

Poe

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POE (Principles of Entrepreneurship)

very important and gnyhot Question

UNIT - I

- ① Define Entrepreneur
- ② Enumerate Various Entrepreneurial traits?
- ③ Discuss difference between an Entrepreneur and manager?
- ④ write a short note on entrepreneurial traits and distinguish between Entrepreneur and manager?
- ⑤ Distinguish the characteristics of Entrepreneur and manager?
- ⑥ what is meant by entrepreneurship and entrepreneur? list the characteristics of an entrepreneur and a manager?
- ⑦ Explain in detail the about sources of new ideas of entrepreneurship?
^(or)
write about sources of ideas.
- ⑧ What is the importance of business?
- ⑨ What is the objectives of writing a Business plan? (or) How to write a Business plan?
- ⑩ What is the main criteria used in evaluation of business plan?

UNIT - II

- ① what are the steps involved in the recruitment process?
- ② List out major types of advertising?
- ③ List out and briefly describe various sources of finance available for an Entrepreneur?
- ④ What are the different sources of Capital (or) finance?

(or)
what are the sources of long term capital for the enterprises? Briefly? Discuss?
- ⑤ Explain about Venture Capital?
- ⑥ Discuss marketing problems of small enterprises?
- ⑦ What is meant by financial controls?
- ⑧ List some methods to motivate the employees
- ⑨ How do you use the E-commerce in develop in Entrepreneurship?
- ⑩ What is the role of internet advertising?
- ⑪ write a short note on new venture expansion strategies and issues?

UNIT-II

- ① what is a District industry center ? (DIC)
- ② what are the objectives of industrial development corporation (IDC) ?
- ③ write about state financial corporation (SFC) ?
- ④ Explain briefly about small scale industry (SSI) ?
- ⑤ what are the activities performed by khadi and village industry commission benefitting small entrepreneur ?
(or) what is KVIC ?
- ⑥ what is Technical consultancy organization (TCO) ? (a) describe the function of TCO ?
- ⑦ How does Small industry Development Bank of India (SIDBI) helps the MSME's ?

UNIT-IV

- ① what are thrust areas of production management
- ② write about Inventory control ?
- ③ Explain about the different inventory ^{controlling} techniques?
(a) What is inventory ? why is inventory control important ? Discuss some methods of inventory control ?
- ④ what is ABC analysis ? How does it enable better control of inventory ?

UNIT - II

- ① Discuss in detail the salient features of factories act, 1948?
- ② Explain the main provisions of industrial dispute act, 1947?
(or)
What are the provision regarding employing women and child under the factory Act, 1948?
- ③ Explain about employee state insurance (ESI) act 1948?
- ④ Explain Payment Bonus act, 1965?
(or)
- ⑤ How does is the calculation made for the number of working days in an accounting year of an employee for payment of bonus.
- ⑥ What are the various welfare measurements taken under Indian factories act?

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UNIT-I

① Define entrepreneurship?

Ans The activity of setting up a business (a) businesses, taking on financial risks in the hope of profit.

- New business opportunities have encouraged entrepreneurship on a grand scale.
→ as you start a business and then work to build your startup

4 types of Entrepreneurship

① Small Business Entrepreneurship.

② Scalable Start-up entrepreneurship.

③ Social entrepreneurship.

④ Large Company entrepreneurship.

② Enumerate Various entrepreneurial traits?

Entrepreneurial traits are the typical characteristics, abilities and thoughts patterns associated with successful entrepreneurs.

While some entrepreneurs are born with these traits, others can develop them. These include:

b) The various entrepreneur traits are as follows

① Being good leader:-

Leadership is the ability to lead others.

② Learning from your experiences:-

We can identify pros and cons of your leadership, and use your findings to improve how you lead others.

③ Researching the different leadership styles.

- 1) Being optimistic
- 2) Being confident
- 3) Being passionate
- 4) Being disciplined
- 5) Being proactive
- 6) Keeping an open mind
- 7) Being competitive
- 8) Being kind

- 9) Business Secrecy
- 10) Good communication skills.
- 11) Good organizer
- 12) Hardworking nature
- 13) Independent
- 14) Good predictor
- 15) Fairly and objective
- 16) Human relation capabilities.

3) Discuss Difference between an Entrepreneur and a manager?

Entrepreneur

- 1) meaning:- It refers to person who establish a company (or) enterprise and take a financial ~~key~~ risk to get profit.
- 2) They are Visionaries who convert an idea into a business, they are the owners of the company.
- 3) Focus : They focus on business startups

4) Risks They bear all financial and other risks

manager

- 1) meaning:- They are individual responsible for administering and controlling a group of people in the company (or) Enterprise.
- 2) They are the employees of the company.
- 3) focus :- They focus on ongoing operations

4) Risks They do not bear any risk.

③ Focus:-
They focus on the business the company

④ Motivation:-
The key is the activity company

⑤ Rewards:-
Their rewards profit they the company

⑥ Decision
The decision to intuitive to use a

⑦ Specialization
They don't specialise & participation

⑧ Entrepreneur
internal on

3) Focus:-
They focus on starting
the business and expanding
the company.

4) Motivation:-

Their key motivation
is the achievements of
company.

5) Reward:-

Their reward is the
profit they earn from
the company.

1) Decision making:-

The decision tend
to intuitive. (easy
to use and understand)

2) Specification

They do not need to be
specialised in any
particular trade

3) Entrepreneur can be
informal and casual

Focus:-
They focus on the
daily smooth
functioning of the
Company.

motivation:-

Their motivation comes
from the power that
comes with position.

Reward:-

Their Reward is the
Salary they draw from
the company.

Decision making:-

The decisions are
calculative.

Specification

They are trained to
perform tasks and
are specialists in their
domain

Manager approach to
every problem is very
formal.

④ Write a short note on Entrepreneurial traits and distinguish between Entrepreneur and a manager?
Refer unit 1, Question 2, 3

Entrepreneur
the risk
is called

⑤ Distinguish the characteristic of Entrepreneur and a manager?
Refer unit 1, Question 2

→ An entre
who crea
of the ri
reward.

⑥ What is meant by entrepreneurship and entrepreneur?

Highly difference b/w Entrepreneur and a manager?

Difference b/w entrepreneur and manager? Refer Question

Entrepreneur :-

"An Entrepreneur is the person who takes risks and start something new".

→ Entre
all

→ Entre
an
associa

→ Entrepreneur play a main key role in any economy.

→ Entre
goals,
a he
routine
Helpin
g doin

→ Entrepreneur is also called organiser
Organiser is a person who arrange an event (or) activity.

→ He will bring new ideas into market.

→ Entrepreneur is a person who undertakes the risk of starting a new business Venture is called an entrepreneur.

→ An
who defin
to the

entrepreneur
Entrepreneur
entrepreneur
entrepreneurship
and
refer question 3
who
new.
role
partner
orange
market.
nder
w
repreneur.

Entrepreneur is a person who undertakes the risk of starting a new business venture. He is called an entrepreneur.

- An entrepreneur is an individual who creates a new business, bearing most of the risks and enjoying most of the rewards.
- Entrepreneur is an organizer. The idea of Entrepreneur implies that the most successful entrepreneurs are able to find competitive advantage in terms of higher efficiency (without wasting time doing work).
- Entrepreneur is an innovator. All entrepreneurs are business owners.
- Entrepreneur is a Risk Bearer. An entrepreneur bears all the risks associated with the activities of the business.
- Entrepreneur is a motivator. Set personal goals, "Read entrepreneur Body. club", maintain a healthy routine, Develop a morning routine, set reminders for yourself, Helping other achieve their goals, Satisfaction of doing something great.
- An entrepreneur is a creator or a designer who designs new ideas and business processes according to the market requirement and his/her passion.

→ An Entrepreneur is a visualiser, one that visualises, especially whose mental imagery visual images.

→ Entrepreneurship:-

→ The Entrepreneurship is the ability and readiness (The state of being fully prepared for something/willing to do something) to develop, organise and run a business enterprise, along with any of its uncertainties (not resolved/Pending) in order to make a profit.

→ The most prominent example of entrepreneurship is the starting of new Business.

→ Entrepreneurship is the process of starting and developing a company, with the aim of delivering something new (or) improved to the market, (or) by organizing the means of production in superior way (advantage)

→ Entrepreneurship is an organization

Entrepreneurship is when an individual who has an idea acts on that idea, by causing disturbance and problems the current market with a new product or service.

→ Entrepreneurship usually starts as a small business but the long term vision is much greater, to seek high profits and capture market share with an innovative (of a product, idea) new idea.

→ Entrepreneur is an innovation, the practice of creating new business ideas, and plans with the intention of generating profits, helping the community and providing company goals.

→ Entrepreneurship is a risk-bearing means taking responsibilities for risk taken and accepting potential losses.

→ Entrepreneurship is a motivation. A subject matter expert delivers a lecture on motivation for entrepreneurship.

→ Entrepreneurship is a creation which creates a firm (finance a business organisation run by two or more people). to realize their idea, known as entrepreneurship, which aggregates (group of similar objects / cluster) Capital and labor in order to produce goods or services for profit.

→ an entrepreneurship is a vision, each individual consider what you want your venture to become, what this venture look like, what values, etc culture surround it

7) Explain in detail about sources & new ideas for entrepreneurship.
(or)

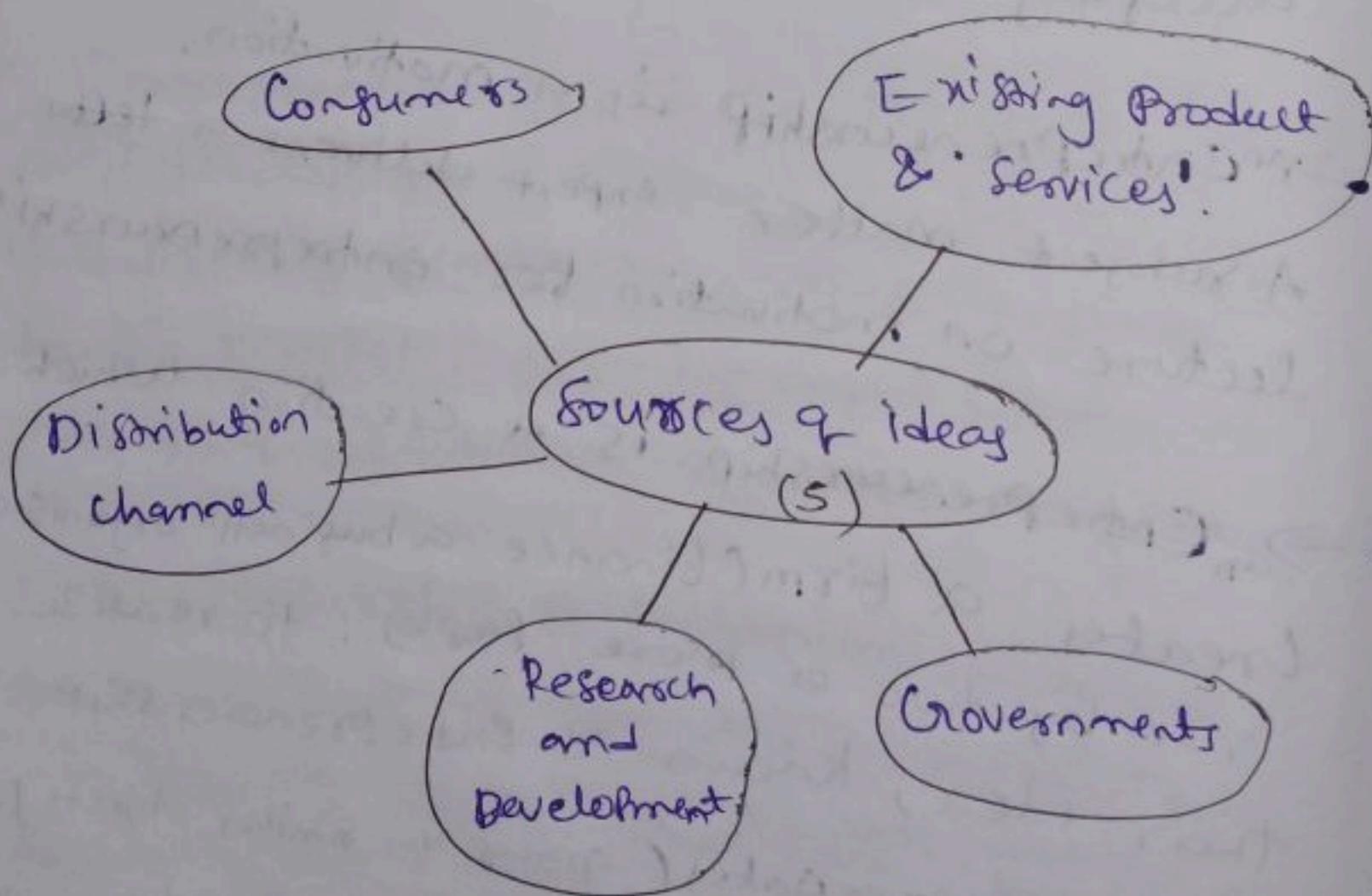
write about sources & ideas?

Sources of New Ideas

→ Products which are released into the market many entrepreneur came up with innovative ideas at the same time there is a danger that equal number of products also failed in the market.

→ So where is going wrong? How the entrepreneur source the different kind of ideas. Let see.

5 important sources of idea



the market
with innovative
is a danger
also failed

new the
new kinds

g Product
ices'.

rents

① Consumers:-

we are end consumers of the products could be very important source of ideas for the company.

examples:-

Lays if one product lays come with new flavour, it is a idea of consumer.

→ The company Pepsico keeps on generating ideas from consumers to tell what are the different flavours what they want then they launch different kinds of flavours.

→ One percent of revenue is also go to the person who are told this particular idea.

→ many organizations which source ideas from consumers do share some amount of monetary benefit to one who shared the idea.

② Research and Development :-

→ The one which is mouse has one unique story with research and development.

