

Training & Development initiatives for Entrepreneurship Promotion by TGB-RSETI: An Analysis from State Level Bankers Committee Database

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Abstract

Rural Self Employment Training Institutes (RSETIs) functions as a structural framework for skill development & entrepreneurship development training laid down by Ministry of Rural Development, Government of India in the year 2009. The concept of RSETI is bagged from the RUDSETIs (Rural Development & Self Employment Training Institutes), the brain child of Dr. D. Veerendra Heggade. RSETIs have 65 approved courses as per National Skill Qualification Framework (NSQF) under which they offer different types of Entrepreneurship Development Programme (EDP). All the programmes are short term residential training with 2 (two) years hand holding support. State Level Bankers Committee data revealed that through the RSETI training, huge number of unemployed youths started their own enterprise with or without bank finance and also getting the scopes of Self-employment. This particular study took a humble effort to publicize the role of TGB-RSETI in Tripura in respect to unemployment reduction through entrepreneurship development. The entire study is based on secondary data (2009-10 to 2022-23) retrieved from SBLC, Tripura website data.

Keywords: RSETI. Entrepreneurship. Wage Employment. Bank credit. Settlement. SLBC.



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1 Introduction

As per 108th SLBC agenda notes, the RSETI promoted by Tripura Gramin Bank (TGB) was the first RSETI opened in West Tripura district in the month of February, 2009, subsequently, another RSETI opened at Undivided South Tripura (Now, RSETI Gomati) by United Bank of India (Now Punjab National Bank) in the month of March, 2009 & on January 2011, UBI (Now Punjab National Bank) RSETI got opened in Dhalai district. The State Bank of India (SBI) opened RSETI in undivided North Tripura District in September 2011. Further, RUDSETI was opened at Undivided West Tripura sponsored by SDME Trust, Syndicate Bank & Canara Bank as

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per unanimous decision of Rural Development Department, Govt. of Tripura as a Nodal RSETI in the State. As per decision of 103rd SLBC in 2013, these five RSETIs were entrusted with the responsibility to take newly created districts as an additional operational area. Therefore, RUDSETI, Agartala was allotted with additional district Khowai, PNB-RSETI (Gomati) was entrusted with additional district South Tripura, SBI-RSETI (Unakoti) took North Tripura district as an additional operational area. The present study is a critical analysis of State Level Bankers Committee (SLBC) database on Performance of Tripura Gramin Bank led RSETI. The SLBC, Tripura database disclosed the fact that all the RSETIs in the State have been favoured with land for setting up their own campus but none of the RSETIs except RUDSETI Agartala have their own campus and thus running in a congested working space.

Training is an important tool to change the attitude and behavior of the individual or groups in attaining perfection in works through acquiring necessary knowledge and skill. Training, in fact develop the attributes among individual to achieve their life goals. RSETI trainings in actual giving vibrant effort in bringing dynamic changes in the lives of thousands of unemployed youths in the country. The prime focus of RSETIs is to Orient, motivate, train and nurture the candidates to inculcate entrepreneurial attributes for settlement in terms of self-employment or wage employment. State Level Bankers Committee (SLBC) data evident that RSETI trainings significantly contributes towards creation of employment by the trained masses.

RSETI type institutes are supposed to be very useful platform to get ready the unemployed segments with proper training and forward linkage and thereby initiate the process of connecting the trained people with the banks for availing easy finance. The unique training model of RSETIs can also increase the financial literacy level of the trained masses so that the target people make them fit for availing Bank loan for self-employment activities, its expansion and growth. Proper guidance and monitoring of business venture up to 2 years is undoubtedly an encouraging effort of the RSETIs which not only giving identity to the unemployed youths, women but also establishing a high end status of the RSETIs in mainstreaming the socially backward sections of Indian society.

1.1 Objectives of the study

- To identify trend of participation of women in RSETI Training.
- To explore the performance of RSETIs in respect to Settlement of Trained candidates.
- To estimate the caste-wise participation of different communities in RSETI trainings
- To explore the trend of participation of the BPL Candidates.

