

Quantitative Evaluation Of The Impact Of Induced Skill Enhancement Training On Zari-Zardozi Craftsmanship And Organizational Development Among Women Entrepreneurs In Bareilly District

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ABSTRACT

The study examines the impact of skill enhancement training on women entrepreneurs engaged in zari-zardozi craftsmanship in Bareilly district. The region is renowned for its traditional embroidery art, but challenges such as lack of modern techniques and organizational skills often hinder the growth of these women artisans. This research explores how targeted training programs contribute to improving the craftsmanship quality, innovation, and market competitiveness, while also fostering organizational development. The findings reveal that skill enhancement not only uplifts the economic status of women entrepreneurs but also promotes sustainable business practices, increases income, and strengthens their overall role in the local economy. This study investigates the factors influencing the effectiveness of an induction program by analyzing key predictors such as objectives, nature, method, Handicraft Business-organization procedures, and artisan-skills obtained. The overall model is statistically significant, as indicated by the low p-values (Sig = 0.000) for all predictors. The analysis reveals that each predictor has a moderate to strong positive relationship with program effectiveness, with R values ranging from 0.498 to 0.712. Positive coefficients for all predictors, ranging from 0.494 to 0.739, suggest that improvements in these areas contribute to enhanced program outcomes. Additionally, the relatively low standard errors indicate a precise estimation of the relationships between the variables, providing strong support for the model's validity. The findings underscore the importance of these factors in the successful design and implementation of induction programs.

Keywords: Skill Enhancement Training, Women Entrepreneurs, Organizational Development, Economic Empowerment, Innovation

Introduction

1. Background of the Study

The traditional Indian crafts sector is a vital component of the country's rich cultural heritage and economy. Among these, zari-zardozi craftsmanship stands out as a sophisticated and intricate form of embroidery that has been practiced for centuries. Originating from Persian influences, zari-zardozi involves the use of gold and silver threads, along with other embellishments, to create elaborate and ornate designs on fabrics. This craft is particularly prominent in regions such as Bareilly district in Uttar Pradesh, where it has become an essential part of the local economy and cultural identity.(1-5) The craft of zari-zardozi is predominantly practiced by women in Bareilly, who have inherited the skills through generations. However, despite its historical and economic significance, the sector faces numerous challenges, including outdated techniques, limited market access, and insufficient skill development opportunities. The changing market dynamics and increasing

competition necessitate a focus on skill enhancement to ensure the sustainability and growth of this traditional craft(6-8).

Significance of Skill Enhancement Training(9-12)

Skill enhancement training refers to structured programs designed to improve the competencies of individuals, enabling them to perform their tasks more efficiently and effectively. In the context of zari-zardozi craftsmanship, skill enhancement training aims to address the gaps in technical skills, design innovation, and production techniques. Such training programs are crucial for the following reasons:

1. Preservation and Innovation: Skill enhancement training helps preserve traditional techniques while integrating modern practices and trends. This balance ensures that the craft remains relevant and appealing in contemporary markets.

2. Economic Empowerment: For women entrepreneurs in Bareilly, skill enhancement training can significantly impact their economic empowerment. By improving their craftsmanship, women can produce higher-quality products, access better markets, and achieve greater financial stability.

3. Organizational Improvement: For enterprises and cooperatives involved in zari-zardozi, training programs can lead to improved organizational practices. Enhanced skills translate to better product quality, increased productivity, and more effective business operations.

4. Market Competitiveness: As the global market for traditional crafts evolves, there is a growing demand for high-quality, unique, and innovative products. Skill enhancement training equips artisans with the tools and knowledge necessary to meet these demands and stay competitive.

Historical and Cultural Relevance of Zari-Zardozi Craftsmanship(13-18)

Zari-zardozi is deeply embedded in the cultural fabric of India, particularly in Bareilly. The craft has historical roots dating back to ancient Persia and was introduced to India during the Mughal era. Over time, it became a symbol of luxury and elegance, often used in royal attire and ceremonial garments.

In Bareilly, zari-zardozi craftsmanship has been passed down through generations of women, each adding their unique touch to the craft. The intricate designs and high-quality materials used in zari-zardozi creations have made them highly sought after, both domestically and internationally. The craft's ability to blend traditional techniques with contemporary design trends has contributed to its enduring popularity.

Challenges Faced by Women Entrepreneurs in Zari-Zardozi(19-21)

Despite its rich heritage and potential, the zari-zardozi sector faces several challenges that hinder its growth and sustainability:

- 1. Outdated Techniques:** Many artisans still rely on traditional methods that are labor-intensive and time-consuming. While these techniques are part of the craft's charm, there is a need for modernization to improve efficiency and reduce production costs.
- 2. Limited Market Access:** Women entrepreneurs often struggle to access broader markets due to a lack of marketing skills, limited resources, and inadequate infrastructure. This restricts their ability to expand their business and reach new customers.
- 3. Skill Gaps:** There is a noticeable gap in advanced skills and techniques among artisans. Many women entrepreneurs lack formal training in modern design, production methods, and business management, which affects their ability to innovate and compete effectively.
- 4. Economic Constraints:** Financial constraints and limited access to credit and investment opportunities pose significant barriers to the growth of zari-zardozi enterprises. Women entrepreneurs often face difficulties in securing funds for upgrading equipment, expanding their operations, or investing in skill development.

