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A study on motivational factors towards entrepreneurial activities engaged by prisoners in Tamil Nadu

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Abstract---Motivation is the drive any venture or risk-taking activities like entrepreneurship. To become an entrepreneur in the society is not easily accepted by the family or peer group of people due to mindset and attitude towards entrepreneurship. Now days it has been changing due to new invention and technological development. Entrepreneurial motivation is the process that motivates the entrepreneur to exert a high the achievement of his entrepreneurial goals. The motivational factors are the drivers that affect the direction and intensity of his behaviour as an entrepreneur. There is a need of changing entrepreneurial activities in the prison according to the modern environment with modern and updated technology. With these aspects, there is need of understanding motivational factors towards entrepreneurial activities engaged by prisoners in Central Prisons in Tamil Nadu.

Keywords---Central prison, Entrepreneurial activities, prisoners' entrepreneurship, motivational factors, personal factors, social factors, Economic Factors, Environmental factors.

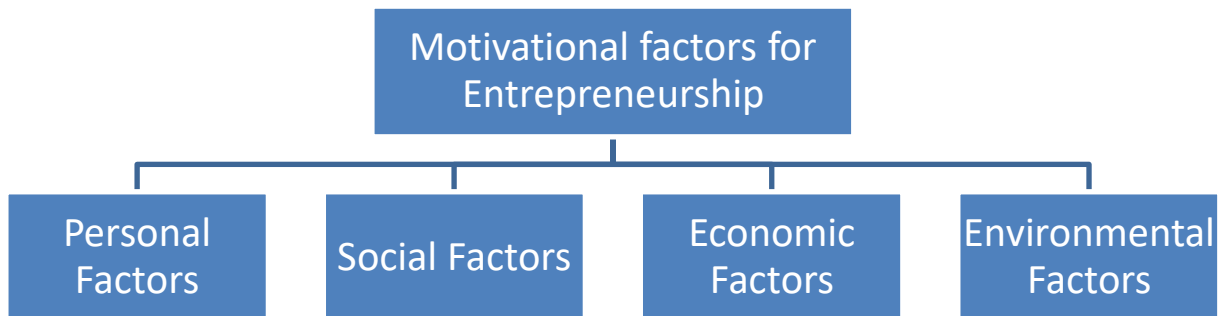
Introduction

Entrepreneurship is one of the economic activities of the human being which help to convert available resources into profitable venture. It is the backbone of industrial and economic development of the country which provides employment, income generation and resource mobilisation. Entrepreneurship is proceeded of setting out on individual and starting a business in its place of working for somebody else in his or her commercial activities. Every entrepreneurial activity requires some motivation and driving force through internal and external sources. Motivation is the process of stimulating action, sustaining the activity in progress and the pattern of process. Proper motivation brings the entrepreneurial activities in a significant manner that promotes continuous income generation activities. Motivating any people to any activities create valuable results. With these aspects,

there is need of understanding motivational factors towards entrepreneurial activities engaged by prisoners in Tamil Nadu.

Motivational Factors for Entrepreneurship

Motivation driven any endeavour or risk-taking activity, such as entrepreneurship becoming an entrepreneur is not easily accepted by family or peer because of the mindset any attitude towards entrepreneurship. Currently it is enhancing due to new invention and technological development. Entrepreneurial motivation is the process of motivating an entrepreneur to like to achieve his or her entrepreneurial goals. The motivating factors are the drivers the influences the directional intensity of his behaviour as an entrepreneur. They affected the behaviour and functioning of the business. Thus there is a need of continuous motivation to become entrepreneurs particularly from technically qualified persons. Many factors also associate with the motivational factors towards entrepreneurship. Personal factors such as Passion, Self-reliance, Feeling accomplishment, Creativity and Sense of Control. Social factors such as Occupational Background, Experience in relevant field, Educational Qualifications, Social recognition and Take family Business. Economic Factors such as Earn more Money, Preside over a big business, financial security, Economic independence and Promote Wealth & Assets. Environmental factors such as Optimum utilisation of resources, Government support & Assistance, Promising Demand for the Product, Encouragement from big business and Availability of Raw materials & Labour.



