

Employment Generation in Telangana State: An Empirical Study On T-PRIDE (Telangana State-Program for Rapid Incubation of Dalit Entrepreneurs) Incentives Scheme.

Sr Prof D Chennappa¹, Mayela Ravi Teja²

¹Head, Dept of Commerce, Osmania University, Hyderabad

²Research Scholar, Department of Commerce, Osmania University, Hyderabad

Abstract

The Government of Telangana has rolled out T-PRIDE “Telangana State Program for the Rapid Incubation of Dalit Entrepreneurs” incentives scheme in the year 2014 to foster industrial development which in turn creates employment for rural and urban unemployed youth. The scheme is initiated to for the upliftment of Dalits by providing funding to the SC and ST entrepreneurs. Dalit entrepreneurs get the fiscal incentives in the form of investment subsidy, seed capital, reimbursement of costs incurred in skill upgradation, taxes and other benefits for the establishments under MSME sector. Critical review of literature reveals that there are no studies on evaluating the effectiveness of the scheme from the beneficiaries’ perspective. Hence, the present study is undertaken to fill the research gap. Primary data has been collected from 420 beneficiaries of the scheme on various aspects of the scheme by administering a structured questionnaire. Results of the study indicates that 84.7% of sample beneficiaries are satisfied with the incentives provided under T-PRIDE scheme. Further, it can be said that there is significant association between the beneficiaries’ demographic characteristics and their level of satisfaction. To conclude, if the government creates more awareness about the schemes for Dalit entrepreneurship development among the rural youth it results in more employment generation for the unemployed youth.

Keywords: Employment generation, T-PRIDE, Dalit, MSME, Incentives and Benefits.

Introduction:

Employment generation coupled with improving employability in the country including rural areas and in small towns is a priority of the government. Multi-pronged strategies are been taken by the government to address issues relating to employment opportunities through government sponsored schemes. Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Deendayal Anthyodaya Yojana-National Rural livelihood mission (DAY-NRLM), Deendayal Upadhyay- Gramin Kaushal Yojana (DDU-GKY), Pradhan Mantri Gram Sadak Yojana (PMGSY) etc.

Further, the government of India has taken various steps for generating employment in the country. The govt of India has announced Aatmanirbhar Bharat package to provide stimulus to business and to mitigate the adverse impact of COVID-19. Under this package, the government is providing fiscal

stimulus of more than Rs. Twenty-seven lakh crores. THIS package comprises of various long-term schemes/ programmes/ policies for making the country self-reliant and to create employment opportunities.

Brief profile of Telangana:

Telangana as the 29th state of India, Telangana came into being on the 2nd of June 2014. Telangana region was part of the Hyderabad state from 17th September 1948 to 1st November 1956, until it was merged with Andhra state to form Andhra Pradesh.

After decades of movement for a separate state, Telangana was created by passing the AP state Reorganization bill in both houses of Parliament.

Telangana government has laid down the schemes that have benefitted a large chunk of the population in the state through Shaadi Mubarak, KCR kits, Kalyana Laxmi, Rythu Bheema, Rythu Bandhu, Aasara pensions, free ship distribution, Mission Kakatiya, Mission

Bhageeratha, Kanti velugu, Haritha Haram, Double Bed Rooms, SHE teams, Mana Ooru-Mana Badi, WE-HUB, T-HUB, TASK, T-FIBER, T-IDEA, T-PRIDE etc **T-PRIDE Incentives scheme:**

The Government of Telangana State has formulated the industrial policy which aims at providing sustainable industrial development and to create gainful employment opportunities.

The term T-PRIDE stands for Telangana Program for Rapid Incubation of Dalit Entrepreneurs.

It is an incentive scheme for scheduled castes and scheduled tribe people which came on 29th November, 2014. The incentives/ facilities /subsidies will be announced by the Industries and Commerce (IP & INF) department.

To promote Telangana as the best investment destination for investors in India, the government of Telangana will offer various incentives and benefits to all new industrial enterprises set up by SC's and ST's in the state.

Classification of Industry or Enterprise:

According to T-PRIDE incentive scheme industrial enterprises means any industrial undertaking and servicing industry, other than those run departmentally by government of India/ Telangana.

