

# INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT

I  
J  
R  
C  
M



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories

*Indexed & Listed at:*

Ulrich's Periodicals Directory ©, ProQuest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A.

Open J-Gate, India [link of the same is duly available at Inlibnet of University Grants Commission (U.G.C.)].

Index Copernicus Publishers Panel, Poland with IC Value of 5.09 & number of libraries all around the world.

Circulated all over the world & Google has verified that scholars of more than 2255 Cities in 155 countries/territories are visiting our journal on regular basis.

Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

<http://ijrcm.org.in/>

# CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	<b>AN ANALYSIS OF THE DETERMINANTS OF MINING INVESTMENT IN ZIMBABWE: BASED ON THE FLEXIBLE ACCELERATOR MODEL</b> <i>LYMAN MLAMBO</i>	1
2.	<b>FINANCIAL PERFORMANCE OF INDIAN GENERAL INSURANCE COMPANIES IN PRE RECESSION PERIOD</b> <i>DR. S.M.TARIQ ZAFAR &amp; RITIKA AGGARWAL</i>	7
3.	<b>POSTAL SAVINGS IN INDIA – A COMPARATIVE ANALYSIS USING REGRESSION AND ARIMA MODELS</b> <i>S.NEHRU &amp; S. RAJARAM</i>	15
4.	<b>FDI IN RETAILING: BOOST EMPLOYMENT OPPORTUNITIES FOR INDIA'S YOUTH</b> <i>DR. V.SELVAM</i>	21
5.	<b>KERALA BUILDING AND OTHER CONSTRUCTION WORKERS WELFARE FUND BOARD - A MACRO PICTURE</b> <i>DR. ABDUL NASAR VP, DR. ABOOBACKER SIDHEEQUE KT &amp; DR. MUHAMMED BASHEER UMMATHUR</i>	25
6.	<b>GROWTH AND PERFORMANCE OF MICRO, SMALL AND MEDIUM ENTERPRISES IN INDIA IN POST GLOBALIZATION PERIOD</b> <i>R. PONMANI &amp; DR. R. ANNAPOORANI</i>	39
7.	<b>MICRO-FINANCE: A CHANGING PARADIGM IN THE NEW ECONOMIC SCENARIO IN THE CONTEXT OF WOMEN EMPOWERMENT</b> <i>DR. V.V. SUBBA RAO &amp; T. MADHUSUDHAN RAO</i>	42
8.	<b>BAMBOO CULTIVATION IN DIMAPUR, NAGALAND – GROWERS PERCEPTION</b> <i>DR. P. NATARAJAN &amp; IMTINUNGSANGJAMIR</i>	47
9.	<b>USE OF Z-SCORE ANALYSIS FOR EVALUATION OF FINANCIAL HEALTH OF INDIAN OIL REFINERIES</b> <i>DR. A. VIJAYAKUMAR &amp; P.GOMATHI</i>	53
10.	<b>IMPACT OF PSYCHOLOGICAL FACTORS ON EMPLOYEE TURNOVER INTENTION</b> <i>MUHAMMAD RIZWAN, MARIA SHAHID, HAMNA SHAFIQ, SUMAIRA TABASSUM, RAFIA BARI &amp; JAVERIA UMAR</i>	63
11.	<b>WOMEN ENTREPRENEURSHIP IN INDIA</b> <i>JYOTI KANDPAL BHATT, NEERAJ SHARMA &amp; DEEPIKA GOEL</i>	70
12.	<b>THE ROLE OF LOCAL INSTITUTIONS FOR SUSTAINABLE LIVELIHOODS: THE CASE OF HAOR FISHERMEN IN BANGLADESH</b> <i>ROMAZA KHANUM</i>	75
13.	<b>STRUCTURAL CHANGE IN NORTHERN STATES OF INDIA</b> <i>TINA SINGH</i>	80