Review of Literature

Motivational factors are depends on person to person which also changing environment. To become an entrepreneur is consist of various factors and reasons. Akbari.J., Akbari.R., Farasati.F., &Mahaki.B. (2014). Suggested that Facilities and other provisions are depends upon the prisons to prison in various countries. Carla Schultz. (2015). Concluded that Prison will become private, it will provide different types of services which help to increase the profitability position of the prison. Larry Brewster. (2014). Noted that prison education is one of the important part of the prisoners which help to change the mindset of prisoners. they can move forward towards the business and professional activities through education.

Sudipto Roy., &AvdiAvdija. (2012). Stated that in their study , job stress and job satisfaction become very important part of their security and livelihood in prison.

Javalgi, R. G., Martin, S. L., Young, R. B., Hart, C. T., & Van Dyke, K. A. (2018) The study findings can be used to target this important piece of the population using demographics and fundamental entrepreneurial motivations. Pihie (2009) Economic activities can be measured with authentic entrepreneurship and entrepreneurial purpose. A solid association happens between the entrepreneurial purpose and authentic character. Henley (2007) Noted that entrepreneurship is a part of individual activities which help to motivate make money with new ventures.

Statement of the Problem

Entrepreneurship is one of the major components of economic expansion of the country which help to promote income generation, employment opportunity and improving life style. Therefore, government motivate and promote entrepreneurship developmental activities at all level of human life. Entrepreneurship needs proper motivation and recognition to achieve its target with significant manner. In general, entrepreneurial mindset and motivating factors are very poor in our country. With this, even a talented people did not involve any entrepreneurial activities. With this view motivating prisoners to become a challenging task which consists of more efforts and hard work. Prisoners are heterogeneous in nature with different mindset and behaviour. Find out the motivation factors for entrepreneurship is a difficult work. In this aspect, there is a need of understanding internal and external factors towards entrepreneurial activities engaged by prisoners are important aspects in the present day economy.

Objective of the Study

The primary objective of the study is to measure the motivational factors towards entrepreneurial activities engaged by prisoners in central prison in Tamil Nadu

Methodology

Nature of study: Descriptive method

Nature of data: Primary and secondary data

Nature of tools for primary data collection: Interview schedule

Nature of secondary data collection: published and unpublished sources

Sampling techniques: Proportionate Stratified random sampling techniques

Sample population: convicted prisoners in eight central prisons in Tamil Nadu

Number of sample respondent: 670 convicted prisoners

Table No – 1 Central Prison in Tamil Nadu

S.No	Prison	Total Convicts	Working in Industry	Sample distributed	Sample collected
1	Central Prison, Puzhal, Chennai	683	323	124	125
2	Central Prison, Vellore	408	157	60	65
3	Central Prison, Salem	139	80	30	30
4	Central Prison, Cuddalore	418	340	130	130

5	Central Prison, Tiruchirappalli	576	106	41	45
6	Central Prison, Coimbatore	886	375	144	145
7	Central Prison, Madurai	548	195	75	75
8	Central Prison, Palayamkottai	392	141	54	55
	Total	4050	1717	658	670

Table - 2
Distribution of demographic characteristics of prisoners in Tamilnadu

Demographic characteristics	Category	Frequency	Percentage
Age (in years)	Less than 30	150	22.4
	Between 31-40	177	26.4
	Between 41-50	188	28.1
	More than 50	155	23.1
	Total	670	100.0
Marital Status	Married	471	70.3
	Unmarried	199	29.7
	Total	670	100.0
Educational Status	Illiterate	405	60.4
	School level	214	31.9
	Higher education	51	7.6
	Total	670	100.0
Community	SC/ST	153	22.8
	BC	197	29.4
	MBC	210	31.3
	FC	110	16.4
	Total	670	100.0

Source: Survey data

The table-2 reveals the personal profiles such as, age, marital status, educational status and community of prisoners in Tamilnadu. Regarding the distribution of prisoner's age majority of the employees 150 (22.4%) were below 30 years of age, 177 (26.4%) of the prisoners were between 31 to 40 years of age, 188(28.1%) of the prisoners were between 41 to 50 years of age, 155 (23.1%) of them were above 50 years of age group. Regarding marital status of the prisoners 471 (70.3%) of them were married, 199 (29.7%) of the prisoners were unmarried. Also from the table it is seen that, 405 (60.4%) of the prisoners were illiterates, 214 (31.9%) of them have school level of educational status and 51 (7.6%) of the prisoners have postgraduate level of educational status. With regard to community status of the prisoners 153 (22.8%) of the prisoners were belongs to scheduled caste category (SC/ST), 197 (29.4%) of them belongs to backward class community category (BC), 210 (31.3%) of them belongs to most backward category and 110 (16.4%) of the prisoners were from forward community (FC).