New Industry/Enterprise: New Industrial enterprise means an Industry includes manufacturing/ service industrial enterprises which has been established in the state with new machinery/ equipment and commenced its business operations and commercial productions after 01-01-2015 and before 31-03-2019 holding valid approvals with the respective authorities.

- a) Micro Enterprises: Micro Enterprise means an enterprise in which Investment on plant and machinery up to limit as defined by the Government of Telangana from time to time.
- b) Small Enterprise: Small Enterprise means an enterprise in which Investment on plant and machinery up to limit as defined by the Government of Telangana from time to time.
- c) Medium Enterprise: Medium Enterprise means an enterprise in which Investment on plant and machinery up to limit as defined by the Government of Telangana from time to time.
- d) Large Industries: Large Enterprise means an enterprise in which Investment on plant and machinery up to limit as defined by the Government of Telangana from time to time.
- e) Mega Projects:

- Mega project means the Industrial Enterprise, which setup with a capital investment of Rs 200 Crore and above (as defined by the state government from time to time) for a span of three years.
 - The industrial enterprise which creates employment to more than 1000 persons.
- f) Expansion Projects: Existing industrial enterprises, in all eligible areas, setting up expansion projects other than those listed in the ineligible list, involving enhancement of fixed capital investment at least by 25% as well as enhancement of installed capacity by 25% for the same product lines will be eligible for incentives.
- g) Diversification Project: Existing industrial enterprises, in eligible areas, making investment for a new product other than those listed in the ineligible list, involving Diversification with an enhancement at least by 25% of fixed capital investment as well as enhancement of turnover by 25% in value terms, will be eligible for incentives.

Objectives of T-PRIDE Incentives Scheme:

The following are the primary objectives of T-PRIDE Scheme:

- The policy aims at core manufacturing sectors, with the creation of wide employment opportunities for rural and urban people.
- It attracts new international and national investment in industrial sector.
- The most significant outcome of the policy will be the production of high-quality goods at the most competitive rates with high global recognition.

Focus sectors of T-PRIDE Scheme:

The following are the sectors that will be focused by this scheme:

- **SME's and Micro industries:** Adequate number of small plots in the industrial parks for the SME's; special fund for addressing incipient sickness; special fund for IP registration assistance; special fund for the technology transfer modernisation to the MSME sector; reimbursement of land conversion charges etc.
- **Industrial incentives:** The state government proposed to encourage the process of industrialization by providing various kinds of incentives to the entrepreneurs and also ensures an entrepreneur-friendly and graft-free regime disbursing the incentives.
- **Assistance to woman entrepreneurs:** This scheme will support woman entrepreneurs in a huge way. The organisations working for the woman entrepreneurs such as COWE (Confederation of Woman Entrepreneurs), ALEAP (Association of Lady Entrepreneurs of India), FICCI-FLO (Federation of Indian Chamber of Commerce and Industry) will be invited to join the government to identify and train woman entrepreneurs to get their project proposals developed a link them to financial sectors and handhold and monitor the progress of their projects.
- **Special assistance to SC/ST's entrepreneurs:** o A special direct funding program for financing SC/ST entrepreneurs to utilize the money that is available under respective sub-plans.
 - The payment of margin money on behalf of SC/ST's entrepreneurs by government.
 - Intensive entrepreneur and skill development programs.
 - Interest subsidy for the service sector units (except transport sector) • Preferential allotment of plots in industrial parks etc.

Review of literature:

A brief review of the literature on the employment generation for SC/ST's; employment generation through various government schemes in India is made here with a view to ascertain the coverage of issues related to the research problem and identify the gaps in the area of research. The literature survey here includes books on Dalit entrepreneurs in India, employment generation through various government schemes of India, employment generations for SC/ST's and few articles published in various journals and periodicals and etc.

