



EMERGING CHANGES OF DALIT ENTREPRENEURS IN TAMILNADU

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Abstract

The dalit entrepreneurs measure with an idea about the overall pattern of social mobility of dalits in the region. It is only when they were able to consolidate themselves economically, which happened in most parts of north India during the 1980s, they developed the capacity to diversify into occupations other than those they had been traditionally employed in, except of course for the jobs in the Government sector under the reservation quota. With regard to remedial measures to economic violation against dalit entrepreneurs in Tamilnadu, these were mostly people working with the locally active dalit groups. While it is easy to locate dalit activists, it is not so, easy to locate a dalit entrepreneur. This article is focused on the Emerging changes of Dalit Entrepreneurs in India.

Key Words: *Qualities of Entrepreneur, Sub Caste, Remedial Measures to the Economic Violation.*

INTRODUCTION

Dalits are one of the most vulnerable groups in the society with age old traditions and system. Dalits are considered as the early origin of the country which consists of people from almost all the walks of religious and historical perspectives. These people are continuously oppressed by various groups of people due to their social rejection and economic dependence. Dr. Ambedkar, a social reformer in the country had taken painful efforts to uplift these people and struggled to fight against all kinds of socio-economic discrimination and violation against their people through constitutional provisions. In this regard, reservation policy has been formulated and extended till date. Even now, dalits are facing a lot of socio-economical discrimination and violations in the country. At the same time dalit entrepreneurs are facing various business problem and economic violation against the dalit entrepreneurs. Dalit in India is a powerful segment in terms of population, vote bank and workforce but in business it is very rare due to social structure of the country which depresses these people whenever they come up in life.

STATEMENT OF THE PROBLEM

Violence is the expression of physical force against others, compelling action against one's will on pain of death or physical harm. Variant uses of the term refer to the destruction of non-living objects. Worldwide, violence is used as a tool of manipulation and also is an area of concern for law and culture what take attempts to suppress and stop it. Violence can take many forms anywhere from mere hitting between two humans where there can be bodily harm, to war and genocide where millions may die as a result. It should be noted that violence can be non-physical as well.

The economic conditions of the dalits in Tamilnadu have not been improved since independence because of economic violation against dalits by the caste Hindus and indirectly by the political parties. Social setup of the country is also not ready to accept and recognize the dalit people as the entrepreneurs or as businessmen. A dalit businessman fails because of his or her being a dalit. The situation should change through massive awareness about the evils of violation in the society. Caste discrimination in entrepreneurship becomes a treacherous problem which results in low productivity, wastage of resources and unemployment.

OBJECTIVES OF THE STUDY

The primary objective of the study is to understand the problems of dalit entrepreneurs in Tamilnadu in respect of socio-economic status, and economic violation against dalit entrepreneurs in Tamilnadu. The following are the major objectives of the research study. To provide the remedial measures to the economic violation against dalit entrepreneurs in Tamilnadu.

HYPOTHESIS

The researcher has formulated many hypotheses according to its needs and relevance of the study.

1. There is no significant difference between economic violation and initial stage problems of dalit entrepreneurs.
2. There is no significant difference between ways of violation and initial stage problems of dalit entrepreneurs.

RESEARCH METHODOLOGY

The present research study is descriptive in nature using both primary and secondary data. Descriptive research includes surveys and fact finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present.



Table 1, Emerging Changes of Dalit Entrepreneurs

Emerging	Value	Least Level	Low Level	Moderate Level	High Level	Very High Level	Total
Training Programmes	No.	89	104	125	156	166	640
	%	13.9	16.3	19.5	24.4	25.9	100
Industrial Development	No.	92	114	127	156	151	640
	%	14.4	17.8	19.8	24.4	23.6	100
Globalisation	No.	97	113	144	131	155	640
	%	15.2	17.7	22.5	20.5	24.2	100
Improvement in Government Scheme	No.	77	84	92	118	269	640
	%	12.0	13.1	14.4	18.4	42.0	100
Financial support from Government Organization	No.	65	92	102	109	272	640
	%	10.2	14.4	15.9	17.0	42.5	100
Changes of Market Trends	No.	42	83	123	187	205	640
	%	6.6	13.0	19.2	29.2	32.0	100
Vision for business	No.	56	69	169	169	177	640
	%	8.8	10.8	26.4	26.4	27.7	100