Garret Ranking Method for personal factors towards motivation

The garret ranks are calculated by using appropriate Garret ranking method using the formula as given below. Based on the Garret ranking table the value is obtained.

$$\text{Percent position} = 100 (R_{ij} - 0.5) / N_j$$

where, R_{ij} is the rank given for i^{th} item by the j^{th} sample respondents and N_j is the total rank given by the j^{th} sample respondents.

Table - 3
Ranks of methods of training practices –Personal factors towards motivation

S.No.	Particulars	Ranks					Total
		1	2	3	4	5	
1.	Passion	66	125	209	140	130	670
2.	Self reliance	126	278	66	125	75	670
3.	Feeling accomplishment	143	58	197	66	206	670
4.	Creativity & ingenuity	197	143	134	130	66	670
5.	Sense of Control	72	66	130	209	193	670

Table 3 shows the ranks given by sample respondents on the various items related to personal factors towards motivation. It reveals that most of the prisoners were favor to the items 2,3 and 4.

Table - 4
Percentage position and Garret value

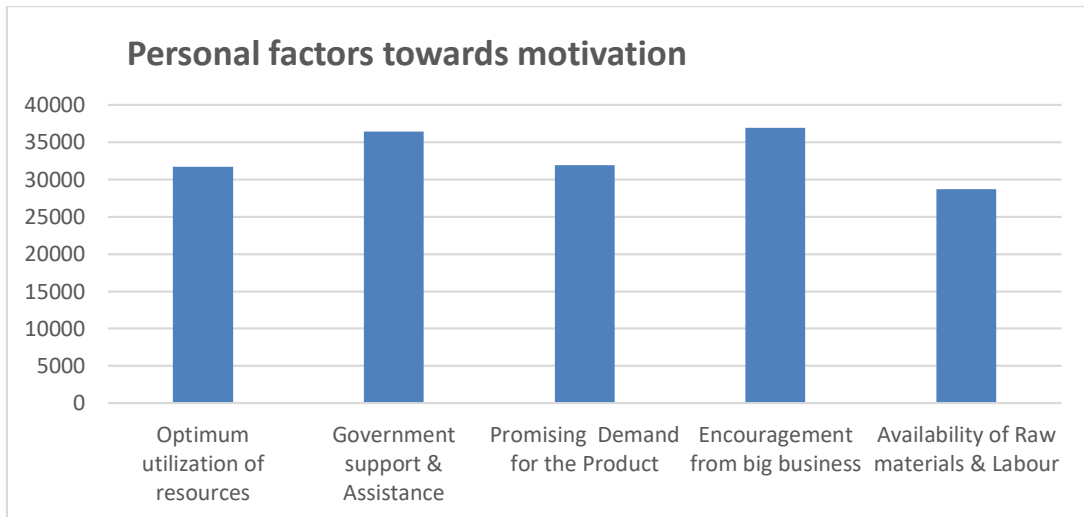
S.No.	Percent position	Garret value
1	$100(1-0.5)/5 = 10$	75
2	$100(2-0.5)/5 = 30$	60
3	$100(3-0.5)/5 = 50$	50
4	$100(4-0.5)/5 = 70$	40
5	$100(5-0.5)/5 = 90$	25

Table 4 shows the percent position obtained using the Garret ranking formula as mentioned above and based on the percent position the Garret value is obtained from the Garret ranking table.

Table - 5
Final Garret Ranks of on personal factors towards motivation

S.No.	Particulars	Total score	Average score	Rank
1	Passion	31750	6350	4
2	Self-reliance	36305	7261	2
3	Feeling accomplishment	31845	6369	3
4	Creativity & ingenuity	36905	7381	1
5	Sense of Control	29045	5809	5

The final Garret ranks of on the personal factors towards motivation were depicted in table - 5. It shows that, the first rank is the “Creativity & ingenuity” item, followed by “Self reliance” as second rank, “Feeling accomplishment” as third rank, “Passion” as fourth rank and “Sense of Control” as fifth rank.



