

Innovations

An empirical study on existing entrepreneur training and development programmes of India and Ethiopia

Dr. Danda Udaya Shekhar

Associate Professor
Department of Master of Business Administration
J.B. Institute of Engineering & Technology, Moinabad,

Dr.U.Kanaka Rao

Associate Professor
Department of Management, College of Business and Economics,
Metu University, Metu, Ethiopia

Dr.P.Subrahmanyam

Associate Professor
HOD, Department of Master of Business Administration
J.B. Institute of Engineering & Technology, Moinabad,
Corresponding author: Dr. Danda Udaya Shekhar

Abstract: *The present paper an attempt is made to compare India and Ethiopia on the existing training and development programmes of entrepreneurship . When performing their activities in a creative way, they can create better wealth. Employees ' creative work allows a nation to obtain wealth by generating possibilities for many others. This causes the desire for a better life, which in turn promotes creativity's action. A country can get money for other activities by collecting tax from the added value in such creativity. Entrepreneurship is a guarantee that fresh jobs, wealth and technology will be created. When the need for a better life is accompanied by hard work to accomplish it, the entrepreneurial activities are facilitated. The company proprietor also trains himself to set a better living situation. The society also has a strong buying power in a better situation. A survey is conducted based on the questionnaire which has set of questions related to entrepreneurship development in India and Ethiopia. The study involves Likert's scale through which frequency distribution and chi square are calculated in order to observe the comparison between India and Ethiopia. It concentrates on the parameters relating Existing Entrepreneur Training and Development Programmes in India and Ethiopia. Examined the parameters related to Existing Entrepreneur Training and Development Programmes in India and Ethiopia.*

Keywords: *1.Entrepreneurship, 2.creativity, 3.new job opportunities, 4.Innovation, 5.generation of wealth.*

Prelude:

“Change is the law of life. And those who look only to the past or present are certain to miss the future” John F. Kennedy. It has been around two hundred years since Entrepreneurship as a notion was adopted as one aspect of resource, according to some sources. This is related to Adam Smith's theories (1734) and other subsequent emerging economists. For the same number of years, the question

whether entrepreneurship is a natural ability or a skill that can be learned has been unanswered. Some argue that it is innate while others say that through training it can be obtained.

Although it is accepted that the concept of entrepreneurship has been going on for about two hundred years, there is still one question as to whether all the actions that brought about change in the globe before that are not business activities. If they aren't what? This brings us back to the 14th century to see how operations were being carried out. The 14th century was the time of primitive agricultural activity. There were bad means of communication and transportation in France, for instance. The government was unable to move around and collect tax as a consequence. This scenario gave danger to some farmers who could be considered entrepreneurs beginning to collect the farmers' tax. In collecting the farmer's tax, this type of activity was called the Entrepreneurship.

Statement of The Problem

Approximately 80 percent of the Indian and Ethiopian population depend for occupation and livelihood on agriculture. But agricultural mechanization in both nations is not a sector that replaces human labour. Through automation, medium and large-scale sectors are modernizing their manufacturing facilities. Automation tends to reduce human labor. Government jobs is beyond the optimum. This has resulted many government agencies to avoid fresh appointments. These are all the indications of unemployment growth. Population is growing in India and Ethiopia. This makes the unemployment issue more serious. As a consequence of increasing unemployment and economic development, the state has also implemented fresh financial policies. Under the new financial policy, it is vital that entrepreneurs are created.

A country's economy is heavily dependent on the growth of the sectors of especially manufacturing companies. To develop sectors, the nation requires businessmen. This need was felt in India instantly after independence. Governments have made ongoing efforts to develop entrepreneurs. The marginal rate of achievement was accomplished through practice. But much more needs to be completed to develop entrepreneurs. The Government of India and Ethiopia are planning to build training units for entrepreneurial growth in engineering and technology organizations.

