

Enterprise Development Training Programmes in Garo Hills Districts of Meghalaya- An Analysis

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ABSTRACT :

Enterprise training institutions are the most important elements of enterprise development. In their absence, it is not possible to talk about the enterprise growth. The present paper focuses on the training provided by such institutions in the five districts of Garo Hills of Meghalaya and found that the training provided is very less in regard to the existing enterprises in the study area.

Key Words : Garo Hills, North Eastern Region, Support Institutions and Training.

INTRODUCTION :

The institutions providing training for the development of microenterprises are the boon for the development of enterprises in the community. Support Institutions (SIs) is the key element for the development of enterprises. In this study, those institutions which provide training to the enterprises are considered as SIs. There is immense necessity of SIs to small entrepreneurs in India. The contributions of institutions in determining income level of an enterprise have positive and direct impact on the overall organisational growth (Jütting, 2003). (Singh, 2012) opined that SIs play an abundant role in enterprise development. Starting from the initial stage of finding out the various entrepreneurial opportunities; there exist the needs for such institutions. In the absence of these agencies/ institutions the entrepreneurial activities are neither efficient nor successful. Therefore, SIs and development of an enterprise are interdependent to each other and cannot be separated.

The present study focuses on the enterprise development training programmes in five districts of Garo Hills, Meghalaya.

REVIEW OF LITERATURE :

Considering the lack of training imparted by the SIs, Wettenhall, (1992) highlighted that small states suffer from an inadequate supply of appropriate educational & training institutions and programmes. It results that, in some technical areas, it may simply not be possible to locate anyone with basic training.

Singh (2012) emphasised on the entrepreneurship development training programmes conducted by Micro, Small and Medium Enterprises (MSME) in North Eastern Region (NER) of India. The study concluded that the number of entrepreneurship training programmes should be increased and also to be distributed to all the districts of the region to meet the demand of existing and prospective entrepreneurs. In the words of Prasain, Singh and Lalhriatchhungi (2013), an enterprise requires various resources including finance. The small businesses need to have all these resources in their own hands. Here lays the need of District Industries Centres (DICs) as one of the institutional support of MSMEs. The study also stated that, the central as well as the state government should not only provide the needs of support but also see that whether the schemes, subsidy and any other assistance are utilised to the fullest. The study found that entrepreneurs and beneficiaries of any of the government schemes are reluctant to attend training programmes conducted by SIs.

Ezzahra, Mohamed, Omar and Mohamed (2014) stated that training is more than ever a key factor in the development of human capital and raising the level of the enterprise. The human resources skills and adherence becomes a crucial key to the competitiveness of business goals and also to ensure its success. Training could become a source of competitive advantage for the enterprises in the long run as well. That is why training for the enterprises is an integral part of its growth and performance. Haider, Asad and Aziz (2015) stressed that when training is provided to entrepreneurs, it enhances their managerial and administrative skills which ultimately improve their performance and is reflected through high survival rates or low failure rates.

Again, Rabie, Cant and Wiid, (2016) in their study pointed out that training is one of the most important factors in the business world, as training assists in the development of competencies and efficiency of both the employee and the organisation. The performance and productivity of employees rely on many factors, the most important being employee training and development. Singh and Paliwal (2017) in their study also observed that skilled labour in India is scarce and needs to capitalise on its unique demographic dividend by imparting training. It is also suggested that training can be provided by a range of institutions.

From the above reviews, it is acclimatised that training is one of the most important factors for enterprise development and sustainability of the same.

OBJECTIVE :

The primary objective of this paper is to find out the share of training available to the existing registered enterprises in five Garo Hills Districts of Meghalaya.

METHODOLOGY :

(a) Population and Sampling Frame

The study covers the institutions providing training to the enterprises in Garo Hills of Meghalaya, having its existence in the community at least for the last 13 (thirteen) years. Under these criteria, the following SIs were found to be the sample size for the present study.

Table 2
The Sample of Support Institutions

Sl. No.	Name of Support Institutions	No. of Branches/Offices
1	District Commerce and Industrial Centre (DCIC)	5
2	Khadi and Village Industries Board (KVIB)	2
3	Br., Development Institute, Micro, Small and Medium Enterprises (Br., DI, MSME)	1

Source : Field Survey

(b) Data collection

Data was collected from the officials of DCIC, KVIB and Br., DI, MSME.