Source: Primary data

The above table indicates the emerging changes of dalit entrepreneurs in Tamilnadu. As regards the training programmes, 166 respondents (25.9%) have very high level; 156 respondents (24.4%) with high level (60.2%); 125 respondents (19.5%) at moderate level; 104 respondents (16.3%) have low level and 89 respondents (13.9%) with the least level of training programmes using the dalit entrepreneurs.

It is found that as for the Industry advisory service, 151 respondents have (23.6%) at very high level, followed by 156 respondents (24.4%) at high level; 127 respondents (19.8%) at moderate level, 114 respondents (17.8%) at low level and 92 respondents (14.4%) at the least level of industry advisory service using the dalit entrepreneurs.

It is clear that in improving Government scheme, 269 respondents are at (42.0%) very high level; followed by 118 respondents (18.4%) at high level; 92 respondents at (14.4%) moderate level; 84 respondents (13.1%) at low level and 77 respondents at the (12.0%) least level on improving the Government scheme among the dalit entrepreneurs.

A maximum of 272 respondents (42.5%) are at very high level and a minimum of 65 respondents (10.2%) at the least level with regard to emerging changes for financial support for Government organization.

Table -2, Sub caste and Qualities of Entrepreneur
Ho: There is no association between sub caste and qualities of dalit entrepreneurs.

Sub caste	Qualities of Entrepreneur			Total	Chi-square value	p-value
	Low	Moderate	High			
Pallan	85 (22.5%) [58.6%]	183 (48.4%) [57.2%]	110 (29.1%) [62.9%]	378	4.522	0.006**
Paraiyar	36 (23.8%) 24.8%	74 (49.0%) 23.1%	41 (27.2%) 23.4%	151		
Arunthathiyar	10 (17.5%) [6.9%]	35 (61.4%) [10.9%]	12 (21.1%) [6.9%]	57		



Others	14 (25.9%) [9.7%]	28 (51.9%) [8.8%]	12 (22.2%) [6.9%]	54		
Total	145	320	175	640		

- Note:**
1. The value within () refers to Row Percentages.
 2. The value within [] refers to Column Percentage.
 3. ** Denotes significance at 1 % level.

The values of chi-square test (4.522) at low p-value of (0.006) indicate that the null hypothesis is rejected at 1 per cent level of significance. Hence, it may be concluded that there is a significant relationship between sub caste and qualities dalit entrepreneurs.

The above table reveals the sub caste and qualities of dalit entrepreneurs in Tamilnadu. Out of 378 Pallan respondents, 183 respondents are at (48.4%) moderate level, followed by 110 respondents (29.1%) at high level and 85 respondents at (22.5%) at low level.

It is clear that out of 151 Paraiyar respondents, 41 respondents (27.2%) are at moderate level, 36 respondents (23.8%) at low level and 74 respondents (49.0%) high level.

It is found that out of 57 Arunthathiyar respondents, 35 respondents are at (61.4%) moderate level, followed by 12 respondents (21.1%) at low level and 10 respondents (17.5%) at high level.

It is clear that out of 54 others respondents, 28 respondents (51.9%) are at moderate level; 12 respondents (22.2%) are at low level and 14 respondents (25.9%) at high level.

A maximum of 183 pallan respondents are facing the entrepreneurial qualities problems at moderate level (48.4%) and a minimum of 85 respondents are facing the entrepreneurial qualities problems at low level (22.5%).

Multiple Regression Analysis

Multiple regression analysis represents a logical extension of two variable regression analysis. Instead of a single independent variable, two or more independent variables are used to estimate the values of a dependent variable. However, the fundamental concepts in the analysis remain the same.