1.2 Research Questions

- What is the participation ratio of females in TGB-RSETI Training?
- How the Bank linkage support of RSETIs benefits the socially weaker Sections?
- Whether RSETI trainings are independent of Economic status of the trained candidates?
- What is the means of settlement of trained candidates in RSETI?
- Whether overall performance of TGB- RSETI explicating the process of Social Inclusion?

2 Literature Review

S. Chatterjee and Venkata Madhusudan Rao's (2016) claimed that RSETI / RUDSETIs in India provides right type training to the unemployed youths in opting right type of self-employment venture with access to Bank loan and with own investment. The authors uttered that the

advantage of RSETI training is that interested Candidates who deserves a bank loan for setting up own venture can get Bank loans after training at RSETIs. The authors referred the two success stories of RSETI trained candidates.

Patil's (2022) stated that RSETIs play an important role in imparting entrepreneurial skills and knowledge to the unemployed youths especially utmost focus of RSETI is on empowering women. As such maximum beneficiaries of RSETI are women belonging to rural poor/BPL families and SHG members. The authors highlighted a high range settlement of RSETI trained candidates in terms of Self Employment cumulative (80.91percent) and credit linkage (50.18 percent) in a BOI_RSETI, Kolhapur, Maharashtra, India.

Gogoi and Gogoi's (2022) in their study "Policies of Livelihood Generation in Assam: The Problems and Prospects of Accessibility" stated that RSETIs are providing different types of Entrepreneurship Development Programme (EDP) right from Agri-allied to product EDP, Process EDP and General EDP. The advantage of RSETI training Certificate is that it is recognized by all the Banks in the Country that undoubtedly a strong support to the trained candidates in availing Bank loans from any banks for set up of self-employment ventures or livelihood generation activities.

Bhat and Sarala's (2021) emphasized on performance evaluation of Entrepreneurship Development Training Institutes specially the RSETIs in functional mode in India as the authors thought that entrepreneurship is not just imparting the theoretical perspective but it also encompasses the spirit of acquiring adequate skills, knowledge and motivation to be translated in practical for venture creation.

Niamathulla and Kumar's (2022) mentioned that RSETIs providing various training programmes in India through which unemployed are getting the path of self-employment through undergoing various training offered by the RSETIs. Rajkumar C Samudhra; et al., 2019 highlighted the effort of RSETIs in India in regard to their training programmes in different trades, settlement and Bank linkage support to trained candidates as a part of hand holding in post training phase. The authors highlighted that RSETI training inspire the young mind in opting entrepreneurship as a career.

Srivastava, Devi, and Srivastava's (2018) stated that RSETIs play a key role in imbibing entrepreneurial attributes among unemployed youths through various training courses in the RSETIs so that unemployed youths can get the opportunity to take entry into job market and to create their own self-employment venture.

Jagannathan's (1995) noted in a study of RSETI, Ludhiana district, that RSETI training giving confidence among the unemployed youths to take income generation activities after obtaining necessary knowledge and skills for business operation from the EDP training imparted by RSETI. Rathi's (2019) acknowledged that RSETI EDP training have good impact in increasing financial literacy among the unemployed youths and trainees get basic business skills to operate their own business venture. Moreover, the author added that RSETI training have exclusive effect in developing entrepreneurial intentions among the unemployed youths through creation of awareness and skill building practices.

"Settlement of Entrepreneurs: An Endeavour of RSETI" Datrika and Chatterjee's (2016) mentioned about the typical training Infrastructure of RSETIs, various training courses with unified course curriculum and funding support by the Ministry of Rural Development, Govt. of India. The authors Pointed out that RSETI play a vivacious role in increasing settlement of Trained candidates through hand holding support in terms support for availing Bank loan and to start own self-employment venture. Both the organized and unorganized workforce attends RSETI training, acquiring skills needed for self-Employment as well as wage employment and

get settled in their life. Although Okr glicka, Mittal, and Navickas's (2023) pointed out that women entrepreneurs are at risk of getting bank finance in MSME sector enterprise and the author stressed on breaking the gender bias that literatures on RSETI training is an evident that women can easily be bank linked through RSETI training and that will enlighten their entrepreneurial stability.