(c) Selected variables for the study

In order to examine the various training initiatives, the number of training programmes conducted and the number of participants in such programmes have been considered.

PERIODICITY OF THE STUDY :

The study covered a period of 13 (thirteen) years from 2004-05 to 2016-17. For the sake of comparison and gathering information, some data relating prior to the study period were also considered.

ANALYSES AND DISCUSSIONS :

The following Table 2 highlights the training programmes conducted in the area of study.

Table 2
No. of Trainings Organized by Support Institutions (SIs)

Name of Districts the SIs	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	Total for Whole Year
KVIB WEST	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KVIB EAST	**	**	**	**	**	**	**	**	**	**	**	**	**	**
KVIB SOUTH	1	1	1	1	2	1	1	1	1	11	1	1	1	24
KVIB NORTH	**	**	**	**	**	**	**	**	**	**	**	**	**	**
KVIB SOUTH WEST	**	**	**	**	**	**	**	**	**	**	**	**	**	**
SUB TOTAL	1	1	1	1	2	1	1	1	1	11	1	1	1	24
DCIC WEST	-	-	-	-	-	-	-	7	7	7	7	7	7	42
DCIC EAST	-	-	-	-	-	3	3	3	3	3	4	4	4	27
DCIC SOUTH	1	1	1	1	-	4	4	4	4	4	10	4	4	42
DCIC NORTH	-	-	-	-	-	-	-	-	-	-	5	5	4	14
DCIC SOUTH WEST	-	-	-	-	-	-	-	-	-	-	-	10	12	22
SUB TOTAL	1	1	1	1	1	7	7	14	14	14	26	30	31	148
MSME WEST	*	*	*	*	*	*	2	5	-	-	-	3	1	11
MSME EAST	**	**	**	**	**	**	**	**	**	**	**	**	**	**
MSME SOUTH	**	**	**	**	**	**	**	**	**	**	**	**	**	**
MSME NORTH	**	**	**	**	**	**	**	**	**	**	**	**	**	**
MSME SOUTH WEST	**	**	**	**	**	**	**	**	**	**	**	**	**	**
SUB TOTAL							2	5				3	1	11
Year wise Total	2	2	2	2	3	8	10	20	15	25	27	34	33	-

Note : [0: There were no participants, *: Data not available, **: Not functioning in the district and -: There was no training provided that year].

Source : Field Survey In all the five districts of Garo Hills, KVIB, DCIC and MSME are providing training for enterprise development.

KVIB is located in West Garo Hills and South Garo Hills Districts only. But, training programmes were conducted in South Garo Hills only. In this district, during the year 2004-05 to 2012-13, the SI has conducted only one programme in each year except two

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programmes in 2008-09. In 2013-14, there were 11 programmes and it was followed by one programme each during 2014-15, 2015-16 and 2016-17 respectively.

DCIC is the SI functioning in all the five districts of Garo Hills. They have been promoting entrepreneurship through various programmes and trainings. During 2004-05 to 2010-11, there were no trainings conducted by the SI in West Garo Hills District. During 2011-12 to 2016-17, each year, seven training programmes were conducted in the district. In East Garo Hills District, there were no training conducted during 2004-05 to 2008-09. It was followed by three training programmes in each year during 2009-10 to 2013-14 respectively. Again, four training programmes were conducted in each year during 2014-15, 2015-16 and 2016-17 respectively. In South Garo Hills District, during 2004-05 to 2007-08, there was only one training programme conducted in each year. In the year 2008-09, no training was conducted. Then, during 2009-10 to 2013-14 there were four training programmes conducted in each year. 2014-15 saw the highest number of training programmes accounted to 10 in number. It is followed by four training programmes in each year during 2015-16 to 2016-17 respectively. North Garo Hills District have started the conduction of training programmes in 2014-15 and South West Garo Hills Districts in 2015-16 respectively. It is because, the two districts were bifurcated from the existing districts in 2012 (No.HPL.163/2012/59 dated 6/08/2012 and No. HPL. 179/2012/104 dated 26/07/2012). In North Garo Hills District, there were five trainings conducted each year during 2014-15 and 2015-16 respectively. It was followed by four training programmes in 2016-17. South West Garo Hills district has conducted 10 and 12 training programmes during 2015-16 and 2016-17 respectively.