Implications of Skill Enhancement Training

Skill enhancement training can address many of the challenges faced by women entrepreneurs in the zari-zardozi sector. The implications of such training are multifaceted and can lead to significant improvements in both individual and organizational outcomes.

- 1. Technical Skill Improvement:** Training programs can introduce artisans to advanced techniques and tools that enhance their craftsmanship. This includes learning new embroidery techniques, using modern equipment, and incorporating innovative design elements.
- 2. Design Innovation:** Skill enhancement training can foster creativity and innovation among artisans. By learning about contemporary design trends and market preferences, women entrepreneurs can create unique and appealing products that cater to changing consumer demands.

3. **Increased Productivity:** With improved skills and techniques, artisans can work more efficiently, producing higher-quality products in less time. This increase in productivity can lead to greater output and reduced production costs.
4. **Enhanced Market Competitiveness:** By acquiring new skills and knowledge, artisans can better position their products in the market. This includes understanding market trends, developing effective marketing strategies, and leveraging digital platforms to reach a global audience.
5. **Organizational Development:** For cooperatives and enterprises involved in zari-zardozi, skill enhancement training can lead to improved organizational practices. This includes better management of resources, streamlined production processes, and more effective business operations.
6. **Economic Empowerment:** Skill enhancement training can empower women entrepreneurs by providing them with the tools and knowledge needed to succeed in the competitive market. This empowerment translates to increased financial stability, improved quality of life, and greater independence.

Methodology for Assessing the Impact of Skill Enhancement Training(22-25)

To evaluate the impact of skill enhancement training on women entrepreneurs in Bareilly's zari-zardozi sector, a comprehensive methodology is necessary. This includes:

1. **Needs Assessment:** Conducting a thorough needs assessment to identify the specific skill gaps and training requirements of women entrepreneurs in the zari-zardozi sector. This involves surveys, interviews, and focus groups with artisans and stakeholders.
2. **Training Program Design:** Developing a tailored training program that addresses the identified needs. The program should include modules on advanced embroidery techniques, design innovation, business management, and market access strategies.
3. **Implementation and Monitoring:** Implementing the training program and monitoring its progress. This involves regular evaluations, feedback collection, and adjustments to ensure the program meets its objectives.
4. **Impact Evaluation:** Assessing the impact of the training program on participants' skills, productivity, market competitiveness, and organizational performance. This includes pre- and post-training assessments, performance metrics, and qualitative feedback.
5. **Long-Term Follow-Up:** Conducting long-term follow-up studies to evaluate the sustained impact of the training program on the participants and their enterprises. This helps in understanding the lasting benefits and areas for further improvement.

The implication of skill enhancement training for women entrepreneurs involved in zari-zardozi craftsmanship in Bareilly is profound and multifaceted. By addressing technical skill gaps, fostering innovation, and improving organizational practices, such training can significantly enhance the effectiveness and sustainability of this traditional craft. The focus on skill development not only benefits individual artisans but also contributes to the broader economic and cultural landscape of Bareilly. Through targeted training programs and support, women entrepreneurs can overcome existing challenges, achieve greater success, and preserve the rich heritage of zari-zardozi craftsmanship for future generations. Induction programs serve as a critical tool for organizations to onboard and integrate new artisans or members into their systems. These programs are designed to familiarize new artisans with the organizational culture, operational processes, and key job-related skills, which significantly influence their productivity and overall job satisfaction. The effectiveness of such programs plays a vital role in shaping the performance and long-term success of artisans within an organization. However, the effectiveness of these programs is often determined by a range of factors that are closely linked to the objectives, content structure, delivery methods, and the skills imparted during the induction process(26-29).

The relationship between these factors and the overall success of induction programs has long been a subject of research across diverse industries. Numerous studies suggest that well-structured induction programs lead to reduced turnover rates, improved job performance, and heightened job satisfaction. However, what remains less explored is the degree to which individual components—such as the program's objectives, Handicraft Business-organization procedures, methods, and skills imparted—contribute to the overall effectiveness of the program. This study delves into this issue by examining how these key predictors impact the efficacy of induction programs(30-33).

2. Problem Statement

While the effectiveness of induction programs has been widely studied, understanding the precise contribution of various components to this effectiveness is necessary to improve the design and execution of these programs. In particular, the relationship between the program's objectives, nature, methods, Handicraft Business-organization procedures, and the skills obtained during the program and their impact on the overall effectiveness remains underexplored. Thus, this study aims to investigate the extent to which these predictors contribute to program success, with the ultimate goal of providing insights that could be used to refine and optimize induction programs in diverse organizational settings.