14.	<b>INDIAN IPO MARKET - QUO VADIS</b> <i>RASHI M. GOPLANI</i>	84
15.	<b>FINANCIAL PERFORMANCE EVALUATION OF PRIVATE SECTOR BANKS IN INDIA: A COMPARATIVE STUDY</b> <i>DR. KUSHALAPPA. S &amp; PRADEEP R BHANDARY</i>	91
16.	<b>EMOTIONAL INTELLIGENCE OF FEMALE FACULTY IN COLLEGES</b> <i>P.YASODHA</i>	95
17.	<b>EFFECTIVE EDUCATION FOR DIFFERENTLY ABLED CHILDREN IN REGULAR STREAM: PERCEPTIONS OF TEACHERS</b> <i>DR. K. PARTHASARATHY</i>	99
18.	<b>WOMEN EMPOWERMENT THROUGH SELF- HELP GROUPS IN PUDUCHERRY: A CASE STUDY OF YANAM</b> <i>DR. R.UMA DEVI</i>	104
19.	<b>HINDRANCES TO MICROFINANCE SUSTAINABILITY IN RAJOURI DISTRICT OF JAMMU AND KASHMIR</b> <i>AASIM MIR</i>	112
20.	<b>A STUDY ON FACULTY STRESS IN SELECT COLLEGES IN KANCHIPURAM DISTRICT</b> <i>B.SATHYA &amp; DR. M.MURUGAN</i>	115
21.	<b>GROWTH, PERFORMANCE AND DETERMINANTS OF AGRICULTURAL VARIATION IN PUNJAB: AN INTER DISTRICTS STUDY</b> <i>JASPAL SINGH, NIRMAL SINGH &amp; KULVINDER SINGH</i>	119
22.	<b>PROMOTING ORGANIC FARMING: AN ANALYSIS OF STATUS AND ISSUES OF UTTARAKHAND ORGANIC COMMODITY BOARD</b> <i>SHALINI SINGH &amp; VISHNU SHANKER MEENA</i>	127
23.	<b>RESEARCH ON THE VARIABLES THAT HAVE AN IMPACT ON EMPLOYEE SATISFACTION AND TURNOVER INTENTION</b> <i>MUHAMMAD RIZWAN, NIMRA SHAHZAD, QANDEEL SHEIKH, SANIA BATOOL, MARYAM RIAZ &amp; SAMINA SIDDIQUE</i>	131
24.	<b>THE DETERMINANTS OF LEVERAGE OF THE LISTED COMPANIES IN SRI LANKA: AN EMPIRICAL STUDY</b> <i>S.ANANDASAYANAN, V.A.SUBRAMANIAM, A.SIREERANHAN &amp; M.RAVEESWARAN</i>	139
25.	<b>THE IMPACT OF COMMERCIAL BANKS' ACTIVITIES ON RURAL ECONOMIC DEVELOPMENT IN NIGERIA</b> <i>OKE, MARGARET ADEBIPE &amp; SAMUEL, IYIOLA KEHINDE OLUWATOYIN</i>	144
26.	<b>THE PERFORMANCE OF SMALL MEDIUM ENTERPRISES (SME's) OPERATED BY WOMEN AND MEN IN THE NON AGRICULTURE ROLE ENTERPRISE IN NANDI COUNTY, KENYA</b> <i>STEPHEN K. CHELOGOI &amp; EVERLINE C.TUM</i>	150
27.	<b>ACCESS TO AND IMPACT OF CREDIT ON HOUSEHOLDS WELFARE IN NIGERIA</b> <i>UGWUANYI, HILLARY CHIGOZIE &amp; OMEJE, AMBROSE NNAEMEKA</i>	154
28.	<b>BOARD GENDER DIVERSITY AND PERFORMANCE OF LISTED COMMERCIAL BANKS IN KENYA</b> <i>UMULKHER ALI ABDILLAH &amp; MUGANDA MUNIR MANINI</i>	159
29.	<b>INDIAN TEA PRODUCTION: AN ANALYSIS</b> <i>P.V.ANIL</i>	166
30.	<b>THE IMPACT OF THE BRAND TRUST, BRAND ATTACHMENT, BRAND COMMITMENT ON BRAND LOYALTY</b> <i>MUHAMMAD RIZWAN, WAQAR AHMAD BHATTI, SAMRAIZ TAHIR, CH. SAJID ALI, FARAZEEN HASEEB PEERZADA, AFFIFA NAZ &amp; QURAT-UL-AIN ZAHRA</i>	169
	<b>REQUEST FOR FEEDBACK</b>	175