→ all of us aware about apples Steve Jobs so there is a story that mr. Douglas Englebart he has designed this particular mouse in university computer and apples Steve Jobs happened to go there and then he tried to buy that idea. and he tried to put it to the market so it is important entrepreneurs to look around

and participate in many university Research Universities and developments then they will get huge idea.

→ crest by famous tooth Paste launched by
it got fantasic results

→ example :- subbela oats we can research
they will come up new ideas every year.

③ Government :-

- Government doing lots of Reports through all these thing.
- entrepreneurs want to do suppose
entrepreneur want to start Organic because it is a trend. Every details are there in government.
- what is the industry coming up. They will give all types of information.
- District Profile if you go. It is a major source of profile because it will give what are the opportunities that specific District how we can tie up with bodies, how take advantage from district.

④ Distribution Channel

- A company called maybuy which is extremely well in automation, how do we give item by Distribution Channel means.
- Our distribution channel partners grew along with us some of them have started journey with company, they will tell us everything is possible what will happen in market.
- For example these Distributors who work with various companies, they have different sources of information, which is contributed by entrepreneur in terms of idea generation.

→ cement
only one dealer is there
3, u know
→ this person acting as
organizer
competitor
he is follow
the entrepre
major sou

⑤ Existing

→ also a
magazine
of brand
will give

Tech news
if we see
that is a

→ Rose w

The enis
small Vari

(or) it wa
of spray
do give id
up.

→ mobile
being launch
existing pro

launched by
adults
research
years:

s through

ask for
anic because it
in government.
They will give

major source
that are
it how we
e advantage

This is extremely
ive idea

I grew along
d journey
Everything is
market.

who
have

in terms

→ cement dealers, he will not stick to
only one cement brand, if one cement
dealer is there, he will automatically sell
3, 4 brands of cement

→ this person who is selling many brands
acting as channel partner of so many
organization will definitely know what is
competitor is doing, what is the strategy
he is following, what can bring value to
the entrepreneur. all these things are major
major source of information for entrepreneur.

⑤ Existing Products and Services :-

- also if we definitely eating noodle (68)
maggie there are so many types
of brands, where the existing brand
will give rise to other flavours, they
just want to modify the flavours and
if we see Indian flavours also. like
that is about noodle.
- Rose water which is used all over.
The existing product but they could be have
small variations, like it could be in bottle
or it could be tin, it could be in the form
of spray. So existing products and services
do give ideas to the company how well come
up.
- mobile phone every 3 months new products
being launched by the same company, that show
existing product is very important.

8) what is the importance of business plan?

2) Company

You might
description
about F
or other
(Copy or).

Business Plan:-

- A Business plan is a formal document containing the goals of a business.
- The methods for attaining those goals, and the methods for ~~attain~~ achievement of the goals.
 - Business plan also describes the nature of the business.

7 business Plans :-

The traditional business plan example we will look at example template.

① Execution Summary :-

Your execution summary is a page that gives a high-level overview of the rest of your business plan. It is easiest to save this section for last.

An introduction overview of your business.

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* Plan ?

2) Company Description:-

You might (reuse) repurpose your company description elsewhere, like on your about page, social media profile pages, or other properties that require boilerplate (copy or document) description of your small business.

→ A more in depth and detailed description of your business and why it exists.

3) Market analysis:-

Research-based information about the industry and your target business.

4) Marketing Plan:-

The promotional strategy to introduce your business to introd the business to the world and drive sales.

→ Your Business Plan describe your offering - which products and services do you sell to your customers.

→ focused on 4 P's Price, Product, Promotion and Place.

6) logistics and operations plan :-

- Everything that happens in the background to make your business function properly.
- we looked at suppliers, production, facilities, equipment, shipping and fulfillment and inventory.

7) financial plan :-

A breakdown of your numbers to show what you need to get started as well as to prove viability & profitability.

The financial plan provides a breakdown of sales, revenue, profit, expenses and other relevant financial metrics related to funding and profiting from your business.

Information needed for creating a Business plan

① General information:-

A project must contain profile of the product and history like copies of all files, documents, instruments, paper, financial records, books and records, digital.

2) Promoter:

a Promotor is the founder or organizer
(or) entrepreneur of a Corporation
(or) business venture.

→ the person who takes the initiative to create
(or) organize a business.

3) Location:

location the place of project development.

4) Land and Building:

land and Building are tangible, long-term assets companies use and benefit over time

5) Plant and machinery:

Plant and machinery as whatever technical equipments (or) machinery need for a particular activity (or) purpose is used by a Business man for carry on his business.

fixed, (or) moveable, live or dead.

which he keeps for permanent employment in Business.

6) Production Process:

A Production process is a method of using economic input (or) resources, like labor, capital, equipment (or) land, to provide goods and services to consumers.

7) Utilities:-

an organization supplying the community with electricity, gas, water, etc.

11) Produc

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14) fund

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P-

10) man Power:-

Man Power Companies basically act as a third Party between employer and employee.

Skilled and Semiskilled human power.

15)

11) Products:-

a substance that is manufactured
(or) refined for sale.

12) market :-

a regular gathering of people for the purpose and sale of provisions, livestock, and other commodity

13) working Capital Requirement:-

The amount of money that a company needs to run its business operations smoothly. Such as accounts payable, wages, taxes etc.

14) Funds:- Funds are amounts of money that are available to be spent, especially money that is given to an organization (or) person for a particular purpose.

15) ~~o~~

8) What is the objective of writing a Business plan?

(or)

How to write a Business plan?

Writing a Business Plan:-

We have 8 steps to write a Business Plan.

Step ① Executive Summary

Step ② Company Description

Step ③ Market Analysis

Step ④ Products or Services

Step ⑤ Marketing and Sales Strategy.

Step ⑥ Organization and Management

Step ⑦ Financial Plan

Step ⑧ Appendix

Step ① Executive Summary

→ Write an executive summary is one of crucial step

→ It is a overview of your business

→ It will summarize all the key information about your business in few pages.

→ It is a high level whole business plan.

→ Name and business location of business

→ what you
the goals
what to
service, w

→ Competitors
summary

→ What is

→ Predicti

→ how mu
use th

→ who a

Step 2 :-

→ Compar
strength

→ In th
about yo

→ legal s
History

→ tell e

of you

→ Step :

→ In th
customers

→ we sh
Your tool

- what your business will do, what are the goals and Vision of your business
- what to do, what are the products and services, which problem to be solved,
- Competitors, customers, why they are choosing you, summary about basic financing.
- What is revenue of your products.
- Prediction of your business.
- how much funding we need, how you will use these money.
- who are included in your manager team.

Step 2 :- Company Description:-

- Company Description is represents Strengths.
- In this we need to write detailed information about your Company.
- legal Structure, location, Background information History of your busi.
- tell Business model don't give details information of your Business problems.

Step 3 :- Market Analysis:-

- In this Step you should mention Ideal customer, Potential size.
- We should know good understanding Your Industry Outlook as target market

you need to know Industry outlook
Statistics like Industry size, Industry dynamics, Industry trends, market demand dynamics, economic indicators, market saturation, market growth etc. to define your

target market customer segmentation information you need to know like location, income, age, gender, education, profession, hobbies etc. competition analysis.

→ Profile Competitors, we will compare Product services, strengths, weakness,

→ SWOT Analysis → Strengths, weakness, opportunity and threats.

Step 5 Marketing

Step 5 marketing

- It is very important to attract to your audience.
- And you can product has to reach your audience.
- each strategy has to goal. It has to reach your audience.
- you have to show that how much you have done. examples

Social media

mention, word of mouth, buyers, you

events, radio

Step 6 Organization

- Your Business run, describe
- Identify
- To each also mention

Explain why your product is better.

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Step 5 marketing and Sales Strategy:-

- It is very important describe your product attract to customers.
 - and you also explain how your Sales & Product happen.
 - you need define specific strategy that you reach your goals and reach a target to audience.
 - each strategy should be related to your goal. It should do numerous of actions.
 - you have to set marketing strategy. You need to develop implementation schedule that shows which marketing action can be done and by whom.

examples :-

Social media advertising, Search engine optimization, word of mouth, Blogging, Print ads, flyers, youtube videos, webinars, networking events, radio television ads etc.

Step 6 Organization and Management:-

- Your Business is only good if that team will run, describe your managers team & a structure.
- Identify your team members,
- To each person expertise experience in qualification, also mention their roles, to grow your company.

- You should know cost & hiring policy.
- we need to use organizational charts to summarise of your organization structure

Step 7 :- financial plan :-

- financial Plan describes historical plan & history, financial
- 3 financial statements are
 - 1) Income Statement
 - 2) cash flow statement
 - 3) balance sheet.

Projection are need.

Break even
funding request,
Exit strategies.

~~Step 8~~ → If your business is already established. Include last 3 years.

- 1) Income Statement 2) cash flow, 3) Balance Sheet.
- Start up → expenses to buy assets to land.

forecast for 3-5 years.

- we need to maintain graph, chart,

Step 8 Appor

Appendix
financial S
credit hist
Licenses,
and other

9) what evaluation

Evaluation

A business
Products
financial

→ As the
a Business
Your go

→ After you
to success
it period
you be

Steps to

make

Step 8 Appendix :-

Appendix should include supporting documents, financial statements, charts, schedules, assumption, credit histories, resumes, product pictures, licenses, Premi Permits, Patents, legal documents and other documents.

Q) What are the main Criteria used in evaluation of business plan?

Evaluating business idea (or) Plan:-

A business idea is a concept to offer products (or) services to customers for financial gain.

→ As the first step in forming a business, a Business idea can motivate you to achieve your goals.

→ After you create your Business plan, in order to succeed, it is essential that you evaluate it periodically and modify the sections that you feel are not working for your Business.

Steps to evaluate business idea / plan and make sure it is a sustainable idea:

Determining a target market

- A target market is a group of people who are likely to purchase a company's products or services.
- They are the consumers you believe can benefit most from your business idea.
- It is important to learn what you can about this group so you can better form your idea and later market to them successfully.
- When you understand your consumers then you can provide their needs and services them approximately, which can make a major difference in your success.
- As you evaluate your business idea, learn more about your target market's wants, needs, motivations, spending habits and challenges. You can collect this information by performing preliminary research, asking different people questions about your business idea and observing shoppers.
- Begin to define your ideal consumer by considering the following demographic.
 - 1) Age
 - 2) Gender
 - 3) Geographic location
 - 4) Income levels
 - 5) Professions
 - 6) marital status
 - 7) Educational level etc.

2) Creating

→ we have gather product

→ By creating better understanding target audience marketing

→ Create Personas
Include challenges

→ Consider

→ Regular Personas

→ Create target market idea.

Write down

→ ask senior and experienced to help

→ How do they in the

→ what they buy me

→ How do they make decision?

2) Creating a Buyer Persona:

→ we have to research our audience
gather data from existing customers about our product.

→ By creating detailed buyer persona, we can better understand and connect with our target audience, leading to more effective marketing and business strategies.

→ Create detailed profiles, Develop Detailed Personas for each identified group.
Include information age, gender, occupation, challenges and goals.

→ Consider adding a Stock Photo.

→ Regularly Review and update your personas to stay relevant

→ Create a Buyer persona to represent the target market you have identified for your business idea.

Write down

→ Ask series of question about Persona characteristics and write down the answers. Some questions to help you create a buyer persona may include.

→ How do they learn about products or services in the marketing place?

→ What other types of products or services do they buy regularly

→ How does cost factor into their purchasing decision?

3) Conduct a market Analysis :-

- A market analysis is a assessment of market factor, which may include economic details, consumer buying patterns, trends, forecasting, and the competition in a market.
- Research various companies in your industry to determine whether a demand exists for the new product or service.
- You can also further understand the market and your audience through efforts such as focus group, interviews, and surveys.
- Once you have gathered sufficient data, analyze the information carefully to help you determine the viability of your business idea.

4) Analyze your competitors:-

It is important to know more about potential competitors so you can see what they have done to find success and make sure you can supply a unique (or) higher quality product and service.

- To analyze your competition, gather information about the company and its offerings and write an observational list of its strengths and weaknesses.
- Search online to read reviews about the company's products, pricing and customer service.

- Once you can id idea,
- Think at from you
- You can that tell how it mee-

5) Understa

- Part of able to with its
- You can on Sea idea and
- As you yourself
- 1) How can my Busi
- 2) How n the beginni
- 3) What
- 4) What in the One year
- 5) How

- Once you know more about the competition, you can identify ways to distinguish your business idea.
- Think about why a customer might purchase from you instead of a competing business.
- You can even write a Unique Value Proposition that tells customers what you offer, how it differs from the competition and why it meets their needs.

5) Understand your finance:-

- Part of evaluating a business idea is being able to understand the finances associated with its launch.
- You can use knowledge to help you work on securing investments, marketing your idea and planning for future expenses.
- As you consider your finances, ask yourself these questions.
 - 1) How can I get the necessary funds to start my business idea?
 - 2) How much money do I plan to invest in the beginning.
 - 3) What are my projected income and expenses?
 - 4) What is my total earning potential in the first month? three monthly? One year.
 - 5) How can I realize sustained profits?

6) Get feedback:-

Once you have completed the other steps, you likely have an effective understanding of your business ideas feasibility (existing).

- At this stage, it can still be helpful to get feedback from others who can provide insights or ask questions you may not have considered.
- Ask your friends, family, professional contacts, company stakeholders what they think of your idea.
- Share your research to explain why you have developed your idea on a certain direction.
- Collect their feed back and use it to further evaluate your business idea and determine whether you want to take the next step.

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- ① what are the steps involved in recruitment process?

Recruitment is the process of actively seeking out, finding and hiring candidate for a specific position (or) Job.

- i) Recruitment Planning
- ii) Strategy development :- How many employee need.
- iii) Searching :- advertisement
- iv) Screening : (know qualified people resume, aptitude, Tech.)
- v) Evaluation and control :- candidate feedback quality of hire.

- ② List out major types of advertising?

