

Associating Family Type of Woman Entrepreneurs with Number of Years of Work (A Case Study of Central Uttar Pradesh)

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ABSTRACT

This study is based on the primary data collected through the women entrepreneurs engaged in the MSMEs (Micro, Small and Medium Enterprises) in the area of Central Uttar Pradesh for the purpose of PhD research work. Women are motivated to establish entrepreneurial business by factors which are similar to male counterparts and unlike majority of men, many women opt entrepreneurship to manage both the domestic and business chores simultaneously along with earning capability with family commitment which is either nuclear or joint. Despite of the increasing number of women obligations little attention has been paid towards the actual expectations and true picture of woman entrepreneurship can only be explained with the family type they belong to and then the number of years they could spent for working count. So the present paper endeavors on the responses of 397 women entrepreneurs of Central Uttar Pradesh so as to rule out the myth that there is no relationship between family type and the number of working years through the questionnaire and offers the reality of their experiences. Chi – Square test is demonstrated for establishing the association between the two variables.

1. Introduction

Recent past has witnessed phenomenal changes as regards to the status of women in India. Women's Entrepreneurship has been a landmark particularly in the wake of increasing globalization, technological advancement along with progressive social economic and political changes, and of course the media. Initially when only those women who had no male supporters within their family became themselves bread feeders had gradually taken up more responsible role outside their door tight compartment family system when the female has dared to start small business enterprises at home and gradually coming out for small to big business. With times taking dominance, livelihood and their career choices became equally important for many women. In Entrepreneurial roles, the women increasingly wanted their enterprise to grow and succeed. Women often joined their family business as contributing partners on an equal footing. They made their personal choices, stood up for their convictions and had now the courage to make new beginnings. The women increasingly learnt to live alone, travel alone and if required to feed their children alone. In the 21st century even more opportunities arise for women and they increasingly venture to build enterprises. Despite being fact that the role of women has undergone a paradigm shift in the past years in terms of better access to higher education, employment, political empowerment and economic independence. Although women have succeeded in overcoming all these hurdles that hampers their growth prospects but their role and position in terms of homemaker remains unchanged. Out of all the above incidences, one feature remained common that woman as an entrepreneur remained in either nuclear or joint family. The time and energy required for playing domestic of joint roles often creates conflicts between the women domestic and entrepreneurial role so much so that it was assumed that there is no relationship between family type and the number of

working years the woman entrepreneurs has put in. Many studies have revealed that family type had a dramatic impact on the progress of female entrepreneurs but have missed out to establish its relationship with the counts of the years. The present paper aims to nullify the myth that there is no relationship between family type and number of years put in by woman entrepreneurs.

Accordingly, the Government of India (GOI2006) has defined women entrepreneur as "an enterprise owned and controlled by a women having a minimum financial interest of 51 per cent of the capital and giving at least 51 per cent of the employment generated in the enterprise to women."

The word **family** is derived from the Latin word 'familia' which denotes a household establishment and refers to a "group of individuals living together during important phases of their lifetime and bound to each other by biological and/or social and psychological relationship.

The basic categorization of the family is in two parts, one is nuclear family and the other one is Joint Family. The other terms which are used in place of nuclear family are conjugal family or family of procreation, this generally means parents with the dependent children. And Joint Family refers to the families which are composed of sets of siblings, their spouses, and their dependent children.

Definitions of Micro, Small & Medium Enterprises In accordance with the provision of Micro, Small & Medium Enterprises Development (MSMED) Act, 2006 the Micro, Small and Medium Enterprises (MSME) are classified in two Classes:

1. **Manufacturing Enterprises**-the enterprises engaged in the manufacture or production of goods

pertaining to any industry specified in the first schedule to the industries (Development and Regulation) Act, 1951) or employing plant and machinery in the process of value addition to the final product having a distinct name or character or use. The Manufacturing Enterprise are **defined in terms of investment in Plant & Machinery.**

2. **Service Enterprises:-**The enterprises engaged in providing or rendering of services are **defined in terms of investment in equipment.**
3. **The Micro, Small and Medium Enterprises Development (Amendment) Bill, 2018**
 - The Micro, Small and Medium Enterprises Development (Amendment) Bill, 2018 was

introduced in Lok Sabha by the Minister of State for Micro, Small and Medium Enterprises, Mr. Giriraj Singh on July 23, 2018. The Bill amends the Micro, Small and Medium Enterprises Development Act, 2006. The Act classifies and regulates enterprises as micro, small and medium enterprises.

- The Bill introduces a uniform classification for all MSMEs. Under the Bill, all MSMEs, whether they are manufacturing or service-providing enterprises will be classified on the basis of their annual turnover.

Type of Enterprise	2006 Act		2018 Bill
	Manufacturing	Services	All enterprises
	Investment in Plant and Machinery	Investment in Equipment	Annual Turnover
Micro	25 lakh	10 lakh	5 crore
Small	25 lakh to 5 crore	10 lakh to 2 crore	5 to 75 crore
Medium	5 to 10 crore	75 to 5 crore	75 to 250 crore

Source: <https://www.prsindia.org/billtrack/micro-small-and-medium-enterprises-development-amendment-bill-2018>

2. Objectives

- To know the association between the family type of women entrepreneurs and the working years in the enterprise.
- To know the strengthen of the association of these two attribute of women entrepreneurs.