In the Book "Gender equality and the environment: Key pathwasys to sustainable development" R. Chatterjee et al.'s (2023) discussed how women are neglected while pursuing for venture capital in case Prime Minister Employment Generation Programme (PMEGP), the attitude of banks towards financing to the women entrepreneurs specially the women who belongs to socially and economically backward sections .The authors also highlighted the social exclusion within the excluded groups due to existing discriminating practices in distributing financial resources under PMEGP scheme .From the study it is quite visible women are usually deprived due to male dominated social order and thus RSETIs open up a good opportunity for the women to stay connected with RSETIs , get trained and avail a bank loan with support from the Institutes .

In the study "Entrepreneurial finance through Swavalamban Scheme and the Participation of Socially excluded groups in Tripura" R. Chatterjee et al.'s (2023) highlighted that women are discriminated while applying for a bank loan or obtaining a bank loan. The authors mentioned tremendous discriminating practices faced by the women entrepreneurs for entrepreneurial finance. In this context, the training methodology and forwarded linkages assured by the RSETIs are in fact very much encouraging for women entrepreneurs to set up a run any self-employment ventures with the hand holding support of RSETIs.

In the study, Factors influencing Social Inclusion of Women: A Study on Entrepreneurial Support System in Tripura Bansal's (2023) and R. Chatterjee et al.'s (2023) illustrated the importance of skill development & Entrepreneurship Training in developing entrepreneurial behavior and culture among the unemployed segments specially the women community. In this context, the role of RSETI in imparting EDP training to the budding entrepreneurs factually supports the backward class people to take entry into entrepreneurship field.

In maximum of the scholarly articles, the authors basically expressed their remarks on basis of Annual reports of RSETIs, review of a few success stories and used secondary data sources like the web page of National Academy of RUDSETI (NAR) , National Centre for Excellence of RSETIs (NACER), Web page of National Institute of Rural Development & Panchayati Raj (NIRD & PR)-RSETIs etc. but none of the study has an elaborate review of RSETI performance at state level based on State Level Bankers Committee(SLBC) Report and thus the present study strikes on elaborate review of SLBC data since opening of Tripura Gramin Bank led RSETI, Sepahijala district. To ensure social benefit of training of the RSETIs, multi-level cross examination of data is important so as to identify the obstacles and to rejuvenate a strong training Eco-system in the country.

3 Research Methodology

To fulfill the research purpose, only secondary data source is used to get performance of Tripura Gramin Bank led RSETI based on State Level Bankers Committee (SLBC), Tripura Agenda notes and proceedings (2008-09 to 2022-23). Training & Infrastructure data (MIS data) collected from RSETI Director and got basic information about the Institute. In addition, the websites of the controlling agencies like National Academy of RUDSETI (NAR), National Centre for Excellence of RSETIs (NACER), RSETI-NIRD web page and scholarly written articles on RSETIs across the country were reviewed for fulfilling the research needs. On basis of SLBC data, TGB-RSETI has been chosen for the study as it is the first RSETI in Tripura state.

Table 1. Extracts of State Level Bankers Committee Data, Tripura

TGB -RSETI		Gender			Weaker sections				EC		STC	
Year	TB	Male	Female	Total	SC	ST	OBC	Min	APL	BPL	WOBF	WBF
2008-09	1	11	5	16	4	4	2	1	0	16	0	16
2009-10	9	73	174	247	32	110	51	8	0	247	12	235
2010-11	1	0	23	23	4	1	8	0	0	23	0	23
2011-12	10	33	250	283	70	43	37	13	0	283	0	194
2012-13	4	5	135	140	52	7	30	16	0	140	0	100
2013-14	3	12	88	100	8	46	16	14	0	100	0	22
2014-15	23	122	679	801	143	178	255	98	173	628	40	459
2015-16	29	362	422	784	122	324	182	87	498	286	519	222
2016-17	27	252	513	765	130	299	167	84	267	498	205	203
2017-18	22	212	307	519	70	161	117	107	202	317	125	234
2018-19	13	148	216	364	107	87	83	24	96	206	220	202
2019-20	13	149	251	400	84	100	124	38	120	280	94	143
2020-21	10	72	155	227	52	50	64	22	0	14	0	14
2021-22	17	80	311	391	131	99	73	35	115	276	141	143
2022-23	21	88	516	604	196	154	183	18	231	373	192	239
Total	203	1619	4045	5664	1205	1663	1392	565	1702	3687	1548	2449