The Multiple correlations co-efficient

The Multiple correction co-efficient is 0.641 measuring the degree of relationship between the actual values and the predicted values of the qualities of entrepreneurs. Because the predicted values are obtained as a linear combination of technical skill (X_1), market knowledge (X_2) and Entrepreneurial traits (X_3). The co-efficient of value of 0.641 indicates that the relationship between sub caste and three independent variables is quite strong and positive.

Table -3, Coefficients of qualities strength to entrepreneur

Model	Un standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta	B	Std. Error
Constant	0.180	0.098		1.830	0.068
Technical skill	0.310	0.033	0.306	9.534	0.000**
Market Knowledge	0.142	0.031	0.139	4.534	0.000**
Entrepreneurial traits	0.448	0.033	0.440	13.628	0.000**
Multiple R- Value	0.641				
R- Square	0.411				
F – value	148.105				
p – value	0.000**				

- Note: ** Denotes significant at 1 % level.
* Denotes significant at 5 % level.



The co-efficient of Determination R-Square

The co-efficient of Determination R-Square measures the goodness –of-fit of the estimated regression in terms of the proportion of the variation in the dependent variables explained by the fitted sample regression equation. Thus, the value of **R square is 0.411**. It simply means that about 41.1% of the variation in sub caste is explained by the estimated SRP that uses technical knowledge(X_1), market knowledge (X_2) and entrepreneurial traits (X_3), as the independent variables and R-square value is significant at 1 % level. ($F = 148.105$; $p < 0.01$)

The multiple regression equation is

$$Y = 0.180 + 0.310 X_1 + 0.142 X_2 + 0.448 X_3$$

Here the co-efficient of X_1 is 0.310 which represents the partial effect of technical skill on entrepreneurial qualities, holding the other independent variables as constant. The estimated positive sign implies that such effect is positive and that entrepreneurial qualities would increase by 0.310 for every unit increase in sub caste. This co-efficient of value is significant at 1% level.

The co-efficient of X_2 is 0.142 which represents the partial effect of market knowledge, holding the other independent variables as constant. The estimated positive sign implies that such effect is positive and that qualities would increase by 0.142 for every unit increase in market Knowledge and this co-efficient value is significant at 1 % level.

The co-efficient of X_3 is 0.448 and it represents the partial effect of entrepreneurial traits, holding the other independent variables as constant. The estimated positive sign implies that such effect is positive and that qualities of entrepreneurs would increase by 0.448 for every unit increase in sub caste and this co-efficient value is significant at 1% level.

Among the three independent variables (technical skill, market knowledge and entrepreneurial traits) marketing traits is the best predictor and it is highly significant with the dependent variable quality strength of dalit entrepreneurs. ($t = 13.628$; $p < 0.01$).

KMO – FACTOR ANALYSIS
Table 4, Rotated Component Matrix

Source	Component		
	1	2	3
Improve the Technical skill	.725		
Strengthen the Market Knowledge	.896		
Entrepreneurial Traits	.860		
Development of business knowhow	.745		
Self Motivation			.723
Innovative thinking			.811
High achievement			.815
Organizing capacity		.907	
Managerial skills		.904	
Leadership quality		.844	

The table no. 4 indicates that KMO measure of sampling adequacy is an index to examine the appropriateness of factor analysis. High values between 0.5 and 1.0 indicate that factor analysis is appropriate. Values below 0.5 imply that factor analysis may not be appropriate.

From the above table, it is seen that **Kaiser-Meyer-Olkin** measure of sampling adequacy index is 0.822 and hence the factor analysis is appropriate for the given data set. Bartlett's Test of Sphericity is used to examine the hypothesis that the variables are uncorrelated. It is based on chi-square transformation of the determinant of correlation matrix. A large value of test statistics will favour the rejection of null hypothesis. In turn, this indicates that factor analysis is appropriate. Bartlett's test of Sphericity chi-square statistics is 3985.29, showing the that fifteen statements are correlated and hence as inferred in KMO, factor analysis is appropriate for the given data set.

Requesting principal component analysis and specifying interpretation obtained output of factor analysis. There are two stages in factor analysis.

Stage I is the factor extraction process, wherein the objective is to identify the number of component analysis.