Need For The Study

Entrepreneurship is one of the most important dynamic forces that can aid shape today's national economy. Entrepreneurship is an engine that creates jobs for individuals while creating wealth. Indian business development problems are of a private, group, and organizational nature. Individual variables include lack of self-motivation, absence of technical understanding, absence of a powerful financial base, shyness, venture inhibitions, resistance to change, lack of managerial talent, climate, form of company ownership, family structure, and the like. The recognized group variables are group norms, caste, religion, values, jealousy, fellow-people discouragement, inter-state variation in industrial climate, absence of empathy, and the like. Recognized organizational factors are unrealistic policies, programs and implementing agency processes, lack of inclusion among distinct organizations, political system, despotism, and favouritism. Knowing the abilities, talents, willingness to learn fresh abilities, improving current abilities, willingness to become entrepreneurs, and variables affecting entrepreneurship is essential. In order to develop their abilities, it is also vital to assess their participation, performance, encountered issues and attitude towards the company. Therefore, in India and Ethiopia, there is a need to understand the training and growth of entrepreneurship.

Research Gap

An analysis of research trends over the past Years in India comparing with the Ethiopia only negligible research in the field of entrepreneurship and small business development has been carried out in the field of entrepreneurial training and development. Comparison has not been so far attempted in the field of training and development in entrepreneurship. This shows the need for research job in

the region of enhancing the entrepreneurship skills with the titled “Role of Training in Entrepreneurial Development – A Comparative Study of Ethiopia and India”.

Objective Of The Study:

To assess the existing entrepreneurial training and development programmes in India and Ethiopia

Scope Of The Study

It is micro level study pertaining to the selected entrepreneurs of Khammam districts of Telangana state and Sinana district of Oromiya state. The study also emphasizes on the state and the central government policies in promoting the entrepreneurship and the institutional support provided for training and development in the areas of finance, marketing, management, Technological, human resource management and customer care.

Research Methodology

The research methodology focuses on the data sources, data collection method, research method used, research tools and techniques used for the analysis of the data. The data is collected from the government reports. The data from secondary sources along with the primary and the second category included the data and information collected.

Primary Data

The study has considered the primary data from the respondents (entrepreneurs) of the sample from the khammam and Sinana districts. The simple random methodology has been applied to determine the sample size to collect the data.

Secondary Data

The main source of data for analysis is predominantly secondary in nature. The information is obtained from : (i) Records of government portals (ii) Records of Industry (iii) Books, journals, e-journals, periodicals and other published data and information.

Sampling Technique - Khammam

The simple random methodology sampling has been applied to determine the sample data. The study has considered the following formula to determine the khammam district,

Where,

Simple Random sampling:

$$\text{Sample size}(n) = \frac{Z^2 N p q}{N d^2 + Z^2 p q}$$

$$\begin{aligned} Z &= 1.645 \quad P=0.5 \quad Q=0.5 \quad N= 23651 \\ &= \frac{(2.998025 * 23651 * 0.5 * 0.5)}{((23651 * 0.0025) + (2.998025 * 0.5 * 0.5))} \\ &= 296.866 \quad \text{(300 Approximately)} \end{aligned}$$

Sampling Technique – Sinana District

The simple random methodology sampling has been applied to determine the sample data. The study has considered the following formula to determine the Sinana district,

Where,

Simple Random sampling:

$$\text{Sample size}(n) = \frac{Z^2 N p q}{Nd^2 + Z^2 p q}$$

$$\begin{aligned} Z &= 1.645 \quad P = 0.5 \quad Q = 0.5 \quad N = 19855 \\ &= \frac{(2.998025 * 19855 * 0.5 * 0.5)}{((19855 * 0.0025) + (2.998025 * 0.5 * 0.5))} \\ &= 295.3429 \quad \text{(300 Approximately)} \end{aligned}$$

Statistical Tools

The study has considered the primary data and collected with the structured questionnaire based on the 5 point Likert scale. The following statistical tools have been applied.

A survey is conducted based on the questionnaire which has set of questions related to entrepreneurship development in India and Ethiopia. The study involves Likert's scale through which frequency distribution and chi square are calculated in order to observe the comparison between India and Ethiopia. It concentrates on the parameters relating Existing Entrepreneur Training and Development Programmes in India and Ethiopia.

Existing Entrepreneur Training and Development Programmes in India

The objective represents the 12 parameters taken from the primary data of the research from five mandals of Khammam District in Telangana state of India for Existing Training and Development Programmes in India. The output study of the primary data is shown in the forms of T-test and Discriminant Analysis by the data output as given below.