3. Research Methodology

The concerned study is based on the field work survey method. For the purpose of the study a sample of 397 women entrepreneurs engaged in MSMEs were selected randomly from the Central Uttar Pradesh as sample respondents who are owned and run their businesses of beauty salon, boutiques, hostels, hospitals, bakeries, shops etc. The primary data are collected through the questionnaire and DIC has been found of great relevance in selecting the women entrepreneurs. The analysis has been done with the help of SPSS software. To know the association between the two attributes of women entrepreneurs’ Chi-Square test has been used.

4. Hypothesis

H₀: There is no significance relationship between family type and working years of women entrepreneurs working in MSMEs in Central Uttar Pradesh

H₁: There is a significance relationship between family type and working years of women entrepreneurs working in MSMEs in Central Uttar Pradesh

5. Data Analysis and Discussion

5.1 χ^2 Test of Independence for family type & Working years

From **Table 5.1: χ^2 Test of Independence for family type & Working years** it may be seen that, for 397 observed women entrepreneurs in relation to **Family Type and Working Years**, none of cell of counts are showing less than 5 counts therefore Chi Square test of independence is suitable for the data.

Table 5.1: χ^2 Test of Independence for family type & Working years

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
family type * Working Years	397	100.0%	0	0.0%	397	100.0%

From **Table 5.2: χ^2 Test of Independence for family type & Working years** it may be seen that, for 397 observed women entrepreneurs 93 women entrepreneurs belong to the Nuclear Family and are working less than 3 years, 79 women entrepreneurs belong to the Nuclear Family and are working

from 3 – 5 years and 80 women entrepreneurs belong to the Nuclear Family and are working more than 5 years.

Out of 397 observed women entrepreneurs 74 belong to the Joint Family and are working less the 3 years, 24 belong to the Joint Family and are working from 3 – 5 years and 47

women entrepreneurs belong to the Joint Family and are working more than 5 years.

Out of 397 observed women entrepreneurs total number of women entrepreneurs who belong to Nuclear Family are 252 while 145 belong to the Joint Family.

Out of 397 observed women entrepreneurs total number of women entrepreneurs who are working less than 3 years are 167, 103 are working from 3-5 years and 127 are working more than 5 years.

The women entrepreneurs who belong to the category Nuclear family* Less than 3 years of working has (93) count

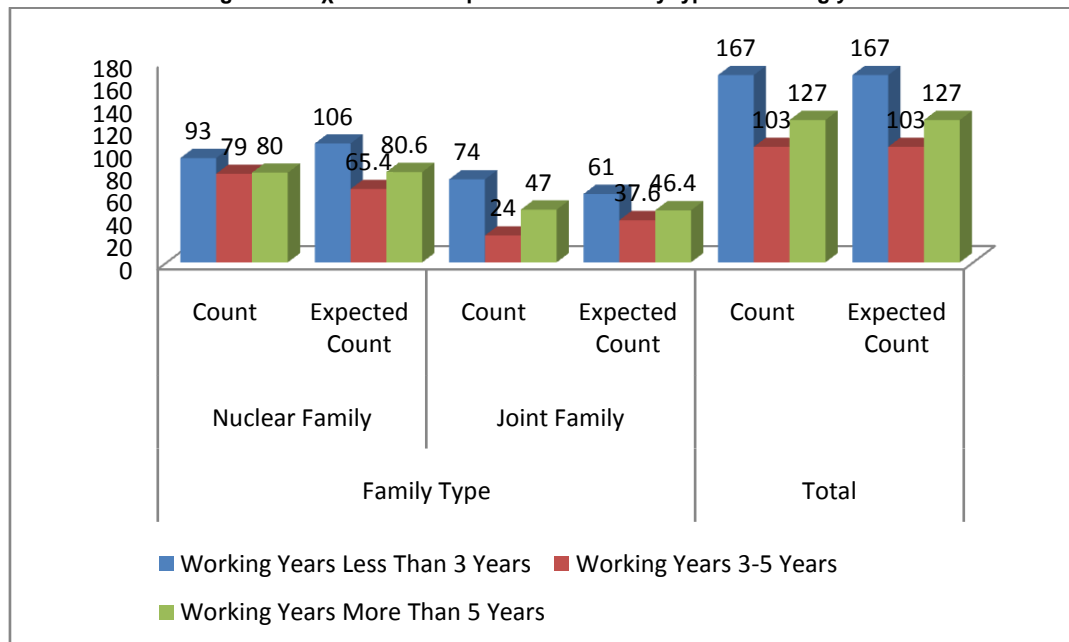
which is less than the expected count i.e. (106.0), and those who belong to the category of Nuclear Family* 3-5 years of working has more count (79) than the expected count (65.4), and those who belong to the category of Nuclear family* More than 5 years of working has less count (80) than the expected count (80.6).

