

Sanitizing Managerial Routine : Differential effects of Participation & Training in Performance of SHGS in North East States of India

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Abstract

The different facet and dimension of participation and training in patterning the performance effectiveness among SHGs poses serious managerial challenge because both these factors with differential sequence have reciprocal iterative linkage with the performance result. To find the pattern of competency and its interrelation with structured differences in training and participation we explore the impact of widespread training provided by the SHGs program and the level of participation by the SHG which indirectly influence on its savings behavior and earnings. To assess the main and overall interaction effects of training and participation, along with a priori power analysis, factorial design is used and the findings supported the threshold probability of correctly accepting the proposition that there are significant differences in average savings to total income retention across levels of training status and participation.

I. Introduction

TO LIFT THE world to the higher level of collective prosperity requires massive expanses of grassroots entrepreneurship, which in turn depends on basic skill and record keeping and managerial competencies on worthy business training as well as greater and active participation to increase more man-hour for working and better communication feedback to reduce uncertainty in operational decision making. To continue with this trend as well as to enhance the success rate of SHG entrepreneur's proper training programs can be designed and offered to them on a regular basis (Vanithamani and Menon, 2012). Managing economic activity immediately after second gradation requires sound strategic decisions and practices which may not necessarily formulated as goals early in the formation of their

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appears to be effective in increasing the performance of the SHGs. The formal training with normal participation did not produce a significant effect on the performance of the SHGs. However, there were significant differences between the levels of participation and training modules. SHGs with intensive training demonstrated more effective performance in savings and total income if they were provided with the both quantity and quality participation level. Overall, the SHGs who showed the most competencies in performing both on savings and income had intensive training and committed to the participation both in figures and quality.

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