1. **Rahul K. Wadichar, Dr. Jaywant D. Wadate, Dr. Prashant Manusmare(March 2022)¹:** This study shows that support from the PMEGP program can improve youth empowerment in Nagpur district. As a result, more young people, especially those working in the informal sector, need access to the program to benefit from the incentives it offers. It also shows that PMEGP encourages here, entrepreneurs to innovate and develop new business concepts. This study is unique and has the potential to influence policymaking and implementation in the field of entrepreneurship development.
2. **Srimoyee Datta, Tarak Nath Sahu (Dec 2020)²:** This study looks at how microfinance organisations can help borrowers change their methods of subsisting. The effect of microfinance on the lives of 350 West Bengali borrowers as a whole has been objectively observed by using various statistical approaches. In this study, it was found that MFIs' products helped to gradually change the beneficiaries' patterns of living. Utilizing microcredit enables borrowers to develop businesses that generate income and hire labour both inside and outside of their homes. By contrasting the pre- and post-loan phases, this study adds to the body of existing research on microfinance and determines the current function of MFIs. This study can be explained to policymakers to help them create new policies by taking the right framework and methodology into account.
3. **Dr. Gopi Madaboyina (October 2020)³:** The study on Dalit Entrepreneurship in India reveals that, Dalit in the society treated as a suppressed community those who are involved only to assists the upper caste people. Dalit become entrepreneurs are highly impossible in the modern world in the country, though few Dalits become entrepreneurs due to their origin and traditions. But the Dalit entrepreneurs are still struggle to sum the business not because of their in efficiency but because of their belonging to Dalit community. In this situation there are 118.90 thousand (8%) of MSM enterprises owned by Dalit in India which indicates that, Dalit do can engage business of the opportunities and encouragement from the government and entrepreneurs. Dalit become entrepreneurs not only help to improve their status in the society but also it leads to overall growth of nations.
4. **Saha Satyajit (March 2020)⁴:** It reveals the performance of Harirampur Block Progress Report in terms of providing employment and generating assets for rural households during the fiscal years 2015-16, 2016-17, 2017-18, and 2018-19. As a result, this paper has critically examined the program's progress over the last four fiscal years. Data analysis shows that the programme has resulted in numerous job opportunities in the Harirampur block. It has also been successful in generating long-term community and individual assets. The paper concludes with some recommendations for improving both aspects.
5. **Shivashankar.M (March 2019)⁵:** A study on Empowerment of Dalits through Entrepreneurship says that, In a political environment all are equal but the in a social environment discrimination happens everywhere. Through Government initiatives Dalits to found solutions to

many problems. Therefore, Entrepreneurship serves as a gateway to transform the socio-economic status of Dalits and sows the seeds of social capital to become an independent and self-sufficient.

6. **Atrayee Saha (Jan 2019)⁶:** This article is based on a year of intensive field research in remote villages in Deoghar and Bim districts of Rajasthan, examining the functioning of the program in rural Rajasthan. We identify three major barriers to effective NREGA implementation and analyze their impact: Persistent caste-based inequalities and social interactions between different groups of rural residents, potential workers diverse professional interests, and lack of initiative by their respective panchayat.
7. **Dr. Rubee Singh, Archana Raj (November 2018)⁷:** Poverty in India is serious Job creation is one of the biggest challenges Job creation, anti-anti-eradication Poverty program incorporated progress in eradicating poverty and Many jobs were created estimated poverty rate Tendulkar Board Poverty Rate Another important aspect of Job creation by sector. Able to eradicate extreme poverty in both rural and urban areas.
8. **Sunil Kumar (September 2018)⁸:** Entrepreneurship is now a buzzword often used by political leaders, companies and research institutes. The government has consistently pursued a policy of developing an entrepreneurial culture among Indian youth Due to a lack of job opportunities, people are migrating from the countryside to the cities, leading to a demographic imbalance. These demographic differences cause many problems in both parts of the country Rural Entrepreneurship is an initiative to bridge this gap by providing employment opportunities to local people. This is an overview paper based on previous research done by many scholars and academics in the field of rural entrepreneurship. This is an attempt to find out how rural entrepreneurship has influenced their social, regional and economic development It also talks about empowering rural women through entrepreneurship It showed a significant impact on all factors except job creation.
9. **Manish Kumar Goswami (February 2018)⁹:** An attempt has been made to investigate the implications of recent entrepreneurship policy reforms, as well as various issues and challenges in India in the aftermath of start-up, stand-up India, and make-up India. programme in India. The study discovered that governments have placed a high priority on skill development in order to reap the benefits of the demographic dividend. It is still difficult to implement effectively and to provide a suitable environment. The annual economic survey report was based on secondary data obtained from the Ministry of MSMEs, the MoF, and the CMIE.
10. **Dr. Prakash Ratan Lal Rodiya (Dec 2017)¹⁰:** The study suggests that while government policy frameworks need to emerge from public-private partnership approaches to improve efficiency. The need to strengthen the economy can be met if the current education system focuses on teaching, shifting and hiring skills of students.