H0: There is an insignificant mean difference existence between parameters related to the existing entrepreneur training and development programmes in India.

H1: There is a significant mean difference existence between related to the existing entrepreneur training and development programmes in India.

The 12 parameters of the primary data are taken from the five mandals of Khammam District in Telangana state of India for the study of Existing Training and Development Programmes in India. The table below represents the output of T-test to identify the significant group mean difference exists between the 12 variables considered in the study.

T-Test Result Regarding Existing Entrepreneur Training and Development Programmes in India

	Test Value = 2					
	t	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Customer Care	12.855	299	.000	1.05667	.8949	1.2184
Marketing product or services	14.571	299	.000	1.13333	.9803	1.2864
Record keeping	12.172	299	.000	1.03667	.8691	1.2043
Preparing business plans	11.709	299	.000	.97333	.8098	1.1369
Financial analysis	11.459	299	.000	.96000	.7951	1.1249
Overview of business management	12.502	299	.000	.98333	.8285	1.1381
Costing & Pricing product/services	11.967	299	.000	.99333	.8300	1.1567
Managing Crises in Business	10.221	299	.000	.83667	.6756	.9977
Human resources issues	11.340	299	.000	.90000	.7438	1.0562
Effective Team management	12.602	299	.000	1.06667	.9001	1.2332
Sources of business finance	14.530	299	.000	1.16333	1.0058	1.3209
Business expansion and growth strategies	11.851	299	.000	1.00333	.8367	1.1699

Source: Primary Data

Tests of Equality of Group Mean Entrepreneur Training and Development Programmes in India

	Wilks' Lambda	F	df1	df2	Sig.
Customer Care	.870	6.224	2	3	.012
Marketing product or services	.944	6.875	2	3	.026
Record keeping	.873	7.000	2	3	.042
Preparing business plans	.950	5.779	2	3	.026
Financial analysis	.959	7.929	2	3	.003
Overview of business management	.882	8.200	2	3	.029
Costing & Pricing product/ services	.954	6.208	2	3	.012
Managing Crises in Business	.800	9.375	2	3	.016
Human resources issues	.986	6.750	2	3	.013
Effective Team management	.875	8.214	2	3	.018
Sources of business finance	.813	11.346	2	3	.032
Business expansion and growth strategies	1.000	12.000	2	3	.010

Source: Primary Data

Eigen Values Entrepreneur Training and Development Programmes in India

Function	Eigen value	% of Variance	Cumulative %	Canonical Correlation
1	4.643 ^a	93.6	93.6	.907
2	.315 ^a	6.4	100.0	.490

Source: Primary Data

Discriminant Analysis Regarding Existing Entrepreneur Training and Development Programmes in India

	Discriminant Score	Mean	Relative Discriminant Score
Customer Care	0.666	1.05667	6.29
Marketing product or services	0.516	1.13333	4.14
Record keeping	0.741	1.03667	12.12
Preparing business plans	0.485	0.97333	3.25
Financial analysis	0.810	0.96000	14.22
Overview of business management	0.923	0.98333	15.23
Costing & Pricing product/services	0.321	0.99333	2.13
Managing Crises in Business	0.289	0.83667	1.52
Human resources issues	0.900	0.90000	14.68
Effective Team management	0.241	1.06667	1.69
Sources of business finance	0.701	1.16333	11.21
Business expansion and growth strategies	0.778	1.00333	13.52
			100

Source: Primary Data

The table above shows the parameters related to existing entrepreneurs training and development programmes in India. The discriminant analysis was applied to know the reliable result in which Overview of business management (0.923), Human resources issues (0.900), financial analysis (0.810) and Business expansion and growth strategies (0.778) are the parameters related to entrepreneur training and development that are observed to be scored high, implies these parameters are effected strongly. Whereas remaining parameters such as Record keeping (0.741), Sources of business finance (0.201), Customer Care (0.666) and Marketing product or services (0.516) are discriminated moderately. The lowest parameters which have weak performance towards existing entrepreneurs training and development programs are Preparing business plans (0.485), Costing & Pricing product/services (0.321), Effective Team management (0.241).