**CHIEF PATRON**

**PROF. K. K. AGGARWAL**

Chancellor, Lingaya's University, Delhi  
Founder Vice-Chancellor, Guru Gobind Singh Indraprastha University, Delhi  
Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

**FOUNDER PATRON**

**LATE SH. RAM BHAJAN AGGARWAL**

Former State Minister for Home & Tourism, Government of Haryana  
Former Vice-President, Dadri Education Society, Charkhi Dadri  
Former President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

**CO-ORDINATOR**

**DR. BHAVET**

Faculty, Shree Ram Institute of Business & Management, Urjani

**ADVISORS**

**DR. PRIYA RANJAN TRIVEDI**

Chancellor, The Global Open University, Nagaland

**PROF. M. S. SENAM RAJU**

Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi

**PROF. M. N. SHARMA**

Chairman, M.B.A., Haryana College of Technology & Management, Kaithal

**PROF. S. L. MAHANDRU**

Principal (Retd.), Maharaja Agrasen College, Jagadhri

**EDITOR**

**PROF. R. K. SHARMA**

Professor, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

**CO-EDITOR**

**DR. SAMBHAV GARG**

Faculty, Shree Ram Institute of Business & Management, Urjani

**EDITORIAL ADVISORY BOARD**

**DR. RAJESH MODI**

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

**PROF. SIKANDER KUMAR**

Chairman, Department of Economics, Himachal Pradesh University, Shimla, Himachal Pradesh

**PROF. SANJIV MITTAL**

University School of Management Studies, Guru Gobind Singh I. P. University, Delhi

**PROF. RAJENDER GUPTA**

Convener, Board of Studies in Economics, University of Jammu, Jammu

**PROF. NAWAB ALI KHAN**

Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

**PROF. S. P. TIWARI**

Head, Department of Economics & Rural Development, Dr. Ram Manohar Lohia Avadh University, Faizabad

**DR. ANIL CHANDHOK**

Professor, Faculty of Management, Maharishi Markandeshwar University, Mullana, Ambala, Haryana

**DR. ASHOK KUMAR CHAUHAN**

Reader, Department of Economics, Kurukshetra University, Kurukshetra

**DR. SAMBHAVNA**

Faculty, I.I.T.M., Delhi

**DR. MOHENDER KUMAR GUPTA**

Associate Professor, P.J.L.N. Government College, Faridabad

**DR. VIVEK CHAWLA**

Associate Professor, Kurukshetra University, Kurukshetra

**DR. SHIVAKUMAR DEENE**

Asst. Professor, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

***ASSOCIATE EDITORS***

**PROF. ABHAY BANSAL**

Head, Department of Information Technology, Amity School of Engineering & Technology, Amity University, Noida

**PARVEEN KHURANA**

Associate Professor, Mukand Lal National College, Yamuna Nagar

**SHASHI KHURANA**

Associate Professor, S.M.S. Khalsa Lubana Girls College, Barara, Ambala

**SUNIL KUMAR KARWASRA**

Principal, Aakash College of Education, Chander Kalan, Tohana, Fatehabad

**DR. VIKAS CHOUDHARY**

Asst. Professor, N.I.T. (University), Kurukshetra

***TECHNICAL ADVISOR***

**AMITA**

Faculty, Government M. S., Mohali

***FINANCIAL ADVISORS***

**DICKIN GOYAL**

Advocate & Tax Adviser, Panchkula

**NEENA**

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

***LEGAL ADVISORS***

**JITENDER S. CHAHAL**

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

**CHANDER BHUSHAN SHARMA**

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

***SUPERINTENDENT***

**SURENDER KUMAR POONIA**

## CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to recent developments & practices in the area of Computer, Business, Finance, Marketing, Human Resource Management, General Management, Banking, Insurance, Corporate Governance and emerging paradigms in allied subjects like Accounting Education; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Monetary Policy; Portfolio & Security Analysis; Public Policy Economics; Real Estate; Regional Economics; Tax Accounting; Advertising & Promotion Management; Business Education; Management Information Systems (MIS); Business Law, Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labor Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; Public Administration; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism, Hospitality & Leisure; Transportation/Physical Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Digital Logic; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Multimedia; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic and Web Design. The above mentioned tracks are only indicative, and not exhaustive.

