TRAINING AND SKILL DEVELOPMENT ACTIVITIES FOR MSMEs IN INDIA

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Abstract

MSME-DIs organise a large number of training programmes for providing training to potential first generation entrepreneurs for dissemination of their techno/managerial knowledge and skills with the objective of encouraging more and more of them to take up entrepreneurial ventures besides, organizing training activities for the existing entrepreneurs aimed at improving/upgrading their knowledge and skill for effective management of their units. The Training Activities of MSME-DIs fall into the following categories:- ESDPs, EDPs, BSDPs, MDPs, IMCs and vocational education programmes. This article focus on the training activities of MSME – DIs and from the angle of enterprise technology innovation, put forward the enterprise training strategies which should be adopted in small and medium-sized enterprises.

Keywords: MSME-DIs – Micro; Small & Medium Enterprises – Development Institute; ESDPs-Entrepreneurship and Skill Development programmes; EDPs- Entrepreneurship Development Programmes; BSDPs- Business skill Development Programmes; MDPs- Management Development Programmes; IMCs-Industrial Motivation Campaign

Introduction

MSME-DIs organise a large number of training programmes for providing training to potential first generation entrepreneurs for dissemination of their techno/managerial knowledge and skills with the objective of encouraging more and more of them to take up entrepreneurial ventures besides, organizing training activities for the existing entrepreneurs aimed at improving/upgrading their knowledge and skill for effective management of their units. It is very important to know the training needs of enterprise’s past and present demand, training activities planning often starting to solve problems of the past and present. Based on technical innovation training, training analysis is
ascending into the strategic level, standing in a new height. From the angle of enterprise technology innovation, put forward the enterprise training strategies which should be adopted in small and medium-sized enterprises.

The main advantages of training are:

- **Higher Performance**: training helps to improve the quantity and quality of work output, increase knowledge, skills, productivity of both employees and an organisation as a whole.

- **Lesser learning period**: it helps to reduce the learning time and cost required to reach the acceptable level of performance. The employees need not waste time in learning through trial or error or by observing others.

- **Uniformity of procedures**: through it, the best available methods of performing the work can be standardised and taught to all employees, which helps to improve the quality of performance.

- **Economy of materials and equipment**: it helps trained employees to make better and economical use of materials and equipment, thus wastage will be low.

- **Less supervision**: it reduces the need for detailed and constant supervision of workers by making them self-reliant in their work as they know what to do and how to do it.

- **High Morale**: it helps to improve the employees' job satisfaction, morale, developing in them positive attitude, making them more cooperative and loyal to the organisation. With improvement in industrial discipline and relations, rates of absenteeism and labour turnover are reduced.

- **Participative Management**: it facilitates delegation and decentralisation of authority. Trained employees are willing to accept new and challenging assignments.

**Skill Development**

Skill Development has been taken up as a high priority area by Ministry of MSME through various measures like enhancing the training capabilities of the Tool Rooms, MSME Development Institutes and other organizations under the Ministry of MSME. The agencies under the Ministry of MSME conducted programmes for skill development for nearly 4.29 lakh trainees during 2011-12 and the targets set for 2012-13 is 4.94 lakh persons. The Ministry of MSME provides all such trainings for SCs/STs free of cost. Special programmes are organized through MSME-DIs for weaker sections of the society viz., SC/STs, women and physically handicapped free of cost besides providing a monthly stipend of Rs. 125/- per week per candidate during the entire period of training.

**Training and Skill Development Activities**

1. **Training and Skill Development Activities by Central Government**
(i) Skill Development and Training Programmes of Central Government

(ii) National Vocational Training information Service of Ministry of Labour.

2. Training Programmes of SIDBI

(i) Entrepreneurship Development Programme (EDP)

(ii) Small Industries Management Programme (SIMAP)

(iii) Skill-cum-Technology (STUP)

3. Training Programmes of NSIC

NSIC provides technical support to SSIs through 'NSIC Technical Services Centres' (NTSCs) and a number of extension and sub centres spread across the country. The range of technical services provided through these centres include training in Hi-Tech as well as conventional trades, testing, common facilities, toolkits, energy audit, environment management etc.