There are only two Branch, Development Institute (Br. DI) of MSME in the whole of Meghalaya. One Branch is located in Shillong and the other is in Tura, West Garo Hills District. Therefore, it can be mentioned that MSME is functioning only in West Garo Hills District concerning to the area of present study. From 2004-05 to 2009-10, there were no data available for the training programmes conducted in the District. In the year 2010-11 to 2011-12, Br. DI, MSME have conducted two and five training programmes in each year respectively. In 2012-13 till 2014-15, there were no training conducted in the district. In 2015-16, there were three training programmes and it is followed by one training programme in 2016-17 respectively. Table 3 shows the number of participants in the above mentioned training programmes.

Table 3
No. of Participants in Various Trainings

Year	04-05		05-06		06-07		07-08		08-09		09-10		10-11		11-12		12-13		13-14		14-15		15-16		16-17		Total for	
GENDER	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Whole Year	
DCIC WEST	*	*	*	*	*	*	*	*	*	*	*	*	*	*	63	77	58	64	65	91	70	97	71	56	38	97	365	482
EAST	*	*	*	*	*	*	*	*	*	*	60	90	45	105	72	78	51	99	82	68	85	115	95	105	78	122	568	782
SOUTH	0	12	0	12	0	12	0	12	-	-	73	32	78	34	96	56	80	32	73	39	209	74	34	81	69	43	712	439
NORTH	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	122	134	136	128	161	136	419	398
SOUTH WEST	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	55	13	77	18	132
SUB TOTAL		12		12		12		12			133	122	123	139	231	211	189	195	220	198	486	420	341	425	359	475	2,082	2,233
KVIB WEST	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EAST	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
SOUTH	3	1	1	1	7	4	3	2	27	19	3	1	11	10	9	6	3	1	310	200	5	5	3	3	3	1	388	254
NORTH	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
SOUTH WEST	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
SUB TOTAL	3	1	1	1	7	4	3	2	27	19	3	1	11	10	9	6	3	1	310	200	5	5	3	3	3	1	388	254
MSME WEST	-	-	-	-	-	-	-	-	-	-	-	-	23	24	55	55	-	-	-	-	-	-	21	53	5	16	104	148
EAST	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
SOUTH	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
NORTH	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
SOUTH WEST	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
SUB TOTAL													23	24	55	55							21	53	5	18	104	148
		16		14		23		17		46		259		330		567		388		928		916		846		861		

Note : [0: There were no participants, *: Data not available, **: Not functioning in the district and -: There was no training provided that year].

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Source : Field Survey In case of DCIC, in the year 2004-05 there were 12 participants in South Garo Hills District and all were female. This figure was repeated in the year 2005-06 with all participants being females again. This trend continued for the years 2006-07 and 2007-08 as well. Other districts did not conduct trainings during that period. In the year 2009-10, East Garo Hills had 150 participants participating in the training programmes. South Garo Hills in the year 2009-10 saw 105 participants. Other three districts did not conduct any training during the period. In the year 2010-11, East Garo Hills had 150 participants and South Garo Hills had 112 participants. West Garo Hills also conducted training in the year 2011-12 with 140 participants. East Garo Hills had 150 participants in the year 2011-12. South Garo Hills also saw an increase in the participants with 152 numbers. In the year 2012-13 West Garo Hills had 122 participants in the training programmes. East Garo Hills saw 150 participants in the same year. In South Garo Hills there were 112 participants in the training programmes in the year 2012-13. West Garo Hills in the year 2013-14 had 156 participants. In the same year, East Garo Hills had 150 participants whereas South Garo Hills had 112 participants in the training programmes. In the year 2014-15, West Garo Hills saw 167 participants, East Garo Hills with 200 participants and South Garo Hills had 283 participants respectively. North Garo Hills also started training programmes from the year 2014-15 and had 256 participants. In the year 2015-16, South West Garo Hills also started to organise training programmes and had 60 participants. West Garo Hills had 127 participants for the same year. East Garo Hills had 200 participants. South Garo Hills had 115 participants. North Garo Hills also had 264 participants in 2015-16 respectively. West Garo Hills saw 135 participants in the year 2016-17. East Garo Hills had 200 participants while South Garo Hills had 112 participants. North Garo Hills had 297 and South West Garo Hills saw 90 participants at the training programmes.