Advertisement means a notice (or) announcement in a public medium promoting a Product, Service (or) event (or) publicizing a Job Vacancy types of advertising:-

- ① online Search advertising
- ② Display banners
- ③ Social media advertising
- ④ LinkedIn advertising
- ⑤ facebook advertising
- ⑥ Instagram advertising
- ⑦ Twitter advertising.
- ⑧ Pinterest advertising.
- ⑨ Newspapers and magazine
- ⑩ Direct mail
- ⑪ Broadcast, Video and TV advertising

③ List out of finance

Sources of

(or) starting

parts :

financing

→ Some com

is personal
investment

→ Businesses

likely have
even it

D (credit)

If your
financial
to get a

→ A busine
Company

→ Inter

you m
cut all th
If your b
more .

⑧ Crowd

You get

don'

3) List out and briefly describe various sources of finance available for an entrepreneur.

Sources of financing for small business (or startup) can be divided into two parts: equity financing and debt financing.

→ Some common source of financing business is personal investment, business is personal investment, business angels, angel & government

→ Businesses run on money you will most likely have to think about financing after even if your company is profitable.

1) Credit cards and credit line.

If your company is in reasonably good financial standing, you will most able to get a business credit card from your bank.

→ A business line is usually linked to your company bank account,

→ Internal sources of financing;
you may not need to borrow money at all the finance company operations.

If your business is profitable, it will earn more than its spend.

2) Crowd funding;

You get to keep all the money even if you don't reach your goal.

Bank and SBA Loans:-

Another option that many small business owners pursue are loans.

Business loans can come from bank other institutions.

Your own family:-

If you have enough resources to work with, you may be able to finance your bar (or) restaurant on your own.

friends and families:-

many restaurants at least consider turning to friendly (or) families to help fund the business.

Loans:-

You can also fund your business by borrowing money. Commercial bank offers loans.

Outside Investors:-

A business partner with ready cash could bring financial resources.

Creative Approach:-

Participate it. and contribute success

What are the different sources of capital?
(a) Finance?

what are the sources of long term capital
for the enterprises? Briefly discuss?

→ Sources of Capital / Finance :-

Every organization (or) company main important
having more Capital. It is a back bone of
every Company.

→ having proper Capital, from where
do we get Capital, what are the sources
of Capital.

→ mainly Company having 3 sources (a)
3 types. of finance required to the
Company.

- ① Long term Finance
- ② medium term finance
- ③ Short term finance

① Long term finance :-

→ Long term purpose we need finance for a
Period of time.

→ Generally this long term period it is
required to purchase the fixed assets.

→ Fixed assets can include building, computer
Equipment, Software, furniture, land,
Machinery and Vehicle.

- long term finance is required by
it is always depends on big organization
(or) small organization.
- If the organization is big then required
long term finance more and if the
organization is small then required less
finance.
- If any organization taking finance
for more than five years that we
can say that is long term finance.
- When ever they are purchasing any
fixed assets like land, Building, machinery
all these things will be there for more
than 5 year will be.
- Once you invest any amount in long
term finance so that can not be taken
back after a long time you will get.
immediately you can not expect that ~~amount~~
amount to be back.
- Long term Capital may raised through.
- ① Issued of Share :- means those that owners
have decided to sell exchange for cash.
- ② Long term loans between 3 to 30 years
greater than 3 years.
- Medium term
- medium term
above one
is called medium term
- Medium term
used to
modernization
to buy
(or) machines
jet. in
medium term
- Medium term
the manuf
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- Medium
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2) me
- 1 year

② Medium term finance:

- medium term finance 1 to 5 years above one year and below 5 years this is called medium term finance.
- Medium term finance need mainly it is used to introduce new product (or) modernization. New Product when you want to buy already you have old furniture (or) machinery that you want to modernize it. In such case go we need to take medium term finance.
- Medium term finance required all the manufacturing companies (or) manufacturing industry because modernization and reinstallation any kind of the thing that can happened only manufacturing company.
- Medium term finance raised through accepting public deposit means.
- 2) medium term loans : grant loan 1 year (or) 3 years.

3) Short term finance :-

→ Short term finance upto 1 year only
may be one month, 5 months, 11 months,
12 months, but up to one year only
below 1 year.

→ Short term finance other name is also
working Capital also, day to day Arrangement

→ Short term finance is required for
Purchase current assets (or) to maintain
current assets.

Current assets means Cash in hand,
cash at bank, inventories (Raw material,
work in progress).

→ Short term finance to need day to day
need like purchasing raw materials,
making payments of the transaction etc
temporarily what they want to purchasing
stationery giving advertisement.

To do any day to day transaction
we need short term finance

→ Short term finance raised through

① Commercial bank

② trade credit from any creditors
(give for interest)

3 Explain
Venture

≡ Venture
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months, 11 months,
year, Only

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required for
to maintain

in hand,
(Raw material,

day to day
material,

transaction etc
to Purchasing
Transactions

through

editors

3) Explain about Venture Capital?
Venture Capital:

→ Venture Capital means it is a company.
what they do is, they put their investment
at high risky company, high risky projects
they will keep their investment.

→ To encourage such kind of company
where it is difficult for them to get the
capital. who will invest where that risk in
any company so these Venture Companies are
going to put their investments in high risky
Project and they will charge lot of interest.
because giving them investments., at high
risky projects and expecting interest at
high rates.

→ Venture Capital is financial investment in
a highly risky projects with the object
of earning a high rate of return. this
we call it as a Venture Capital.

Venture Capital investments., (or)
Venture Capital investment Companies.

→ They show interest active interest in guiding
the assisted firm not only giving investments
in that firm they are also guide.

→ High degree of risk, no security is given,
just they give capital. the company does it loss.

→ government gave many restriction.

Example:-

Venture Capital Scheme of IDBI/ICICI
and Risk Capital and Technology Corporation
Ltd (RCTC),

Infrastructure Leasing and Financial Services
Ltd (IL and FS)

Stock Holding Corporation of India Ltd
(SHCIL) and

→ The Credit Rating Information Services
of India Ltd (CRISIL).

Explain about Personal funds?

Personal funds:-

→ Personal funds generally refers to the
money or financial resources that an
individual manages for personal use.

→ It encompasses income, savings, investments,
and any other financial assets a person
may have

→ Personal funds mean payments the
individual receives, whether earned or
unearned including wages, pension,
social security benefits, and retirement
benefits.

IDBI/ICICI
Technology Corporation,
Financial Services
of India Ltd

→ Personal funds mean earned income
and unearned income retained by an
individual after satisfying his or her
duty (or) agreement such as rent, individual
specific expenses (or) medical co-payment,

6) Discuss the marketing Problems of
small entrepreneurs' Enterprises?

By Marketing:-

- Marketing is one of the most important activities as it generates revenue.
- Effective marketing of good requires understanding of the customer's needs and requirements.
- In most cases, marketing is a weaker area of small organisation.
- These organisations have, therefore, to depend excessively on middlemen, who at times exploit (or) them by paying low price and delayed (late) payment.

Problems of small Enterprise:-

- A business which functions on a small scale level involves less capital investment, less number of labour and fewer machines to operate as a small business.

- Small Scale Industries or businesses are the type of industries that produce goods and services on a small scale.
- A small scale independent firm usually managed, funded, and operated by owners, and whole staff size; financial resources and assets are comparatively limited in scale.
- Small business usually have limited growth opportunities.
- These industries play an important role in the economic development of a country.
- The owner invest once on machinery, industry, plants, or take it's a lease or hire purchase.
- These industries do not invest more than one crore.

For example:- Small Scale Industries are Paper, toothpick, Pen, Bakeries, Candles, local chocolates etc., industries and are mostly settled in an urban (city) area as a separate unit.

① Raw
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source
raw
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① Raw materials:-
small scale industries make use of local sources to meet the requirements of raw materials, this lead to various problems like poor quality and irregular supply and availability or inadequate quantity.

② Marketing:- small scale industries are unable to upgrade their products according to the market, as they do not have information about the market like competition, tastes, liking and disliking of consumers and existing fashion.

③ Technology:-

small scale industries do not have latest technology to modernize plant and machinery.

④ Finance:- In India small scale industries face shortage of finance because of inadequate capital and credit facilities.

⑤ Idle Capacity:- small scale industry utilize 40-50% of available capacity.

⑥ Skilled man Power:-

small scale industries in a remote backward area have unskilled labours.

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⑦ Infrastructure:-

Due to lack of Proper transportation, Power, Communication and other facilities in the backward areas, the functioning of small scale units become difficult.

⑧ managerial competence:-

Small Scale Entrepreneurs face problems like over dependence on institutional agencies they also lack in education, Profitability, training etc.

⑨ Project planning:- the main problems experienced by

Small Scale units in India is Poor Project planning.

⑩ Sickness of small Scale industries:-

Sick unit is the one which has experienced cash loss on continuity basis & its accumulative cash losses are equal to 50% or more of its net capital during the last five years. India is experiencing industrial sickness since decades.

What is meant by financial Control?

Ans Financial Controls:-

Financial controls are the procedures, policies, and means by which an organization monitors and controls the direction, allocation, and usage of its financial resources.

→ Financial Control means how to control the finance.

→ Controlling finance is the one of the important aspect.

→ There are many ways to control the finance.

→ ex:- ROI (Return on investment). If i invest 2 crores how much return i am going to get every year. 1st year how much i get and 2nd year, 3rd. like this Return on investment (ROI). This is one aspect where we can control the cash. (or) Where we can control finance.

→ Budgetary control technique control finance.

→ Ratio analysis is also another method to control the finance.

→ Break even analysis is also control finance. means no profit and no loss.

Financial Control's are Policy and procedure designed to prevent (a) detect accounting error and fraud.

examples of financial control include approving new vendors, double counting cash deposit, and rotating staff responsibility.

types of financial controls

① Separation of duties:

Separation of duty also known as Segregation of duties, is the concept of having more than one person required to complete a task.

→ It is an administrative control used by organisations to prevent fraud, misuse of information, crime, and other security compromise.

② Cash flow maintenance:

Cash flow management is tracking and controlling how much money going in out of business. In order to forecast cash flow need.

3) Cash in to Paym business

4) Cash O

The Cash leaving Salarie

5) Balan

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6) Budget

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7) Incom

An Inc Reven over a Calle

and prevent (or) fraud.

1) include double stating

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not used and, and

tracking money accurately

-

3) Cash inflow:- Cash flow refers in general to payments made in to (or) out of a business, Project or financial Product.

4) Cash outflow:-

The Cash flow outflow describes any money leaving a business. It include employees' Salaries

5) Balance sheet:-

A balance sheet is a financial statement that reports a company's assets, liabilities (responsibility), and shareholders equity.

It provide snapshot of a company's finance as of the date of publication.

6) Budgeting:-

creating a detailed plan that outline expected income and expended income and expenses , helping to allocate funds effectively.

7) Income Statement:-

An Income Statement shows a company's revenues, expenses and profitability over a period of time. It is also sometimes called a Profit and loss.

It shows revenue from selling Products (or) services.

8) List some methods to motivate the employees?

Complex and challenging task to keep its employees motivated.

→ In an organizational setup, multiple techniques are used to keep employee motivated in their respective jobs.

1) monetary and Non-monetary Benefits

→ monetary: include like bonus, commission, giving cash if they work extra.

→ non monetary: include giving gift vouchers and electronic gadgets to employees, to encourage to work more.

② Job enrichment:

Responsibility / they feel themselves to be an integral part of organization.

→ This increases the confidence level of employees and maintain their interest in work, which in turn lead to increase in productivity.

3) Job Rotation:

Assigning different role and responsibility to employees at different time to increase their interest in their jobs.

4) goal setting

certain
to invoke
to (make)

5) Alternatives

to get
work →

6) Skills improvement

Providing
Competence

Employee

1) Improving

2) Develop

3) Provide

4) Provide &

5) Encourag

6) Encourag

7) Express &

8) Recogniz

9) Express &

10) Give ind

11) Provide

4) goal setting:-

certain goals are assigned to employees to invoke their participation which leads to (more committed towards goals).

5) Alternative working Schedule:-

To get desired shift.

work → work life balance.

6) Skills upgradation:-

Improving skill time to time and

providing training to increase their competency.

Employee motivation:-

- 1) Improving corporate and team culture.
- 2) Develop a modern work environment.
- 3) Provide an employee motivation platform.
- 4) Provide transparent and clear communication.
- 5) Encourage team work.
- 6) Encourage innovation and creativity.
- 7) Express gratitude.
- 8) Recognize a good job.
- 9) Express clear company goals.
- 10) Give individual and team rewards.
- 11) Provide a positive communication.

- 12) Provide a positive competition.
 - 13) Build regular objectives with each employee.
 - 14) Include in employees in decision making.
 - 15) Ask employees for feed back.
 - 16) Discover what motivates each employee.
 - 17) Develop an easy work-life balance.
 - 18) Develop Employee career Pathy.
 - 19) Provide regular training.
 - 20) Give employees autonomy.
- a) How do you use the E-commerce in develop in Entrepreneurship?

"ECommerce" (or) "electronic commerce" is the trading goal of goods and service on the internet.

→ an estimated 2.14 billion people world wide buy goods and service online.

→ Ecommerce is one way people and sell things in retail.

→ Some companies sell products online only; while other sellers use ecommerce as a part of a broader strategy that include physical stores and other distribution channels (mobile, tab, laptop)

→ either way small business products at the world.

Ecommerce

- An ecommerce storefront or
- It facilitate buyer and seller
- It is the virtual products and services
- you website Sales Staff, online business
- Business might experience on own Commerce (or) do it all for Ecommerce
- An ecommerce generates revenue services online.
- for example:- apparel, house
- You can run single website channel like

either way, ecommerce allows startups, small businesses and large companies to sell products at scale and reach customers across the world.

Ecommerce website:-

- An ecommerce website is your digital storefront on the internet.
- It facilitates the transaction between a buyer and a seller.
- It is the virtual space where you showcase products and online customers make selection.
- Your website acts as the product shelving, sales staff, and cash register of your online business channel.
- Business might create a branded store experience on a store like Amazon, build their own commerce site on a dedicated domain, or do it all for a multi-channel approach.

Ecommerce Business:-

- An ecommerce business is a company that generates revenue from selling products or services online.
- For example:- an ecommerce company sell software, apparel, housewares, or web design services.
- You can run an ecommerce business from a single website or through multiple online channels like social media and email.