Research Gap:

After a thorough review of studies, it is found that, there are many studies on employment generation through various schemes of India, rural employment generation, employment generation through PMEGP, employment generation through MGNREGS, but there are no studies have been done on Employment Generation in Telangana through T-PRIDE Scheme.

Hence, to fill the research gap the present study is undertaken.

Objectives of the study:

The present study entitled “Employment Generation in Telangana State: A Study on T-PRIDE (Telangana State-Program for Rapid Incubation of Dalit Entrepreneurs) incentives scheme” has set to be the following objectives:

1. To present an overview about the employment generation through T-PRIDE incentives Scheme.
2. To study the various incentives /benefits associated with the T-PRIDE incentives Scheme.
3. To analyse the level of satisfaction of beneficiaries towards T-PRIDE incentives Scheme.

Hypothesis:

H₀: there is no significant association between the demographic characteristics and level of satisfaction towards incentives/benefits derived from T-PRIDE incentives Scheme

H₁: there is a significant association between the demographic characteristics and level of satisfaction and incentives/benefits derived from T-PRIDE incentives Scheme

Research Methodology:

Type of the study: An Empirical Research has been taken up to find out the satisfaction level of beneficiaries towards T-PRIDE incentives scheme.

Sample Type: The study has been made use of convenience sampling method to gather data from beneficiaries of T-PRIDE incentives scheme.

Sample size: The sample size of the present study is a total of 420.

Sources of Data: The study has been based on the primary data which is collected from beneficiaries of the scheme through questionnaires and secondary data collected through internet, reports, websites and so on.

Statistical tools: The study uses Chi-square test to find out, is there any association between demographic characteristics of beneficiaries and their level of satisfaction.

Statistical Software: The study uses SPSS software for Analysis of Data.

Scope of the study: The present study is confined to Telangana region with a view to find out the satisfaction level of beneficiaries towards T-PRIDE incentives scheme.

Period of the study: The period of the present study is 3 months i.e., August and October 2022.

Results and Discussions:

Table 1: Characteristics of the respondents.

Variable	Frequency(n)	Percentage (%)
Gender:		
Male	296	70.5
Female	124	29.5
Age:		
20-30 years	284	67.6
30-40 years 40-50 years	44	10.5
50-60 years above 60 years	32	7.6
	36	8.6
	24	5.7

Education levels:		
Up to SSC	272	64.76 25.71
Intermediate	108	2.86
Graduation	12	6.67
Any other	28	
Association with T-PRIDE		
Below 2years	196	46.67
2-4 years 4-6 years above 6 years	184	43.81
	20	4.76
	20	4.76

(Source: Primary data)

From the above frequency table, a total of 420 people responded for this questionnaire, of which 296 are male and 124 are Female. Most of the respondents belongs to the age group of 20-30 years (67.6%), followed by 30-40 years (10.5%), 40-50 years (7.6%), 50-60 years (8.6%) and above 60 years are 5.7%.

A total of 272(64.76%) respondents described their education level as SSC followed by 108(25.71%) respondents as Intermediate, 12(2.86%) respondents as Graduation and 28(6.67%) respondents as any other.

Also, the table reveals that, 196(46.67%) respondents have an association of less than 2 years with the T-PRIDE Scheme followed by 184(43.81%) are 2-4 years, 20(4.76%) are 4-6 years and above 6 years.

Table 2: Beneficiaries level of Satisfaction among T-PRIDE Scheme

Variable	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied
Gender:			
Male	248	28	20
Female	108	16	0
Age:			
20-30 years	232	36	16
30-40 years	44	0	0
40-50 years 50-60 years above 60 years	24	8	0
	36	0	0
	20	0	4
Educational levels			
Up to SSC	232	24	16
Intermediate	96	12	0
Graduation	12	0	0
Postgraduation	16	8	4

The above table reveals that, out of 420 respondents a total of 356 respondents are satisfied with the T-PRIDE Incentives scheme followed by 44 respondents neither satisfied nor dissatisfied and only 20 out of 420 respondents claimed that they are dissatisfied with the TPRIDE Scheme.

