. Technical/non-technical skills are required to cope up with the current development, with updated knowledge rather than just having traditional inputs. Pou and Mishra (2013) questioned as to why the tribes remain underdeveloped at this fast moving techno world. Entrepreneurship development is one of the prime factors to bring about development and even though there were entrepreneurs since time immemorial, the interest and public attention gained on the development of entrepreneurship is of recent phenomenon among the tribes. These issues or ways to promote entrepreneurship are taking its shape and picking up. The community, Non-Governmental Organizations and government are taking their role in developing this by introducing many schemes, policies to help potential entrepreneurs get skill development trainings and lend support to them. Education and skill training generates higher level of perceived entrepreneurial ability, enhances skills and knowledge on managerial skills which are essential to run an enterprise.

Objectives of the study

1. To assess the level of entrepreneurial intention among the respondents.
2. To determine if there are any significant difference in the mean score of the entrepreneurial intention due to difference in demographic variables.

Review of literature

A joblessness and employability problem hampers the quality of life. So, skill development trainings, which promote entrepreneurship development is considered as an important measure and effective mechanism to tackle these issues. Entrepreneurship development plays a great role in bringing economic growth and development of a particular place, region, and nation. It provides employment opportunities to many people of various skills and

experiences (Sorokhaibam & Thaimai, 2012). "Entrepreneur is depicted as a determined and creative leader, constantly looking for opportunities to improve and expand his or her business." He/she takes calculated risks, assumes the responsibility of both profit, and losses (Hrangao and Sorokhaibam, 2015) explains. Ram, Singh and Prasad (2012) explained that entrepreneurship encourages effective resource mobilization of capital and skill that might otherwise remain unutilized and idle. Hattab (2014) considers entrepreneurship as a process, action or an activity to convert an idea into a value added product or service. She further found out that intention towards self-employment increases after being exposed to a course or education on entrepreneurship. UN Secretary General Report (2014) advocates the necessity to formulate entrepreneurship strategies and policies that are in line with countries overall economic and development objectives specific to the region. Entrepreneurship education and skill development needs to be enhanced which will help in instilling and shaping the entrepreneurial spirit, acquiring skills and right tools to start, grow and sustain a business.

The famous theory of planned behaviour developed by Aizen (1991) as cited in Arafat, Saleem and Dwivedi (2019) propagated that entrepreneurship is a planned behavior. It is explained by intention: attitude towards the behavior, subjective norms and perceived behavioral control over the behavior. If the intention to perform behavior is stronger, than the likelihood to perform the behavior will be stronger too. The relationship between intention and behavior was also confirmed in the study carried out by Armitage and Conner (2001). The study by Parastuty & Bogenhold (2019) shows that unemployment rate is positively associated with the intention to be self-employed. The worse the labour market data prove to be and the higher the corresponding unemployment figures, the stronger is the intention to self-employment. Higher willingness to take risks also affects the level of intention. Raza and Irfan (2017) emphasized the need to develop intentions at the maximum level as it is one among the top factors leading to the entrepreneurial decisions.

Methodology

Survey among the skill development trainees was carried out in Ukhrul district. The sample consists of 85 respondents who were into different skill trainings namely; tailoring, computer, front office associate and foreign language training. These trainings were organized by different NGOs with the support from government. The duration of the training was from three to five

months. The information on the organizations who are giving various skill development trainings was collected after networking with NGOs based in Ukhrul district. The concern person of the NGOs were informed about the intent of the study. The data was then collected with the permission from the organizations and the consent of the respondents.

Primary data was collected through structured interview schedule and various secondary resources in the form of journals; reports etc. were used in the study. The interview schedule had biographic and demographic variables as first part followed by entrepreneurial intention scale. The study used the entrepreneurial intention scale developed by Arthi and Venkatapathy (2011) which was later modified by Ponmani, R (2015). The scale used 4 point likert scale, consisting of 62 items with six different sub scales to measure the different properties of entrepreneurial intention: commitment (8 items), attitude (11 items), risk taking (10 items), feasibility (15 items), desirability (10 items) and motivation (8 items).

The data was analyzed using Statistical Package for Social Sciences (SPSS) 22nd version. Descriptive statistical methods are used to describe the demographic profiles of the respondents, and statistical test such as Independent sample t-test and One way ANOVA were used to test the significant difference in the mean score of the entrepreneurial intention with regards to the difference in demographic variables.