Anybody can submit the soft copy of his/her manuscript **anytime** in M.S. Word format after preparing the same as per our submission guidelines duly available on our website under the heading guidelines for submission, at the email address: [infoijrcm@gmail.com](mailto:infoijrcm@gmail.com).

## GUIDELINES FOR SUBMISSION OF MANUSCRIPT

### 1. **COVERING LETTER FOR SUBMISSION:**

DATED: \_\_\_\_\_

**THE EDITOR**  
IJRCM

**Subject:** SUBMISSION OF MANUSCRIPT IN THE AREA OF.

(e.g. Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/Engineering/Mathematics/other, please specify)

**DEAR SIR/MADAM**

Please find my submission of manuscript entitled ' \_\_\_\_\_ ' for possible publication in your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published elsewhere in any language fully or partly, nor is it under review for publication elsewhere.

I affirm that all the author (s) have seen and agreed to the submitted version of the manuscript and their inclusion of name (s) as co-author (s).

Also, if my/our manuscript is accepted, I/We agree to comply with the formalities as given on the website of the journal & you are free to publish our contribution in any of your journals.

#### **NAME OF CORRESPONDING AUTHOR:**

Designation:

Affiliation with full address, contact numbers & Pin Code:

Residential address with Pin Code:

Mobile Number (s):

Landline Number (s):

E-mail Address:

Alternate E-mail Address:

#### **NOTES:**

- a) The whole manuscript is required to be in **ONE MS WORD FILE** only (pdf. version is liable to be rejected without any consideration), which will start from the covering letter, inside the manuscript.
- b) The sender is required to mention the following in the **SUBJECT COLUMN** of the mail:  
**New Manuscript for Review in the area of** (Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/Engineering/Mathematics/other, please specify)
- c) There is no need to give any text in the body of mail, except the cases where the author wishes to give any specific message w.r.t. to the manuscript.
- d) The total size of the file containing the manuscript is required to be below **500 KB**.
- e) Abstract alone will not be considered for review, and the author is required to submit the complete manuscript in the first instance.
- f) The journal gives acknowledgement w.r.t. the receipt of every email and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of manuscript, within two days of submission, the corresponding author is required to demand for the same by sending separate mail to the journal.

2. **MANUSCRIPT TITLE:** The title of the paper should be in a 12 point Calibri Font. It should be bold typed, centered and fully capitalised.

3. **AUTHOR NAME (S) & AFFILIATIONS:** The author (s) **full name, designation, affiliation (s), address, mobile/landline numbers, and email/alternate email address** should be in italic & 11-point Calibri Font. It must be centered underneath the title.

4. **ABSTRACT:** Abstract should be in fully italicized text, not exceeding 250 words. The abstract must be informative and explain the background, aims, methods, results & conclusion in a single para. Abbreviations must be mentioned in full.

5. **KEYWORDS:** Abstract must be followed by a list of keywords, subject to the maximum of five. These should be arranged in alphabetic order separated by commas and full stops at the end.
6. **MANUSCRIPT:** Manuscript must be in **BRITISH ENGLISH** prepared on a standard A4 size **PORTRAIT SETTING PAPER**. It must be prepared on a single space and single column with 1" margin set for top, bottom, left and right. It should be typed in 8 point Calibri Font with page numbers at the bottom and centre of every page. It should be free from grammatical, spelling and punctuation errors and must be thoroughly edited.
7. **HEADINGS:** All the headings should be in a 10 point Calibri Font. These must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
8. **SUB-HEADINGS:** All the sub-headings should be in a 8 point Calibri Font. These must be bold-faced, aligned left and fully capitalised.
9. **MAIN TEXT:** The main text should follow the following sequence:

**INTRODUCTION****REVIEW OF LITERATURE****NEED/IMPORTANCE OF THE STUDY****STATEMENT OF THE PROBLEM****OBJECTIVES****HYPOTHESES****RESEARCH METHODOLOGY****RESULTS & DISCUSSION****FINDINGS****RECOMMENDATIONS/SUGGESTIONS****CONCLUSIONS****SCOPE FOR FURTHER RESEARCH****ACKNOWLEDGMENTS****REFERENCES****APPENDIX/ANNEXURE**

It should be in a 8 point Calibri Font, single spaced and justified. The manuscript should preferably not exceed **5000 WORDS**.