Testing if there is any association exists between the demographic variables and level of satisfaction towards T-PRIDE incentives scheme

Overall satisfaction score of all 420 respondents is classified in to three groups namely; (1) Satisfied, (2) Neither Satisfied nor Dissatisfied, and (3) Dissatisfied.

Table 3: Frequency summary for each demographic variable (Gender, Age, and Income) with Satisfaction score

	Number of Respondents					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Overall Satisfaction *	420	100.0%	0	0.0%	420	100.0%
Gender	420					100.0%
	420					
Overall Satisfaction *		100.0%	0	0.0%	420	
Age			0	0.0%	420	
Overall Satisfaction *						100.0%
Income		100.0%				

(Source: SPSS)

In the above table Overall Satisfaction score is correlated with each demographic variable (Gender, Age, and Income group), wherein all the respondents (i.e.,420) are covered in each combination of a demographic variable and score of satisfaction level. There are no missing values in the sample.

Checking the association between Gender and level of satisfaction towards T-PRIDE scheme

Table 4: Cross tabulation: Gender and Level of Satisfaction

Level of Satisfaction	Frequency	Gender		Total
		Male	Female	
Satisfied	Count	248	108	356
	% of within Gender	83.8%	87.1%	84.8%
Neither Satisfied nor Dissatisfied	Count	28	16	44
	% of within Gender	9.5%	12.9%	10.5%
Not Satisfied	Count	20	0	20

	% of within Gender	6.8%	0.0%	4.8%
	Total	296	124	420 100%

(Source: SPSS)

Out of the 420 respondents, 356 respondents are satisfied with the Incentives/subsidies/benefits associated with T-PRIDE Scheme, 44 respondents could not come to a conclusion, and 20 respondents are dissatisfied with the incentives associated with the scheme. In total of 296 male respondents, 83.8% are satisfied while out of 1 female respondents 87.1% are satisfied with the incentives provided by the T-PRIDE scheme.

Hypothesis:

H₀: There is no association between the Gender and level of satisfaction towards incentives/benefits associated with T-PRIDE incentives Scheme

H₁: There is an association between the Gender and level of satisfaction towards incentives/benefits associated with T-PRIDE incentives Scheme.

Table 5: Chi Square test is applied to test the association between the gender and level of satisfaction towards Incentives/benefits associated with T-PRIDE.

Chi-Square Test			
	Value	Df	Asymp. Sig (p) (2-sided)
Pearson Chi-Square	2.370^a	2	.306
Likelihood Ratio	3.765	2	.152
Linear-by-Linear Association	.860	1	.354
N of Valid Cases	420		

(Source: SPSS)

There is no association between the gender and level of satisfaction towards incentives /benefits associated with T-PRIDE at 5% level of significance ($\chi^2 = 2.370$, $df = 2$, $p = 0.306$). Hence, it can be said that both the male and female respondents have more or less the similar level of satisfaction.

Checking the association between Age and level of satisfaction towards Incentives/benefits associated with T-PRIDE

Table 6: Cross tabulation: Age and Level of Satisfaction

Level of Satisfaction		Age					Total
		20-30 Years	30-40 Years	40-50 Years	50-60 years	Above 60 years	
Satisfied	Count	232	44	24	36	20	356
	% within Age	81.7%	100.0%	75.0%	100.0%	83.3	84.8%
Neither Satisfied nor Dissatisfied	Count	36	0	8	0	0	44
	% within Age	12.7%	0.0%	25.0%	0.0%	0.0%	10.5%
Not Satisfied	Count	16	0	0	0	4	20
	% within Age	5.6%	0.0%	0.0%	0.0%	16.7%	4.8%
Total		284	44	32	36	24	420 100%

(Source: SPSS)

Out of 284 respondents in 20-30 years age category, 81.7% are satisfied with the incentives/benefits associated with T-PRIDE Scheme, 12.7% respondents could not decide, and 5.6% respondents are dissatisfied with the incentives/benefits associated with T-PRIDE scheme.

Out of 44 respondents in 30-40 years age category, all the respondents are satisfied.

Out of 32 respondents in 40-50 years age category, 75.0% are satisfied, while 25.0% respondents could not say their level of satisfaction. Out of 9 respondents in 50-60 years age category, all the respondents are satisfied.