3. Importance of Induction Programs

The importance of induction programs cannot be overstated, especially in large organizations where turnover and artisan engagement are significant concerns. Effective induction programs have been linked to several positive outcomes, including lower attrition rates, faster adaptation to new roles, higher job satisfaction, and improved organizational commitment. These outcomes not only benefit artisans but also reduce costs associated with recruitment, training, and onboarding, thereby positively impacting organizational profitability. However, poorly designed induction programs may have the opposite effect, leading to disengagement, confusion, and dissatisfaction among new hires. Therefore, a deeper understanding of the factors that contribute to the success or failure of these programs is crucial for organizations seeking to improve artisan outcomes and foster a positive organizational culture.

4. Theoretical Framework

The effectiveness of induction programs can be framed within several theoretical models. One such model is the Human Capital Theory, which posits that investments in artisans' skills and knowledge lead to increased productivity and economic returns for the entrepreneurs. Induction programs, by providing job-specific training and socialization, can be seen as a form of human capital investment. When these programs are designed with clear objectives and well-structured content, they are more likely to yield positive outcomes in terms of artisan performance and organizational success. Additionally, Social Learning Theory provides a useful lens through which to examine induction programs. According to this theory, individuals learn best by observing and modeling the behaviors, attitudes, and skills of others. Induction programs that incorporate mentoring, role-playing, and other interactive elements can be particularly effective in helping new artisans internalize key organizational values and skills.

5. Literature Review

Singh, P., & Sharma, N. (2023). This study examines the effectiveness of skill development programs tailored for women entrepreneurs in the textile industry. It focuses on how these programs enhance their business acumen, improve their craftsmanship, and contribute to their economic success. The research uses a case study approach to provide insights into the challenges and benefits experienced by women entrepreneurs, highlighting the role of targeted training in boosting their productivity and market competitiveness. Kumar, S., & Mehta, R. (2023) This paper explores the impact of skill development initiatives on women entrepreneurs in India. It discusses various programs aimed at empowering women, emphasizing the socio-economic benefits of skill acquisition. The study highlights successful case studies and provides policy recommendations to enhance the effectiveness of such programs in fostering entrepreneurial growth among women. Gupta, A., & Verma, R. (2023). This research investigates the efforts to preserve and enhance traditional zardozi craftsmanship among women artisans in Bareilly. The study assesses how skill enhancement programs and organizational support impact the quality and sustainability of zardozi crafts. It provides an overview of the challenges faced by artisans and the measures taken to modernize and promote this traditional art form while preserving its cultural heritage.

Patel, S., & Shah, M. (2023). The paper analyzes the relationship between organizational dynamics and skill enhancement in traditional craft industries. It discusses how organizational structures, management practices, and training programs influence the skill development of artisans. The study provides insights into optimizing organizational strategies to improve the efficiency and growth of craft-based businesses. Sharma, A., & Dubey, P. (2023) This study evaluates the socio-economic impact of skill training programs on women artisans specializing in zari-zardozi crafts in Bareilly. It examines the improvements in income, social status, and business outcomes resulting from such training. The research highlights the broader implications of skill development for local economic growth and women's empowerment. Singh, A., & Kumar, V. (2023). This paper investigates the impact of skill development on entrepreneurial skills among women in traditional zari-zardozi crafts. It focuses on how training programs contribute to improving business management skills, innovation, and market reach. The study offers recommendations for enhancing entrepreneurial capabilities in the craft sector. Verma, S., & Rajput, N. (2023). This research evaluates the effectiveness of various skill training programs designed for women entrepreneurs in traditional industries. It assesses the outcomes in terms of business performance, skill acquisition, and entrepreneurial success. The study provides insights into the strengths and weaknesses of different training approaches and their impact on women-led businesses.

Joshi, M., & Patel, D. (2023). The paper explores how skill development contributes to the economic empowerment of women entrepreneurs in craftsmanship. It examines the link between skill enhancement and economic outcomes such as increased income, business growth, and financial stability. The study highlights successful interventions and provides policy suggestions for supporting women in the craft sector. Rani, P., & Jain, K. (2023). This study examines the role of traditional zari-zardozi craftsmanship in the economic development of Bareilly. It analyzes how this craft contributes to local economies and the potential for further development through skill enhancement programs. The research highlights the economic significance of traditional crafts and the need for supportive measures to sustain and grow this sector. Yadav, N., & Singh, R.

(2023). This paper evaluates the impact of skill enhancement training programs on women artisans specializing in zari-zardozi crafts in Bareilly. It assesses the effectiveness of these programs in improving skill levels, business outcomes, and overall craftsmanship. The study provides a detailed analysis of program success factors and suggests improvements for future training initiatives.

Armstrong, M., & Taylor, S. (2020). This handbook provides a thorough overview of Human Resource Management (HRM) practices, with an emphasis on the principles of training and development. Armstrong and Taylor cover various HRM functions including recruitment, performance management, and artisan relations, with a significant focus on training strategies, methods, and their role in enhancing organizational effectiveness. The book serves as a foundational text for understanding HRM practices and implementing effective training programs within organizations.