Source: SLBC,Tripura database (2008-09 to 2022-23) retrieved from <https://slbctripura.pnbindia.in/>

Abb:TB: Training Batch, EC: Economic Category, STC: Settlement of Trained Candidates SE: Self Employed, WOBF – Without Bank Finance, WBF – With Bank Finance, WE- Wage Employed, TGB – Tripura Gramin Bank, SLBC – State Level bankers Committee, BPL – Below Poverty Line, APL- Above Poverty Line, Settlement – Settlement of Trained Candidates at any point of time within 2 years from the date of completion of Training.

4 Result Discussion

Table 1 is an evidence of performance of the Tripura Gramin Bank sponsored Rural Self-Employment Training Institute (TGB-RSETI) since, it was opened in Tripura state. Data extracted from State Level Bankers Committee (SLBC), Tripura suggest that since the launching of 1st RSETI (TGB-RSETI) is one of the best performers in imparting training to the unemployed youth of Tripura. Training provided mostly to the intending candidates from women community, SC, ST, OBC, and Minority people. TGB –RSETI facilitated the BPL on priority basis considering the criteria of Ministry of Rural Development Government of India to impart training to 70 percent BPL Candidates.

The data received from TGB- RSETI regarding infrastructural condition of the RSETI suggest that the Institute functioning in a much-bunged premise although they are performing well in regard to skill development & Entrepreneurship promotion in the state (see table 2).

Settlement of Trained Candidates within 2 years from the date of completion of training is one of the key mandates for RSETIs prescribed by the Ministry of Rural Development (MoRD), Government of India. RSETIs to achieve 70 percent settlement with 50 percent credit linkage in consecutive two years so as to bag good grade in MoRD, GoI grading exercise. Settlement counts down linked with number of training programmes organized within 2 years and number of settlements took place within the two years. Settlement may be reported from the current year trained candidates or it may include from any batches organized in last 2 years. Table 3 reveals that SLBC, Tripura report revealed that TGB –RSETI placed a good record of settlement with

Table 2. Availability of basic Infrastructure at TGB –RSETI

Infrastructure	Availability	Status
Class Room	02	Congested
Dormitory	0	Not available
Guest Room	01	Insufficient
Computer Lab	0	Not available
Separate office Room	01	Congested
Cabin for Director	01	Congested
Separate washroom	02	Dilapidated condition
Library	0	Not available
Separate Room for Faculty	01	Congested
No. of Faculty	02	Contractual
No. of Office Assistant	01	Contractual
No. of Attendant	01	Insufficient
Broadband connection	01	Satisfactory
Training Equipment	1:4	Not for all programmes
Certified DST & EDP Trainers	Available	On hiring basis
Workshop	01	Insufficient
Grant from MORD	Yes	Sanctioned & partly released
LCD Projector	01	Satisfactory
White Board	02	Satisfactory
Smart Board	0	Not available
MoRD Grading Received	AA	Very Good
Allotment of land by the State Govt.	Yes	Satisfactory
Functioning at	In an Old Building	Since 2013

Source: Director, TGB-RSETI (2020-21)

Table 3. Settlement of Trained Candidates in 15 years

Settlement	No. of Candidates Settled	% of Settlement
Total Settled with Bank Finance	2449	61.27
Total Settled without Bank Finance	1548	38.73
Total Settlement	3997	100

Source: SLBC, Tripura Agenda Notes (2008-09 to 2022-23)

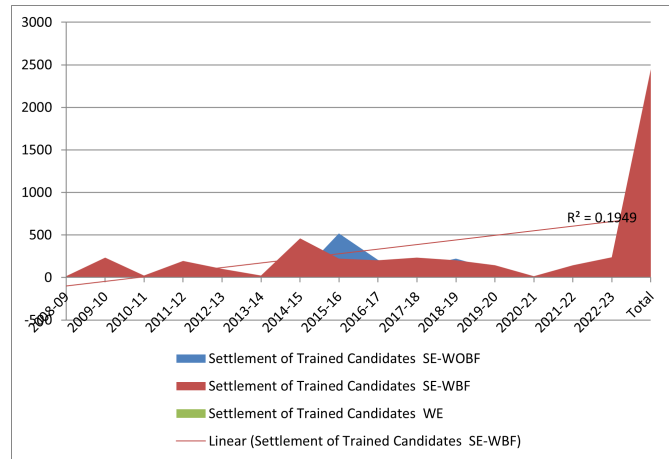


Figure 1. Settlements of Trained Candidates without Bank Finance (WOBF) & With Bank Finance (WBF)

bank finance (61.27 percent) average for 15 years and settlement without bank finance is reported only 38.73 percent. The overall settlement exhibited in Figure 1.