**Training Programme of Msme-Dis**

Various types of training Programmes conducted by various MSME-DIs are provided in the table below:

<table>
<thead>
<tr>
<th>Sl.no.</th>
<th>Programme Name</th>
<th>Various Topics Covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Entrepreneurship Development Programmes (EDPs)</td>
<td>Computer Application, Computer Awareness, Beautician, Garment Manufacturing, Call centre(IT) industry, Catering, Industrial Accounting, Fruits and Vegetable Products, etc.</td>
</tr>
<tr>
<td>2</td>
<td>Entrepreneurship Skill Development Programmes (ESDP)</td>
<td>Computer Application, Computer Hardware Maintenance, DTP, Motor Winding, CNC Operation and Programming, Mobile Handset Repairing, Computer Accounting, Food Processing, Embroidery, Fashion Designing, Jewellery Designing, Soft Toys, Air Conditioning and Refrigeration, Consumer Chemical Products, etc.</td>
</tr>
<tr>
<td>3</td>
<td>Business Skill Development Programmes (BSDPs)</td>
<td>Product/process design, Manufacturing process involved Testing, Selection &amp; Usage of appropriate machinery and equipment, Marketing avenues/techniques, Product/service pricing, Export opportunities, cash flow, Preparation of project profiles, Quality management Standard, Quality Management Tools, Creativity, Value Engineering and value analysis etc.</td>
</tr>
<tr>
<td>5</td>
<td>Industrial Motivation Campaigns (IMCs)</td>
<td>Industrial Motivation Campaigns</td>
</tr>
<tr>
<td>6</td>
<td>Vocational and Education Training</td>
<td>Courses in Tools Engineering, Skill Enhancement Courses for Industry Personnel Customised training programmes for industries</td>
</tr>
</tbody>
</table>
Training Programme of Msme-Dis

1) Entrepreneurship Development Programme (Edps)

Entrepreneurship Development Programmes are being organised as a regular training activity to cultivate the latent qualities of youth by enlightening them on various aspects that are necessary to be considered while setting up Micro, Small & Medium Enterprises. The course contents of such programmes are so designed as to provide in-depth knowledge to the participants about product/process design, manufacturing practices, testing and quality control, selection and usage of appropriate machinery and equipment, preparation of project profile, marketing avenues/techniques, product/service pricing, export opportunities, infrastructure facilities available incentives, sources of finance and financial institutions etc. No fees charged from SC/ST participants and 50% fee is charged from women and physically handicapped participants. A stipend of Rs. 125/- per week is provided to SC/ST, women and physically handicapped participants under promotional package of the ministry.

1). Entrepreneurship Skill Development Programme (Esdps)

Comprehensive training programmes are organised to update existing skills and to create new skills in workers and technicians of existing units and educated unemployed growth by organizing various technical training courses for them. The basic objective to provide training to unskilled/semi-skilled workers engaged in MSE sector and to equip them with better and improved techno-managerial skills of production. Emphasis is being placed to organise maximum programmes in rural areas particularly for weaker sections of the society. Entrepreneurship Skill Development programmes organised included the herbal cosmetics, high fashion garment, hosiery, food and fruit processing industries, information technology, hardware maintenance, soap and detergents, leather products/novelties, servicing of household electrical appliances and electronic gadgets, gem cutting and polishing, engineering plastics, mobile repairing, beautician, CAD/CAM, etc, are organised for development of the skills. No fees are charged from SC/ST participants for the ESDPs programme. 20% of the target ESDPs is conducted as stipendiary programme for weaker sections.

1). Business Skill Development Programme (Bsdps):

In order to further motivate the educated youth to take up entrepreneurial tailor-made courses namely Business Skill Development Programmes (BSDPs) has been introduced for prospective entrepreneurs through select Business schools/Technical institutions etc., The programme introduced to encourage educated unemployed youth, students basically from Business Schools/Technical institutions to start self-employment ventures of MSMEs.
(1) Management Development Programmes (Mdps)
The Management Development Programmes being organised for imparting training in management subjects, aim at improving the decision-making capabilities resulting into higher productivity and profitability of the existing and potential entrepreneurs and assist in developing new enterprises. The Management Development Programme covers a variety of topics about managerial functions with instruction by the experts, aiming at dissemination of knowledge of scientific/modern management trends/practices. The course on various functional areas of industrial management initiatives are also devised for owner-cum-manager and supervisory level personnel of MSMEs.