10. **FIGURES & TABLES:** These should be simple, crystal clear, centered, separately numbered & self explained, and **titles must be above the table/figure. Sources of data should be mentioned below the table/figure.** It should be ensured that the tables/figures are referred to from the main text.
11. **EQUATIONS:** These should be consecutively numbered in parentheses, horizontally centered with equation number placed at the right.
12. **REFERENCES:** The list of all references should be alphabetically arranged. The author (s) should mention only the actually utilised references in the preparation of manuscript and they are supposed to follow **Harvard Style of Referencing**. The author (s) are supposed to follow the references as per the following:
  - All works cited in the text (including sources for tables and figures) should be listed alphabetically.
  - Use **(ed.)** for one editor, and **(ed.s)** for multiple editors.
  - When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc, in chronologically ascending order.
  - Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
  - The title of books and journals should be in italics. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
  - For titles in a language other than English, provide an English translation in parentheses.
  - The location of endnotes within the text should be indicated by superscript numbers.

**PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:****BOOKS**

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

**CONTRIBUTIONS TO BOOKS**

- Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

**JOURNAL AND OTHER ARTICLES**

- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

**CONFERENCE PAPERS**

- Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19-22 June.

**UNPUBLISHED DISSERTATIONS AND THESES**

- Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

**ONLINE RESOURCES**

- Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

**WEBSITES**

- Garg, Bhavet (2011): Towards a New Natural Gas Policy, Political Weekly, Viewed on January 01, 2012 <http://epw.in/user/viewabstract.jsp>

## GROWTH AND PERFORMANCE OF MICRO, SMALL AND MEDIUM ENTERPRISES IN INDIA IN POST GLOBALIZATION PERIOD

**R. PONMANI**  
**ASSOCIATE PROFESSOR**  
**DEPARTMENT OF ECONOMICS**  
**AVINASHILINGAM INSTITUTE FOR HOME SCIENCE & HIGHER EDUCATION FOR WOMEN**  
**COIMBATORE**

**DR. R. ANNAPOORANI**  
**PROFESSOR**  
**DEPARTMENT OF ECONOMICS**  
**AVINASHILINGAM INSTITUTE FOR HOME SCIENCE & HIGHER EDUCATION FOR WOMEN**  
**COIMBATORE**

### ABSTRACT

*Micro, Small and Medium enterprises play a key role in the development of economies with their effective, efficient, flexible and innovative entrepreneurial spirit. In terms of value, the sector accounts for about 45 per cent of the manufacturing output and 40 per cent of the total exports of India in 2010. A research study on 'Growth and performance of micro, small and medium enterprises in India in post globalization period' was undertaken with the objectives of studying the growth of number of micro, small and medium enterprises, capital invested, labour employed, output and exports in, finding out the instability in the growth of micro, small and medium enterprises in post globalization period. The study was related to 1992-93 to 2010-11. The data for the study were compiled from the Annual Report of Micro, Small and Medium enterprises published by the Ministry of micro, small and medium enterprises, Government of India. The study estimated compound growth rate, Coppock's instability index and Frontier production function. As per the study, in the post globalization period the compound growth rate of number of MSMEs, fixed investment, production, employment and exports was significant. There had been more instability in the number of MSMEs in the post globalization period as compared to fixed investment, production, employment, exports. To improve the performance of micro, small and medium enterprises the study recommends increasing the number of items to be reserved for exclusive manufacture in micro and small enterprise sector and providing support in the field of skill development, credit marketing, technology and infrastructure.*

### KEYWORDS

Growth, MSMEs, Globalization, Instability, Performance.

### INTRODUCTION

**M**icro, small and medium enterprises are exclusively identified for promotion in the manufacturing sector of most of the national economies. Micro, Small and Medium Enterprises (MSMEs), including khadi and village/rural enterprises are credited with generating the highest rates of employment growth and account for a major share of industrial production and exports. They also play a key role in the development of economies with their effective, efficient, flexible and innovative entrepreneurial spirit.