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E-commerce works:-

- E-commerce works by connecting buyers and sellers using various electronic channels.
For example:- you need a channel, such as a website (or) social media, so customers can find products and services to purchase.
- Then a payment process enables the exchange of the goods. (or) services.
- Once the transaction succeeds, the customer receives a confirmation email or sms, and a printable receipt.
- If the transaction is for goods, then the seller ships the items and sends the customer a tracking number via email or sms.
- If the transaction is for a service, then the service provider can reach out to schedule and complete the service.

Steps to start an e-commerce business:-

- The steps to starting an e-commerce business can vary depending on factors like what you want to sell.
- For example, if you are selling services, then there's no need to manage ~~like~~ inventory (or) fulfillment. However, if you want to sell products online, then inventory (list) record and fulfillment (achievement or success) will likely play a critical part in your operations.

- Here starts to
 - 1) Research
 - 2) Make you to
 - 3) Detect product
 - 4) Find
 - 5) Choose through
 - 6) Create an e-commerce
 - 7) Create
 - 8) Begin
- Entrepreneur
Entrepreneur
of Product
of Product
Part
types
- ① B2B
Buyer
 - ② (2)
allow
 - ③ C2C

meeting buyers and
electronic channels.

nel, such as a website,
ers can bind products

enables the exchange

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, then the seller
the customer a
sms.

service, then the
it to schedule

commerce business:-

commerce business
like what you

Service
age take inventory

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inventory (lister)

ement on success)

in your

→ Here are some steps you can follow to get
started.

- 1) Research business ideas.
- 2) Make sure there is demand for the products
you to want to sell.
- 3) Determine how you will sell and ship
products to customers.
- 4) Find suppliers and manufacturers.
- 5) Choose which online channels you will sell
through (ex: Amazon or Amazon store).
- 6) Create a website or online storefront
and upload products.
- 7) Create a plan for your fulfillment strategy.
- 8) Begin attracting customers with promotion.

Enterprise Ecommerce

Enterprise Ecommerce is the buying and selling
of products to large companies or organizations.

→ If a large business sells many different types
of products or has multiple brand lines and
transitions into selling online, then it is
participating in enterprise ecommerce.

types of ecommerce:-

- ① B2B (Business sell to other business)
buyers resells products to the customers. (Consumers.)
- ② C2B - Consumers sell to business, (2B business)
allow customers to sell to other companies.
- ③ C2C - Consumers sell to other consumers.
Businesses create online market places that
connect consumers.

- (4) B2G:- Businesses sell to governments
(or) government agencies.
- (5) C2G:- Consumer sell to government agency
- (6) G2B:- Government (or) government agency sell to Businesses.
- (7) G2C:- Governments (or) Government agencies sell to consumer.
- Q) What is the role of Internet advertising?
- Internet advertising:-
- Internet advertising, also known as Online advertising, online marketing, digital advertising, (or) web advertising.
 - Internet advertising is a form of marketing and advertising which uses the internet to promote products and services to an audience and platform, users.
 - Internet advertising includes email marketing, search engine marketing (SEM), social media marketing, & many types of display advertising (including web banner advertising), and mobile advertising.
 - Advertisements are increasingly being delivered via automated software systems operating across multiple websites, media service and platforms, known as programmatic advertising.
- online advertising (or) internet marketing strategy a channel from to consumers.
- The main 8 include:
1) product list
2) display ads
3) demand side
4) affiliate ads
5) native ads
6) social media
7) video ads
8) email ads.
- online ad strategy
- that user
- to deliver identified and
- youtube,
- Internet of things
of exchange
- Via interconnection
Computers.

→ online advertising , also known as web advertising (or) internet advertising, is a marketing strategy that uses the internet as a channel for sending promotional messages to consumers.

→ The main 8 types of online ads.

Include :

1) product list ads

2) display ads.

3) demand side platform ads,

4) affiliate ads

5) native ads

6) social media ads

7) video ads and

8) email ads.

→ online advertising is a marketing strategy

→ that uses the Internet as a medium.

→ to deliver marketing message to an identified and intended audience.

→ youtube, facebook, Instagram, Google

→ Internet has become a very popular means of exchanging information and communicating

Via interconnected via internet connected

Computers.

→ It includes features like electronic mail, Usenet, telnet, client server, file transfer protocol (FTP) (or) hypertext transfer protocol (HTTP), gopher and world wide web (www).

→ These features have passed the way of online marketing also called internet marketing and web marketing.

→ many people are hard pressed for time to visit the market for making purchases.

→ They can visit business portals or websites at their leisure, select the goods to be purchased and place order to the net itself.

Features of internet advertising:-

* Information can be communicated throughout the world through interconnected series of computers via ~~the~~ world wide web (www).

* A company can provide in-depth information about its products and services which can be accessed by the web users anytime (or) anywhere.

* websites of the company projects its image as marketing manager wants.

* The prospective customers can visit the website, select the product and place order.

* The payment for ordered product is made electronically (eg: credit card, debit card, (or) internet banking).

11) Write a short strategies of starting a new exciting and growing that rewarding.

→ whether you into new m services,

→ or simply go process of expansion challenging.

① Conduct market research

→ Absolutely, conducting research is new venture

existing products look at the behaviour to expansion.

② Develop a marketing plan

→ Creating a marketing plan is crucial venture.

→ A well developed executive summary Company description

electronic
serve, file transfer,
transfer protocol,
wide web(www)

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internet
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spend for time
making purchases.

or websites at
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- ii) Write a short on new venture expansion strategies and issues
- Starting a New Venture can be an exciting and fulfilling experience, but growing that venture can be even more rewarding.
 - Whether you are expanding your business into new markets, launching new products or services,
 - or simply growing your customer base, the process of expansion can be complex and challenging.

① Conduct market Research :-

- Absolutely, conducting thorough market research is essential before launching a new venture (or) a new version of an existing product.
look at trends, competitors, and consumer behaviour to determine feasibility of expansion.

② Develop a clear Business plan :-

- Creating a clear and comprehensive business plan is crucial for the success of a new venture.
- A well developed business plan typically includes Executive Summary (brief overview of the business), Company description (detail about the business, its structure

... market Analysis (Research on the target market), organization and management (structure of the company, roles of team members and leadership), product or service line (description about meet customer needs), marketing and sales (promoting the business and reaching customers), funding Request, financial projection (forecast of revenue, expenses). and Appendix (additional relevant information).

- A well crafted business plan provides a road map for the venture and helps attract investors and partners.
- Regularly revisiting and adjusting the plan as needed is crucial for adapting to changing circumstances.

③ Identifying the Right funding Sources :-

Determine the amount of capital required for expansion and explore various funding options, such as Venture Capitalists, bank loans, crowd funding or other sources.

④ Build a Strong Team :-

Building a strong team is fundamental for the success of a new venture.

- a strong team is not only about individually skill but also about how well team members work together toward common goals.

→ hire and train employees to support the plan effectively
→ ensure that the necessary skills are available to support the plan effectively
5) Expand Pro
→ Expanding your business before embarking on careful planning (careful planning leads to growth, guide like customer pricing strategy)

6) Establish

→ An alliance between two companies can benefit both companies.

→ A partnership agreement to create a joint venture.

7) Develop a Plan

It can help increase your company's value.

→ A strong business plan is the key to a company's success. It can help you identify your strengths and weaknesses, set realistic goals, and develop a clear roadmap for achieving success.

- Hire and train new staff or develop existing employees to support the expansion.
- ensure that team members have the necessary skill and experience to execute the plan effectively.

5) Expand Product or Service Offering:-

- Expanding your Product or Service offering before embarking on a new venture involves Careful planning and Consideration. Where to give guide the expansion. like customer feedback, market research, pricing strategy, marketing plan, Quality.

6) Establish Partnership and Alliances:-

- An alliance is a collaboration between two companies in which each individual company is expected to profit and/or benefit from the agreement.
- A partnership is a more formal type of agreement in which partners merge to create a single, shared economic interest.

7) Develop a Strong Brand Image:-

It can help you build trust with customers, increase your market share.

- A strong brand can also improve your company's overall value, attract top talent, and create a sense of unity among your employees.

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→ Build a strong brand image to attract and retain customers. This can involve branding efforts, such as advertising, social media, public relations, and other marketing initiatives.

8) Monitor Performance and adjust Strategy

- Track performance metrics and adjust strategies as needed to ensure success.
- This can involve monitoring sales, customer feedback, and other indicators of success.

① Joint Venture:

In a Joint Venture (JV) two or more businesses decide to combine their resources in order to fulfill an enumerated goal.

for carrying out business and sharing profits and losses, and expenses for a particular project.

2) Acquisitions in a Company :-

acquisition is referred to as a business transaction in which one firm buys all (or) part of another company's stock (or) assets.

acquisition means purchase (or) buys (or) investment to buy assets.

3) Mergers :-

A combination of two things, especially companies, into one.

⇒ "a merger between two supermarket chain"

→ mergers and acquisitions are usually undertaken to extend the size of a business, grow in to new markets (or) gain market share.

4) Franchising :-

franchisee means authority, right.

→ The right (or) license granted to an individual (or) group to market a company's goods (or) services in a particular territory.

→ An arrangement under which one organization grants another organization a business right in exchange of some royalty or fee.

→ Franchiser means the firm which grants rights.

→ franchisee means the firm to which right is granted also called franchise holder.

Issue:-

① Public issue :-

Company raises Capital in the private market.

→ A Public Offer is open for all Indian citizens.

→ The most broad-based method of raising Capital and the most Prestigious, too (the

~~Reliance~~ Reliance Industries Ltd) is the biggest company of India in this category.

→ The sale of Company's Share to investors.

→ A statement from the Company said there would be no Public issue of Share.

② Rights issues :-

A Rights Offering (rights issue) is a group of rights offered to existing Stakeholders to purchase additional Stock Shares known as Subscription warrants.

→ Raising Capital from the existing Shareholders of a Company, It means it is a Preferential kind of issue restricted to a Certain category of the public issue.

key issues to consider while venture expansion;

① Financial planning :-

risk is the possibility of losing money on an investment (or) business venture.

- some more common and distinct financial risks include credit risk, liquidity risk and operational risk.
- financial planning risk is a type of danger that can result in the loss of capital to interested parties.

Human Resource :-

Expanding your venture will likely require additional human resources, whether it is hiring new employees (or) retraining existing staff.

- It is important to consider how the expansion will affect your existing team and what additional skills and resources you will need to successfully expand.

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UNIT-III

i) what is a District Industry Center (DIC)?

DIC:

DIC mean District industries centre
State level institutions supporting to small
scale industries and small business.
that is DIC.

- The Industrial Policy Resolution "1977" proposed the setting up of DIC in the Head quarters of each District in India.
- District industries centre established year of 1978.
- At present 422 DICs operating in 431 districts of our country.
- The main aim of DIC is the Institution at district level which provides all the services and support facilities to the entrepreneurs for setting MSME's (micro small and medium enterprise) in a particular area.

Objectives:-

- The fast growth of industrial growth of the district
- To develop rural (village) industrialisation to give job opportunities to rural people.

- To centralise the work for starting new schemes.
- To make available schemes.

Structure of DI

- one general
- four functional care about
 1. economic
 2. credit
 3. raw material
 - 4) Raw material
- Three project technical.

Function of DI

- 1) Helps in id
- 2) Helps in Se
- 3) Helps in pur
- 4) Helps in get c department
- 5) assistance

Hierarchical

- To centralize the procedure required for starting new industrial units.
- To make available the benefits of government schemes.

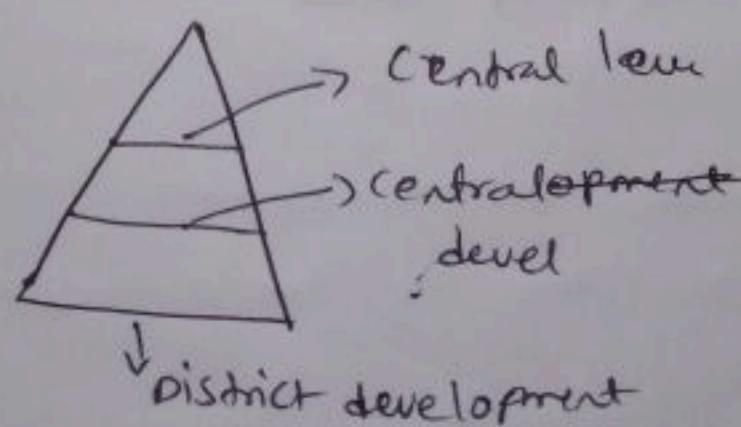
Structure of DIC

- One general manager.
- Four functional manager they are take care about
 1. economic and investigation
 2. credit
 - 3) village industries
 - 4) Raw materials / marketing / training
- Three project managers to provide technical.

Function of DIC:

- 1) Helps in identifying new entrepreneurs.
- 2) Helps in Selection of projects
- 3) Helps in purchase of fixed assets.
- 4) Helps in get clearance from various department.
- 5) assistance to raw materials supplies.

Hierarchical



Government has setup institution to give trainings.

- 1) Central Institute of tool design - Hyderabad.
- 2) Central Institute of hand tools, Jal Gader.
- 3) National Institute of small industry extension training Hyderabad.
- 4) Central machine tool institution - Bengaluru.
- 5) Electronic Service and training -

→ These centres are giving training and motivation for small scale industries.

→ A District Industries Centre is an institution established at the district level so as to provide them to setup small and village industry.

→ Before setting up of DIC, a prospective entrepreneur has to go several agencies, many of them far from his district, in order to get the necessary assistance and facilities. This caused considerable delay, waste of time and money.

→ Now suitable powers have been delegated by several departments of the State government to the district industry centre.

① Surveys and investigation:-

broadcaste various products;

② Training courses-

conducting courses for the entrepreneurs of
small and tiny units.

③ Machinery and equipment:-

indicates the location where from machinery and
equipment can be acquired

4) Raw materials :-

for reasonable prices.

5) Arrangement for loans:-

arrangements with lead Bank and other
financial institutions in order to provide
financial assistance to the entrepreneur.