(2) Industrial Motivation Campaign (Imcs)
Industrial Motivation Campaign (one day duration) is organised to identify and motivate traditional/non-traditional entrepreneurs having potential for setting up MSMEs so as to lead them towards self employment. Emphasis is being given to organise the maximum number of programmes in rural/remote areas particularly for weaker sections of the society.

(6) Vocational and education programme:
The Training programmes are continuously re-strutted in view of the emerging trends/practices the changing requirements of training and the local requirements of the industries. The composition of the target groups and their profiles also determine the modification in the course curriculum.

5. Training Programmes of Other Institutes
National Institute of Micro, Small and Medium Enterprises (NIMSME), Hyderabad
The National Institute of Micro, Small and Medium Enterprises (NIMSME), formerly National Institute of Small Industry Extension Training (NISIET) is an autonomous Society at Hyderabad under the administrative control of Office of DC(MSME). The Institute conducts National and International Training Programmes. NI-MSME has initiated several specialised and tailor-made training programmes. A few of them are:
Management Development Programmes.
Programme on Area Development.
Programme on Feasibility Survey and Analysis.
Programme on Industrial Estates.
Programme for Young Engineers and Technocrats.
Vertically Integrated Course on Orientation through Small Industry Development for IAS / IES Officers.
Effective Development Programmes for Rationalised Employees of State and Central PSUs.

Exclusive Programmes for International Executives of Various Themes on Regular Basis.

Sensitivity Training in Production Planning and Control.

Faculty Development Programmes.

Programmes on Cluster Development.

Programmes on Cluster Development.

Programmes on Cluster Development.

Programmes on Focused Themes for Executives of North Eastern States

National Institute for Entrepreneurship and Small Business Development (NIESBUD), NOIDA The National Institute for Entrepreneurship and Small Business Development (NIESBUD), New Delhi, is an autonomous body under the administrative control of the Office of the DC(SSI). The Institute conducts about 28 National and 5 International Training Programmes every year. Besides, the Institute undertakes research studies, consultancy assignments, development of training aids etc. Micro, Small & Medium Enterprises Training Institute (MSME-TI), Tiruvalla (Formerly SEPTI) . The erstwhile Production Centre for electronic motors was renewed as Micro, Small & medium Enterprises Training Institute (MSME-TI), Tiruvalla, in the year 1992-93, with a view to conduct specialised skill oriented Entrepreneurship Development Programmes for educated unemployed youths. The Institute has been equipped with Electronic Laboratory, Computer Lab, CNC Lab, HEA Lab, AC&R Lab, General Engineering Workshop, EPABX and four training halls with Audio-Visual aids. The Institute has been conducting skill oriented EDPs in various trades like General Engineering, Motor Rewinding, Household Electric Applicances, A/C and Refrigeration etc. The Institute generally conducts 16 EDPs in two phases every year. Apart from these, the Centre has also introduced certain Diploma and PG Diploma courses in Computer varying form 3 months to 12 months duration on a self-sustaining basis. The Centre also organises training for TRYSEM and PMRY beneficiaries.

Indian Institute of Entrepreneurship (IIE), Guwahati Indian Institute of Entrepreneurship is an autonomous national institute established by Ministry of Micro, Small and Medium Enterprises. The activities of the Institute include identification of training needs, designing and organizing programmers both for development functionaries and entrepreneurs; evolving effective training strategies and methodologies for different target groups and locations; organise seminars, workshops and conferences for providing fora for interaction and exchange of views by various agencies and entrepreneurs; undertaking research on entrepreneurship development, documenting and disseminating information needed for policy formulation and implementation on self-employment and entrepreneurship.
The various training courses offered by the institute include:

Faculty Development Programme in Entrepreneurship
Entrepreneurship Development Program
TEDP Herbal Medicine & Aromatic
Entrepreneurship Awareness Programme
TEDP on Gems & Jewellery
TEDP on Woollen Garment Industry
Training Programme on Cluster Development Approach for Urban Poor
Regional Workshop on Empowerment of Women through Development of Micro Enterprises
Project Identification, Formulation and Appraisal on Micro Enterprises for Urban Poor
New Enterprise Creation
Women EDP
Central Footwear Training Centres, Chennai and Agra

These training centres provide training and related inputs to develop and augment a class of trained personnel in Footwear technology and Allied industry in the country.