Results and discussion

Table 1: Demographic profile of the respondents

Particulars		Frequency (N=85)	Percentage
Gender	Male	32	37.6
	Female	53	62.4
Age	17 and below	5	5.9
	18 – 23	47	55.3
	24 – 29	19	22.4
	30 and above	14	16.5
Order of birth	Youngest	19	22.4
	Middle	42	49.4
	Oldest	24	28.2
Educational Qualification	Primary	4	4.7
	Higher Secondary	57	67.1

	Graduation and above	24	28.2
Monthly Family Income	10000 and below	31	36.5
	10001 – 20000	28	32.9
	20001 – 30000	11	12.9
	30000 and above	15	17.6
Type of training	Computer	24	28.2
	FOA	17	20
	Language	29	34.1
	Tailoring	15	17.6
Current occupation	Student	40	47.1
	Unemployed	41	48.2
	Own business	4	4.7
Work experience	Yes	12	14.1
	No	73	85.9
Job preference	Government job	24	28.2
	Private job	9	10.6
	Self-employment	52	61.2

The above table on demographic variables showed that the total respondent of the study was 85 people, with more female participation in the study (53 out of 85). Majority of the respondents are youth who were in the age group of 18-23 (55.3%), followed by 24-29 (22.4%). There were 5 (5.9%) child participants too and the others belong to 30 years and above category (16.5%). In the order of birth, 22.4 percent were found to be the youngest in their family, 49.4 in middle and 28.2 respondents are the oldest child. Concerning about educational qualification, most of the respondents were at higher secondary level (67.1%), followed by graduation and above (28.2%) and primary level (4.7%). In terms of the monthly income of the respondents' family, 31(36.5%) comes under the category of Rs. 10000 and below, 28 (32.9%) in Rs. 10001-20000, 11(12.9%) in Rs. 20001-30000, while the remaining 15(17.6%) receives 30000 and above in a month. 28.2 percent of the respondents were into computer training, 20 percent in Front Office Associate training, 34.1 percent in language training and 17.6 percent in tailoring. Among the respondents, few (4.7%) of the trainees were found to be engaged in their own business, while the rest are

unemployed (48.2%) and currently studying (47.1%). Absolute majority (85.9%0) of the respondents had no work experience, only few (14.1%) had a work experience. When asked about their job preference, majority of the respondent prefer self-employment (61%), than to be in government job (28.2%) and private job (10.6). This reveals that, with proper training and support the intention and desire to become a self-employed person could be fulfilled.

Table 2: Entrepreneurial intention level

Level	Frequency	Percentage
Low	13	15.3
Moderate	58	68.2
High	14	16.5
Total	85	100.0

Table 2 gives the result on the level of entrepreneurial intention the respondents are having. It shows that majority 58(68.2%) are having a moderate level of entrepreneurship intention while 13 (15.3%) and 14 (16.5%) are found to have low and high level respectively. For the success of skill training program and entrepreneurship development to take place, high entrepreneurial is desirable as higher the level of intention, greater the probability of their involvement in entrepreneurial activities.

Hypothesis testing

H0₁: There is no significant difference in the mean scores of the entrepreneurial intention scale with respect to their gender

Table 3: Independent sample t – test on the difference of mean score between entrepreneurial intention and gender

Sub Scales of Entrepreneurial Intention	Gender				't' value	'p' value
	Male		Female			
	Mean	S.D	Mean	S.D		
Commitment	25.7	3.4	25.7	3.4	-.720	.474
Attitude	35.1	4.5	36.2	3.9	1.112	.269
Risk Taking	31.2	4.3	31.6	4.1	-.465	.643
Feasibility	39.5	4.9	38.8	4.6	.696	.488

Desirability	38.5	3.7	38.8	4.8	-.322	.748
Motivation	26.7	2.9	28.4	2.4	2.930	.004**
Total	197.0	18.3	200.4	17.1	-.871	.386

Note: ** denotes significant at 1% level

Since the total p value is .386 which is greater than the significant level of 0.05, the null hypothesis is accepted. It means that the mean score of the entrepreneurial intention scale with respect to gender is not significantly different. On looking at the mean score of the individual subscale with gender, motivation alone is found to be significant at 1% level, as the p value is .004. Further, it shows that the female gender is found to have a higher motivation than the male.