Baldwin, T. T., & Ford, J. K. (1988). Baldwin and Ford's review article explores the concept of training transfer, which is the application of skills and knowledge gained from training to the job. The paper synthesizes research on factors influencing training effectiveness, including the design of training programs, the work environment, and individual differences. The authors provide a framework for understanding how training can be optimized to improve job performance and suggest areas for further research to enhance the practical application of training outcomes.

Bartlett, C. A., & Ghoshal, S. (1995). Bartlett and Ghoshal's book examines the challenges and strategies associated with managing across different cultural and organizational contexts. It provides insights into how multinational organizations can effectively manage and develop their workforce in a global setting. The authors discuss the implications of cross-cultural training and development, highlighting best practices for aligning training programs with diverse organizational and cultural needs.

Becker, B. E., & Huselid, M. A. (1998). This research paper explores the relationship between high-performance work systems (HPWS) and organizational performance. Becker and Huselid analyze how HPWS, which includes comprehensive training and development programs, contribute to improved firm performance. The synthesis of research findings provides managerial implications for implementing HPWS to achieve better productivity, artisan satisfaction, and overall business success.

Campbell, J. P. (1990). Campbell's book provides detailed methodologies for predicting artisan performance, focusing on various factors such as training effectiveness. It offers models and frameworks for understanding how different aspects of training influence job performance and provides practical guidance for applying these models in organizational settings.

Cascio, W. F. (2018). Cascio's book covers a broad spectrum of HRM practices, with particular emphasis on managing human resources to enhance productivity and work quality. It includes a comprehensive discussion on the evaluation of training programs, providing insights into measuring training outcomes and their impact on organizational performance and artisan well-being.

Clark, R. C., & Mayer, R. E. (2016). Clark and Mayer's work focuses on instructional design principles and the effectiveness of e-learning programs. The book offers evidence-based guidelines for designing multimedia learning experiences, making it a valuable resource for understanding the principles of effective training delivery and content development in digital formats.

Davis, K., & Newstrom, J. W. (2019). Davis and Newstrom's book provides an in-depth look at organizational behavior, including the effects of training and development on artisan behavior and performance. The text covers theories and applications related to artisan motivation, group dynamics, and organizational culture, linking these concepts to effective training practices.

Fink, A. (2017). Fink's guide offers practical advice on designing and conducting surveys, which is essential for collecting data on training effectiveness. The book covers all aspects of the survey process, from question design to data analysis, providing valuable tools for researchers and practitioners seeking to evaluate training programs and gather feedback from participants.

Goldstein, I. L., & Ford, J. K. (2002). Goldstein and Ford provide a comprehensive resource on the training process within organizations. The book addresses the needs assessment phase, the development of training programs, and the evaluation of their effectiveness. It serves as a practical guide for HR professionals looking to design and implement successful training initiatives that align with organizational goals and improve artisan performance.

Methodology

The methodology for analyzing the factors influencing the effectiveness of an induction program is structured to provide a robust framework for data collection, analysis, and interpretation. This section outlines the research design, sampling methods, data collection techniques, and statistical tools used to investigate the relationships between the identified predictors—objectives, nature, method, Handicraft Business-organization procedures, and artisan-skills obtained—and the overall effectiveness of the induction program.

1. Research Design

The study employs a quantitative research design to examine the statistical relationships between the key variables influencing the effectiveness of the induction program. A correlational approach is adopted to

determine the strength and direction of the relationships between each predictor and the program's effectiveness. The study also uses regression analysis to measure the impact of these predictors and provide precise estimates of their contribution to program outcomes.

2. Sampling Methods

The population for this study consists of artisans who have recently undergone an induction program within their organizations. A sample size of 40 women from each block as handicraft artisan entrepreneur (especially Zari- Zardozi and cane craft) participants was selected from 5 different block of Bareilly district (Aonla, Meerganj, Bareilly City, Nawabganj and Faridpur) using a stratified random sampling technique to ensure representation from different industries and organizational levels. The sample was divided into subgroups based on criteria to capture a comprehensive view of the program's impact across varying organizational contexts. This method was chosen to reduce sampling bias and provide a more accurate representation of the general population.

Organizational Procedure

- Hierarchical Structure (Artisan Cooperatives)
- Network Structure (Collaborative Partnerships)
- Matrix Structure (Government and NGO Support Programs)
- Divisional Structure (Geographical Segmentation)
- Functional Structure (Skill Development and Marketing Departments)
- Team-Based Structure (Art Associations)
- Project-Based Structure (Government-Sponsored Projects)
- Flat Structure (Small Artisan Businesses)
- Product-Based Structure (Different Product Lines)
- Virtual Structure (Online Presence and Digital Marketing)

Skills obtained from induction training

- Soft Skills Relevant to the Job
- Technical Skills Essential for the Job
- Acquisition of Technical Skills and Knowledge
- Development of Managerial Capabilities
- Enhancement of Human Relations Competencies

3. Data Collection

Data were collected through a structured questionnaire designed to measure participants' perceptions of the induction program. The questionnaire consisted of both closed-ended and Likert-scale questions to quantify participants' responses to the key variables (objectives, nature, method, Handicraft Business-organization procedures, and artisan-skills obtained). Each question was developed based on established metrics in the literature to ensure validity and reliability.

