

# **Role of Leadership Training in developing entrepreneurs with special reference to the state of Assam**

**Mr. Dibyajyoti Dey**

**Research Scholar, Business Administration and**

**Dr. R.G. Raj,**

**Assistant Professor, Business Administration,  
Annamalai University, Tamilnadu.**

Leadership is interpersonal influence exercised in a situation and directed through communication process towards the attainment of a specified goal or goals. It is the process of influencing and supporting others to work enthusiastically towards achieving objectives. By exercising his leadership the leader tries to influence the behavior of individuals or group of individuals around him to achieve common goals. Leadership emphasis on transformation and therefore, transformational leadership emerges. Leadership is an important factor for making any type of organizations successful. Good leadership is essential in all aspects of managerial function whether it to be motivation, communication or direction. Good leadership ensures success in the organization and dissatisfactory human performance in any organization can be primarily attributed to perform leadership.

In recent management practices a recent emphasis has been put on leadership development through training and development and by providing conducive work environment. Leadership development involves developing the qualities and attitudes in managers which help them to look into the future and being necessary change on proactive basis rather than or reactive basis.

Entrepreneurship is a buzz word today which has endless opportunities to offer. The current global scenario reflects the impact of entrepreneurship on the world economy. India as a country has been a boost in the society towards entrepreneurship development in the last decade. According to a recent World Bank report, India has significantly improved its global ranking in ease of doing business in 2016. However, if we look at the supportive business environment in various states of India, the state of Assam for that matter ranks very low. Assam has a lot to catch up on in the field of Entrepreneurship report 2015 by anyway only 22 percent of respondents in Assam left that the business environment in the state has improved significantly.

Leadership has a great role to play in Entrepreneurship. An entrepreneurship is an individual who creates a new business bearing most of the risks and enjoying most of the rewards. The entrepreneurship is commonly seen as an innovator, a source of new ideas, goods services, business or procedures. Entrepreneurship plays a key role in any economy using the skills. Entrepreneurship that proves to be successful in taking on the risks while starting up is rewarded with profits, fame and continued growth opportunities. Those who fail suffer losses and become less prevalent in the markets.

Entrepreneurship is one of the resources economists categories as integral to production, the other these being land natural resources, labour and capital. An

Entrepreneur not only gives employment to them but also creates employment for others. It plays a vital role in Economic role in Economic development of a country. Therefore, one should try to encourage the young generations to get involved in Entrepreneurship. Though risk and uncertainties cannot be avoided, but at the same time profit is the reward for bearing the same.

Entrepreneurship is one of the most important inputs in the economic development of a country. The entrepreneur acts as a trigger head to give spark to economic activities by the entrepreneurial decisions. An entrepreneur is the risk taker and monitors and controls the business activities. Entrepreneurs are the business leader for ideas and puts into effect in fostering economic growth and development. An entrepreneur can be regarded as a person who has the initiative skill and motivation to set up a business or enterprise of his own and who always looks for high achievements.

According to Joseph Alois Schumpeter, “ Entrepreneurs are not necessarily motivated by profit but regarded it as a standard for measuring achievement of success. Entrepreneurship has a big role in economic development. Economic development essentially means a process of upward change whereby the real per capita income of

a country increases over a period of time. Entrepreneurship has an important role in the development of the country. It is one of the most important inputs in economic development. The crucial and significant role played by the entrepreneurs in the economic development development of the advanced countries has made the people of developing and under developed countries conscious of the importance of entrepreneurship for economic development.

Schumpeter visualized the entrepreneurs as the key figure in economic development because of his role in introducing innovations. The role of entrepreneurship in economic development varies from economy to economy depending upon its material resources industrial climate and the responsiveness of the political system to entrepreneurial function. The entrepreneurship contributes more in favorable opportunity conditions than in the economics with relatively less favorable opportunity conditions.

Entrepreneurship provide immediate large- scale employment to the unemployed which is a chronic problem of problem of underdeveloped nations. With the setting up of more and more units by entrepreneurs, both on small and large scale numerous job opportunities are created for others. As time passes these entrepreneurs grow providing direct and indirect employment opportunities to many more. Entrepreneurs generate employment both directly and indirectly. Directly self employment as an entrepreneur and indirectly by starting many industrial units they offer jobs to millions. Thus entrepreneurship is the best way to fight the civil of unemployment.