6) Marketing :-

conduct market survey and market development
programmes.

2) What are the objectives of industrial development corporation (IDC)

IDC:-

- IDC means Industrial development Corporation.
- In many state governments, for the promotion at small scale industries,
- a separate corporation has been setup which is known as ~~small~~ Industrial development Corporation.
- They are undertake all kinds of activities for the promotion at small scale industries.
- IDC provided infrastructure facilities to small scale industries.

Objectives:-

- 1) The main objective of IDC is to stimulate the growth of at industries in small scale sector.
- 2) To provide infrastructure facilities like roads, drainage, electricity, water supply etc is one of the primary objective of IDC.
- 3) To promote industrial estates which will provide industrial sheds of different sizes with all basic infrastructure facilities.
- 4) To provide technical assistance through training facilities to the entrepreneurs.

- 5) To promote setting function
- 1) SIPC
- 2) IDCL
- 3) IDCL
- 4) IDCL
- 5) IDCL
- 6) IDCL
- 7) IDCL

→ The IDCL
sustains
diversity
of goods

5) To promote skilled labour through the setting up to industrial training Institutes.

Function of IDC :-

- 1) SIPC supplies source raw materials.
- 2) IDC provides marketing assistance.
- 3) IDC assist in Bills discounting.
- 4) IDC provide export marketing Assistance.
- 5) IDC set up Power Plant.
- 6) IDC promote Skill development center.
- 7) IDC promote Women Entrepreneurs.

→ The IDC remain committed to promoting sustainable growth and increasing sectoral diversity, therefore boosting local production of goods.

3) Write about State Financial Corporation (SFC) ?

State Financial Corporation (SFC)

In order to meet the financial needs of small and medium scale industrial units

Government of India established State Financial Corporation.

Objectives of SFC :-

- 1) TO provide medium and long term financial assistance to small and medium scale enterprises.
- 2) TO ensure economic growth accent on balanced regional growth and widening of the entrepreneurial base through encouragement at new entrepreneurship.

Functions of SFC :-

1) Financial Assistance to small Units:-

The main function of SFC is to provide long term finance to small and medium scale industrial concern formed by Public (or) Private limited companies, Corporation, firms, Proprietary concern repayable with in a period of 20 years.

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2) Guaranteeing loans:-

The SFC's State financial Corporation guarantee loans raised by industrial concern from commercial banks and cooperative banky repayable within a period of 20 years.

3) Subscription and Underwriting:-

The State financial Corporations subscribe to the debentures issued by the industrial concern repayable within stocks, shares, bonds and debentures of industrial concern.

4) Guarantee for deferred Payments:-

They guarantee the deferred payment for the purchase of plants, machinery etc. within the country.

5) Acting as Agent of Central and State Government:-

They act as an agent of the central.

(or) State governments or some industrial financing institutions for 'Sanctioning' and disbursing loans to small industries.

6) Capital:-

The Share Capital at SFC's is fixed by the concerned state government subject to the minimum at Rs. 50 lakhs and maximum at Rs 5000.

The shares are subscribed by the state government, RBI, commercial banks, co-operative banky, other financial institutions and the public.

Drawbacks (or) Disadvantages:-

The functioning of state finance corporations may be criticized mainly because of the following drawbacks.

- 1) Concentration only on granting loans.
- 2) Failed to achieve Regional Balanced growth.
- 3) Bias in favour of large units.
- 4) Higher Rate of interest.
- 5) Problem of Overdues.
- 6) Lack of technical Staff.
- 7) Lack of self sufficient organizational setup.
- 8) Limited Resources.

→ The State Finance Corporation Act was passed by Government of India with a view to provide financial assistance to small and medium scale industries which were beyond its scope.

→ It plays an important role in the development of small and medium enterprises in the concerned states.

It provides financial assistance in the form of term loans, direct subscription to equity and debenture.

→ They also provide newer types of business activities like commercial complexes, and services related to engineering, marketing etc.

4) Explain briefly (SSI)?
Small Scale
SSI's are industries in which production are done on → These industries investment in equipment up to and annual Rs. 50 crore.

Role or importance

i) Employment:-
SSI's are additional employment in agriculture, small and medium scale industries.

SSI's also provide employment in agriculture during a part of the year.

ii) Improves Economic Condition

By providing employment SSI's provide more income in (village) areas, especially in villages.

iii) Promotion of Entrepreneurship
SSI's which are run by the poor people have the power of creativity that helps in

corporations
use of the
loans
Balanced
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ational

v) Explain briefly about Small Scale Industry (SSI)?

Small Scale Industries :-

SSI's are those industries are those industries in which the manufacturing, production and rendering of services are done on a small or micro scale.

→ These industries make a one-time investment in machinery, plant and equipment which does not exceed Rs. 10 Lakh and annual turnover does not exceed Rs. 50 crore.

Role or Importance of SSI's :-

i) Employment:-

SSI's are labour intensive so they provide additional employment opportunities. Next to agriculture, small business constitutes the most popular occupation.

SSI's also provide employment to the agri agriculturists when they remain idle during a part of year.

ii) Improves Economic Condition :-

By providing employment opportunities, SSI's provide more income to people living in rural (village) areas, which improves economic condition in villages.

iii) Promotion of artistic and creative sense :-

SSI's which are setup in rural areas provides scope for the promotion of artistic achievement and creativity that has been suppressed in rural areas.

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iv) Rural Development :-

Small scale industry SSI's which are setup in rural area leads to their development resulting in rural reconstruction, sustained growth and removal of regional disparity.

(v) mobilisation and local Resources :-

SSI's facilitate mobilisation and utilisation of local resources which might otherwise remain unutilised. This helps in tapping resources like entrepreneur skill and small savings specially in rural areas.

→ In small scale industry:-

Enterprise which employs not more than ~~and less~~

50 persons (when using power)
100 persons (when not using power)

→ Small Scale industry (SSI) are industries that manufacture, produce and render services on a small or micro scale level.

→ In India, several SSI's exists in various fields such as handcraft, weaving, pickle making, food products etc.

Example
→ paper
→ leather
→ small
→ Baker
→ School
→ water
→ Beads
→ Pickle
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→ card
→ tooth
→ Tissue
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Example for Small Scale Industries:-

- paper bags industries.
- leather belt manufacturing industries.
- small toys manufacturing industry.
- Bakeries.
- school stationeries.
- water bottles manufacturing industries.
- Beauty Parlour.
- pickle manufacturing industries.
- paper plate manufacturing industries.
- candle manufacturing.
- tooth pick manufacturing.
- tissue paper manufacturing.
- chocolate manufacturing.
- Small scale industry SSI's, also known as Small and medium enterprise in many countries.
- A business which functions on a small scale level involves less Capital Investment, less number of labour and fewer machines to operate is known as a ~~business~~ small business.
- Small scale industries (or) small business are other type of industry that produce goods and services on a small scale.

5) What are the activities performed by Khadi and village industries commission benefiting small entrepreneurs? (or) what is KVIC?

Khadi And Village Industries Commission (KVIC) :-

- → "Khadi" means any cloth woven on handlooms in India from cotton, silk or woollen yarn made with hands spun in India (or) from a mixture of any two or all of such yarns.
- The Khadi and village industries commission is a statutory body formed by the Government of India.
- It is an apex (top) organization which seeks to plan, promote, facilitate, organize and assist in the rural (village) areas) in coordination with the other agencies engaged in rural development wherever necessary.
- Its functions also comprises (consist of) building up a reserve of raw material and implementation for the supply to producers.
- It was established in 1957.
- This commission was focused on improvement of Khadi and village industries and improving rural (village) employment opportunities.

- Its main b
* Training
* Procurement
* Marketing
* Arrangement
* Arrangement
- This commi
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- Its main functions are:
- * Training
 - * Procurement of raw materials.
 - * Marketing of finished market
 - * arrangement of manufacturing tools.
 - * arrangement of machine.

→ This commission focus on Local Resources.

→ khadi derived from the term khaddar,
→ khadi is a hand spun and hand-woven
cotton cloth, which became one of the
symbol of India's freedom struggle.

→ Mahatma Gandhi is said to have coined
the term khadi for these fabrics owing to
their coarse texture.

→ khadi is spun spun using a charkha or
an Indian spinning wheel.

→ The charkha also became a prominent icon
on the Indian National flag designed in the
1930s.

→ khadi became popular as the fabric of
nationalism, and was said to be
woven with "the threads of swaraj".

Objectives of the KVIC

- Primary objective - To build up an active rural (village) community.
- Social objective - To provide employment in rural areas.
- Economic objective - To produce a saleable product.
- Wider objective:- To create self-reliance among the economically weaker section.
- The broad objective of the Khadi village and industries commission encompassing self-reliance and sustainability are
 - 1) To boost employment in the country.
 - 2) To promote the promotion and sale of khadi articles.

Functions of KVIC

- To build a strategic reserve of raw materials and implements for supply to producers.
- To create common service facilities for processing of raw material as semi-finished goods and provisions of facility for marketing of KV products.

- To enhance khadi and (or) handicrafts.
- To be responsible for promoting and equipping and village institutions.
- To provide institutions guiding the supply of technical services.
- To assure and supply of products of industries.

KVIC Services

The following are the services provided by KVIC:

- Prime Minister's Award.
- Market price information.
- Honey market.
- Intermediary services.
- Khadi Research Institute.
- Workshops.

- To enhance the sale and marketing of khadi and other products of village industries.
- (v) handicraft
- To be responsible for encouraging and promoting research in the production techniques and equipment employed in the khadi and village industries Sector.
- To provide financial assistance to institutions and individuals for developing and guiding khadi and village industries through the supply of design, Prototype and other technical information.
- To assure genuineness of the products and so to set standards for the quality of products from the khadi and village industries.

KVIC Schemes:-

The following are the Schemes covered under the Khadi and Village Industries Commission (KVIC)

- Prime minister's employment generation programme (PMEGP)
- Market promotion development assistance (MPDA).
- Honey Mission.
- Interest subsidy eligibility certificate (ISEC)
- Khadi Reform and development Programme (KRDP)
- Workshed Scheme for khadi artisans. (WSKA)

Q) What is Technical Consultancy Organization (TCO)?

Describe the functions of Technical Consultancy organization (TCO)?

Technical Consultancy organization (TCOs)

Provide a complete set of consultancy services to small and medium enterprise, individual entrepreneurs, government department and agencies, various state level institutions, commercial banks etc.

→ They provide consultancy services and counsel small scale units in preparation of techno-economic feasibility reports, market survey, modernization and diversification programmes, revival sick units etc.

→ A network of Technical Consultancy Organization (TCOs) was established by all India financial institutions in the seventies and the eighties in collaboration with state-level financial development institutions and commercial banks to cater to the consultancy needs of small industries and new entrepreneurs.

Activities of TCO

- carry out identification
- identification
- Evaluation
- Preparation feasibility s
- Preparation implementation
- Conduct area surveys.
- Assist Entre technical w
- Diagnosis
- Conduct
- organize
- Identify them with
- for fail projects.
- TCO were financial i
- IDBI,

Activities of TCO :-

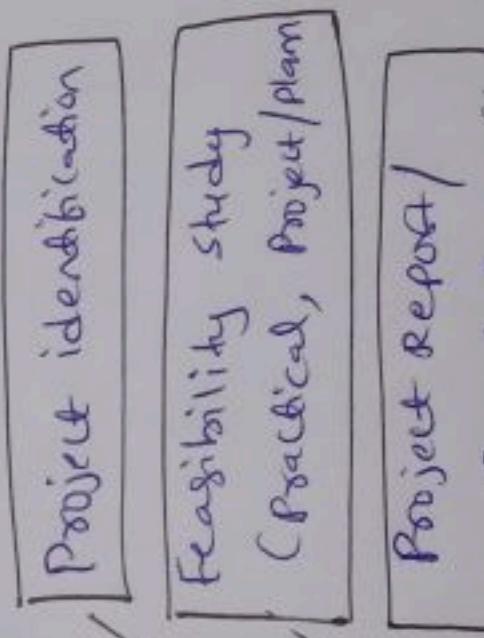
- carry out the industrial Potential Survey, identification of project ideas, Project identification and formulation.
- Evaluation of Projects.
- Preparation of Project Profiles, feasibility studies.
- Preparation of Project Reports and implementation.
- Conduct area development and market surveys.
- Assist Entrepreneurs in their modernization, technical upgradation programme.
- Diagnostic Studies on sick units.
- Conduct EDP programme.
- organize awareness camps.
- Identify Potential entrepreneurs and provide them with technical and management assistance.
- for facilitating technical for industry projects.
- TCO were established by the all India financial institutions.
- IDBI, ICICI, IFCL etc.

- In the collaboration the state level firms development organizations and commercial banks.
- There are in all 18 state - level TCO's across india.
- 9 have been led sponsored by IDBI, 5 by IFCI 3 by FCI and one by the Government of karnatak.
- TCO's have transformed being consultancy firm handling Project reports , market surveys etc . to multi multi disciplinary organization.
- Offering a wide range of service to the industrial and infrastructure sector.

