**LITERATURE REVIEW:**

**Kulkarni Kiran**, Director of MCED, Aurangabad, has written a book “Jagar Udyojaktecha”. The book has contained five sections and various chapters on entrepreneurship development. These sections have mainly described thinking, policies, activities, technology and new vision. The book is totally developed to vision, mission strategies as well as various activities of MCED to promote entrepreneurship at various levels in systematic manner. In this book at the end of the last chapter the author has rightly observed that “this institute is working since last 23 years in the field of entrepreneurship development. It is also assisting for HRD activities in various relevant fields. It has created a trust and confidence in the field of entrepreneurship and it has established its image as an quality organization of excellence in the field of entrepreneurship.” These ideas are very much useful for understanding bright future of the organization.

**Lakshmi S.** has written a book “Innovations in Education”. The book is very much useful for training and orientation of entrepreneurship. The book has contained 9 chapters such as innovations, meaning and principles, emergence of school culture, and religious setting, innovations from educational experiments, psychological factors, effect of religion, culture and social factors, national trends in educated innovations, towards community improvement, educational technology etc. These are some important aspects in the work. The author has finally pointed that “One of the most common involves nothing more than the solving of computational and logical problems. The students employ the computer only as a computational device for problems assigned by the teacher.” Such comments are useful for this study.

**Jadhav Tukarm** has edited an annual report “Maharashtra 2013”, which contained a special chapter on Industries. The report has 10 chapters on various fields such as land, people, agriculture, education, rural development etc. In the chapter of Industries, it has been pointed that “In tune with 1991 Central Government Policy, Maharashtra State has also changed its policies. The small and micro industries require assurance through finance as a well as training.” The details and data in this book are useful for this research work.
Rassekh S. G. Vaideanu have written a book “The Contents of Education”. In this book there are 9 chapter covering various aspects such as population, socio economic change, cultural changes, work problems, towards new content and study of the future. About content development it has been pointed that “The option of the authorities seems fully justified, however, in promoting this form of organization of content and learning they perhaps rely too much on the virtues of educational technology.” These ideas are useful for entrepreneurship training

Khanka S.S. has written a book “Entrepreneurial Development” which contained 35 chapters and six sections covering various areas such as perspective, SSI and support system, management dimensions, future development and case studies. About futures development it has been pointed that “Though small sector has made an impressive growth in terms of units, production, employment and exports, yet its growth in export is particularly impressive over the period.” This remark is quite important and useful to understand the improvement of MCED work.

Flynn Nancy has written a book “The e-policy”. In this book there are six parts and 21 chapters. The major parts are assessing E risk, 3 insurance policy effective e policy, e working policy on line policy, e policy needs. In this book there are very useful insights to look at current conditions. The author has observed that “The size of your e policy team will depend on the size of organization, the scope of electronic exposures, and willingness to commit financial and human resources to e risk management. For most organizations, the e policy team will be made up of some or all the senior professionals.” The MCED has rightly followed this policy.

Mittal R.K. has written a book on “Entrepreneurial Management”. This book has contained 16 chapters, which cover different aspects on entrepreneurship, leadership, risk taking, decision making etc. There is a special chapter on training, which is useful for the present study. The author has rightly observed that “The training manager became a specialist after World War II, turning increasingly to the knowledge base provided him by the behavioral science.” These insights have proved useful for the present work.

Yewale Arun, Sudhdane Chhaya, and Choudhari Arvind, have written a book “Entrepreneurship Development” (Marathi). The book contained 8 chapter. The last chapter has covered about various agencies of entrepreneurship and there is a special chapter on entrepreneurship development agencies in the state. The author has pointed that “Every new entrepreneur requires training and guidance in the initial stage.” In this chapter there are more than five agencies described here. MCED
is one of these agencies. Hence this book has been useful for the present work.

**Hattangadi Vidya** has written a book “Entrepreneurship” which contained 9 chapters. About new opportunities it has been pointed that “The key to India’s success, however, shall be quality. In our endeavor to boost exports, India may be confronted with two issues, viz., genuine quality issues and pseudo quality issues.” This insight has provided new directions for this work.