Entrepreneurial leadership involves organizing and motivating a group of people to achieve a common objective through innovation, risk optimization, taking advantage of opportunities and managing dynamic organizational environment.

Leadership is a method of guiding groups or organizations to take action for attaining a common goal. This is a manner of inspiring and motivating people to work passionately to achieve a target. Persons possessing right leadership skills will gain top positions within an organization.

Leadership comprises of employee motivation, maintenance of stakeholders interest.

Successful leaders are found forever determined in their approach, they take courageous decisions are passionate achievers have honest dealings and are humble but self confident.

All successful business leaders erect organizations that service ambiguity, alteration and opposition. The continued influence of leaders on business success can additionally be realized through employing leadership styles and the kinds of individuals running the business. Leaders direct themselves and other workers employing leadership styles built on their own experiences educational background, instructions they have received. Entrepreneurs running business operate as the leader of their business and requisite precise leadership tools to commerce, develop and maintain a successful project.

For a state like Assam with slower economic growth in comparison to the rest of the country, entrepreneurship development is the key to help alleviate the unemployment problem and to increase the competitiveness and growth of business and industries in the state. But the entrepreneurship development an enabling ecosystem needs to be in place and this is found to be lacking in Assam.

As already stated entrepreneurship is not just about starting a business. It is instead an attitude, a way of thinking. Entrepreneurs challenge assumptions, recognize opportunities in periods of Change, reveal patterns where others see chaos and mobilize limited resource to achieve an objective. In Assam where unemployment is a big problem, the youths can be guided to set up viable enterprises and thus become job creators than job seekers.

Entrepreneurial leadership involves organizing and motivating a group of people to achieve through innovation, risk optimization, taking advantage of opportunities, and managing the dynamic organizational environment.

Some of the common entrepreneurial leadership characteristics are as follows-

1. Communication Skills –

The leader is able to clearly articulate their ideas and the plan to achieve common goals. They encourage communication between departments and across levels. They avoid ambiguities and generalizations, and are able to avoid conflict and misunderstanding due to poor communication.

2. Supportive –

An entrepreneurial leader realizes the importance of initiative and reactive and they go out of their goals. The leader usually does not punish employees when they take a calculated risk which misfires. Instead, they sit down with employees to analyze what went wrong and work with them to correct the mistakes.

3. Vision –

A successful entrepreneurial leader has a clear vision. He knows exactly where he wants to go and how to get there. They communicate their vision to the team and work with them to make a vision a reality.

4. Self- belief-

The leader has tremendous belief in them and has confidence gained from years of experimenting, at times failing and learning. They are aware of their strengths and weakness, and demonstrate their skills without hubris. An entrepreneurial leader is very self assured.

5. Shares success –

When the team or the organization succeeds at something, the leader does not hog the limelight or take all the credit. They acknowledge the contribution of others and share the accolades with them.

The ability to effectively lead is a crucial factor in the success, or lack thereof, in entrepreneurial ventures. By understanding and embodying what it takes to lead effectively, entrepreneurs can maximize their chances of success.

### Conclusion –

The research was based on the very foundation that leadership is the most important element to be a successful entrepreneur. Adequate methods were adopted to analyze the validity of the statement and create the most appropriate aspect that boost the success of people who are in this venture. Effective leadership is the backbone of a business as it provides stimulation,

power and self motivation. However some believe that entrepreneurship cannot come with time but is a gift of nature.

The exploration portrayed that proper leadership is an integral part of entrepreneurship, business leaders essentially carries the entrepreneurial vision, effective leadership of an

entrepreneur ensures the success of an enterprise, business leader's vision and entrepreneurial success depends upon the leadership skills. However, it is also revealed that leaders are never born but made and that leadership is a separate attribute and cannot be mixed with entrepreneurship. The survey is done on a significant amount people who are young and are doing extremely well and they are grateful towards their innate skills and appropriate leadership attributes for the victory they have achieved till date. Therefore, efficient leadership can be the biggest reason for a flourishing endeavor.

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