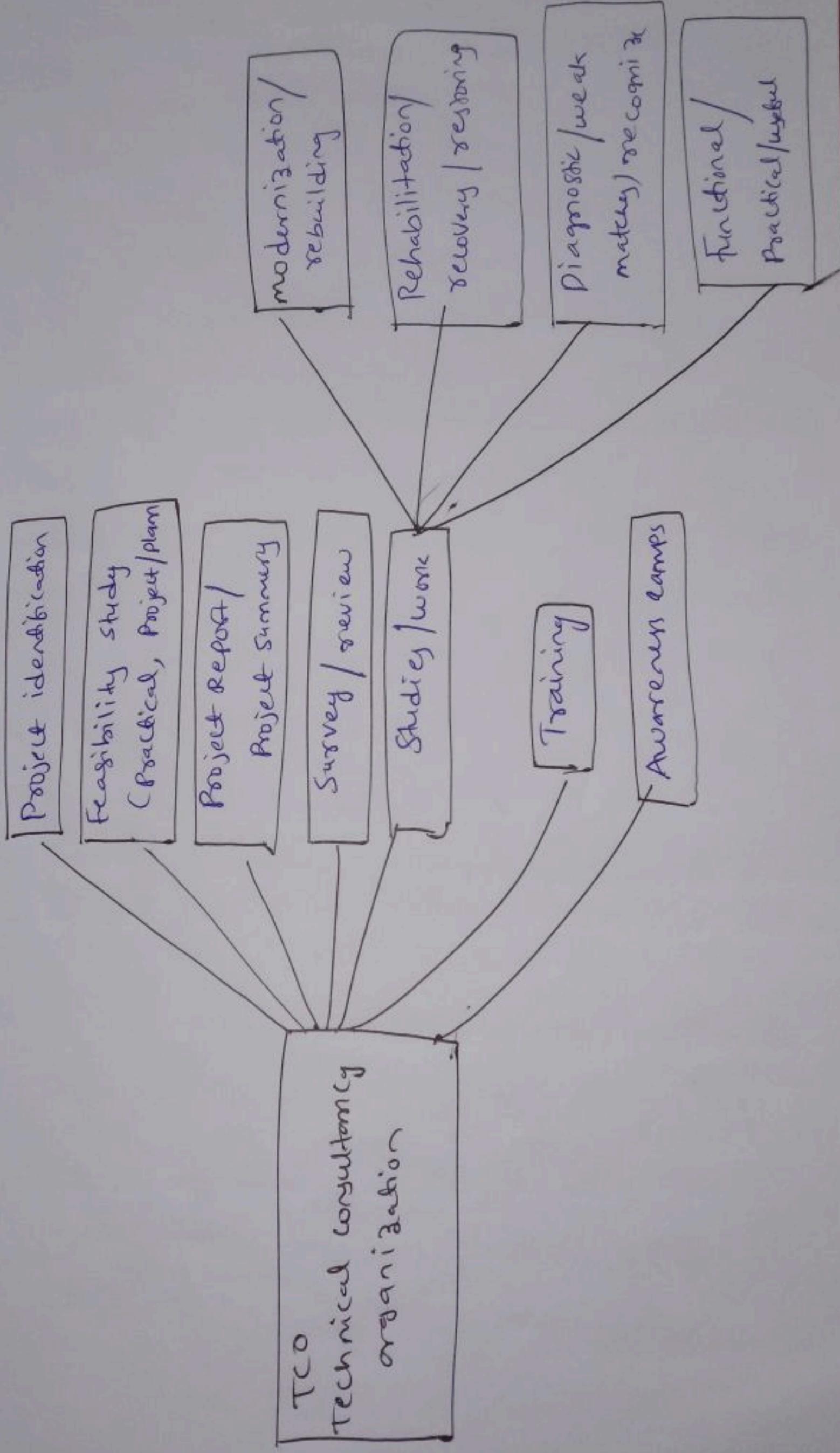
Major TCO's in india

- ① KITCO Ltd (Kerala)
- ② API TCO Ltd (Andhra Pradesh)
- ③ GITCO Ltd (Gujarat)
- ④ HIMCON Ltd (Himachal Pradesh)
- ⑤ TICOT (Tamilnadu)
- ⑥ Karnataka
- ⑦ madhya pradesh
- ⑧ maharashtra
- ⑨ west bengal
- ⑩ North India.

Function of TCO's



Functions @ TCO's



Q) How does small industries Development Bank of India (SIDBI) helps the MSME's?

SIDBI

→ SIDBI means Small Industries Development Bank of India.

→ It is developed on 2 April, 1990 under the act of Indian Parliament.

→ It is Principle finance Institution for promotion, financing, and development of the micro, small and interprise sectors.

→ The Business domain of SIDBI consist of MSME (micro, small and medium enterprises). which contribute significant to the national economy in terms of production employment and exports.

→ So MSME is Important Pillar of Indian economy as it contributes greatly to the growth of Indian economy.

→ The Head quarters located in Lucknow (UP)

Objectives of SIDBI

- ① Financing
- ② Promotion
- ③ Development
- ④ Co-ordination.

These objectives are implemented in MSME's sector.

① Financing :-

functions of SIDBI :-

- ① Provide Foreign currency loan
- ② Provide assistance to small scale entrepreneurship (give loans)
- ③ SIDBI refinancing:
 - i) Loans granted for new SSI Projects
 - ii) Loan Sanctioned by SIDBI to small road transport operation, small hospital, nursing home and to promote hotel & tourism related activities.
to develop them they will provide loans.

Mission:-

- The main motto is facilitating and strengthening the credit flow to MSME (micro small and medium enterprise).
- To SME the growth of the development of the economy in the any country that why we are most probably given to strengthening and facilitating the credit flow of MSME.
 - and also addressing both financial and development gaps in the MSME system.

Vision:-

- Emerging as a single window for meeting the financial and development related needs of the MSME's, for making it globally competitive and strong.
- Also making SIDBI a customer friendly institution.
 - Small Industries Development Bank of India (SIDBI) is the apex Regulatory Body in India for overall regulation and Licensing of micro finance institutions in India.

→ IT OF FED
→ It and its
→ Its P small sector.
→ SIDBI financial Supervision
→ Other NABARD
SIDBI industrial and non
also Pro
→ SIDBI Portal and
→ SIDBI in its development and

- IT COMERS UNDER THE MINISTRY OF FINANCE, GOVERNMENT OF INDIA
- It was established on 2 April 1990 and its head quarter is in Lucknow.
- It provides financial assistance to micro, small and medium enterprises (MSME) sector.

- SIDBI is one of the four all India financial institutions regulated and supervised by the Reserve bank of India.
- Other three India Exim Bank, NABARD and NHB

SIDBI provides loan assistance to Banks, industrial Banks, Rural development Banks and non Banking financial companies, also provide direct assistance to MSME's.

- SIDBI has launched the "Udyami Mitra" portal to improve accessibility of credit and Handholding service to MSME's.
- SIDBI supports the government of India in its initiatives and work related to development of MSME's, such as make in India and Startup India.

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UNIT-IV

① What are the thrust areas of Production management?

Production management refers to a group of operations that involves planning, coordinating, monitoring, administrating and Judgments about the inputs and outputs of a product process.

- Production management is one of the component of Business management.
- In contrast to department that specialize in other areas like marketing, distribution, delivery, accounting, and information management.
- It concentrates on the process of turning in takes and raw materials into the company's final goods.

Production management:-

Production management is the process of controlling a company's operations to provide the services and products it wants to produce.

- It comprise organizing, carrying out, and managing processes that transform raw resources into completed products and services.

→ The company calls for action goals related to costs, should be true to the

→ As a producer acquiring manpower in order to goods.

→ Produces between travellers

→ Produces executive resources

→ The company under the market meet be

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→ The company's production strategy, which calls for the use of certain technologies and the accomplishment of pre-existing established goals relating to manufacturing mixes, units, costs, quality, and production capabilities, should be successfully implemented, allowing to the production management.

→ As a result, it is possible to state that produce management is concerned with acquiring resources, such as management resource, manpower, capital, machinery, and so on, in order to create (or) produce completed goods.

→ Production management is the process between these two checkpoints (where travellers are stopped for inspection).

→ Production management is the control and execution of the process that converts raw resources in to finished goods.

→ The 6m's of Production management.

The 6m's of production management fall under the function of production management - men, machine, money, methods, material, and market. Which are used in an efforts to meet better customer expectation.

Production Production is the process which converts input in to output using process such as Planning, Controlling, Scheduling etc.

Production management:-

Production management deals with decision making related to production process so that the resulting goods (or) services are produced accordingly to specification, in the amount and by scheduled demand and minimum loss.

→ Production is nothing but transformation of raw materials in to finished goods.

Raw materials $\xrightarrow{\text{energy}}$ Finished Good

→ Production management deals with manufacturing of products which are tangible things (touch and feel) and Operations management deals with service which are intangible things (not touched).

Objectives of Production Management

- To produce right quantity
- To produce right quality
- At pre-determined time
- with pre-established manufacturing cost
- optimum utilization of various inputs (ex: labour)
- Customer satisfaction (needs)

Functions of production management:-

- Product Selection and design right design and select which is the customer requirement.
- Process Selection and Design.
- Facilities location (where we are having manufacturing product location (or) Business)
- Facility layout and material handling (Product layout different Process have and material handling Process layout only 1 process.)
- Capacity planning (related Output how much output we will produce products)
- Production planning (we have to plan (or) record).
- Production Control (we will control as per planning of production as it is going properly (or) not).
- Inventory Control. (related to stock what strategies to be used for reducing the cost of inventory). (the material waste if Q is more)
- Quality Control (customer want quality products at reasonable cost).
- Maintenance and Replacement (we need to maintain properly machinery, we have to replace machinery).
- Cost reduction and Control (we have to minimize cost of production).

② Write about Inventory Control ?

Inventory Control also called Stock Control

→ It is the process of managing a company's inventory levels.

→ Inventory control is important for your business so you can gain an inherent understanding of the purpose of inventory control.

→ Inventory control is a critical process for ensuring a company maintains the right amount of supply to meet customer demand and optimize financial performance.

→ Inventory control involves managing various aspects of inventory, including purchases, storage, shipping, and customer satisfaction.

→ Effective inventory control helps avoid problems like stockouts, minimizes profit component of overall inventory management.

→ Successful inventory control requires data from purchases, recording, shipping, warehousing, storage, receiving, customer satisfaction, loss prevention and turnover.

→ Inventory should app raw good

→ If there working materials unused

→ If there will not deliveries

→ Inventory of binding maintained and be aware of material quantities

→ It avoids understock objectives

- 1) It improves the timeliness of the process
- 2) maintains smooth and production
- 3) efficient utilization

Inventory Control?

called Stock Control

Managing a Company:

Important for your
in an inherent
use of inventory

Critical Process
maintaining the
to meet customer
financial performance

is managing
including
ing, and

helps avoid
minizes profit

and is a key
management.

requires data
processing, warehousing,

Satisfaction,

→ Inventory control practices and policies
should apply to more than just finished and
raw goods.

→ If there is an overstocking, then the
working capital will be blocked and the
materials may be spoiled, wasted (or) remain
unused.

→ If there is an understocking, then production
will not take place as per schedule, and
deliveries will be affected.

→ Inventory control is a scientific method
of finding how much stock should be
maintained to meet the production demands
and be able to provide the right type
of material at right time in the right
quantities to the departments.

→ It avoids problems like over and
understocking.

Objectives of inventory control:

- 1) It improves customer relations because of the timely delivery of goods and services.
- 2) Maintain right level inventory that ensures smooth and uninterrupted (continuous or constant) production.
- 3) Efficient utilization of working capital (Assets, Venture Capital, Stock Capital,
- 4) Forecasting for short term and long term stock.
- 5) Help to know Real-time inventory levels.

→) Inventory means goods you are handling for the purpose of selling for profit.

Example :-

- Raw material used in production.
- Finished goods (items ready for sale/distribution)
- Unfinished goods (goods which are in process)
- Stock of finished goods (to handle escalation in customer demands).
- Spares of critical equipment to ensure continuity of production.
- Inventory control is defined as the policy of maintaining company's stock at optimum level to meet customer demands with minimum inventory cost.
- Inventory control helps in continuity of supply during gluts (overload) and shortage (short supply).
- Inventory control maintains balance between out of stock and overstock.
- Maintain company's stock to meet customer demands.
- To minimize inventory costs (ordering cost, carrying cost, shortage cost).
- To ensure continuity of production and distribution.

Importance

- * It helps best sell items.
- It ensures items
- It ensures labour utilization.
- It helps to utilize space effectively.

Objectives

- minimize holding cost and exp.
- inventory investment
- minimize investment and exp.
- To protect business
- gain distinction

Importance of inventory Control:-

- It helps in achieve customer satisfaction.
- It helps to segregate (separate) best selling items and poor selling items. Increase the stock of best selling items, decrease the stock of poor selling items.
- It ensure (secure) cash flow.
- It secure better warehouse (store house) space utilization.
- It helps better human resource (employee & labour) utilization.

Objectives of inventory Control:-

- minimize inventory costs.
- inventory forecasting and optimization.
- minimize inventory wastage (out of date and expiry items).
- investment decisions (invest on best selling items)
- To protect against inflation (rising prices).
- gain discounts from bulk purchase.

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3) Explain about the different Inventory Controlling Techniques?

(a) what is inventory? why is inventory control important? Discuss some methods of inventory control?

The inventory controlling techniques mainly cost controlling techniques they are

- 1) ABC analysis
- 2) VED analysis
- 3) JIT analysis
- 4) EOQ analysis
- 5) HML analysis
- 6) SOS analysis.

1) ABC Analysis :-

ABC analysis is an inventory (stock) categorization technique. Thus, the inventory is grouped into 3 categories. [A, B, and C]

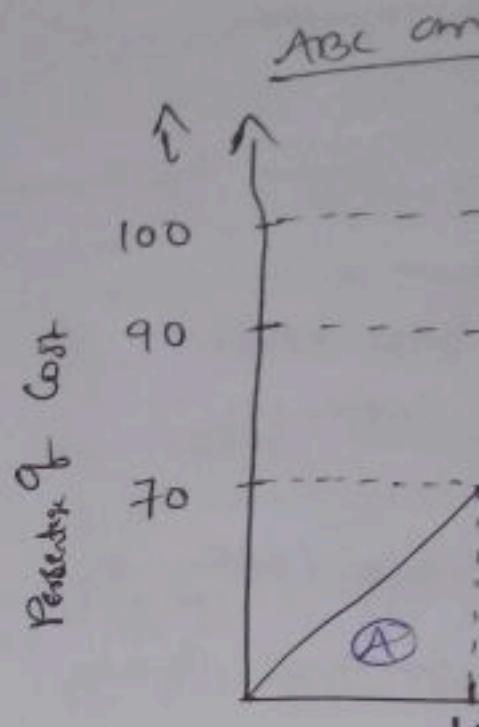
→ In order to estimate importance A item are very important for an organization.