**Bansal C.L.** has written a book “Entrepreneurship and social business management”, which is a significant contribution. It has included 23 chapters starting from introductory framework and energy with financial support. About training benefits there is a special chapter. In this chapter the author has observed that “The educational experience helps an individual to derive useful hints for improving his perception of self and to reinforce his self confidence.” This can provide a new approach to study MCED’s role.

**Hisrich Robert D., Peters Michael P. and Spepherd Dean A.** have written a book “Entrepreneurship”. The book has contained 17 chapters. The book being international edition has proved very much useful for the present work. In the last chapter there is a new approach to look beyond management perspective. It has been observed that The MCED can development management course through its training programs.

**Lokhandwala Abbas and Shaikh Anwar** have written a book “Business Entrepreneurship”. There are 9 chapters in this book. In the last chapter the author has observed that “In developing countries small enterprises started with the groups of traditional small business set up by sole proprietors in retail trade, service and consumer industries. However, with changes in the socio economic environment, such entrepreneurs have been confronted with the choice of either remaining as they are or being swept out of the market competition or making necessary changes and innovations so as to continue the survive.” This has been useful to understand the role of MCED in new angle.

**Bhattacharya S.** has written a book “Management Effectiveness”. There are ten chapters in the book. Regarding management for change it has been observed that “If the change is beyond the resilience of the organization, then, as has been stated earlier, it can be handled by an unstructured organization.” Communication is one of the important concepts in training.

**McGrath E.H.** has written a book “Basic Managerial Skills for All”. In the said book the author has rightly observed that “Persons who achieve, generally have a special way of thinking. They constantly think of their goals, and why they are important to them.” Such insights are useful for development in Indian MCED’s role can be examined on these lines.
Rao S.B.'s book “Management” provides a new perspective to look at. There are 6 chapters in the book. The author has pointed that “Manager development is a generic term for methods of developing competence and performance of individual manager.” MCED is playing a key role in developing their managers.

Koontz Harold and Weihrich Heinz have written a book “Essentials of Management” There are seven parts and 22 chapters. These scholars have observed that “Managing requires the creation and maintenance of an environment in which individuals work together in groups toward the accomplishment of common objectives.” Such aversions are most useful for the present work.

Tripathi P.C. and Reddy P.N. have written a book “Principles of Management”. In this book there are 20 chapters. The authors have pointed that “Bennis defines organization development as a complex educational strategy intended to change the beliefs, attitudes values and structure of organizations, so that they can better adapt to new technologies, markets and challenges.” The role of MCED has became effective in this direction.

Volkov M.I. has edited a “Dictionary of Political Economy”. There is a note on capital which includes human capital. It has been stated that “Capital is self expanding value or value which begets surplus value as a result of the exploitation of wage labor. It expresses the socio production relations between main classes of bourgeois society – the capitalists and the wage workers. Karl Marx gave an in depth analysis of this category of the political economy of capitalism.” Like money, and finance human resource are also capital and they require training.

Dastane Santosh has written a annual report entitled “Maharashtra 2012”. It has contained 18 chapters and there is a special chapter on Industrial Development, in which it has been stated that as per new industrial policy state is sharing for ISO certification/training. MCED’s role has become effective in this way.

Govt. of India published a annual report through I and B Ministry “India 2013” There are 32 chapters in the book. There is a special chapter on industries. It has been rightly pointed that “India started her quest for industrial development after independence in 1947. The Industrial Policy Resolution of 1948 marked the beginning of the evolution of the Indian Industrial Policy.” This Repot is useful for understanding current status of industrial training.

Govt of Maharashtra published “Human Development annual Report 2002” which is very useful report regarding human resource development in the state. The report has contained 9 chapters and 8 appendixes. In all these aspects, human development is a pre-requisite base. In the last chapter of
the report it has been observed that the labor requires physical strength, skills and good health which can enhance human capacities. These ideas are useful for understanding MCED’s role in promoting entrepreneurship.