The following sections were included in the questionnaire:

- Objectives of the induction program: Measured through questions assessing clarity, relevance, and alignment with organizational goals.
- Nature of the program: Evaluated through the program's structure, delivery methods, and accessibility.
- Methods used in the program: Analyzed through training techniques, engagement strategies, and inclusivity.
- Handicraft Business-organization procedures: Assessed based on how well the content was structured, organized, and tailored to participants' needs.
- Artisan-skills obtained: Measured through participants' self-reported gains in relevant skills and knowledge.

Participants were given the option to complete the survey either online or through paper-based forms to maximize response rates. Informed consent was obtained, and anonymity was guaranteed to ensure the honesty of responses.

4. Variables

The dependent variable in this study is the effectiveness of the induction program, measured by participants' overall satisfaction, perceived knowledge gained, and their ability to apply the skills in their roles.

The independent variables, or predictors, are:

- Objectives of the program: How well the program's objectives align with the artisans' and organization's needs.
- Nature of the program: The overall structure and delivery of the induction process.

- Method: The pedagogical and training techniques used in the program.
- Handicraft Business-organization procedures: The quality of the content's organization and its relevance.
- Artisan-skills obtained: The skills participants report having gained through the program.

5. Data Analysis

Data were analyzed using statistical tools to evaluate the relationships between the independent variables and the effectiveness of the induction program.

- Descriptive Statistics: Descriptive statistics, such as means and standard deviations, were calculated for each variable to provide a general overview of the data distribution. This helped to identify any potential outliers or anomalies before performing further analysis.
- Correlation Analysis: A correlation matrix was generated to assess the strength and direction of the relationships between the independent variables and the dependent variable. This step was essential to understand the interdependencies between predictors and their individual contributions to the effectiveness of the induction program.
- Multiple Regression Analysis: Multiple regression analysis was performed to quantify the influence of each predictor on the effectiveness of the induction program. The regression equation was used to estimate how changes in the independent variables impact the dependent variable. The R values and coefficients were used to assess the magnitude and direction of these relationships.
- R values: Indicated the strength of the relationships between each independent variable and the dependent variable. R values ranging from 0.498 to 0.712 were interpreted as moderate to strong positive correlations.
- P-values: The statistical significance of each predictor was assessed using p-values (Sig = 0.000 for all variables), indicating that all predictors were statistically significant in influencing the effectiveness of the program.
- Coefficients: The coefficients for each predictor were analyzed to determine their positive contributions to the dependent variable, ranging from 0.494 to 0.739.
- Standard Error Analysis: The standard error for each predictor was calculated to assess the precision of the coefficient estimates. Lower standard errors indicate more accurate estimates, and in this study, the standard errors were found to be within acceptable ranges.

6. Reliability and Validity

To ensure the reliability of the questionnaire, Cronbach's alpha was calculated for each set of questions related to the independent variables. The Cronbach's alpha scores were all above 0.70, which is considered an acceptable threshold for internal consistency in survey instruments. For validity, both content validity and construct validity were ensured. Content validity was addressed by designing questions that covered all relevant aspects of the induction program, based on prior research and expert input. Construct validity was ensured by performing factor analysis to confirm that the survey items correctly measured the intended constructs.

7. Ethical Considerations

Ethical guidelines were strictly adhered to during the study. Participants were provided with clear information about the purpose of the study, and informed consent was obtained prior to their participation. Confidentiality was maintained by anonymizing the data, and participants were assured that their responses would only be used for research purposes. Additionally, participants were given the option to withdraw from the study at any time without any consequences.

8. Limitations of the Study

While this study provides valuable insights into the factors influencing the effectiveness of induction programs, certain limitations must be acknowledged. First, the study relies on self-reported data, which may introduce a degree of bias due to participants' subjective interpretations of the program. Additionally, the study's focus on a specific region and sample may limit the generalizability of the findings to other contexts or industries. Future research should aim to replicate this study in different organizational settings to strengthen the external validity of the results. This methodology provides a comprehensive approach to analyzing the impact of various factors on the effectiveness of induction programs. By using a combination of descriptive statistics, correlation, and regression analysis, the study aims to uncover key insights into how program objectives, nature, method, Handicraft Business-organization procedures, and artisan-skills obtained contribute to successful induction experiences. These findings are expected to inform the design and improvement of induction programs, enhancing both artisan integration and organizational outcomes.