The most important justification for the exclusive promotion of MSMEs is their potential for employment intensity. MSME generates more jobs per unit of capital investment than a large enterprise; it can be started with relatively less capital; it facilitates nurturing of entrepreneurship; and it can be used as an instrument for alleviating regional disparities in development.

It is estimated that in terms of value, the sector accounts for about 45 per cent of the manufacturing output and 40 per cent of the total exports of the country. The sector is estimated to employ about 595 lakh persons in over 261 lakh enterprises throughout the country (Annual Report of MSME 2011-12). Further, this sector has consistently registered a higher growth rate than the rest of the industrial sector. There are over 6000 products ranging from traditional to high-tech items, which are being manufactured by the MSMEs in India. It is well known that the MSMEs provide good opportunities for both self-employment and wage employment.

Globalization is seen as the conversion of the World into a single economic space one macro-economy, or perhaps mega-economy. Globalization the process of continuing integration of the countries in the World-is strongly underway in all parts of the globe. While the movement of goods, services, ideas, capital and technology across national borders is not a new phenomenon, its process since the past decade marks a qualitative break with the past. This process is characterized by national Governments across the World moving towards more open and market-oriented regimes, with greater reliance on private business and less direction of allocation of resources.

The globalization of economic activity affects the development of small and medium-sized enterprises (SMEs) mainly in two ways:

- It opens up new opportunities for outward expansion and growth. These fast-growing SMEs are important to the world economy; and they in fact play an important international role, directly productizing about 26 percent of OECD exports and about 35 percent of Asia's exports.
- Further, inward globalization poses new competitive challenges. Different SMEs are affected in different ways. The firms that are able to become, internationally competitive are likely to be advantaged; and they make up about 25 percent of manufacturing SMEs. Those less likely or unable to adapt are at risk as a result of globalization pressures and will probably not survive in their present form without significant changes to improve factors such as output quality, costs competitiveness and management practices.

Globalization offers an environment within which SMEs have to increasingly compete and perform. While some of their traditional markets have shrunk, the market opportunities in some other areas have increased. It is important that these rapid changes are quickly understood and corrective measures taken without delay. In this context a research study on '**Growth and performance of micro, small and medium enterprises in India in post globalization period**' was undertaken with the following objectives.

1. To study the growth of number of micro, small and medium enterprises, capital invested, labour employed, output and exports in post globalization period
2. To find out the instability in the growth of micro, small and medium enterprises in post globalization period and
3. To analyse the performance of micro, small and medium enterprises in post globalization period.

### METHODOLOGY

The study was related to 1992-93 to 2010-11. The year 1992-1993 was chosen since globalization was introduced in 1991. The study was related to 2010-11 since it is the latest year for which the required data are available. The data for the study were compiled from the Annual Report of Micro, Small and Medium enterprises published by the Ministry of micro, small and medium enterprises, Government of India.

**HYPOTHESIS FORMULATED**

1. There is no significant growth in the number of MSMEs, capital invested, labour employed and output produced in India in the post globalization period and
2. There is no instability in the number of MSMEs, fixed investment, production, employment and exports in India in the post globalization period.

**TOOLS USED**

**1. COMPOUND GROWTH RATE**

To assess the growth of number of micro, small and medium enterprises, capital invested, labour employed, output produced and exports compound growth rate was calculated. The formula used was

$$Y_t = Ab^t$$

Y= Selected variable;

A= Constant;

t= Time period;

b= Co-efficient of time period.

Compound growth rate= Antilog(b-1)x100.

**2. COPPOCK'S INSTABILITY INDEX**

To find out the extent of instability in the number of MSMEs, capital invested, labour employed, output produced and exports, Coppock's instability index was calculated.

Coppock's instability index is

$$V \log = \frac{\sum \left[ \frac{\log X_{t-1}}{X_t} \right] - m}{N}$$

The instability index = (antilog  $\sqrt{V \log - 1}$ ) x 100.

where,

X<sub>t</sub>= Number of micro, small and medium enterprises, capital invested, labour employed, output produced and exports.

