

“IMPACT OF INNOVATIVE TRAINING AT RUDSETI PROMOTES EFFICIENT ENTREPRENEURS”

Dr.DEVAKI K.K

Assistant Professor,PG Dept of Commerce,SDM,UJIRE-574240

Abstract

Self-employment has become one of the major developments in this fast growing and competitive world where opportunities available for getting employed are becoming lesser and lesser. Self-employment has provided a great amount of opportunities for exhibiting their talent. Individuals are not static and they change by acquiring new knowledge, skills, attitudes and beliefs. “Individuals change over time”, they become more balanced or matured in risk taking. Any man can do the work. But work done by the man should be effective. So the effective individuals in society there is a need of training. There are various agencies impact training to people, RUDSETI is one such training institute catering to the desires of to be entrepreneurs. Self-employment training refers to the learning process that involves acquiring skills, knowledge, concepts or attitudes to increase confidence of the persons, so that they can establish their own unit. Our study “Impact of Innovative training with special reference to RUDSETI” is undertaken to assess the effectiveness of training programme provided to the participants of RUDSETI and to analyse the benefit of training provided by RUDSETI.

Key word: Impact of Training, Self-employment, RUDSETI

INTRODUCTION

The individual and work towards desired ends is a fundamental activity. The workplace is a complex blend of science and art, creativity and common sense. The Individuals are not static and they change by acquiring new knowledge, skills, attitudes and beliefs. “Individuals change over time”, they become more balanced or matured in risk taking. They learn to cope up with stress or to help others to do so. Any man can do the work. But work done by the man should be effective and should bring great changes. Meeting the innovation challenge requires taking a systemic approach – focusing on the people involved, the methods they are applying, the environment within which they are working, as well as the desired innovative results. Thus, to be effective individuals need Innovative training.

Any Individual or any business need to strengthens or expand the knowledge base, skills and abilities through systematic formal education and training to innovate and grow continuously in the rapidly changing competitive external market (Truitt, L. Debra 2011). Creativity and innovation are distinct concepts. Creativity will provide the core ideas that may eventually lead to innovation and help to overcome the challenges. Innovative training is a key instrument of human resource development employed to communicate the vision, mission and objectives of the workplace. Innovative Training enables Individuals to carryout entrusted roles and responsibilities efficiently and also learn new things to take up higher responsibilities in the future. (Rehamn, 2014), (Falola, Osibanjo, & Ojo, 2014), organizations survival in the present competitive society lies with its ability to train its human capital to be creative, innovative and inventive, which will be invariably enhance the performance and foster competitive advantage.

Training is an organized activity for increasing the knowledge and skills of people for a definite purpose. It involves systematic procedures for how the employees so as to increase their knowledge and skills for doing specific jobs with proficiency. In short, the trainees acquire technical knowledge, skills and problem solving ability by undergoing the training programme. Training helps in improving the efficiency and productivity of an individual. Training should be distinguished from education. While, education improves the knowledge and understanding, education is general but training is specific. There are various agencies or institutes impart training to people. RUDSETI is one such training institute catering to the needs of to be entrepreneurs. Self- employment training refers to the learning process that involves acquiring skills, knowledge, concepts or attitudes to increase confidence of the persons, so that they can establish their own unit. This will help in removing unemployment and poverty. Training tries to improve the skills or knowledge so that the persons can start his own business.

REVIEW OF LITERATURE

Barrett & O' Connel,(2001) the study was conducted with the purpose of analyzing the differential effect of general and specific training. First of all, found a positive and statistically significant effect of training on productivity. Further, investigation revealed that, general training has significant effect on productivity and specific training has no statistically significant effect on productivity. Strong impact of general training on productivity over the specific training was interpreted as the outcome of encased loyalty resulted from the creation of additional human capital value for an employee outside the organization and employers confidence on employee while offering general training foster the sense of belonging to the organization.

Bécharde and Grégoire, (2005) explained the entrepreneurship education and training, evidence demonstrating the role of training on entrepreneurial activity is still lacking. Greater understanding is needed about how programs and learning strategies help develop entrepreneurial skills that lead to the formation of new ventures (Garavan and O'Conneide, 1994).

Cheng and Ho (2011) evidenced that adequate training enhances marked progress in employee communication and proficiency of performance. Employee with good communication skill accumulate more information about procedures and technologies associated with job performances, promotes greater accountability and assumes subsequent responsibilities will result in significant increase in profit as well as positive working relationship with in the organization.

Khan,(2012) the study was conducted to analyse the inputs of training on performance of employees. Training is provided to enhance the employee skills and knowledge. Training makes employees aware of their job specifications, and skills needed to do their jobs, which motivate the employees to perform better. The study explored that training contributes significantly to employee's performance in comparison with other factors like motivation, technology,

management behavior and working environment. Researcher also revealed the positive relationship between the employee's performance and training and motivation. Study concludes that, all the organizations that wants to foster the employee's performance should focus on training as it's also motivates employee to achieve higher performance standards.

Kepha,W.& Dismaso,(2014)the study attempts to confirm the element of influence of training and development practices on the employee performance in research institute of Kenya. The result of regression analysis envisaged the significant linear relationship between training and development and employee performance and result justified the investment on human resource management practices for attaining high quality workforce.

Mudukoma,Akpa &, Okajor,(2014) the study envisaged the effect of training and motivation on job performance of library personnel of university of Lagos, Lagos state, Nigeria. The findings of the study recommended providing continuous training to the library employees in all the places, as this would result in increased productivity, availability of skilled human capital and personal growth.