In stage II, there is also a true of thumb based on the computation in eign value, to determine how many factors to extract. The higher the eign value of a factor, the higher the amount of variance explained by the factor. The three factor were extracted as **78.192 per cent of the variance**.

The next issue of measurement was to examine the 10 adaptive selling behavior indicators. A principal component analysis with **varimax rotataions** was undertaken (table 4). Three factors emerged. All factor loading were over 0.5 with the exception of three which were below 0.5.

Factor I consisted of four (1) improve the technical skill, (2) strengthen the market knowledge, (3) entrepreneurial traits, (4) development of business knowhow.

Factor II consisted of three (1) organizing capacity, (2) managerial skill (3) leadership quality.

Factor III consisted of three factors (1) self motivation (2) Innovative thinking (3) High achievement.

Table -5,Sub caste and Attitude

Ho: There is no association between sub caste and attitude of the dalit entrepreneurs.

Sub caste	Attitude			Total	Chi-square value	p-value
	Low	Moderate	High			
Pallan	110 (29.1%) [64.0%]	155 (41.0%) [51.0%]	113 (29.9%) [68.9%]	378	24.413	.000**
Paraiyar	40 (26.5%) [23.3%]	78 (51.7%) [25.7%]	33 (21.9%) [20.1%]	151		
Arunthathiyar	7 (12.3%) [4.1%]	41 (71.9%) [13.5%]	9 (15.8%) [5.5%]	57		
Others	15 (27.8%) [8.7%]	30 (55.6%) [9.9%]	9 (16.7%) [5.5%]	54		
Total	172	304	164	640		

- Note:**
1. The value within () refers to Row Percentages
 2. The value within [] refers to Column Percentage
 3. ** Denotes significant at 1 % level.

The value of chi-square test (24.413) at low p-value of (0.000) verifies that the null hypothesis is rejected at 1 per cent level of significance. Hence it may be concluded that there is a significant relationship between sub caste and attitude of dalit entrepreneurs.

The table no 5 reveals the sub caste and attitude of dalit entrepreneurs in Tamilnadu. Out of 378 Pallan respondents, 155 respondents (41.0%) are at moderate, followed by 113 respondents (29.9%) at high level and 110 respondents (29.1%) at low level.

BASIC INTRODUCTION ON SEM

Structural equation modeling (SEM) is a statistical modeling technique that combines factor analysis and multivariate multiple regressions. Structural equation provides estimation of multiple, inter-related dependence relationship, and the capacity to stand for unobserved concepts in these associations and explanation for measurement error in the estimation process. The primary aim of SEM is to explain the model of a sequence of inter-related dependence associations simultaneously among a set of dormant (unobserved) constructs, each measured by one or more manifest (observed) variables. SEM is a multivariate technique which combines confirmatory factor analysis of modeling from psychometric theory and structural equations modeling.



Table- 6,The variables used in the structural equation model

S. No	Structural Equation Model
I	Observed, Endogenous Variables
	1. Discrimination
	2. Economic Violation
II	Observed, Exogenous Variables
	1. Financial problems
	2. Marketing Problems
	3. Preliminary Problems
	4. Initial stage Problems
	5. Major problems
	6. Entrepreneurship problems
III	Unobserved, Exogenous variables
	1. e1 : Error term for Deviations
	2. e2 : Error term for Economic Violation

Structural Equation Model (SEM)