**3. FRONTIER PRODUCTION FUNCTION:**

The frontier production function was estimated to analyse the contribution of labour and capital to total output.

$$\ln Y = \beta_0 + \beta_1 \ln X_1 + \beta_2 \ln X_2$$

where,

y= Value of output (in Rupees);

X<sub>1</sub>= Capital invested in rupees;

X<sub>2</sub>= Number of labourers employed;

The frontier production function was estimated by using Front 4.1 version.

**FINDINGS OF THE STUDY**

**A. GROWTH OF NUMBER OF MICRO, SMALL AND MEDIUM ENTERPRISES IN INDIA IN THE POST GLOBALIZATION PERIOD**

Table-I provides the information on the number of micro, small and medium enterprises, investment, employment, production and exports in the reference period.

**TABLE-I: TREND IN THE GROWTH OF MICRO, SMALL, MEDIUM AND ENTERPRISES IN INDIA IN THE POST GLOBALIZATION PERIOD - 1992-93 TO 2010-11**

Year	MSMEs (lakh numbers)	Fixed Investment (Rs. crore)	Production (At current prices) (Rs. crore)	Employment (lakh persons)	Exports (Rs. crore)
1992-1993	73.51	109623	84413	174.84	17784
1993-1994	76.49	115795	98796	182.64	25307
1994-1995	79.6	123790	122154	191.4	29068
1995-1996	82.84	125750	147712	197.93	36470
1996-1997	86.21	130560	167805	205.85	39248
1997-1998	89.71	133242	187217	213.16	44442
1998-1999	93.36	135482	210454	220.55	48979
1999-2000	97.15	139982	233760	229.1	54200
2000-2001	101.1	146845	261297	238.73	69797
2001-2002	105.21	154349	282270	249.33	71244
2002-2003	109.49	162317	314850	260.21	86013
2003-2004	113.95	170219	364547	271.42	97644
2004-2005	118.59	178699	429796	282.57	124417
2005-2006	123.42	188113	497842	294.91	150242
2006-2007	261.01	500758	709398	594.61	182538
2007-2008	272.79	558190	790759	626.34	202017
2008-2009	285.16	621753	880805	659.35	N.S
2009-2010	298.08	693532	982919	695.35	N.S
2010-2011	311.52	773487	1095758	732.17	N.A

Source: Annual Report of MSME-Ministry of micro, small and medium enterprises, New Delhi.

In the reference period the number of MSMEs increased from 73.51 lakhs in 1992-1993 to 311.52 lakhs in 2010-11. There had been phenomenal growth in the number of MSMEs in 2006-07. Fixed investment in micro, small and medium enterprises had increased from Rs1,09,623 crores in 1992-93 to 7,73,487 crores in 2010-11. Similarly the number of labourers employed in MSMEs increased from 174.84 lakhs in 1992-93 to Rs732.17 lakhs in 2010-11. In the reference period production in MSMEs increased from Rs.84413 crores to Rs.10,95,758 crores. The value of exports increased from Rs.17,784 crores in 1992-93 to Rs. 2,02,017 crores in 2007-08.

**B. ESTIMATED COMPOUND GROWTH RATE OF NUMBER OF MSMES, CAPITAL INVESTED, LABOUR EMPLOYED, PRODUCTION AND EXPORTS IN POST GLOBALIZATION PERIOD:**

Table-II represents estimated compound growth rate of number of MSMEs, capital invested, labour employed, production and exports in post globalization period.

TABLE-II: ESTIMATED COMPOUND GROWTH RATE OF NUMBER OF MSMEs, CAPITAL INVESTED, LABOUR EMPLOYED, PRODUCTION AND EXPORTS IN INDIA IN POST GLOBALIZATION PERIOD

S. No	Variable	Constant	Compound growth rate	T	R <sup>2</sup>
1	Number of MSMEs	4.04	8.27	28.39**	0.98
2	Fixed Investment	11.21	10.69	6.43**	0.72
3	Production	11.26	14.83	32.16**	0.99
4	Employment	4.87	8.45	5.71**	0.67
5	Exports	9.83	15.35	7.24**	0.79

Source: Calculated figures based on the data compiled.