Data Analysis and interpretation

Evaluating the impact of induced skill enhancement training on Zari-Zardozi craftsmanship and organizational development among women entrepreneurs in Bareilly District is crucial for several reasons:

Understanding Effectiveness of Training Programs: This analysis provides valuable insights into how different organizational structures and skill development components affect the effectiveness of training programs. By assessing Cronbach's Alpha, Chi-square values, means, standard deviations, and correlations, we gain a comprehensive understanding of which structures and skills contribute most significantly to improving craftsmanship and organizational capabilities. This helps in identifying the most effective strategies for enhancing skill training programs.

Improving Organizational Structures: The evaluation highlights how various organizational structures—such as hierarchical cooperatives, network partnerships, and matrix support programs—impact the development of Zari-Zardozi craftsmanship. Understanding these impacts allows stakeholders to optimize organizational frameworks to better support artisans, streamline operations, and foster collaboration. This can lead to more efficient and sustainable business practices within the industry.

Guiding Future Training Initiatives: By identifying the specific skills that are most beneficial—such as technical skills and managerial capabilities—the analysis helps in refining training programs to focus on areas that yield the highest returns. This ensures that training initiatives are aligned with the actual needs of women entrepreneurs, leading to more targeted and impactful skill enhancement efforts.

Supporting Policy and Program Development: The data-driven insights from this evaluation can inform policymakers and program developers about the effectiveness of existing support structures and training programs. This knowledge can guide the creation of more effective policies and programs tailored to the needs of women entrepreneurs in the Zari-Zardozi sector, promoting their growth and success.

Enhancing Craftsmanship and Business Outcomes: By examining the correlation between skill enhancement and organizational development, the analysis demonstrates how improved skills translate into better craftsmanship and business performance. This not only benefits individual artisans but also contributes to the broader economic and cultural value of the Zari-Zardozi industry.

Promoting Sustainable Development: Effective skill enhancement training can lead to sustainable improvements in both the quality of craftsmanship and the organizational capacity of women entrepreneurs. This analysis helps in understanding how these improvements can be achieved, thereby promoting long-term sustainability and growth within the sector.

Table 1: Descriptive analysis for the Organizational Procedure and Skills obtained from induction training

Organizational Procedure	Cronbach's Alpha	Chi sq	Mean	St. Dev	Correlation	Sig.
Hierarchical Structure (Artisan Cooperatives)	0.833	112.8	30.9	16.6	1.00	0.000
Network Structure (Collaborative Partnerships)	0.849	23.698	43.3	20.1	0.59	0.000
Matrix Structure (Government and NGO Support Programs)	0.85	187.6	31.4	12.3	0.837	0.000
Divisional Structure (Geographical Segmentation)	0.834	105.4	43.7	28.01	0.901	0.000
Functional Structure (Skill Development and Marketing Departments)	0.843	109.3	43.55	15.82	0.819	0.000
Team-Based Structure (Art Associations)	0.842	31.37	41.17	21.1	0.801	0.000
Project-Based Structure (Government-Sponsored Projects)	0.827	54.12	30.5	11.3	0.882	0.000
Flat Structure (Small Artisan Businesses)	0.826	67.368	40.2	10.9	0.931	0.000
Product-Based Structure (Different Product Lines)	0.834	85.679	37.9	17.5	0.811	0.000
Virtual Structure (Online Presence and Digital Marketing)	0.849	200.03	36.2	14.2	0.756	0.000
Skills obtained from induction training						
Soft Skills Relevant to the Job	0.841	69.021	68.1	23.3	0.426	0.005
Technical Skills Essential for the Job	0.835	108	54.7	29.1	0.459	0.003
Acquisition of Technical Skills and Knowledge	0.827	120.1	77.7	15.7	0.431	0.005
Development of Managerial Capabilities	0.833	71.163	63.1	32.6	0.629	0.000
Enhancement of Human Relations Competencies	0.824	93.028	58.63	27.1	0.395	0.009

The qualitative evaluation of the impact of induced skill enhancement training on Zari-Zardozi craftsmanship and organizational development among women entrepreneurs in Bareilly District reveals several significant insights into the efficacy and implications of various organizational structures and skill development components. The analysis indicates that different organizational structures exhibit varying levels of effectiveness and alignment with skill enhancement outcomes. For instance, the Hierarchical Structure (Artisan Cooperatives) and the Matrix Structure (Government and NGO Support Programs) demonstrate strong internal consistency, with Cronbach's Alpha values of 0.833 and 0.85, respectively. This suggests that these structures are well-supported by their respective procedural and operational frameworks. Both structures show high mean scores and strong positive correlations with skill enhancement outcomes, indicating their significant role in fostering organizational and skill development. Particularly, the Matrix Structure's high

correlation of 0.837 underscores its effective integration of governmental and NGO support into skill development programs. Similarly, the Network Structure (Collaborative Partnerships) and the Functional Structure (Skill Development and Marketing Departments) also exhibit robust internal consistency (Cronbach's Alpha values of 0.849 and 0.843). The Network Structure's strong mean score of 43.3 and notable correlation of 0.59 reflect its effective role in facilitating collaborative partnerships, which are crucial for expanding market access and support networks. The Functional Structure's high mean and correlation scores highlight its importance in providing targeted skill development and marketing capabilities, which are essential for the artisans' success. The Project-Based Structure (Government-Sponsored Projects) and Flat Structure (Small Artisan Businesses) also demonstrate effective implementation, as indicated by their Cronbach's Alpha values of 0.827 and 0.826. These structures are particularly relevant for their specific roles in managing government-sponsored projects and small-scale businesses, respectively. Their high correlations with skill enhancement outcomes suggest that these structures support the artisans' adaptability and innovation.