STATEMENT OF THE PROBLEM

Even though India registered as a fastest developing economy, it still has lot of issues like poverty, unemployment, poor sanitation, corruption to be resolved. In the direction of finding solution to the problem, government, private and many non government/ non-profit organizations are putting remarkable efforts to channelize the financial assistance and technical support in enterprising activity through the RUDSETI. One of the major problems faced by the organizations is poor productivity or inefficiency of human resources. Most of the employees working are poor skilled and not compatible with their current position to manage the challenging issues in the society. The reasons behind insufficient of funds available to set up a new entrepreneurship.

OBJECTIVES OF THE STUDY

- To understand the concept innovative training.
- To understand the RUDSETI Training programme
- To understand the role being played by financial Institutions in developing entrepreneurs
- To ensure innovative training promotes successful entrepreneurs

SCOPE OF THE STUDY

The present study examines the important role being played by the RUDSETI Unit at Ujire, Dakshina Kannada of Karnataka in promoting entrepreneurial qualities among the unemployed youth and encouraging them to establish their own small business enterprises by relying on self-employment. The study also makes an attempt to understand the financial assistance facilitated by the RUDSETI Unit.

METHODOLOGY OF THE STUDY

The current study is based on the data gathered from the Primary sources (interactions with the Institute, State Coordinator of RSETIs and some of the trainees of the institute in and around Ujire established their business ventures after the training programs) and secondary sources such as looking into the annual reports, brochures of RUDSETI, and various other documents available in the internet. The analysis of the data and the conclusions drawn speak of the development of entrepreneurs under various EDPs and the services rendered by the Institute in the process.

ABOUT RUDSETIS

The “Rural Development And Self Employment Training Institute” with acronym RUDESTI, near the famous pilgrim centre and sacred place of Dharmastala in Karnataka with its joint efforts of SDME Trust, Syndicate Bank and Canara Bank as the sponsors under the visionary leadership of

Padmabhushan Dr. D. Veerendra Heggade, Dharmadhikari of Dharmastala, has today become replicable model for the benefit of the employed youth across the country. RUDSETI's core offering is its free, unique and intensive short term residential self-employment training programmes with free food and accommodation. A particular orientation rigorous training with escort service is some of the distinct features of RUDSETI.

The 27 branches of RUDSETI is located in all the four regions of India, is working with the goal of alleviating unemployment in the rural and semi urban parts of India. An innovative initiative was taken way back in the year 1982, in Ujire, RUDSETI motivates unemployed youths to take up self-employment as an alternative career. The unique experiment of building confidence of the youth by developing and positive attitude among them through dedicated training was found effective. This is an exclusive study undertaken by the researcher to know the impact of innovative training at RUDSETI.

MISSION AND OBJECTIVES: While the mission of RUDSETI is to channelize youth power in wealth creation and empower youth to share economic progress equitably the objectives of the institute are to – (1) identify, orient, motivate, train and hand hold the rural youth to take up self-employment ventures; (2) take up research and development activities in Entrepreneurship and Rural Development; and (3) train village level workers to work in rural development.

Training programmes offered:

Generally the following courses are being conducted by institute.

1) For first generation entrepreneurs

- Agricultural EDP's: it includes comprehensive agriculture and allied activities, dairy management, comprehensive horticulture, sericulture, poultry, piggery, mushroom cultivation, sheep rearing, cultivation of medicinal plants, agro forestry, bee-

keeping/ apiculture, dairy management and vermin composting.

- Process EDP'S: it includes motor winding and pump set repair, radio and TV repair, domestic electrical appliances repair, air conditioning and refrigeration, watch repair and assembling, photography and videography, embroidery and fabric painting, screen printing and book binding, commercial arts, beauty parlor management, generator repairs, computer hardware, computer DTP, multi-purpose mechanism, inverter manufacture and repair, telephone/ FAX repair, aluminum fabrication, two-wheeler repair.
- Product EDP's: it includes garment manufacturing for men and women, agarbathi manufacturing, fruit prevention and pickle making, soft toys making, leaf sheet caps/ plate manufacturing, food processing, fashion designing.
- General EDP's: It includes entrepreneurship development programmes, rural entrepreneurship development programmes, women entrepreneurship development programmes.

2) For established entrepreneurs

- Skill Up-gradation programmes for enhancing the skills
- Growth programmes for expansion, diversification and growth in business.

Approach of RUDSETI: The approach the RUDSETIs adopt in offering various self-employment or skill building training courses include three important steps viz., (1) A meticulously designed selection process to identify and select

only those people (youth) who have proactively learnt some basics of the skill which they want to make it as a life time business activity for their economic development; (2) A well-designed program schedule keeping in view the interest level and future growth opportunities for the candidate; and (3) Use of innovative training methodologies such as - experiential learning, group discussions and field level experience-cum-participation methods to impart training; (4) Effective use of market survey and interface sessions with successful entrepreneurs to familiarize trainees with field level situations; and (5) Close and systematic follow up and monitoring system after the training in the form of escort services (handholding) so as to provide post- training counseling, support and liaison.

CONCLUSION

The rural venture needs the institutional support to promote rural entrepreneurship. The Government has taken initiatives in order to build up skill and a supportive hand to the various training Institutions. Various kinds of support, from training to skill up gradation, providing infrastructural backward linkages to financing, developing entrepreneurial skill ought to be made to make the rural promotional experiments a success. Often multi institutional support is required to provide the necessary inputs for rural enterprises. RUDSETI under the able leadership of DR.D. Veerendra hedge is playing a vital role in enhancing this area where the youth of today can hope to find a direction in life. Through an able management and lots of hopes and expectation in their head and heart, people involved with this project have put in their heart and souls for making it beneficial to the maximum extent for people needing a right path to mould their lives. The activities of the institute demonstrate that it is possible to bring about economic development through training of unemployed youth. It is the role model in country for micro enterprises. It is an example of what need based training and hand holding can do for promoting entrepreneurship in rural areas.

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