Out of 24 respondents in above 60 years age, 83.3% are satisfied, while 16.7% respondents are dissatisfied with the incentives/benefits associated with T-PRIDE.

Hypothesis:

H₀: There is no association between Age and level of satisfaction towards Incentives/benefits associated with the T-PRIDE incentives Scheme.

H₁: There is an association between Age and level of satisfaction towards incentives/benefits associated with the T-PRIDE incentives Scheme.

Table 7: Chi Square test is applied to test the association between Age and level of Satisfaction towards incentives/benefits associated with the T-PRIDE Scheme.

Chi-Square Test			
	Value	Df	Asymp. Sig (p) (2-sided)
Pearson Chi-Square	8.613	8	0.376
Likelihood Ratio	11.453	8	0.177
Linear-by-Linear Association	0.310	1	0.577
N of Valid Cases	420		

(Source: SPSS)

There is no association at 5% level of significance between Age and level of satisfaction incentives/benefits associated with the T-PRIDE ($\chi^2 = 8.613$, $df = 8$, $p = 0.376$). Therefore, it can be said that all the respondents have similar satisfaction level irrespective of the age categories they belong.

Checking the association between Education level and level of satisfaction towards Incentives/benefits associated with the T-PRIDE

Table 8: Cross tabulation: Educational level and Level of Satisfaction

		Education level				Total
		Upto SSC	Intermediate	Graduation	Any other	
Satisfied	Count	232	96	12	16	356
	% Within Education	85.3%	88.9%	100.0%	57.1%	84.8%
Neither Satisfied Nor Dissatisfied	Count	24	12	0	8	44
	%within Education	8.8%	11.1%	0.0%	28.6%	10.5%
Not Satisfied	Count	16	0	0	4	20
	% within Education	5.9%	0.0%	0.0%	14.3%	4.8%
	Count	272	108	12	28	420
						100%

(Source: SPSS)

Out of 272 respondents who are upto SSC, 85.3% are satisfied with incentives/benefits associated with T-PRIDE, 8.8% respondents could not decide, and 5.9% respondents are dissatisfied with the incentives/benefits associated with T-PRIDE scheme.

Out of 108 respondents who belongs to interemediate, 88.9% the respondents are satisfied with incentives/benefits associated with T-PRIDE and 11.1% are neither satisfied nor dissatisfied. Out of 12 respondents who belongs to Graduation, all the respondents are satisfied with the incentives/benefits associated T-PRIDE Scheme.

Out of 28 respondents, who belongs to other educational qualification, 57.1% respondents are satisfied with the incentives/benefits associated with the T-PRIDE Scheme, while 28.6% respondents could not decide, and 14.3% respondents are dissatisfied with the incentives/benefits associated with T-PRIDE Scheme.

Hypothesis:

H₀: There is no association between Income level and level of satisfaction towards incentives/benefits associated with T-PRIDE

H₁: There is an association between Income level and level of satisfaction towards incentives/benefits associated with T-PRIDE

Table 9: Chi Square test is applied to test the association between the Education level and level of satisfaction towards incentives/benefits associated with T-PRIDE.

Chi-Square Test			
	Value	Df	Asymp. Sig (p) (2-sided)
Pearson Chi-Square	6.4	6	0.380
Likelihood Ratio	7.039	6	0.317
Linear-by-Linear Association	0.922	1	0.337
N of Valid Cases	420		

(Source: SPSS)

Chi Square test reveals that there is no association between Education level and level of satisfaction at 5% level of significance ($\chi^2 = 6.4$, $df = 6$, $p = 0.380$). Therefore, it can be said that all the respondents have similar level of satisfaction towards incentives/benefits associated with TPRIDE scheme irrespective of their educational level.

Conclusion:

This paper focuses on Employment Generation through T-PRIDE scheme, an attempt is made to measure the level of satisfaction of beneficiaries of T-PRIDE Scheme. A structured questionnaire is circulated to the beneficiaries of T-PRIDE. Incentives /benefits associated with the T-PRIDE Scheme can have an association with gender, and educational level. Hence, a statistical analysis is carried out to find if there is any association between the demographic factors and the level of satisfaction towards the incentives/benefits associated with T-PRIDE Scheme. It is found that there is no association between the demographic factors and level of satisfaction.

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