Null Hypothesis: There is no significant difference between mean ranks of personal factors towards motivational factors among the prisoners.

Alternative Hypothesis: There is a significant difference between mean ranks of personal factors towards motivational factors among the prisoners.

Table - 6

Friedman test for significant difference between mean ranks of personal factors towards motivational factors among the prisoners

Personal factors	Mean Rank	Chi-Square value	p- value
Passion	3.21	228.328	0.000**
Self - reliance	2.52		
Feeling accomplishment	3.15		
Creativity & ingenuity	2.54		
Sense of Control	3.57		

**($p < 0.01$)

Since p-value is less than 0.01, the null hypothesis is rejected at one percent level of significance. Hence concluded that there is significant difference between mean ranks of personal factors towards motivational factors among the prisoners.

Garret Ranking Method for social factors towards motivation

The garret ranks are calculated by using appropriate Garret ranking method using the formula as given below. Based on the Garret ranking table the value is obtained.

$$\text{Percent position} = 100 (R_{ij} - 0.5) / N_j$$

Where, R_{ij} is the rank given for i^{th} item by the j^{th} sample respondents and N_j is the total rank given by the j^{th} sample respondents.

Table - 7
Ranks of methods of training practices –Social factors towards motivation

S.No.	Particulars	Ranks					Total
		1	2	3	4	5	
1.	Occupational Background	66	119	225	132	128	670
2.	Experience in relevant field	125	300	66	119	60	670
3.	Educational Qualifications	130	46	201	66	227	670
4.	Social recognition	181	139	156	128	66	670
5.	Take family Business	82	66	108	216	198	670

Table- 7 shows the ranks given by sample respondents on the various items related to social factors towards motivation. It reveals that most of the prisoners were favor to the items 1, 2,3 and 4.

Table - 8
Percentage position and Garret value

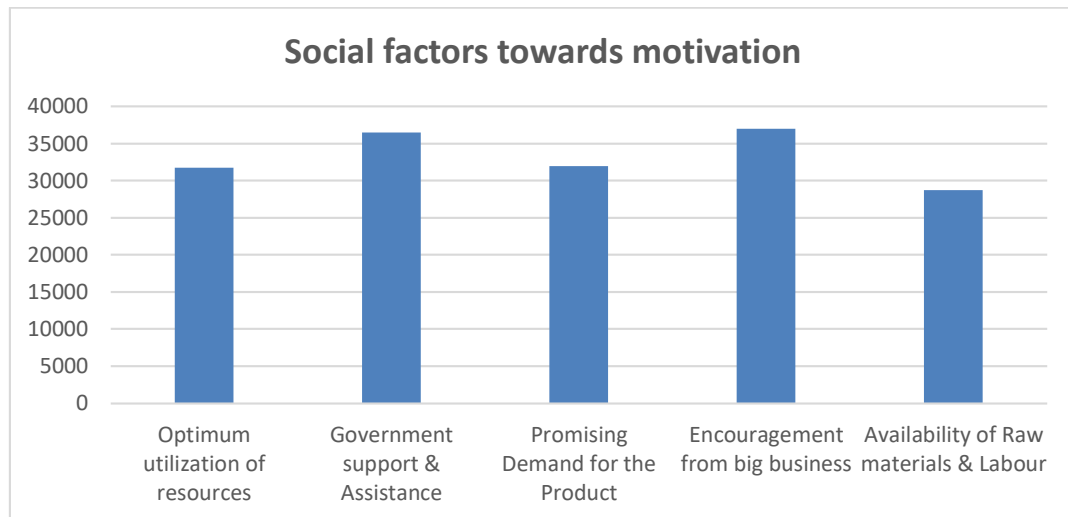
S.No.	Percent position	Garret value
1	$100(1-0.5)/5 = 10$	75
2	$100(2-0.5)/5 = 30$	60
3	$100(3-0.5)/5 = 50$	50
4	$100(4-0.5)/5 = 70$	40
5	$100(5-0.5)/5 = 90$	25

Table -8 shows the percent position obtained using the Garret ranking formula as mentioned above and based on the percent position the Garret value is obtained from the Garret ranking table.