In terms of skills obtained from the induction training, the data reveals that both Technical Skills and Managerial Capabilities are highly valued, with Cronbach's Alpha values of 0.835 and 0.833, respectively. The high mean scores for these skills (54.7 for Technical Skills and 63.1 for Managerial Capabilities) reflect their critical importance in the artisans' professional development. Additionally, the significant correlations (0.459 for Technical Skills and 0.629 for Managerial Capabilities) emphasize their positive impact on the overall skill enhancement and organizational improvement. The analysis underscores the effectiveness of the induced skill enhancement training in enhancing both technical and managerial skills among women entrepreneurs in Bareilly District. This training has notably improved organizational structures, leading to better craftsmanship and more robust business operations. The diverse range of organizational structures, each with its specific strengths, illustrates the comprehensive approach required to support skill development and organizational growth in the Zari-Zardozi sector.

About evaluating the "Effectiveness of the programme" by comparing various aspects of the programme with its overall effectiveness. We have derived certain variables like

- a. **Objectives of the programme vs. effectiveness of the programme:** This compares whether the stated objectives of the programme are being met. The effectiveness is measured by how well the programme achieves its intended goals.
- b. **Nature of the programme vs. effectiveness of the programme:** This looks at the inherent characteristics or nature of the programme and evaluates how these aspects influence its effectiveness.
- c. **Method of the programme vs. effectiveness of the programme:** This assesses the methods or approaches used in the programme and how they impact the overall effectiveness of the programme.
- d. **Handicraft Business-organization procedures of the programme vs. effectiveness of the programme:** This evaluates how well the programme content is organized and the procedures followed in delivering the content. The comparison is made to understand if good organization and clear procedures contribute to the programme's effectiveness.
- e. **Artisan-skills obtained in the programme vs. effectiveness of the programme:** This compares the skills that participants are supposed to acquire through the programme with the actual effectiveness of the programme. It measures if the programme successfully imparts the intended skills to its participants.

The given variables suggests evaluating the effectiveness of a programme by looking at specific aspects such as its objectives, nature, methods, organizational procedures, and the skills it imparts. This kind of evaluation helps in understanding which elements contribute most to the success or failure of the programme.

Table 2. Regression Model for effectiveness of induction programme Vs. Objectives

Effectiveness of the programme	R	Coefficient	Sig	St. error
Objectives of the programme vs. effectiveness of the programme	0.561	0.739	0.000	1.7104
Nature of the programme vs. effectiveness of the programme	0.626	0.737	0.000	1.6104
Method of the programme vs. effectiveness of the programme	0.535	0.717	0.000	1.7452
Handicraft Business-organization procedures of the programme vs. effectiveness of the programme	0.712	0.670	0.000	1.4503
Artisan-skills obtained in the programme vs. effectiveness of the programme	0.498	0.494	0.000	1.79182

The regression model presented in Table 2 examines the relationship between various factors (objectives, nature, method, Handicraft Business-organization procedures, and artisan-skills obtained) of the induction program and its effectiveness.

- The overall model is statistically significant, as indicated by the low p-values (Sig = 0.000) for all predictors. This suggests that the combined influence of the variables (objectives, nature, method, Handicraft Business-organization procedures, and artisan-skills obtained) has a significant impact on the effectiveness of the induction program.
- The R values provide information about the strength and direction of the relationships between each predictor and the effectiveness of the program. All predictors have moderate to strong positive relationships with the effectiveness of the program, with R values ranging from 0.498 to 0.712.
- Each predictor (objectives, nature, method, Handicraft Business-organization procedures, and artisan-skills obtained) is individually significant in predicting the effectiveness of the induction program, as evidenced by the low p-values (Sig = 0.000) for each.
- The coefficients represent the change in the dependent variable (effectiveness of the program) for a one-unit change in the predictor. Positive coefficients indicate a positive effect on program effectiveness. Coefficients for all predictors are positive and range from 0.494 to 0.739, suggesting that improvements or changes in the specified predictors are associated with increased program effectiveness.
- The standard error provides a measure of the precision of the estimated coefficients. Lower standard errors indicate more precise estimates. The standard errors for all predictors are within a reasonable range, suggesting a relatively precise estimation of the coefficients.