Integrating the socially backward class people into the mainstream development process through rigorous training and capacity building initiative is one of the important goals of Ministry of Rural Development and thus the MoRD focused on covering the rural poor – the SC, ST, OBC and Minorities. SLBC, Tripura data reflects that out of total trained candidates from 2008-09 to 2022-23, Tripura Gramin Bank led RSETI has trained 22.36 percent Scheduled caste candidates, 30.86 percent Scheduled Tribe, 25.83 percent Other Backward community aspirants ,10.48 percent minority community trainees and 10.47 percent General category Candidates for which detailed depicted in Figure 2.

Table 5 shows the relation between RSETI Training & Gender since it has started operation

Table 4. Social Category wise participation TGB_RSETI Training

Social Category	Candidates	% to total
SC Trained	1205	22.36
ST Trained	1663	30.86
OBC Trained	1392	25.83
Minority Trained	565	10.48
General	564	10.47
Total Trained	5389	100

Source: SLBC, Tripura (2008-09 to 2022-23)

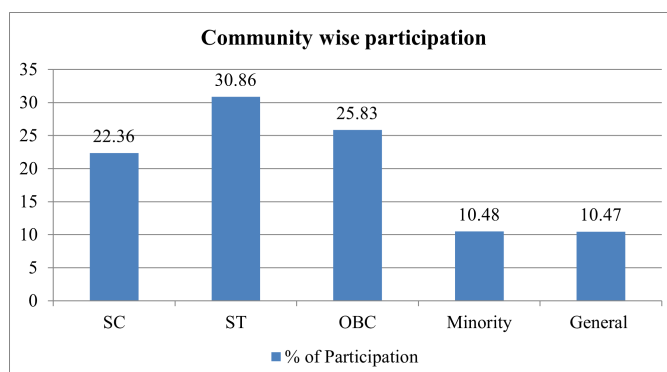


Figure 2. Community wise Participation Trend in Training

Table 5. Gender & TGB-RSETI Training

Year	Male	Female	Total	Percentage of Female
2008-09	11	5	16	31.25
2009-10	73	174	247	70.45
2010-11	0	23	23	100
2011-12	33	250	283	88.34
2012-13	5	135	140	96.43
2013-14	12	88	100	88
2014-15	122	679	801	84.77
2015-16	362	422	784	53.83
2016-17	252	513	765	67.06
2017-18	212	307	519	59.15
2018-19	148	216	364	59.34
2019-20	149	251	400	62.75
2020-21	72	155	227	68.28
2021-22	80	311	391	79.54
2022-23	88	516	604	85.43
Total	1619	4045	5664	71.42

Source: SLBC Tripura (2008-09 to 2022-23)