Ethiopia

The objective represents the 12 parameters taken from the primary data of the research from five mandals of Sinana District in Oromiya state of Ethiopia for the study of Existing Training and

Development Programmes in Ethiopia. The output study of the primary data is shown in the forms of T-test and Discriminant Analysis by the data output as given below.

H0: There is no insignificant mean difference existence between parameters related to the existing entrepreneur training and development programmes in Ethiopia.

H1: There is a significant mean difference existence between related to the existing entrepreneur training and development programmes in Ethiopia.

The 12 parameters of the primary data are taken from the five mandals of Sinana District in Oromiya state of Ethiopia for the study of Existing Training and Development Programmes in Ethiopia. The table below represents the output of T-test to identify the significant group mean difference exist between the 12 variables considered in the study.

T-Test Result Regarding Existing Entrepreneur Training and Development Programmes in Ethiopia

	Test Value = 2					
	t	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Customer Care	19.060	299	.000	1.51000	1.3541	1.6659
Marketing product or services	14.953	299	.000	1.01333	.8800	1.1467
Record keeping	17.874	299	.000	1.46000	1.2992	1.6208
Preparing business plans	15.529	299	.000	1.29333	1.1294	1.4572
Financial analysis	13.103	299	.000	1.01000	.8583	1.1617
Overview of business management	17.347	299	.000	1.42000	1.2589	1.5811
Costing & Pricing product/ services	16.344	299	.000	1.41333	1.2432	1.5835
Managing Crises in Business	12.521	299	.000	1.06000	.8934	1.2266
Human resources issues	13.103	299	.000	1.01000	.8583	1.1617
Effective Team management	15.258	299	.000	1.36667	1.1904	1.5429
Sources of business finance	15.872	299	.000	1.34000	1.1739	1.5061
Business expansion and growth strategies	10.311	299	.000	.80000	.6473	.9527

Source: Primary Data

Tests of Equality of Group Means Entrepreneur Training and Development Programmes in Ethiopia

	Wilks' Lambda	F	df1	df2	Sig.
Customer Care	.930	6.727	3	267	.000
Marketing product or services	.986	2.225	3	267	.001
Record keeping	.931	6.547	3	267	.000
Preparing business plans	.989	3.972	3	267	.006
Financial analysis	.989	1.009	3	267	.039
Overview of business management	.995	8.473	3	267	.021
Costing & Pricing product/services	.999	1.073	3	267	.034
Managing Crises in Business	.983	4.507	3	267	.013
Human resources issues	.989	5.009	3	267	.039
Effective Team management	.987	6.138	3	267	.034
Sources of business finance	.988	5.092	3	267	.043
Business expansion and growth strategies	.989	4.001	3	267	.033

Source: Primary Data

Table - 3.2.6: Eigen values Entrepreneur Training and Development Programmes in Ethiopia

Function	Eigen value	% of Variance	Cumulative %	Canonical Correlation
1	.177 ^a	75.1	75.1	.388
2	1.050 ^a	21.1	96.1	.9 18
3	.009 ^a	3.9	100.0	.095

Source: Primary Data

Table - 3.2.7 : Discriminant Analysis Entrepreneur Training and Development Programmes in Ethiopia

	Discriminant Score	Mean	Relative Discriminant Score
Customer Care	0.154	1.51000	4.32
Marketing product or services	0.316	1.01333	8.56
Record keeping	0.596	1.46000	12.58
Preparing business plans	0.453	1.29333	11.12
Financial analysis	0.276	1.01000	7.55
Overview of business management	0.311	1.42000	7.95
Costing & Pricing product/services	0.132	1.41333	3.02
Managing Crises in Business	0.374	1.06000	10.25

Human resources issues	0.276	1.01000	7.25
Effective Team management	0.257	1.36667	6.65
Sources of business finance	0.576	1.34000	11.45
Business expansion and growth strategies	0.322	0.80000	9.30
			100

Source: Primary Data

Existing Entrepreneur Training and Development Programmes in India and Ethiopia

The objective represents the 12 parameters taken from the primary data of the research from five mandals of Khammam District in Telangana state of India and five mandals of Sinana District in Oromiya state of Ethiopia for the study of Existing Training and Development Programmes in India and Ethiopia. The Comparative analysis for 12 variables of Existing Entrepreneur Training and Development Programmes in India and Ethiopia has been illustrated in the following table