Implications and Interpretation:

The study on the impact of induced skill enhancement training on Zari-Zardozi craftsmanship and organizational development among women entrepreneurs in Bareilly District carries several significant implications:

1. Enhanced Craftsmanship and Product Quality: The study's findings underscore the positive impact of skill enhancement training on the quality of Zari-Zardozi craftsmanship. By focusing on both technical and managerial skills, the training programs have enabled artisans to improve their techniques and product offerings. This, in turn, enhances the overall quality of Zari-Zardozi products, making them more competitive in domestic and international markets.

2. Strengthened Organizational Structures: The analysis highlights the effectiveness of various organizational structures, such as Hierarchical, Matrix, and Network Structures, in supporting skill development and organizational growth. The successful integration of these structures suggests that well-defined organizational frameworks are essential for optimizing resources, fostering collaboration, and implementing effective skill enhancement programs. This insight can guide the development of more robust organizational models for artisan cooperatives and businesses.

3. Improved Business Management and Growth: The significant improvement in managerial capabilities among women entrepreneurs indicates that skill enhancement training has empowered them to better manage their businesses. Enhanced managerial skills lead to more efficient operations, better strategic planning, and improved decision-making. This not only contributes to the growth of individual businesses but also supports the broader economic development of the region.

4. Increased Market Access and Networking Opportunities: The study demonstrates that collaborative partnerships and network structures play a crucial role in expanding market access and building professional networks. By leveraging these networks, women entrepreneurs can access new markets, forge valuable partnerships, and enhance their business prospects. This improved market connectivity is essential for the sustainability and growth of Zari-Zardozi enterprises.

5. Policy and Program Development: The findings provide valuable insights for policymakers and development agencies. Understanding which organizational structures and skill components are most effective can inform the design and implementation of future training programs and support initiatives. Tailored policies and programs can be developed to address specific needs, enhance the effectiveness of skill training, and drive organizational and economic development in the artisan sector.

6. Empowerment of Women Entrepreneurs: The study highlights the broader socio-economic impact of skill enhancement training on women entrepreneurs. By improving their skills and business acumen, women are better positioned to achieve financial independence and contribute to the local economy. This empowerment also promotes gender equality and supports the overall development of the community.

The study's implications extend beyond individual skill development, affecting organizational efficiency, market access, and policy formulation. It provides a comprehensive understanding of how skill enhancement training can drive improvements in craftsmanship and organizational growth, thereby contributing to the success and sustainability of Zari-Zardozi enterprises and the broader economic landscape.

- The regression model implies that the combined impact of program objectives, nature, method, Handicraft Business-organization procedures, and artisan-skills obtained significantly contributes to the overall effectiveness of the induction program.
- The moderate to strong positive relationships (R values) suggest that improvements or enhancements in the specified factors are associated with increased program effectiveness.
- Program organizers may consider optimizing the program by focusing on refining and aligning objectives, adjusting the nature and method of delivery, organizing content effectively, and enhancing the skills obtained during the induction.
- Regular evaluation and adjustment of these factors can be crucial for maintaining and improving the effectiveness of the induction program over time.

The regression model highlights the importance of various factors in predicting the effectiveness of the induction program. Understanding and addressing these factors can contribute to the ongoing improvement and optimization of the program to meet its intended objectives. Table 8.5 provides a clear indication of the impact of various independent variables on the dependent variable, namely the effectiveness of the program. Specifically, 56% of the variance in the independent variable "Objectives of the program" influences the effectiveness of the program. Similarly, 63% of the variance in the independent variable "Nature of the program" is influential in determining the program's effectiveness. Moreover, 54% of the variance in the independent variable "Method of the program" plays a role in shaping the program's effectiveness. Remarkably, 71% of the variance in the independent variable "Handicraft Business-organization procedures" significantly influences the effectiveness of the program. Lastly, 50% of the variance in the independent variable "Content skills obtained in the program" contributes to the effectiveness of the overall program. These findings underscore the substantial impact that these independent variables have on the ultimate effectiveness of the program.

Conclusion:

The research highlights the significant role of skill enhancement training in transforming the zari-zardozi craftsmanship sector in Bareilly district, especially among women entrepreneurs. By equipping artisans with advanced techniques and business management skills, such initiatives contribute to both improved product quality and organizational efficiency. The empowerment of women through these programs leads to economic independence and strengthens the cultural heritage of the region. Future interventions should focus on scaling these efforts, ensuring long-term sustainability, and expanding market access for these artisans, thus fostering holistic development in the local craft ecosystem. The results of the study confirm that the predictors—objectives, nature, method, Handicraft Business-organization procedures, and artisan-skills obtained—play a crucial role in determining the effectiveness of induction programs. Each predictor was found to be individually significant, with strong positive impacts on program outcomes. The positive coefficients and low p-values suggest that focusing on these elements can lead to substantial improvements in the effectiveness of induction programs. Moreover, the precision of the estimates, as indicated by the low standard errors, reinforces the robustness of the model. These findings provide valuable insights for program designers and policymakers aiming to enhance the quality and impact of induction programs through targeted interventions.

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