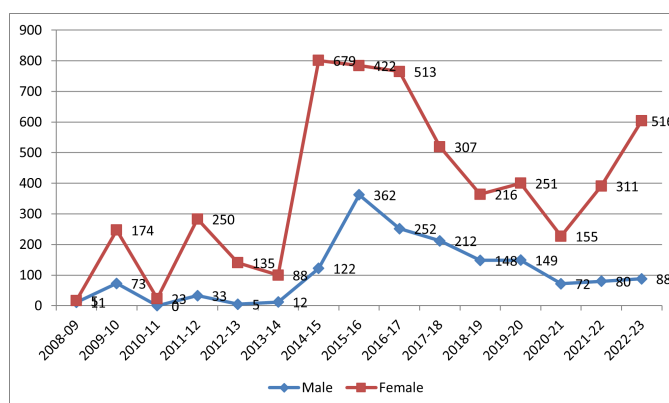


Figure 3. Gender & RSETI Trainings

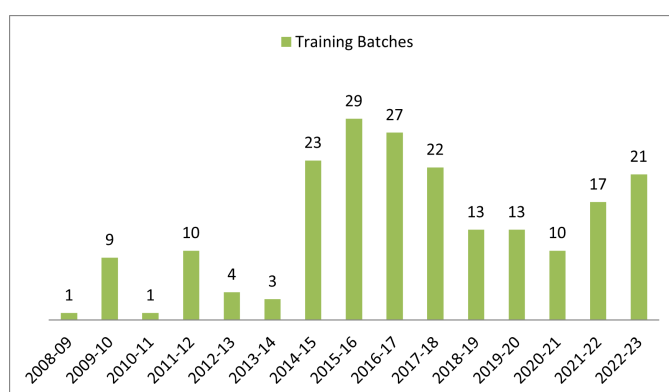


Figure 4. Number of Training Batches conducted

in 2008-09. Data demonstrated that in each year except 2008-09, Females occupied a larger space in RSETI Training Programmes in comparison to Males. Maximum representation (100 Percent) of females exposed in 2010-11 followed by 96.43 percent in 2012-13, 88.34 Percent in 2011-12, 88 percent female representation found in 2013-14 and 84.77 percent in 2014-15 respectively. So, the SLBC, Tripura data exposed a significantly higher representation of females in TGB-RSETI which is no doubt influencing the social Inclusion agenda of Indian Government. Details of Gender wise representation trend in past 15 years (2008-09 to 2022-23) exhibited in Figure 3.

Figure 4 demonstrated that there are ups and downs in organizing training programmes by the RSETI from 2008-09 to 2022-23 but figure exhibited high trend of conducting training programmes for Self-employment and Entrepreneurship promotion from 2014-15 to 2017-18 and 2022-23 respectively

Figure 5 shows that the participation of Below Poverty Line (BPL) Candidates is exceedingly higher than that of candidates with living Above Poverty Line (APL) only except 2015-16. The participation of BPL candidates mostly found to be in top position and highest in financial year 2014-15.

5 Major Findings

- i Although the RSETI has trained maximum 100 percent female candidates out of their total training target and the average representation of females in RSETI training are 71.42 in last 15 years.