**Misra R.P.** has edited a book “Rural industrialization in the Third World Countries”. The book has contained 13 articles. In this book B.K.Sharma has written article on the topic “Rural industrialization in India”. In the said article there is a significant aspect of training infrastructure. About such training institutions it has been observed that “The establishment of suitable infrastructure is the sine qua non for the inculcation of skills. Already there exists a large network of 831 industrial training institutes, 305 polytechnics, 230 technical colleges/engineering colleges, institutes of technology, 37 Krishi Vigyan Kendras besides small industries service institutes, prototype development and training centers, tool rooms, common facilities centers, training cum production centers, regional training centers under the various ministries.” MCED is also one of such training agencies functioning on state level.

**Murthy M.R.** has written a book “Human behavior and personality disorders” which contained 9 chapters. In this book different aspects of human personality have been discussed. In entrepreneurship development personality is an important factor. In this connection, Murthy has observed that “Moral responsibility does not always advance, but frequently conflicts with plans for personal aggrandizement.” Thus the moral and spiritual aspect is also important in imparting training for entrepreneurs.

**Pavithran A.K.** has written a book “The Beacon of one world”. The book has contained 9 articles. The book is a philosophical base of understanding of new world. In this book it has been observed that “Devotion to the divinity and service to man, are the twin values that religion reveals. They are joint and inseparable and they coexist.” These universal values appeal in the new world. While developing work culture this aspect is significant.

**Mitra Debamitra** edited a book “Human Resource Management A Changing Paradigm”. The book contained 15 articles on different aspects of human resource development. Udayan Sen’s article on “Managing Today’s talent to deliver tomorrow’s strategy” is significant. In this article it has been pointed that “Attracting, developing, motivating and retaining the most talented people with the right mix of skills and experience is a strategic priority in most organizations.” The role of MCED has become relevant here.

**Patil V.T.** has written a book “Quality Assurance in Higher Education”. This book has contained 4 chapters and 8 appendixes. In this book Dr. Patil has argued that “Philosophy and methodology of
semester system can play a very positive role in qualitative societal transformation.” The new evaluation patterns are helping to examine the quality process.

Sehgal M.K. edited a book “Corporate Governance and Restructuring of Industries”. The book contains new approach to industrial development. The book has contained 5 sections and different articles. In the last article it has been pointed that “A probe is characterized by unusual attempts to gain access to system or to discover information about the system.” This new concepts have been examined here.

Sharma S.K.’s book “Rural Sociology” contained 18 chapters. In this book different issues in the rural sociology have been examined. About the process of culturalism it has been pointed that culturalism tries to bridge the gap between different social groups to overcome development barriers. Training is also a part of culture development. Hence this book is useful for the present work.

Kulkarni M.G. has written a book “Problems of Tribal Development”. This book has contained 9 chapters. In the last chapter the problems and solutions it has been observed by the author that “All along coordination among the various departments on the one hand and among various aspects of development of the area as well as of the people is hinted at. As to how best it can be achieved is beyond the scope of this study although it has thrown some light on it.” Training can also play a vital role in this regard to bring tribal in the main stream of development.

Gaur K.D. has edited a book “Dynamics of Rural Development”. It contained 17 articles. There is a special article on women development. In this article it has been observed that “It may be concluded that the last four decades have been packed with series of events concerning the development of women and children. There is requisite constitutional provisions, policy framework, action programs and political will to improve the lot of women and children commitment and a sense of compassion on the part of DWCRA functionaries will definitely pave way to a new and promising rural India where women and children will find their rightful place in society.” The women’s empowerment can help to improve their standard of living.

Singh K.K. has edited a book “Farmers in the Management of Irrigation System”. There are 15 articles on various aspects of the problem. A. Jacob’s article on “People’s participation” is an important one in which he has rightly observed that “The policy of water allocation and water use planning in a project should be decided in consultation with POs.” Such awareness must be made through MCED’s training programs.

Mathur B.L. has edited a book “Masterpieces of Management Thoughts” Vol.II. There are 15 articles
in Volume II. All these articles are relevant to HR development. It has been pointed that “Process of manpower planning is one of the most crucial complex and continuous managerial functions which embraces organizational development, management development and career planning.” Thus this book is useful for getting new insights.