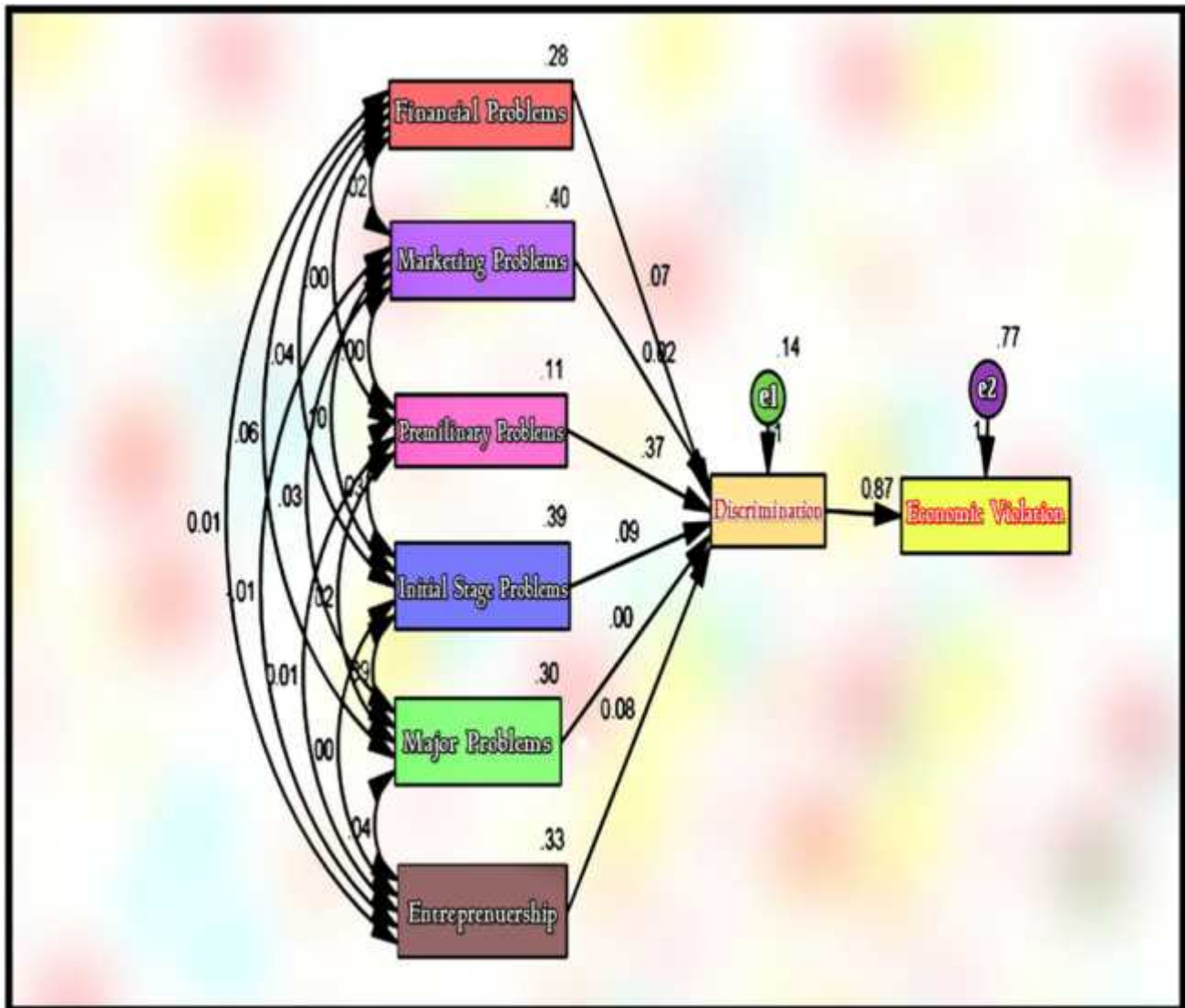




Table 6.1, Number of variables in the SEM

S. No	Variables	Total
1	Number of variables in your model	10
2	Number of observed variables	8
3	Number of unobserved variables	2
4	Number of Exogenous variables	8
5	Number of Endogenous variables	2

Table 6.2 ,Regression Weights: (Group number 1 - Default model)

Variables		Estimate	S.E.	C.R.	P-Value
Discrimination	Marketing Problem	0.018	0.024	0.757	0.449 (NS)
Discrimination	General Problem	0.368	0.046	8.057	0.01**
Discrimination	Initial stage Problem	0.092	0.026	3.538	0.01
Discrimination	Major problems	0.001	0.029	0.044	0.965 (NS)
Discrimination	Financial Problem	0.068	0.029	2.308	0.021*
Discrimination	Entrepreneurial problem	0.084	0.026	3.232	0.001**
Economic Violation	Discrimination	0.866	0.085	10.204	0.01**

Note: ** Denotes significant at 1% level
* Denotes significant at 5% level
NS –Means not significant

The unstandardized co-efficient of 0.18 represents the partial effect of marketing problems towards discrimination, holding general problem, initial stage problem, major problems, financial problem, Entrepreneurial problem, discrimination as constant. The estimated negative sign implies that such effect is positive sign and that discrimination would increase by 0.018 for every unit increase in marketing problem and it is significant at 5% level.