H0₂: There is no significant difference in the mean scores of the entrepreneurial intention with respect to age.

Table 4: One Way ANOVA test on the significant difference between mean score of entrepreneurial intention and age

Sub Scales of Entrepreneurial Intention	Age								‘F’ value	‘p’ value
	17and below		18-23		24-29		30 and above			
	Mean	S.D	Mean	S.D	Mean	S.D	Mean	S.D		
Commitment	24.4	5	25.4	4.2	26.8	2.4	28	4.5	2.016	.118
Attitude	36.2	3.4	35.1	3.9	36.2	4.8	37.3	4.2	1.098	.355
Risk Taking	30.6	4	31	4.1	32.2	5.1	32.5	5.1	.731	.537
Feasibility	38.2	6	38.8	4.6	40	5	39.1	4.7	.357	.785
Desirability	36.8	6.9	38.1	4.4	39.5	3.6	40	4.2	1.504	.220
Motivation	26.6	3.6	27.3	2.4	28.1	3	29.1	2.4	2.035	.115
Total	192.8	23	195.9	17.4	203.1	16.9	206.6	14.9	1.979	.124

It is clear from Table 3 that the total mean score of the entrepreneurial intention in the age category 17 and below 35 is 192.8 and standard deviation is 23. Moreover, the mean scores of entrepreneurial intention of 18-23, 24-29 and 30 and above age groups are respectively 195.9, 203.1, 206.6 having standard deviation of 17.4, 16.9 and 14.9 respectively. By looking at the

above table, it is clear that $p > 0.05$, which signifies that there exists no significant difference in the mean scores of the entrepreneurial intention with respect to their age.

H0₃: There is no significant difference in the mean scores of the entrepreneurial intention with regards to the monthly income of the family.

Table 5: One way ANOVA on the difference of mean score between entrepreneurial intention with respect to family’s monthly income

Sub Scales of Entrepreneurial Intention	Monthly income of the family								‘F’ value	‘p’ value
	17and 10000 & below		10001-20000		20001-30000		30000 & above			
	Mean	S.D	Mean	S.D	Mean	S.D	Mean	S.D		
Commitment	26.3	3	26.6	4.9	25.7	3.2	25	4.7	.604	.615
Attitude	35.3	4.1	36.3	4.5	35.7	4.7	35.9	3.1	.280	.840
Risk Taking	30.3	4.1	32.2	4.5	32.5	5.1	31.8	2.3	1.339	.268
Feasibility	39	4.8	39.9	5	39.4	4.5	37.6	4	.752	.524
Desirability	39	4	39.2	4.7	37.8	4.4	37.9	4.9	.480	.687
Motivation	27.2	2.8	28.4	2.8	26.8	2.5	28.2	2.1	1.563	.205
Total	197.3	15.1	202.8	21	198	17.8	196.6	15.33	.629	.598

From the above table, the calculated value of F is not significant at any level ($F = .629$; $p > .598$), therefore null hypothesis is accepted. Hence there is no significant difference in the mean score of the entrepreneurial scale based on the monthly income of the family.

H0₄: There is no significant difference in the mean scores of the entrepreneurial intention with respect to the order of birth.

Table 6: One way ANOVA on the difference of mean score between entrepreneurial intention and order of birth

Sub Scales of Entrepreneurial Intention	Order of birth				
	Youngest	Middle	Oldest		

	Mean	S.D	Mean	S.D	Mean	S.D	'F' value	'p' value
Commitment	24.9	3.5	26.1	4.5	27	3.4	1.360	.262
Attitude	34.6	3.6	36	4.2	36.2	4.4	.943	.393
Risk Taking	31.4	4	31.8	4.5	30.9	3.8	.327	.722
Feasibility	38.8	4.9	39.5	4.1	38.5	5.6	.337	.715
Desirability	37.5	4.2	39.2	4.4	38.8	4.6	1.018	.366
Motivation	28	2.4	27.6	2.8	27.7	2.8	.116	.891
Total	195.5	17.5	200.6	18	199	16.9	.547	.581

Looking at the individual subscale of entrepreneurial intention and as a whole, the p values are more than the significant value that is 0.05. Hence, no significant differences were found in the mean scores of the entrepreneurial intention concerning the order of birth.

H0₅ There is no significant difference in the mean scores of the entrepreneurial intention with respect to educational qualification.