Table - 9
Final Garret Ranks of on social factors towards motivation

S.No.	Particulars	Total score	Average score	Rank
1	Occupational Background	31820	6364	3
2	Experience in relevant field	36935	7387	1
3	Educational Qualifications	30875	6175	4
4	Social recognition	36485	7297	2
5	Take family Business	29100	5820	5

The final Garret ranks of on the social factors towards motivation were depicted in table - 9. It shows that, the first rank is the “Experience in relevant field” item, followed by “Social recognition” as second rank, “Occupational Background” as third rank, “Educational Qualifications” as fourth rank and “Take family Business” as fifth rank.



Null Hypothesis: There is no significant difference between mean ranks of social factors towards motivational factors among the prisoners.

Alternative Hypothesis: There is a significant difference between mean ranks of social factors towards motivational factors among the prisoners.

Table - 10

Friedman test for significant difference between mean ranks of social factors towards motivational factors among the prisoners

Social factors	Mean Rank	Chi-Square value	p-value
Occupational Background	3.19	260.000	0.000**
Experience in relevant field	2.41		
Educational Qualifications	3.26		
Social recognition	2.58		
Take family Business	3.56		

**($p < 0.01$)

Since p-value is less than 0.01, the null hypothesis is rejected at one percent level of significance. Hence concluded that there is significant difference between mean ranks of social factors towards motivational factors among the prisoners.

Garret Ranking Method for economic factors towards motivation

The garret ranks are calculated by using appropriate Garret ranking method using the formula as given below. Based on the Garret ranking table the value is obtained.

$$\text{Percent position} = 100 (R_{ij} - 0.5) / N_j$$

where, R_{ij} is the rank given for i^{th} item by the j^{th} sample respondents and N_j is the total rank given by the j^{th} sample respondents.

Table - 11
Ranks of methods of training practices –economic factors towards motivation

S.No.	Particulars	Ranks					Total
		1	2	3	4	5	
1.	Earn more Money	69	119	227	124	131	670
2.	Preside over a big business	130	286	69	119	66	670
3.	Financial security	131	54	196	69	220	670
4.	Economic independence	178	142	150	131	69	670
5.	Promote Wealth & Assets	77	69	113	216	195	670

Table- 11 shows the ranks given by sample respondents on the various items related to economic factors towards motivation. It reveals that most of the prisoners were favor to the items 1, 2,3 and 4.

Table – 12
Percentage position and Garret value

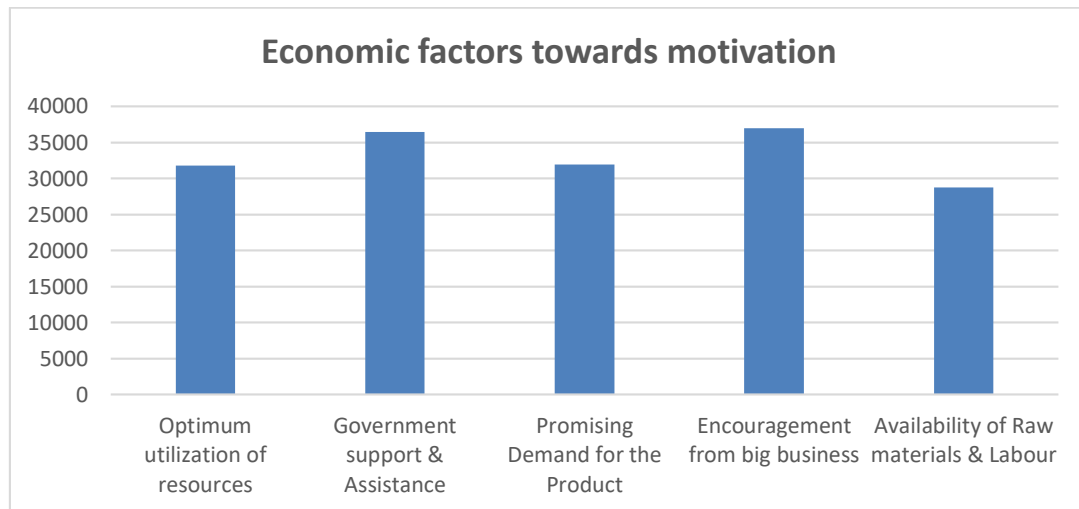
S.No.	Percent position	Garret value
1	$100(1-0.5)/5 = 10$	75
2	$100(2-0.5)/5 = 30$	60
3	$100(3-0.5)/5 = 50$	50
4	$100(4-0.5)/5 = 70$	40
5	$100(5-0.5)/5 = 90$	25

Table -12 shows the percent position obtained using the Garret ranking formula as mentioned above and based on the percent position the Garret value is obtained from the Garret ranking table.