\*\* Statistically significant at 1 percent level.

From Table-II it is evident that in India in the post globalization period the compound growth rate of number of MSMEs, fixed investment, production, employment and exports was significant as evident from the calculated t value.

### C. ESTIMATED INSTABILITY INDEX IN THE NUMBER OF MSMEs, FIXED INVESTMENT, PRODUCTION, EMPLOYMENT AND EXPORTS IN INDIA IN THE POST GLOBALIZATION PERIOD

Table-III represents the estimated Coppock's instability index in the number of MSMEs, fixed investment, production, employment and exports in India in the post globalization period.

TABLE-III: ESTIMATED INSTABILITY INDEX IN THE NUMBER OF MSMEs, FIXED INVESTMENT, PRODUCTION, EMPLOYMENT AND EXPORTS IN INDIA IN THE POST GLOBALIZATION PERIOD.

S. No	Variable	Coppock Instability Index
1	MSMEs	53.28
2	Fixed Investment	12.47
3	Production	10.73
4	Employment	11.69
5	Exports	10.95

Source: calculated figures based on the data compiled.

From Table-III it is evident that there had been more instability in the number of MSMEs in India in the post globalization period as compared to fixed investment, production, employment, exports. The production seemed to be more stable since the estimated Coppock's instability index was lower for production.

### D. ESTIMATED FRONTIER PRODUCTION FUNCTION

The current study tried to estimate the Frontier production function by using the software Frontier 4.1 version. The estimated production function was

$$Y = 4.2 + 0.68X_1 + 0.41X_2$$

(1.83) (2.46)\*

R<sup>2</sup>=0.72

The estimated production function indicated that there had been increasing returns to scale since the addition of capital co-efficient and labour co-efficient was greater than one. The estimated production function was statistically valid as indicated by R<sup>2</sup> value.

## RECOMMENDATIONS

To improve the performance of micro, small and medium enterprises the study recommends the following measures:

1. MSMEs are to be encouraged to modernize to face the challenge arising out of globalization of the economy;
2. There is need for increasing the number of items to be reserved for exclusive manufacture in micro and small enterprise sector;
3. With a view to build the capacity of the Indian micro, small and medium manufacturing enterprises for overcoming competition in the global markets and facing challenges being posed by the entry of the multinationals in the domestic markets, the national manufacturing competitiveness programme needs to be implemented in all the States and
4. There is a need for providing support in the field of skill development, credit marketing, technology and infrastructure;

## REFERENCES

### BOOKS

1. Audretsch, David, Robert Litan and Robert Strom. Entrepreneurship and Openness. Northampton Massachusetts: Edward Elgar Publishing Limited, 2009.
2. Beck, T., Demircuc-Kunt A, and Levine, R. 2005, SMEs, Groth and Poverty, NBER Working Papers 11224, National Bureau of Economic Research, Inc,
3. Manjunath Shettiger, M, Jeyasheela, R,(2012) Efficacy of Entrepreneurship Training in Micro Development – A Case Study, Sothern Economist, Vol.54, No.5 Pp.45-49
4. McMullen, Jeffrey S., D. Ray Bagby and Leslie E. Palich. "Economic Freedom and the Motivation to Engage in Entrepreneurial Action." 2008
5. Wellington.S Joseph and Manonmoney.N (2010), "Export performance of India- Pre and post liberalization", Associate Publisher, Ambala

### REPORTS

6. Global Entrepreneurship Monitor "GEM Global Report." 2009. January 2009
7. MSME Annual report 2011-12, Government of India. New Delhi.

## **REQUEST FOR FEEDBACK**

**Dear Readers**

At the very outset, International Journal of Research in Commerce, Economics and Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue as well as on the journal as a whole, on our E-mail [info@ijrcm.org.in](mailto:info@ijrcm.org.in) for further improvements in the interest of research.

If you have any queries please feel free to contact us on our E-mail [infoijrcm@gmail.com](mailto:infoijrcm@gmail.com).

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward an appropriate consideration.

With sincere regards

Thanking you profoundly

**Academically yours**

Sd/-

**Co-ordinator**

## ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

### *Our Other Journals*