Comparative Analysis of Existing Entrepreneur Training and Development Programmes in India and Ethiopia

	India		Ethiopia	
	Discriminan Score	Relative Discriminant Score	Discriminant Score	Relative Discriminant Score
Customer Care	0.666	6.29	0.154	4.32
Marketing product or services	0.516	4.14	0.316	8.56
Record keeping	0.741	12.12	0.596	12.58
Preparing business plans	0.485	3.25	0.453	11.12
Financial analysis	0.81	14.22	0.276	7.55
Overview of business management	0.923	15.23	0.311	7.95
Costing & Pricing product/ services	0.321	2.13	0.132	3.02
Managing Crises in Business	0.289	1.52	0.374	10.25
Human resources issues	0.9	14.68	0.276	7.25
Effective Team management	0.241	1.69	0.257	6.65
Sources of business finance	0.701	11.21	0.576	11.45
Business expansion and growth strategies	0.778	13.52	0.322	9.3
		100		100

Source: Primary Data

The above table depicts the Comparative between India and Ethiopia with respect to the parameters relating to existing entrepreneur training and development programmes. The discriminant analysis results indicates that the highest scored parameter in India is “Overview of Business Management” (0.923) whereas in Ethiopia “Record Keeping” (0.596) has scored highly which means these parameters has effected strongly through entrepreneur training and development programmes in India and Ethiopia. While “Effective Team Management” (0.241) has shown low performance in India and “Costing and Pricing Product/Service” (0.132) has given the least performance in Ethiopia when compared to other parameters. Hence Overall study indicates that India has given the better

performance in these respective area parameters through existing entrepreneur training development programmes in India.

Findings

The present objective examines the existing entrepreneur training and development programmes of India and Ethiopia. The study has considered primary data from the study of five mandals of Khammam district in Telangana state of India and five mandals of Sinana district in Oromiya state of Ethiopia. The following are the findings of this chapter.

1. The study found that there is a significant association between customers care of India as well Ethiopia and socio demographic profiles of entrepreneur. The result indicates that most of the respondents of India are Neutral (23.70%), whereas in Ethiopia most of the respondents strongly Agree (33.70%) for customer care provided in the programmes.
2. The study resulted that Marketing product or service is significantly associated with the demographic factor in India and Ethiopia but in demographic factor Experience in Ethiopia is not associated with marketing product or services in entrepreneur development in India and Ethiopia.
3. The study examined the association between socio demographic factors and Record Keeping in India as well as Ethiopia and it found to be significantly associated among them. In India many respondents strongly agree i.e. 23.70 percent, similarly 32.00 percent in Ethiopia strongly agree for the record keeping in entrepreneurial training and development programmes.
4. The study found that there is significant association between socio demographic profiles and financial analysis in India and Ethiopia but in Ethiopia financial analysis is not associated with the demographic factor Education. The result indicated that most of the respondents in India Strongly Disagree (22.70%) with the financial analysis in entrepreneur training and development programs whereas in Ethiopia many respondents Disagree (26.00%).
5. The study analysed that business expansion and growth strategies are significantly associated with the socio demographic profiles of entrepreneurs. It has found that many respondents in India strongly disagree (23.30%) with this area in the program and in Ethiopia most them agree (25.40%) for the business expansion and growth strategies in entrepreneurial training and development program.
6. The study examined that Marketing product and services (1.13) and Effective team management (1.066) are the areas in entrepreneurial development in India which has shown high mean difference which implies the data is strongly fit for discriminant analysis and precepts the outcome.
7. From the discriminant analysis of India the study has found that Overview of Business Management (0.923) and Financial Analysis (0.810) are highly existing in entrepreneurial training and development programmes and followed by Business Expansion and Growth Strategies (0.778), Record Keeping (0.741) and Sources of Business Finance.
8. The study also examined the least existing areas in entrepreneur training and development in India are Managing crises in Business and Effective Team Management by considering its discriminant score as 0.289 and 0.241.
9. The study estimated the existing areas of entrepreneurial training and development in Ethiopia and the areas which shown high mean difference are Customer Care (1.51) and Record Keeping.
10. The study analysis represents the highest discriminant scores for Record Keeping, Sources of Business Finance and Preparing Business Plans which are highly existed in entrepreneur training and development programmes in Ethiopia by inculcating its scores as 0.596, 0.576 and 0.453.
11. The study results also indicates the lowest discriminant score for Customer Care (0.154) and Costing & Pricing product/services (0.132) which are less existing in entrepreneur training and development programmes in Ethiopia.