Table - 13
Final Garret Ranks of on economic factors towards motivation

S.No.	Particulars	Total score	Average score	Rank
1	Earn more Money	31900	6380	3
2	Preside over a big business	36770	7354	1
3	Financial security	31125	6225	4
4	Economic independence	36335	7267	2
5	Promote Wealth & Assets	29080	5816	5

The final Garret ranks of on the economic factors towards motivation were depicted in table - 13. It shows that, the first rank is the “Preside over a big business” item, followed by “Economic independence” as second rank, “Earn more Money” as third rank, “Financial security” as fourth rank and “Promote Wealth & Assets” as fifth rank.



Null Hypothesis: There is no significant difference between mean ranks of economic factors towards motivational factors among the prisoners.

Alternative Hypothesis: There is a significant difference between mean ranks of economic factors towards motivational factors among the prisoners.

Table - 14

Friedman test for significant difference between mean ranks of economic factors towards motivational factors among the prisoners

Economic factors	Mean Rank	Chi-Square value	p-value
Earn more Money	3.18	242.177	0.000**
Preside over a big business	2.43		
Financial security	3.23		
Economic independence	2.59		
Promote Wealth & Assets	3.56		

**($p < 0.01$)

Since p-value is less than 0.01, the null hypothesis is rejected at one percent level of significance. Hence concluded that there is significant difference between mean ranks of economic factors towards motivational factors among the prisoners.

Garret Ranking Method for environmental factors towards motivation

The garret ranks are calculated by using appropriate Garret ranking method using the formula as given below. Based on the Garret ranking table the value is obtained.

$$\text{Percent position} = 100 (R_{ij} - 0.5) / N_j$$

where, R_{ij} is the rank given for i^{th} item by the j^{th} sample respondents and N_j is the total rank given by the j^{th} sample respondents.

Table - 15

Ranks of methods of training practices –environmental factors towards motivation

S.No.	Particulars	Ranks					Total
		1	2	3	4	5	
1.	Optimum utilization of resources	64	125	215	137	129	670
2.	Government support & Assistance	138	267	64	125	76	670
3.	Promising Demand for the Product	145	61	193	64	207	670
4.	Encouragement from big business	193	153	131	129	64	670
5.	Availability of Raw materials & Labour	68	64	129	207	202	670

Table- 15 shows the ranks given by sample respondents on the various items related to environmental factors towards motivation. It reveals that most of the prisoners were favor to the items 1, 2, 3 and 4.

Table – 16

Percentage position and Garret value

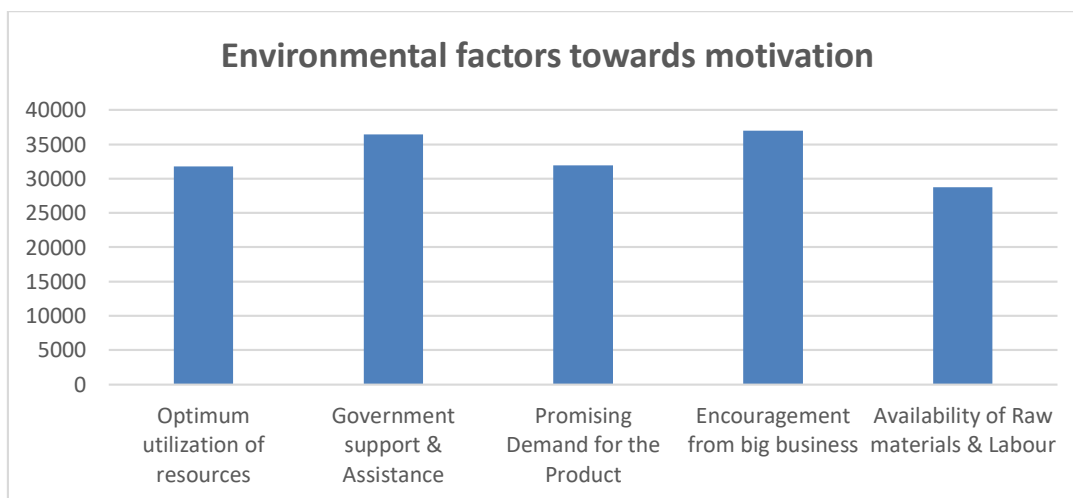
S.No.	Percent position	Garret value
1	$100(1-0.5)/5 = 10$	75
2	$100(2-0.5)/5 = 30$	60
3	$100(3-0.5)/5 = 50$	50
4	$100(4-0.5)/5 = 70$	40
5	$100(5-0.5)/5 = 90$	25