Training programmes of Central Footwear Training Centre, Chennai
Training programmes of Central Footwear Training Centre, Agra

Fragrance and Flavour Centre, Kannauj

FFDC aims to serve as an interface between essential oil, fragrance and flavour industry and the R & D institutions both in the field of Agro Technology and chemical technology. Main objective of the centre is to serve, sustain and upgrade the status of farmers and industry engaged in the aromatic cultivation and its processing, so as to make them both in local and global market.

Electronics Service & Training Centre, Ram Nagar, Electronics Service & Training Centre has been established as a Govt. of India to develop human resources to meet the essential requirements for transfer of technology in assembly and manufacturing of electronics items and parts. One of the main activities of the Centre is training of the personnel in the areas of production and quality control for electronic and I.T. industry.

Three kinds of training programmes are conducted at ESTC namely:

Skill Development Training for Employment
Self Oriented Entrepreneur Development Training Programme

Specialized Skill Upgradation Training Programme

Institute for Design of Electrical Measuring Instruments, Mumbai (IDEMI)

IDEMI, a joint venture of the Government of India and UNDP/UNIDO, was set up to gear up the growth potential of indigenous instrument industry and hence to meet the ever-growing instrumentation needs of the country by augmenting productivity quality control in the industrial sector – be it in Electrical, Electronics or Process Control Instruments. The Institute is looked upon as a nodal centre in view of its multifarious activities offered to suit various needs of the instrument industry. The Institute offers Technical Training for a wide range of professionals in numerous disciplines of Instrumentation.

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No. of trainees

<table>
<thead>
<tr>
<th>SL.NO</th>
<th>NAME OF THE PROGRAMME</th>
<th>SANCTIONED No.</th>
<th>ACHIEVEMENT No.</th>
<th>SC</th>
<th>ST</th>
<th>OB C</th>
<th>MIN</th>
<th>PH</th>
<th>OTHERS</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ESDPs</td>
<td>181</td>
<td>2442</td>
<td>438</td>
<td>804</td>
<td>144</td>
<td>116</td>
<td>338</td>
<td>4332</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>EDPs</td>
<td>032</td>
<td>280</td>
<td>28</td>
<td>203</td>
<td>68</td>
<td>2</td>
<td>26</td>
<td>817</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>BSDPs</td>
<td>010</td>
<td>70</td>
<td>4</td>
<td>92</td>
<td>3</td>
<td>0</td>
<td>94</td>
<td>263</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>MDPs</td>
<td>032</td>
<td>242</td>
<td>6</td>
<td>386</td>
<td>8</td>
<td>2</td>
<td>218</td>
<td>862</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>ESDPs Bio_tech</td>
<td>002</td>
<td>002</td>
<td>8</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>40</td>
<td>48</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>IMCs</td>
<td>182</td>
<td>4688</td>
<td>442</td>
<td>4920</td>
<td>835</td>
<td>187</td>
<td>2275</td>
<td>13347</td>
<td></td>
</tr>
<tr>
<td></td>
<td>TOTAL</td>
<td>445</td>
<td>7730</td>
<td>918</td>
<td>6405</td>
<td>1058</td>
<td>307</td>
<td>3251</td>
<td>19669</td>
<td></td>
</tr>
</tbody>
</table>

Overview of the Training Programme:

Number of Beneficiaries and number of training programmes conducted by MSME.

Conclusion

All out efforts are being taken to make the MSME training programmes especially to existing small and medium enterprises the institute as a favourable destination for the industrial fraternity and aspiring entrepreneurs to augment knowledge and core their skills. The Micro, Small & Medium Enterprises already emerged as one among the leading Institute. MSME-DI tireless journey to make it the number one position will continue till the aim is achieved.

References

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