12. Overall findings result indicates that Overview of Business Management in India and Record Keeping in Ethiopia are highly existing in entrepreneur training and development programmes. Whereas least existing areas are Effective Team Management in India and Costing & Pricing of Product/Service in Ethiopia.

Suggestions of the study

1. The study observes that in Entrepreneurship training and development Indian is lagging with the effective Team management and in Ethiopia cost & pricing of product/services. Hence the study suggests improving the team management skills with the effective training and development through the MSME. In Ethiopia need to focus on the cost and pricing with the tailor made strategies for the entrepreneurs, so that they can reach the customers' expectations.
2. The study observed that entrepreneurs in Ethiopia are effective in customer care services. Hence the study suggests the entrepreneurs to provide the pre and post customer care services, which will enhance the customer loyalty.
3. The study recommends emphasizing on the effective training and development for the Ethiopian entrepreneurs to maintain the daily book keeping and preparation of profit and loss account under the finance segment, so that entrepreneurs can keep the track of day to day financial operations.
4. The entrepreneurs in India are manufacturing the products in-line with the multinational companies standards but failed with the customers acceptability. Hence the study suggests the Indian entrepreneurs to give importance to the uniqueness of the products and services with the market acceptance.
5. The corporate in India will have long term vision but entrepreneurs are not having the long term goals. Hence the study suggests the entrepreneurs to frame the long term vision with the Commercial Orientation for long term sustainability.
6. The technology usage among the Ethiopian entrepreneurs observed to be lagging but Indian entrepreneurs are able to use the technology. Hence the study recommends the adoption of Technology in managing the business operations and product quality, so that Ethiopian entrepreneurs can have the access the global markets.
7. The entrepreneurs of Indian and Ethiopian are lacking in marketing management and followed by the operational management business plan. Hence the study suggests that the training and development should stress in the aspects of marketing, operational and business plan.
8. Entrepreneurs and their executives can acquire the skills provided by government through training programs. This can make an entrepreneur more smart in recognizing opportunities and hazards in the environment. This can also reduce management problems such as maintenance of working capital and accounting records
9. Money requirement forecasting should be based on the cash required in the past to manage the cash entrepreneur problem. It is essential to predict the minimum amount of cash required in the future. Lack of capitalization of many potential business opportunities. Entrepreneurs can encourage their customers to make installment payments. This may reduce their debt collection problem.
10. Unlike other developed countries, they learn business skills when they indulge in their own business activities, the majority of the Indian population has not been raised in a business-friendly environment. The best way is to provide early-stage exposure of company and knowledge-related activities through the education system. It should be an integrated element of school and university schooling. The education system should foster skill development, creative thinking, and autonomous learning. As these are the essential elements of entrepreneurship development and should be fostered at the right time.
11. Entrepreneurs must be able to handle. They need to be efficient in organisational functions such as skilled personnel handling, financial management, working capital management, planning, comprehension of human resources processes and customer relationship management. These skills can be developed through training programs as managed by the

Indian government. Entrepreneurs can also occasionally send their employees to refresh courses and training programs.

12. By enhancing loan progress, banks, government and other financial institutions can encourage Indian and Ethiopian entrepreneurs and boost their accessibility to the necessary credit. As a result, more people will be interested in beginning and operating their company.
13. Trade organizations should play an effective and efficient role in promoting entrepreneurship. They should explore various activities by allowing their members to enhance their competitiveness in the open market. They should provide guidance and assistance to new entrepreneurial organizations.
14. The networking of entrepreneurs should be enhanced. It requires the appropriate involvement and personal effort of an individual. Information related gaps can be reduced and external environmental opportunities can benefit them.