In the training conducted by Khadi and Village Industries Board (KVIB), there were four participants in the training conducted by KVIB in the year 2004-05 in South Garo Hills district. In the year 2005-06 there were two participants. 11 participants attended training in the year 2006-07 in the same district. There were five participants in the year 2007-08 and 46 participants in the year 2008-09. Less people participated in the year 2009-10 with four participants. The figure increased to 21 in the year 2010-11. In the year 2011-12 there were 15 participants and four participants in the year 2012-13. The highest number of participants was recorded in the year 2013-14 with 510 numbers. There were 10 participants in the year 2014-15. There were six participants in the year 2015-16 and four participants in the year 2016-17 respectively.

In the training programmes conducted by Br. DI. MSME, Tura, data was not available from the year 2004-05 to 2009-10 for the trainings conducted by MSME. In the year 2010-11 there were 47 participants and in the year 2011-12 there were 110 participants respectively in the training programmes. From the year 2012-13 till 2014-15 there were no

trainings conducted. Trainings were conducted in the years 2015-16 and 2016-17 and the numbers of participants were 74 and 21 respectively.

From Table 2 and 3 above, Table 4 is drawn to fulfil the objective of the paper.

Table 4
Overall Promotional Initiatives in All Five Garo Hills Districts, Meghalaya

*No. of Registered Microenterprises (year wise) has been drawn out from DCIC of all Districts of Garo Hills.

Sl. No.	SIs	Participants	Year													
			04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	
1	KVIB, DCIC & MSME	Training Organised	2	2	2	2	3	8	10	20	15	25	27	34	33	
2	N/A	No. of Participants	16	14	23	17	46	259	330	567	388	928	916	846	861	
3	N/A	*No. of Registered Microenterprises (year wise)	200	97	75	51	42	132	153	185	214	97	31	17	15	
4	N/A	No. of Registered Microenterprises (Cumulative)	N/A	297	372	423	465	597	750	935	1149	1246	1277	1294	1309	
5	N/A	Available percentage (%) share of Training to the Registered Microenterprises (non- cumulative)	1	2.06	2.67	3.92	7.14	6.06	6.54	10.81	7.01	25.77	87.10	200	220	
6	N/A	Available percentage (%) share of Training to the Registered Microenterprises (cumulative)	1	0.67	0.54	0.47	0.65	1.34	1.33	2.14	1.31	2.01	2.11	2.63	2.52	

Source : Researchers' calculation

FINDINGS :

Table 4 shows the available percentage share of training to the registered microenterprises (non-cumulative and cumulative) for the study period in all the five districts of Garo Hills.

In the scenario of non-cumulative registered enterprises, in the year 2004-05, the percentage share was only 1 per cent. It was followed by 2.06, 2.67, 3.92, 7.14, 6.06, 6.54, 10.81 and 7.01 per cents during the years 2006-07 to 2012-13 respectively. In 2013-14 the percentage was 25.77. It is followed by 87.10, 200 and 220 percent in 2014-15, 2015-16 and 2016-17 per cents respectively.

The available percentage share of training to the registered microenterprises (cumulative) is accounted to 0.67 in 2005-06, 0.54 in 2006-07, 0.47 in 2007-08, 0.65 in 2008-09, 1.34 in 2009-10, 1.33 in 2010-11, 2.14 in 2011-12, 1.31 in 2012-13, 2.01 in 2013-14, 2.11 in 2014-15, 2.63 in 2015-16 and 2.52 in 2016-17 respectively.

CONCLUSION AND SUGGESTION:

Considering the number of year-wise training programmes conducted by the SIs and its percentage share to the number of year-wise and cumulative registered microenterprises, the study concluded that the number of training programmes conducted in the study area are “not satisfactory” during the study period. The finding is also aligned with the findings of Wattenhall (1992) and Singh (2012) .

Considering the less number of training programmes of SIs, it is recommended that the number of training programmes should be increased and distributed equally in the districts according to the number of registered and existing enterprises in each district.

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