Inventory :- (a) Stock

The systematic control and regulation of purchase storage and usage of materials,

In such a way so as to maintain an even flow of production and same time avoiding excess investment in inventory

- 1) Raw materials
- 2) warehouse
- 3) processing
- 4) final goods.



→ In ABC analysis

C. They are less expensive and final cost is low.

→ [A] Expenses.

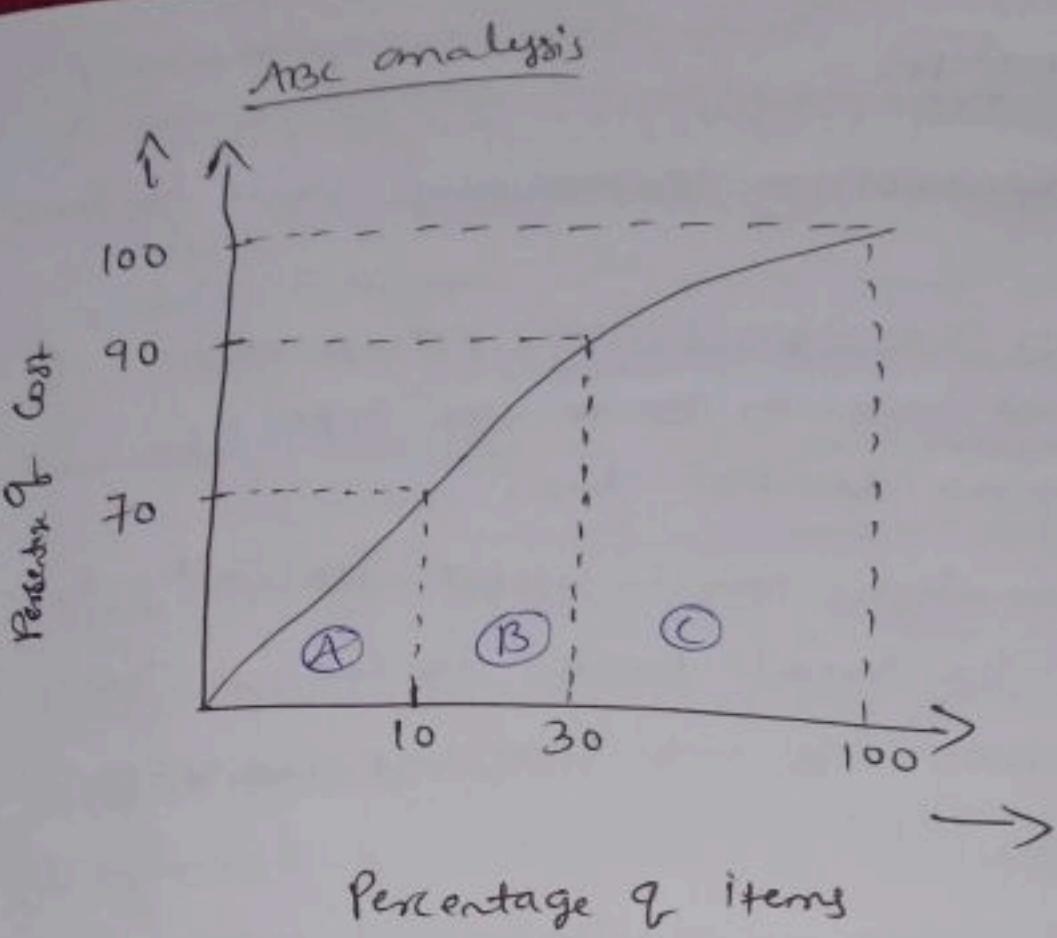
→ A class items

C class items are there, that is price is less than 100.

→ If you want then to do

many items like 10, 20 and 70.

→ for 30 engine cost
→ for producing 100



→ In ABC analysis 3 categories. A, B and C. They are Raw material, Processing and final good.

→ Expenses.

→ A class items 10, B class items 30, and C class items are 100 whatever items are there, that have some expenses. That is Percentage of cost is 70, 90, and 100.

→ If you want to produce any buy then to do produce that buy we will buy many items like engine 10 items (engines) can be and 70% is price or cost.

→ for 30 engines cost is 90 rs.
→ for producing 100 engines 100 rs.

② VED analysis:

- It is a cost controlling technique. how to control cost.
- In any manufacturing process main material cost is the main expenses, how do we control this.
- VED analysis much useful specially to control the small parts. to control those small parts so we can use the VED analysis.
- VED means V means Vital, vital means which is very & important or highly required. highly emergency without these small parts its not going to work out. the production will stop. the production can not continued. because because it is vitally needed.
- ex:- Bridge, machine, main part is compressor
- E means essential small parts. This is also very required, without this we can not run the production but how long few hours or a day. we can run four/tive hours.
- D means Desirable it is not that much required, we can do run production run a one week.
- They all called criticality of production.

3) JIT analysis

- JIT means
- (a) Just in time
- (b) Just in time
- when ever we want to order storing in storage spending a lot investment is also example :- for a cookie Rs at per
- (a) 2 lakh like that so we used
- Delivery of parts their use or demand
- Depends on the quantity we need
- Investment will be less
- Reduction in the cost without accepting

4) EOQ analysis:

- EOQ means economic order quantity
- If we are ordering less, less be shortage
- If we order more capital, so we waste material and

3) JIT analysis:-

JIT means Just in time analysis.

(a) Just in time inventory system.

(b) Just in time control system means.

→ whenever we want materials we don't want to order the materials in bulk and storing in godown and unnecessary spending a lot of money for storing and investment is already blocked.

example:- for material purpose we spent 1 Crore Rs at present we are using only 1/2 lack so we used useless

→ Delivery of purchased item is assured before their use (or) demand.

→ Depends on fluctuation of demand (less quantity we need so less demand).

→ Investment will reduced.

→ Reduction in the number of Suppliers without wasting time.

4) EOQ analysis:- To control material

EOQ means Economic order Quantity

→ If we are ordering materials, if materials are less, less we are ordering so there will be shortage.

→ If we order much then we are blocking the Capital, so wastes, there may be damage of material and expiry date.

→ so we are not supposed order less (or) more. it should be in between. moderate materials we need to order.

Total cost = total acquisition cost + total ordering cost + total carrying cost.

→ The quantity q_r material to be ordered at one time is known as EOQ.

$$q_r = \sqrt{\frac{2Co}{I}}$$

q_r = quantity to be order

C = consumption of the material concerned in ~~per~~ unit during a year.

O = cost of placing one order.

I = interest payment including variable cost of storing per unit per year.

5) HML analysis:-

HML analysis to control cost of material.

H means High cost, M means medium

cost and L means Low cost

H = Apple

M = Oppo

L = Samsung.

→ this type of analysis helps in exercising control at the ~~one~~ Point.

→ Proper authorization should be there for replacing a high value item.

6) SOS analysis

SOS mean analysis.

→ material nature.

→ seasonal.

→ Helps to know q_r of material.

→ agricultural.

4) what enable?

ref

technique

6) SOS analysis:

SOS means
analysis.

Seasonal and off-seasonal

- materials are categorized based on nature of supply.
- seasonal and off seasonal materials.
- Helps to manage Purchase and Storage of materials which are seasonal in nature
- agricultural inputs are example.

ii) What is ABC analysis? How does it enable better control of inventory?

refer 3rd question ABC analysis control technique

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UNIT - V

- ① Discuss in detail the salient features of Factories Act, 1948.

Factory:- Building where people use machinery and physical labour to produce goods

→ In 20th August, 1948 Passed by the Constituent Assembly in 1948.

From - 1st April 1949

→ Provide safe guard to health, safety and welfare of workers in the factory

→ risk means for workers the safety.

→ risky

→ working conditions for works done by workers will be very clean.

→ monitor by owners how the work is doing strict monitoring. 120 section.

→ In 1981 prohibition of employment of child under 7 years of age.

→ In 1891 Loopholes breaking

→ 1891 Safety provisions and like fire incidents, workers safety purpose we are taken this act.

→ In 1935 included the inspection and observation of the factory 20+ workers.

Objectives:-

→ To prevent long hours labours.

→ To provide healthy

→ To safe workers from accident

→ To ensure

→ To provide the course

Importance

→ Economic

→ Duty of

→ broad of the e

→ Aim:-

of wo

→ Prevention of employee

→ Prevented

Objectives:-

- To prevent human being from working long hours with bodily strain or manual labours.
- To provide the employees to work in healthy and hygienic conditions.
- To safe guard the workers from hazardous work and the prevention of accidents.
- To ensure annual leaves with wages.
- To provide women and child in the course of employment.

Importance :-

- Economic development.
- Duty of the state.
- Good health condition and safety of the employee.
- Aim:- To safe guard the interest of workers.
- Prevention in giving healthy working hours to employees.
- Provide for exploitation.

→ First Factories Act was passed in India in 1881.

→ Act provides for health and safety measures and

→ Primarily protected child labour in factories.

→ Due to inherent weakness and to keep pace with changing working day the act has been amended several times.

→ An entirely new act passed by the Constituent Assembly on 28th August, 1947 which came into force on 1st April, 1949.

→ Covers aspects regarding the factories, namely,

→ Approval

→ Licensing and registration of factory

→ The inspecting authority.

→ Health

→ Safety.

→ Working hours.

→ Employment of young and adult children

→ Annual leave and penalties

Object of the act

→ To regulate working conditions in factories.

→ To ensure that basic minimum requirement for safety, health, and welfare of factory workers are provided.

Scope of the Act

→ Extends to

→ Applicable any state excluded)

② Explain the main provisions of the act what are the provisions under the act about the S

act, 1948.

→ The word by the factory to include

whether a factory has 20 employees.

→ The act includes children to work hours and maximum hours from

→ The act bars from working

→ The difference between seasonal and non seasonal work by the act.

→ The act has registration

Scope of the Act:-

→ Extends to whole of India.

→ Applicable to all factories (Central Govt or any state government unless otherwise excluded)

② Explain the main provisions of industrial dispute act, 1947?

what are the provisions regarding employing women and child under the factory act 1948?

→ About the Salient features of the factories act, 1948.

→ The word "factory" has been expanded by the factories (amendment) act of 1976

to include contract labour when determining whether a factory has a minimum of 10 or 20 employees.

→ The act increased the minimum age for children to work in workplace from 12 to 14 hours and reduced their daily working hours from 5 to 4 and a half.

→ The act ban women and children from working in factory 7pm to 6am.

→ The difference between a seasonal and a non seasonal factory has been stop by the act.

→ The act has provisions (delivery) for factory registration and licensing.

→ factories act is approved 1948. and it came applicable 11/1/1949.

→ decision taken approved by State government control.

→ applicable for whole of India. but 1st come in kashmir.

→ factory means for 10 or more workers workers with aid & power (or) last 12 months with power.

→ 20 (or) more workers without power

→ Hazardous process special care it is applicable in Schedule I.

→ manufacturing process means making, working, cleaning, pumping, book binding, cold storage, and construction.

→ Power of inspector do inspection they do, enter, seize anything, copy documents, examine measurement etc.

→ 3 Provisions (Protect)

1) Health Provision

2) Safety Provision

3) Welfare Provision

→ Health Provision → Daily sweeping (clean), cleaning floor (once in a week) walls repainted (5 years once).

→ 14.2 cubic meter space for every worker.

→ 250 workers (or) more than not weather + cold weather

drinking water (or) more than not weather + cold weather 10

→ drinking water
→ ventilation, light
→ A toilets, ashtray

→ Safety Provision

→ women and young
to clean machine

→ striking gears

→ women, children

→ lifts, Hoist end

→ lifting machine,
12 months.

→ electric lights
without safety.

→ 1000 (or) more u

→ fire & excess

→ welfare Provision:

→ for 150 workers

aid box (detox)

→ for 500 (or)

ambulance and

→ for 250 (or) more

Canteen facilities

→ 150 (or) more u

room, launch 800

→ for 30 workers

trained women

→ for 500 (or) more

→ working hours

- Drinking water written in worker language.
- Ventilation, lighting.
- A Toilets, artificial humidity diction.
- Safety Provision:-

- women and young persons not allowed to clean machine.
- striking gear in every room.
- women, children can't work in cotton open.
- lifts, Hoist examined once in 6 months.
- lifting machine, chains, ropes examined 12 monthly.
- electric lights & 240 volt not allowed without safety.
- 1000 (or) more workers Safety Officer.
- fire & excessive weights, lifting & welfare provision:-

- for 150 workers should have 1 first aid box (detol, cotton)
- for 500 (or) more workers their may ambulance and room.
- for 250 (or) more workers their may canteen facilities.
- 150 (or) more workers there may rest room, lunch rooms.
- for 30 workers Room (or) (trained women) child up to 6 year
- for 500 (or) more workers → welfare Officer.
- working facilities

Working hours:-

- adults:- 48 hours → 12th Holiday →
1st day at Sunday.
- workers not allowed to work more than
9 hours, it overtime so double money.
rest & hold hour after 45 hours.
- women, 6AM to 7 PM relaxation up
to 5AM to 10PM any change in shift
after weekly holiday.
- children = only 4.5 hours a day
female child → 8 AM to 7PM.

3) Explain about employee State Insurance (ESI) act 1948?

Applicable
→ ESI was applicable whole of India.
for every factory but it is not applicable
for seasonal factory.

Object:-

maximum labour welfare through in case
of maternity (Pregnancy) and injury.

Not applicable:-

factory which are not established under government
similar benefit provided.

→ Employee- Any person employed who are
following principles of factory.

Employee no.

Any member
air force,
employee not include

Seasonal factory

Any factory
ground nut
rubber are
7 months in
notification.

wages:-

All remuneration
strike, loc

wages not incl

Proud and
travel, Reimk

Insurable em

All employees
this act a
mines wo

Indian novel
by government.

→ exceed w
government

1 holiday →

work more than double money.

5 hours.

declaration up
age in shift

by

= Insurance?

Or India.

not applicable

in case

government

no one

Employee not included:-

Any member of Indian Naval, military air force, if they are Central Government employees not included.