Table -16 shows the percent position obtained using the Garret ranking formula as mentioned above and based on the percent position the Garret value is obtained from the Garret ranking table.

Table - 17
Final Garret Ranks of on environmental factors towards motivation

S.No.	Particulars	Total score	Average score	Rank
1	Optimum utilization of resources	31755	6351	4
2	Government support & Assistance	36470	7294	2
3	Promising Demand for the Product	31920	6384	3
4	Encouragement from big business	36965	7393	1
5	Availability of Raw materials & Labour	28720	5744	5

The final Garret ranks of on the environmental factors towards motivation were depicted in table – 17. It shows that, the first rank is the “Encouragement from big business” item, followed by “Government support & Assistance” as second rank, “Promising Demand for the Product” as third rank, “Optimum utilisation of resources” as fourth rank and “Availability of Raw materials & Labour” as fifth rank.



Null Hypothesis: There is no significant difference between mean ranks of economic factors towards motivational factors among the prisoners.

Alternative Hypothesis: There is a significant difference between mean ranks of economic factors towards motivational factors among the prisoners.

Table - 18

Friedman test for significant difference between mean ranks of economic factors towards motivational factors among the prisoners

Economic factors	Mean Rank	Chi-Square value	p-value
Optimum utilization of resources	3.22	242.695	0.000**
Government support & Assistance	2.51		
Promising Demand for the Product	3.13		
Encouragement from big business	2.53		
Availability of Raw materials & Labour	3.61		

**($p < 0.01$)

Since p-value is less than 0.01, the null hypothesis is rejected at one percent level of significance. Hence concluded that there is significant difference between mean ranks of economic factors towards motivational factors among the prisoners.

Suggestions

Motivation plays a key role to promote entrepreneurship development in the country which helps to increase socio-economic activities with this view, there is a need of motivation in all aspects to promote entrepreneurship. Motivating prisoners to become and entrepreneurs is a complex task which associates with different and unique factors apart from internal and external factors.

Personal factors of prisoners to become entrepreneurship consist of some of the important variables such as passion, self-reliance, feeling accomplishment, creativity and sense of control. Among this passion and feeling accomplishment are the major motivational factors to become an entrepreneur of prisoners.

With respects to social factors as motivational factors of prisoners to become entrepreneurs, social recognition is the major social factors followed by experience, occupational background, educational qualification and family business prisoners need regular income to meet their family expenses, therefore, they are committed with certain entrepreneurial activities earn more money is the major economic factors of prisoners to involve entrepreneurship in prisons followed by financial security, economic independence, promote wealth and preside over a big business. Only a limited number of prisoners were started business after their imprisonment. Most of the prisoners are engaging certain employment activities to earn more money during the imprisonment.

External environment is also one of the major factors to become entrepreneurs. In this view, government support and assistance play a major role to become an entrepreneur of prisoners. Government should provide more financial and nonfinancial assistance to motivate the prisoners. Availability of raw material and

labour is also considered as a motivating drive of the prisoners. Optimum utilization of resources, promising demand for the product and encouragement from big business also some of the environmental factors entrepreneurship.

Conclusion

Entrepreneurship in prison is one of the innovate way to promote the entrepreneurial culture inside the prison which help to maximum utilization of manpower with intensive training and internship programme. Many of the central prisons in Tamil Nadu have only conventional production activities like weaving, tailoring, book binding, shoe making and cover making activities. There is a need of changing entrepreneurial activities in the prison according to the modern environment with modern and updated technology. Earn money is the major factor to become or involve entrepreneurial activities of prisoners, therefore, prison department may ensure consistent wages throughout the period irrespective of production or stock out process.

Acknowledgement

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