The women entrepreneurs who belong to the category Joint Family * Less than 3 years of working has more count (74) than the expected count (61.0), those who belong to the category of Joint Family* 3-5 years of working has less count (24) than the expected count (37.6), and those who belong to the category of Joint family* More than 5 years of working has more count (47) than the expected count (46.4).

Table 5.2: χ^2 Test of Independence for family type & Working years

Family Type * Working Years Cross tabulation			Working Years			Total
			Less Than 3 Years	3-5 Years	More Than 5 Years	
Family Type	Nuclear Family	Count	93	79	80	252
		Expected Count	106.0	65.4	80.6	252.0
	Joint Family	Count	74	24	47	145
		Expected Count	61.0	37.6	46.4	145.0
Total		Count	167	103	127	397
		Expected Count	167.0	103.0	127.0	397.0

Figure 5.2: χ^2 Test of Independence for family type & Working years



5.2 Hypothesis Testing for Association between Family Type and Working years

From Table: 5.3 it may be seen that, for 397 observed women entrepreneurs, the value of Likelihood Ratio is 12.595 with a df 2 , Pearson’s χ^2 Value in relation to the

Family type and working years, is 12.149 with df (degree of freedom) of 2 and 99% confidence level. Since the p-Value (.002) is less than .01 at 99% confidence level, therefore the null hypothesis that ‘there is no significance relationship between family type and working years’ is ‘Rejected’.

Table: 5.3: Hypothesis Testing for Association between Family Type and Working years

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.149 ^a	2	.002
Likelihood Ratio	12.595	2	.002
Linear-by-Linear Association	2.278	1	.131
N of Valid Cases	397		

0 cells (.0%) have expected count less than 5. The minimum expected count is 37.62

5.3 Strength of Association between Independence for Family Type & Working Years

From Table 5.4 it may be seen that, for 397 in relation to the Family Type and Working Years measures of Strength of association Phi Correlation Coefficient (= .175). Cramer's

V (= .175) all are very low it implies that besides no statistically significant relationship between Family Type and Working Years their strength of association is also very poor.

Table: 5.4 Strength of Association between Independence for Family Type and Working Years

Symmetric Measures			
		Value	Approx. Sig.
Nominal by Nominal	Phi	.175	.002
	Cramer's V	.175	.002
No. of Valid Cases		397	

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

As the data is of nominal category so, for testing the strength of association the Phi Correlation coefficient and Cramer's V test has been applied on the two variable of nominal category to check whether the strength of association between two variables are strong, moderate or poor. The data from the above table shows that the value of Phi correlation coefficient and Cramer's V test are same i.e. .175 and shows the strength of association between these variables are poor.

6. Result and Discussion

The findings in this work provide clear evidence of the importance of family and family types in women's entrepreneurial experience. the different roles that women play within their families—mother, wife, daughter—in fact, continue to significantly influence their business experiences, where one cannot deny the traces of family involvement which contributes to the working days of woman at work.

Direct interviews with women entrepreneurs confirm the existence of an unbreakable bond between female entrepreneurs and their families. Family both nuclear and joint may act as an obligation, but sometimes it is a crucial support. It is often seen family provides significant financial support, or when it offers psychological support for women entrepreneurs, encouraging and/or sharing their choice to become an entrepreneur which not only help in emergence of woman entrepreneurs but also to exist for a longer period of time in enterprise. Sometimes family offers a decisive organizational support, helping women entrepreneurs to manage the household, take care of children, and sometimes even manage the business.

Under the present study of a specific methodological profile, the main conclusion of our analysis is that female entrepreneurial experiences cannot be truly understood if attention is not paid to their family type. Similarly, family must be taken into account when analyzing the performance of women-owned businesses, reasons for their success or failure, underlying reasons for the choice to grow or not, including their choice to continue managing their business or close it and give up their entrepreneurial activity and thereby indicating the number of years they are putting in to work. From an economic and sociological point of view, this analysis should help us to focus on one of the key issues of women's lives when they try to balance family life under various family types and work. It is important to know and understand the role family types that plays in female entrepreneurial experiences in order to clearly interpret the reasons for the success or failure of women-owned businesses, as family ties will inevitably have an impact on their performance that results in longer number of years of work.

On the basis of above analysis, result we get is that there is a significance relationship between the family type and the working years of women entrepreneurs in MSMEs in Central Uttar Pradesh. So the null hypothesis is rejected and the alternate hypothesis is accepted. Now on the basis of result we can say that entrepreneurs' family type has definite influence on their working years.

7. Limitations

Since this study only examines a selection of women-owned firms in Central UP, our findings could be influenced by the individuals' specific socio-economic conditions. Therefore, future research should be carried out with a larger number of women entrepreneurs, located in different sectors, in order to

verify the importance of the factors related to different cultural contexts.

Future analysis comparing men and women entrepreneurs could also be carried out, to understand if there

are significant differences regarding the role of family types in their entrepreneurial experience and the number of years of work.

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