→ Seasonal factories :-

Any factory engaged in, cotton, Jute, ground nut, coffee, tea, Sugarcane, rubber are many which is not by 7 months in a year Central Government notification.

wages:-

All remuneration paid in cash authorized leave, strike, lock out etc

wages not included:-

Paid and fund by employer, leave travel, Reimbursement gratuity expense.

Insurable employee:-

All employees in factories established where this act applies, but not applicable for mines workers, railway running shed,

Indian naval, air force. exceed wages given by government.

→ Exceed wages like band is given by government.

Contribution:-

- for employee's contribution 1.75% of wage.
 → employer's contribution 4.75% of wage
 → If contribution ~~is~~ is not paid on time
 then 12%. Interest paid by employer.
 → employee average daily wages 100.

disability
 loss of earn
 and tempo
 member
 wage av
 wage

ESI Contribution:-

- Employer → employee contribution will not
 on time.
 → higher rate of interest to be given by bank.
 → Principle employer rule. Punish.

ESI Court

Benefits:-

medical benefit :- includes like expense of
 treatment medicine, hospital.
 available insured person and his family.

If above
 can be

sicknes benefit :- includes must certified by
 medical practitioner must paid in cash if
~~20 years~~ 2 years than 80%, available
 only insured person up to 91%. days to
 % of wage.

→ The i

→ un em
 q wa
 Shram'

maternity benefit :- includes miscarriage, sick
 in pregnancy illegal abortion not
 allowed, available only for 3 months.

→ ESI
 Provide

→ under

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teligram**

Disability benefit :- include
loss of earnings, capacity may be permanent
and temporary in death 10000 to elderly
member.

wage and availability is 90% of
wage given.

ESI Court :- include

State government court constituting ESI
court, ESI court for dispute claim
under this act.

→ Court has no power of ESI for civil
court.

If above benefits not their means then they
can file case.

→ The insured person

→ Unemployment allowance given 50%
of wage up to 1 year in Rajiv Gandhi
Shramik Kalyan Yojna.

→ Account of ESI Corporation are
audited annual by comptroller and
auditor general of India.

→ ESI run by Government of India,
Provide insurance scheme for employees.

→ Under ESI

→ more than 2 coroys of employee

→ more than 7+5 more family members.

→ More than 150 hospitals.

→ more than 15,000 dispensaries.

→ Applicable :-
mostly whole & indicate.

Types of Industry :-

- All shops
- establishments.
- factoring

Number of employee

10 and more than 10 employees even for 1 day in financial year

Benefits :-

Employee :-

- Sickness
 - Maternity
 - Unemployment
 - Death
 - Disablement
- } free treatment
Incentive.
and Partial wages

Employer :-

Work related Accident Disablement etc.

Covered by ESI, employer can focus on work business.

Number of employees :-

Even if employee strength less than 10 covered under ESI

1) Explain Part

How is the working day
employee b

→ The term
Payment

→ every m
it any
money co
bonous to

→ Company
amount

→ like in
workers.

→ for bon

→

Applicable

The Payment
to every
act 1948

→ and eve
② more
during an
application

Explain Payment Bonus Act, 1965?

(or)

How is the calculation made for the number of working days in an accounting year of an employee for payment of bonus.

- The term "bonus" is not defined in the Payment or bonus act 1965.
- every month we will get salary, but if any company got huge amount of money (or) profit then company give bonus to employees.
- Company will provide bonus (or) additional amount + salary. to employees.
- like in textile company give bonus to workers.
- for bonus don't have definition.
-

Applicable of the act :-

The Payment of bonus act, 1965 applies to every factory as defined under the factories act 1948.

- And every establishment in which twenty (or) more persons are employed on any day during an accounting year, then bonus is applicable.

→ Government may, after giving two month notification in the Official Gazette, make the act applicable to any factory or establishment employing less than 20 but not than 10 persons.

→ not applies to institutions (chamber of commerce, institutions)

Act is not apply to certain class of employees.

→ not apply to Reserve bank Corporation & payment of bonus

→ Section 32 of the act provides that the act will not apply to following classes of employees (sub-clause).

→ the act applies to other establish more workers

→ who are working in some life insurance corporation of India they won't get bonus.

→ The payment for a min

→ for shipping Person they won't get bonus.

Bonus:-
→ The bonus to an employee towards the

→ for fisherman not applicable bonus.

→ The basic is to share amongst

→ not applicable for employees employed by an establishment engaged in any industry called on by (or) under authority of any department of central government (or) a State government (or) local authority.

Payment of Bonus

→ not applicable for employees employed by the Indian Red Cross Society. (or) any other institution of a like nature including in Bradley, universities, and other educational institutions.

→ The Payment and establishment Persons

not applies to institution like including hospital, chamber of commerce and social welfare institutions)

→ not applying to employees employed by the Reserve bank of India, Industrial Finance Corporation of India.

Payment of Bonus Act :- 1965:-

→ The act applies to all factories and every other establishments, which employs twenty or more workmen.

→ The Payment of Bonus Act, 1965 provides for a minimum bonus of 8.33 Percent of wages.

Bonus:-

→ The bonus is a reward that is paid to an employee for his work dedication towards the organization.

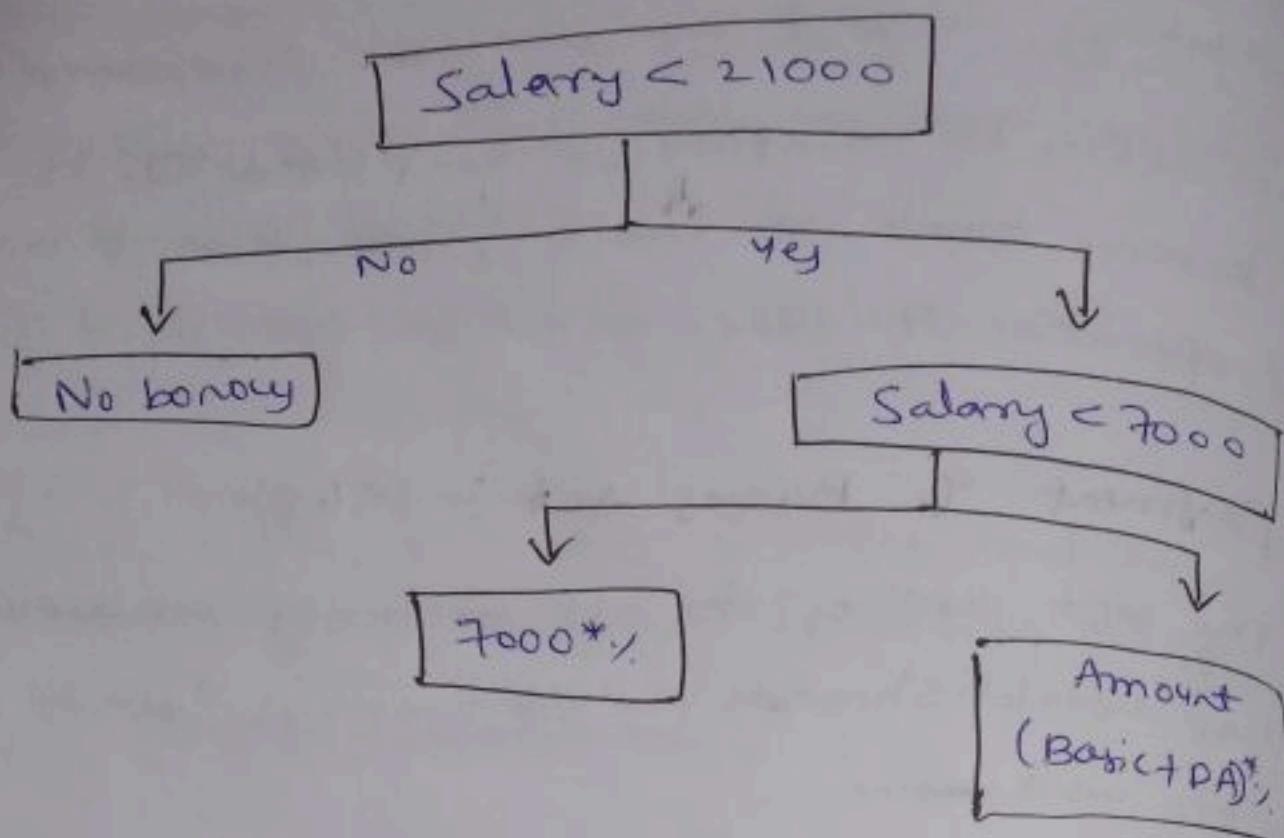
→ The basic objective to give the bonus is to share the profit earned by the organization amongst the employees and staff members.

Payment of Bonus Act:-

In India, there is a principle law relating to the procedure of payment of bonus to the employee and that law is named as Payment of Bonus Act, 1965.

→ The Payment of Bonus Act applies to every factory and establishment which employs not less than 20 persons on any day during the accounting year.

Payment of bonus & applicability and Bonus calculation



Note:-

minimum bonus = 8.33%.

maximum bonus = 20%.

Example for calculation of bonus:-

~~No Bonus~~

→ If the salary of the employee is less than or equal to Rs 7000

→ then that employee gets bonus.

→ No Bonus:-

If basic salary of the employee is higher than Rs 21000

→ There is no bonus applicable to employees having a basic salary of more than 21000.

5) What are taken taken

welfare i:

various services

for their

→ welfare m
fringe ben

Types of

① statutor

② voluntar

① Statutory

medical car

benifits ,

② Voluntary

with in

Washroom

water faci

→ out side

provide n

house facili

→ Some of the
includes :-

→ factories Ac

→ maternity

→

licability and

5) What are the various welfare measures taken under Indian Factories Act?

welfare is a comprehensive term including various services, facilities provided to employees for their betterment.

→ welfare measures are also known as fringe benefits and service

Types of welfare :-

① Statutory

② Voluntary

① Statutory :- it is a social security include medical care, old age pension, maternity benefits, accident benefits.

② Voluntary :-

within factory Premises like provide washroom, rest shelters, canteen, drinking water facility, Uniform, shirts,

→ outside the factory premises like they provide medical facilities, educational facilities, house facility, leaves, Holidays, transport,

→ Some of the employee welfare laws in India include:-

→ Factories Act 1948

→ Maternity Benefit Act, 1961

→ Employee State Insurance Act, 1948

→ Employee Provident Fund Scheme, 1952

The Statutory Welfare benefit Scheme, include the following provisions:-

1) Drinking water:- At all the working place safe & hygienic drinking water should be provided.

2) facilities for sitting:- In every organization especially factories, suitable seating arrangement are to be provided.

3) First aid appliances:-

→ First aid appliances are to be provided and should be readily assemble so that in case of any minor accident, initial medication can be provided to the needed employee.

4) Latrine and urinaly:-

A sufficient number of latrine and urinals are to be provided in the office and factory premises and are also to be maintained in a neat and clean condition.

5) Canteen facilities,

(Cafeteria or) Canteen are to be provided by the employer so as to provide hygienic and nutritious food to the employees.

6) Lighting:

Proper and sufficient lights are to be provided for employees so that they can work safely during the night shift.

7) washing place

adequate wash basin for the workers

8) changing place

changing room to change and office also provides clothes and

9) Rest Room

adequate rest room for workers with wash basin

10) maternity

The maternity employment maternity

→ therefore for care her children establishment

→ Women em

→ The maternity has increased leave available 12 weeks

(g) washing places:-

Adequate washing places such as bathrooms, wash basin with tap to be provided to the workers.

(h) changing places:- Adequate (enough or sufficient) changing rooms are to be provided for workers to change their clothes in the factory area or office premises, adequate lockers are also provided to the workers to keep their coats and belongings.

(i) Rest Rooms:-

Adequate (sufficient) number of bathrooms and resources are provided to the workers with provisions of water supply, wash basin, toilets, bathrooms etc.

(j) maternity leave:-

The Maternity Benefit Act 1961 protects the employment of women being during the time of maternity and entitles her "maternity benefit".

→ Therefore full paid absence from work - to take care her child, the act is applicable to all establishments employing 10 or more.

→ Women employed for

→ The Maternity Benefit Amendment Act (2017) has increased the duration of Paid Maternity leave available for women employees from the earlier 12 weeks to 26 weeks.

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→ maternity leave of 12 weeks as available to mother adopting a child below the age of 3 months from the date of adoption.

12) creche facility:

The maternity benefit amendment Act makes creche facility mandatory for every establishment employing 50 (or) more employees.

- Women employees would be permitted to visit the creche 4 times the day.
- The creche facility can be availed to keep children up to the age of 6 years.
- Trained women to handle and to take care of the children must be employed by the organization.

The non-statutory welfare benefit scheme include the following provision:-

1) Personal Health care:

Some of the companies provide the facility for extensive health check up. Some of them also provide medical facilities. They have tie ups with hospitals (or) reimburse medical expenses in case of hospitalization.

2) Flexi time:— The main objective of the flexi-time policy is to provide opportunity to employee to work with flexible working schedule. Flexible work schedule are initiated by employees and ---

... approved
business communi-
employee Person

3) Employee Assistance

Various assistance external counsellors members of the counseling on var-

4) medi - claim

This insurance provides coverage of em- hospitalization

Injury or pregn-

5) staff quarters

Some organiza- with Staff Quarters in cities

quarters are time of travel.

6) Subsidized Canteen

Subsidized Canteen available to the em-

7) Educational facilities

Educational facilities literacy rate he- efficiency at the

approved by management to meet business commitment while supporting employee personal life needs.

3) Employee Assistance Programs:-

Various assistance programs are arranged like external counseling service so that employees or members of their immediate family can get counseling on various matters.

4) Medi-Claim Insurance Scheme:-

This insurance scheme provides adequate insurance coverage of employee for expenses related to hospitalization due to illness, disease, or

Injury or pregnancy.

5) Staff Quarters:-

Some organizations provide their employees with Staff Quarters, purchasing or renting a house in cities is costly, further if the quarters are near the work place, it saves time of travel.

6) Subsidized Canteen:- Some organization provide subsidized canteen facilities. Quality food is made available to the employee at concessional rates.

7) Educational facilities:- organization may provide educational facilities to their workers. improved literacy rate help them to improve their efficiency at the work place.