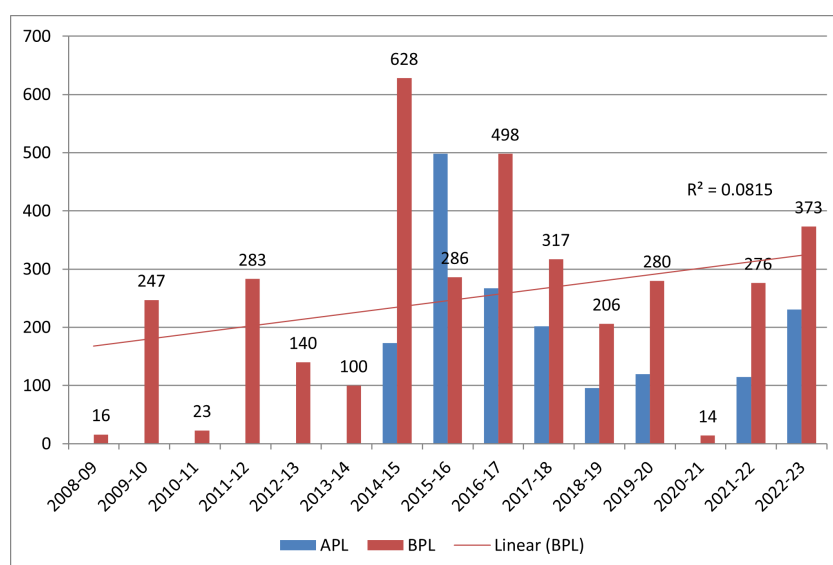


Figure 5. Economic Category wise participation Trend of Trainees

- ii Except 2015-16, representation of BPL Candidates found to be higher than the APL in each of the year.
- iii There is a tendency of increased training target year by year.
- iv SC, ST and OBCs took maximum advantage of RSETI training in comparison to Minority (10.48 percent) and General category Candidates (10.47 percent).
- v Average settlement rate with bank finance found to be 61.27 percent in last 15 years.
- vi Infrastructural condition of TGB-RSETI is not up to the mark
- vii Achieved good grade during MoRD, Govt. of India Annual Grading Exercise.
- viii Internal data of RSETI suggests that the Institute functioning in a very congested infrastructure and very limited human resources although they have huge training target being induced from the controlling agencies.
- ix All the staff found to be contractual and shouldering higher responsibility at multiple level in order to achieve the induced training targets.
- x There are inconsistency of training equipment in relation to the approved training Courses.
- xi SLBC Report is an evident that RSETIs contributing a lot for development of entrepreneurship through training and extensive support for bank linkage of the trained candidates.

6 Conclusion

The findings of the study are bearing evidence of positive efforts of the Institutions like Tripura Gramin Bank RSETI in regard to skill development and entrepreneurship promotion activities in Tripura State. RSETIs are supported by both Central and state Government in respect to reimbursement of Training costs through State Rural Livelihood Missions and other Govt. organization which sponsor various training programmes to the RSETIs. The active functioning of Government supported agencies like RSETI in respect to entrepreneurship development would

open up the path of self-reliance for the unemployed sections of the state. The Average Bank linkage ratio is 61.27 percent in case of TGB-RSETI which look amazing. A substantial flood of settlement within the time line of 2008-09 to 2022-23 implies that out of total trained candidates of RSETI, on an average 61.27 percent candidates availed bank loan from different banks soon after completion of the trainings at RSETIs or within 2 years of completion of trainings at RSETI. This is the exclusiveness of RSETI training that will undoubtedly buffer higher participation of unemployed youths/ SHG Members /Women to join RSETI training, thereby acquire adequate Knowledge and skills on business operation and ultimately avail financial capital from Banks.

SLBC data highlighted higher representation of Women, SC, ST, OBC, Minorities and BPL Category people in RSETI training which reflects a positive motion in the path of unemployment reduction and poverty alleviation process that will expedite the process of Social Inclusion in the State.

However, to justify the healthy settlement rate with Bank finance of the RSETI Trained Candidates, a in-depth analysis needs to be critically implemented with stakeholders in regard to the proof of settlement uploaded in MIS, Photos of candidates settlement (own Finance), genuineness of candidates signature in Follow up card, frequency of follow up, means of follow up and evidence collected etc. By the way, maximum trained candidates of RSETIs are found to be the SHG members of State Rural Livelihood Mission (SRLM) / National Urban Livelihood Mission (NULM) who may be favoured loan from SHG/Federation/VOs/CLF/Micro Finance Institutes /private Banks etc. prior to training at RSETIs in the respective districts but may be subject settlement during training at RSETIs that may gear up the process of Bank linkage of RSETIs in India. Incorporation of Social Audit Practices for Batch wise settlement of RSETIs trained candidates may be the way out in achieving grand success in the path of skill development & Entrepreneurship landscape in India.

7 Scope of the Study

The study depicts the performance of foregoing 15 (fifteen) year's performance of TGB –RSETI that may open up the scope of evaluating the performance of various Bank sponsored RSETI across the country on basis of SLBC database of other states and will be a strong base for field level evaluation on the impact of RSETIs in regard to unemployment mitigation through self-employment with and without Bank finance as well as Wage Employment creation perspectives.

8 Limitation of the Study

This particular study is focused only on training & forward linkage provided by TGB-RSETI and its functioning at Sepahijala district of Tripura encompassing its performance in undivided West Tripura district too, for the time period 2008-09 to 2022-23.

The study on measuring the performance of RSETIs on basis of panel data of State Level Bankers Committee (SLBC), Tripura is very much exclusive of its kind because there is no such study on RSETIs role in Entrepreneurship promotion in Tripura which includes a review of last 15 years performance of Tripura Gramin Bank (TGB) led RSETI. This study will have positive impact on society as it would generate mass awareness among the unemployed youths regarding various facilities offered by the RSETIs at grass-root level. Moreover, due to increased awareness, the tendency of participation in various vocational training courses shall be enhanced and that would factually motivate the weaker section to take part in training courses and get benefited through bank loan support for self-employment.

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