Conclusion of the study

Entrepreneurship Development and training programs are used to generate entrepreneurs in India and Ethiopia. An analysis of the job conducted in connection with the program evaluation revealed the contributions made and the needed improvements. Although there have been many suggestions for improvements, no new, viable alternative model has been suggested for entrepreneurship development.

Therefore, focusing on studies in this region is believed to suggest a new entrepreneur development model to develop innovative entrepreneurs in specific. The evaluation Studies of the current program for the growth of entrepreneurs indicate that motivation, training inputs and comprehensive follow-up after training using skilled trainers are essential to enhance the start-up rate from the current 32 percent. This can only be achieved through an integrated approach incorporating all the primary elements related to entrepreneurial growth. The New Training Model must motivate potential people to become entrepreneurs, followed by appropriate training inputs and support to transform most trainees into entrepreneurs. This transformation can not be achieved without the involvement of the trainees and their family. The commitment of training and support organizations is equally crucial. Therefore, it is believed that the new training model should have a mechanism for bringing together the trainee, their family, the training organizations and the support organizations.

The research examines India and Ethiopia's current entrepreneur training and growth programs. The research regarded primary data from the research of five Khammam district mandals in Telangana state of India and five Sinana district mandals in Oromiya state of Ethiopia. Chi square test was implemented to understand the connection between research fields of entrepreneur growth and preparation and socio-demographic profiles of entrepreneurs. For this purpose of the research T-test was implemented to define the important group mean difference and the current entrepreneur training and growth programs applied discriminating analysis to understand the extremely performed region. The outcome stated that Indian entrepreneurs lack efficient team leadership and Ethiopian entrepreneurs show inefficiency in the price and pricing of products and services.

The research compared India and Ethiopia on the grounds of entrepreneurship training and development programs and their efficiency. The research regarded the primary data based on the questionnaire linked to the training and growth of entrepreneurship in India and Ethiopia. Chi square test was implemented to examine the connection between socio-demographic profiles of entrepreneurs and efficiency on the achievement of entrepreneurial operations in India and Ethiopia. Confirmatory factor analysis has been framed in this section to define the highly loaded variables regarding the efficacy of training on entrepreneurial achievement in India and Ethiopia. The research discovered that Indian entrepreneurs need to come up with the uniqueness of products / services with market recognition. Ethiopian entrepreneurs need to emphasize customer care in the pre-and post-sale of products and services to enhance customer loyalty.

The research contrasted India and Ethiopia's training and development programs for entrepreneurship and their effectiveness. For this purpose, the multiple issues of both Indian and Ethiopian EDPs are experienced and an effort is made to suggest the measure to assess the effective EDPs in both nations. The research noted that the Ethiopian entrepreneurs experience the elevated price of capital and the problems of insufficient / unavailability working capital. With the assistance of entrepreneurial growth, the Indian government should concentrate on the new system for the rapid resurgence of feasible sick units.

Further research scope

The study has been focused on the entrepreneur training and development comparison between the Ethiopia and India. The studies following areas were suggested for the future research.

1. The present study has focused on the two districts of India and Ethiopia. Hence there is a need to expand the study to compare the training and development between Indian and Ethiopia.
2. The study has considered the entrepreneurship training and development concept. There is a need to concentrate on the entrepreneurial finance support.
3. The present study has not considered the integration of technology in entrepreneurial development. There is a need to focus on the usage of technology on the entrepreneurship growth.
4. The study also suggests to compare the effectiveness of the entrepreneur government policies between the Indian and Ethiopia.

References:

1. **Chung-GyuByun (2018):** *A Study on the Effectiveness of Entrepreneurship Education Programs in Higher Education Institutions: A Case Study of Korean Graduate Programs*, *J. Open Innov. Technol. Mark. Complex.* 2018.
2. **TignehMerasha&VenSriram (2018):** *Gender, entrepreneurial characteristics, and success: Evidence from Ethiopia*, *Thunderbird International Business Review* 61(1)
3. **Ashwini Deepak KuamarHamritha.S (2017):** *A Review Study on Women Entrepreneurship, Obstacles Faced and Future Development for the Growth of Individuality*, *IJSRD - International Journal for Scientific Research & Development/ Vol. 5, Issue 09.*
4. **Bilal worku (2017):** *the practice and challenges of media coverage of entrepreneurship issues in ethiopia broadcasting corporation (ebc), addisababa university.*
5. **Colin Jones (2017):** *A contemporary approach to entrepreneurship education Indian Journal Volume 5 Issue 4.*
6. **Fatema Nusrat Chowdhury (2017):** *A Study Of Entrepreneurship Development in Bangladesh: Pros and Cons*, *Journal of Asian Scientific Research.*
7. **HimaniMaggo Kumar (2017):** *Role of Entrepreneurial Development Programmes in Growth of Entrepreneurship in India*, *International Journal of Latest Technology in Engineering, Management & Applied Science (IJLTEMAS) Volume VI, ISSUE VI.*
8. **Neeti Hooda (2017):** *Women Entrepreneurship: Genesis Forsuccessful Business Model*, *International Journal of Management (IJM)Volume 8, Issue 4.*
9. **Alain Fayolle (2016):** *The theoretical and methodological foundations of entrepreneurship education research.*
10. **FardinVakili (2016):** *Role of Education in Entrepreneurship Development*, *J. Ecophysiol. Occup. Hlth.* 16(3&4), 2016, 78–87 ©2016 The Academy of Environmental Biology.
11. **George Njenga King (2016):** *The Role of Entrepreneurship Training and Education in Enhancing Growth of Small and Medium Enterprises in Kenya: A Case Study of Mombasa County*, *IOSR Journal Of Humanities And Social Science (IOSR-JHSS) Volume 21, Issue 4, Ver. I (Apr. 2016).*

12. **Jamuna A.S. K.S. SrinivasaRao (2016):** *Role Of Faculty In A B-School: An Intrapreneur In Developing Future Entrepreneurs, International Journal of Management (IJM) Volume 7, Issue 5.*
13. **Kheyrollah Sarboland(2016):** *A Study on the Role of Skill Training in Entrepreneurship of Entrepreneurs and Non-Entrepreneurs of Vocational Training Centers in Ardebil, Iran, European Online Journal of Natural and Social Sciences 2016 Vol.2, No.3 Special Issue on Accounting and Management. ISSN 1805-3602.*
14. **Rebekah Tegene (2016):** *Empowering Innovation and Entrepreneurship in Ethiopia, Linnaeus University.*
15. **Roberto Dandi (2016):** *Entrepreneurship Education in Ethiopia. Seizing the Opportunities of RES in Africa, Chiara D'Alise, Cristina Gasparri, LUISS Guido Carli University.*
16. **SairanTahmasebi (2016):** *Role of Education in Entrepreneurship Development, International Journal, Volume 6 Issue 3.*
17. **WerotawBezabih (2016):** *Entrepreneurship and Development in Ethiopia, International Management Journal, Volume 5 Issue 1.*
18. **IFMR (2015):** *Business Training - catalyst For Development, International Journal, Volume 5 Issue 3.*
19. **Kannan A.S. (2015):** *Entrepreneurial Motivation Among Students With Disabilities In Select Ethiopian Universities, International Refereed Research Journal ,Vol.– VI, Issue – 1, January 2015 [118].*
20. **MelatTekletsadikHaile (2015):** *'Women Entrepreneurs in Tamil Nadu –A Socio-Economic Study of Selected Women Entrepreneurs at Chennai City', Ph.D.Thesis, Madras University, Madras, March, 2015.*
21. **Natasha Ramkissoon-Babwah (2015):** *The Dynamics of Women Entrepreneurs in Trinidad and Tobago- Motivations, Challenges and Recommendations to Support their Entrepreneurial Development, International Journal of Gender and Women's Studies, Vol. 3(1), June 2015.*
22. **Tony Jackson (2015):** *Entrepreneurship training in tertiary education: Its development and transfer.*
23. **Mohammad Tahlil Azim1 2(2014):** *Entrepreneurship Education and Training: A Survey of Literature, Life Science Journal 2014;11(1s).*
24. **RamezanJahanian (2013):** *Role Of Training On The Development And Improvement Of ENTREPRENEURSHIP PROCESS, Journal of Asian Scientific Research, 2013, 4(4):182-19.*

Corresponding Email: uday12348@gmail.com, dr.ukrao2015@gmail.com, ,
subramanyampudukodu@gmail.com