The variable co-efficient of 0.368 represents the partial effect of general problem towards discrimination, holding marketing problem, initial stage problem, major problem, financial problems, entrepreneurial problems, discrimination as constant. The estimate positive sign implies that such effect is positive and, that discrimination would be positive by 0.0368 for every unit increase in general and problems value is significant at 1% level.

The unstandardise co-efficient of 0.092 represents the partial effect of initial stage problem towards discrimination, holding marketing problem, general problem, major problem, financial problems, entrepreneurial problems, discrimination as constant. The estimate positive sign implies that such effect is positive and, that discrimination would be positive by 0.092 for every unit increase in initial stage problem and the value is significant at 1% level.

The variable co-efficient of 0.01 represents the partial effect of major problems towards discrimination, holding marketing problem, general problem, initial stage problem, financial problems, entrepreneurial problems, discrimination as constant. The estimate negative sign implies that such effect has a positive sign and that discrimination would increase by 0.001 for every unit decrease in major problem and the value is not a significant level.

The unstandardise co-efficient of 0.029 represents the partial effect of financial problem towards discrimination, holding marketing problem, general problem, initial stage, major problem, entrepreneurial problems, discrimination as constant. The estimate positive sign implies that such effect has positive sign, and that discrimination would be positive by 0.029 for every unit increase in initial stage problem and the value is significant at 5% level.

The unstandardized co-efficient of 0.866 represents the partial effect of discrimination towards economic violation, holding marketing problem, general problem, initial stage problem, major problems, financial problem, Entrepreneurial problem, discrimination as constant. The estimated negative sign implies that such effect is a negative sign and that discrimination would increase by 0.866 for every unit increase in discrimination and it is significant at 1% level.



Table 6. 3, Model Fit Summary

S. No	Variable	Value
1	Chi-square value	9.165
2	p-value	0.165
3	GFI (Goodness of fit Index)	0.996
4	AGFI (Adjusted goodness of fit Index)	0.979
5	CFI (Comparative Fit Index)	0.991
6	RMR (Root Mean Square Residuals)	0.010
7	RMSEA (Root Mean Square Error of Approximation)	0.029

From the above table it is found that the calculated p-value is 0.165 which is greater than 0.05 which indicates perfectly fit. Here GFI (Goodness of fit Index) value 0.996 and AGFI (Adjusted goodness of fit Index) value is 0.979 which represent that it is a good fit. The calculated CFI (Comparative Fit Index) value is 0.991 which means that it is a perfect fit and also it is found that RMR (Root Mean Square Residuals) and RMSEA (Root Mean Square Error of Approximation) value is 0.010 and 0.029 respectively which is less than 0.10 which indicates that it is perfectly fit .

This chapter brings out the remedial measures to economic violation against dalit entrepreneurs in Tamilnadu. All the hypothesis have been rejected, hence there is economic violation against dalit entrepreneurs in Tamilnadu.

CONCLUSION

Dalit entrepreneurs face violations by the co-entrepreneurs customers, suppliers, employees and Government offices. Dalit entrepreneurs are facing huge problems due to their origin and some of the dalit entrepreneurs attempt to escape from their dalit identity. In this regard this study concludes that, dalit entrepreneurs are facing the problems due to their caste affiliation. Without removing this kind of violation against dalit entrepreneurs, economic development through entrepreneurial growth may not be possible. Hence, the Government and policy makers must consider and rethink about the concept of entrepreneurial development with respect to dalit entrepreneurs.

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