Table 7: One way ANOVA for significant difference of mean score between entrepreneurial intention and level of educational qualifications

Sub Scales of Entrepreneurial Intention	Educational Qualifications							
	Primary Education		Higher Secondary		Graduation & above		F value	'p' value
	Mean	S.D	Mean	S.D	Mean	S.D		
Commitment	27.7	3.8	26.5	4	24.7	4	2.120	.127
Attitude	39	5.2	35.7	4.2	35.4	3.8	1.279	.284
Risk Taking	29.5	3.7	32	4.6	30	2.9	1.637	.201
Feasibility	37.2	7.8	39.6	5	38.1	3.3	1.169	.316
Desirability	41.7	3.8	39.2	4.7	37.1	3.4	2.855	.063
Motivation	29	2.5	27.6	2.8	27.8	2.4	.457	.635
Total	204.2	10.1	201	19.23	193.8	13.1	1.587	.211

It is clear from the above table that the null hypothesis is rejected as the p value is greater than 0.05 and none of the subscale is found to be significant too. Thus, the entrepreneurial intention of the skill development trainees does not differ with respect to their educational qualifications.

H0₆: There is no significant difference in the mean scores of the entrepreneurial intention with regards to the type of skill training.

Table 8: One way ANOVA for the difference of mean score between entrepreneurial intention and types of training

Sub Scales of Entrepreneurial Intention	Type of training								F value	p value
	Computer		FOA		Language		Tailoring			
	Mean	S.D	Mean	S.D	Mean	S.D	Mean	S.D		
Commitment	27	3	24.3	2.9	25.1	5	28.6	3.2	4.435	.006**
Attitude	37	4.5	34.8	3.8	35	3.6	36.5	4.5	1.564	.204
Risk Taking	32.7	3.8	29.8	3.9	30.8	3.7	32.6	5.2	2.208	.093
Feasibility	41.2	4.6	37.7	4.1	38.3	4.7	38.8	4.8	2.459	.069
Desirability	39.9	4.3	36.5	3.9	37.8	4.3	41.1	4.1	4.079	.009**
Motivation	27.7	2.9	26.8	2.7	27.9	2.4	28.6	2.7	1.118	.347
Total	205.6	18.6	190.3	13.3	195.1	16.3	206.4	16.9	4.335	.007**

Note: ** denotes significant at 1% level

Since p value is .007, which is lesser than the significant value of .05, the null hypothesis is rejected. Hence, there exists a significant difference in the mean score of entrepreneur intention based on the type of training. On looking at the subscale individually, the mean score of commitment and desirability are found to be significant concerning the type of training as their p values are lesser than .05. It can therefore be concluded that the sub scale commitment and desirability are the contributing dependent variables for the overall significance difference between different types of training. The skill development trainees who are into tailoring are found to be having the highest entrepreneurial intention comparing to others.

Conclusion

The study aimed to understand the level of entrepreneurial intention and to determine if there were any significant differences in the dimensions of entrepreneurial intention due to difference

in demographic variables. The results revealed that the respondents had a moderate level of entrepreneurial intention and no significant differences were found in the mean score of the entrepreneurial intention with respect to difference in demographic variables.

In order to be self-employed, skills need to be upgraded and to meet the requirements of the various industrial sectors for employment, minimum employable skill should be possessed. To increase the entrepreneurial intent and to be more successful, trainees need, not just the motivation and skill up gradation on the particular trade, but should be equipped with the knowledge on how start and grow a business, and get exposed to other topics such as marketing, accounting, management etc. The government also needs to contextualized and expedite the skill developments activities in the region for a sustainable livelihoods. Developing skills helps in the development of entrepreneurship that would lead in building a more reliant society. The prospect of entrepreneurship is unlimited but how it will evolve depends on its social institutional and attitudinal environment. Therefore, it is necessary to have a favourable attitude towards entrepreneurship from the society and build a conducive entrepreneurial environment. With all these, the potential entrepreneurs will be motivated and encouraged to start many new enterprises, and in such ecosystem, the entrepreneurs will flourish better. It is also the duty of the training partners to be equipped with the best trainers, administrators and infrastructures. For entrepreneurship to be addressing various social issues, the effort should not be of individual choice but a societal transformation towards building a new generation of entrepreneurs for a sustainable development.

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