

## AN EMPIRICAL ANALYSIS ON THE IMPORTANCE OF NETWORK LEARNING, INTERNSHIPS, AND ENTREPRENEURSHIP TRAINING PROGRAM IN UTTAR PRADESH

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### ABSTRACT

This research aims to determine whether entrepreneurial potential is a mediating factor in the relationship between networking learning, internships, entrepreneurship training, and startup performance. This study employed a quantitative study design. This study had 230 graduate and postgraduate students who were aspiring young entrepreneurs. Purposeful sampling was the sample technique used. The data in this study were analysed using SMARTPLS software and the Partial Least Square (PLS) method. Through the development of a portion of their entrepreneurial talents, networking, entrepreneurship training, and internships all have a big positive impact on startup performance. The field of entrepreneurship in start-up enterprises is enhanced by this study. In order to motivate aspiring business owners, it also provides insight into the entrepreneurial spirit of the millennial age. :Prospective scholars and youthful entrepreneurs must comprehend the factors that impact startup achievement to formulate regulations that are grounded in the present circumstances necessary for the establishment of a high-calibre business.. According to the research, the questionnaire in this study was closed, allowing each respondent to only answer questions that met the predetermined criteria. Every respondent might be able to complete the questionnaire without considering the actual situation. Moreover, the study's replies were limited solely by the quantity of participants who fulfilled the sample prerequisites. Only the independent and mediating factors were examined in this study. We did not look into any other elements that might have an impact on starting performance.

**Keywords:** Entrepreneurship Skills, Training, Internships, Network-Based Learning, and Startup Performance

### INTRODUCTION

According to the 2011 census, Uttar Pradesh has a population of 20.08 crore. The large population provides enormous market opportunities for enterprises. According to the 2001 census, 52.10% of the population was between the ages of 15 and 60, with 40.83% aged 0 to 15. A sizable section of the population in 2021 is young and aspires to a high standard of living. They have the capacity to fulfil their objectives, resulting in increased demand and consumption. Uttar Pradesh has a large population and a high number of working-age people, therefore there is plenty of potential for new business development. Young people are more willing to take chances and be imaginative, which lays the groundwork for the formation of businesses. The Uttar Pradesh government may steer the potential of young entrepreneurs into company establishment by developing their abilities.

Numerous Uttar Pradesh cities, such as Varanasi, Lucknow, Noida, Prayagraj, Agra, and Gorakhpur, have risen to become significant educational hubs. These cities may serve as a springboard for young people to enhance their entrepreneurial skills by providing a variety of training programmes and courses on how to start a business. The Uttar Pradesh government acknowledged and emphasised the need of launching entrepreneurship and innovation development courses at higher education institutions. Many prestigious academic institutions and digital centres may provide talented young people to businesses.

The contribution of the aspiring young entrepreneurs or millennial generation to nation-building is becoming more and more important. Because of their open-mindedness, millennials may lead change and become innovators instead of just followers.

Adhering to current trends yet still having the ability to produce novel ideas for society. Becoming an entrepreneur requires not just the availability of finance, technology, markets, and innovation, but also a deeply established mindset, attitude, and behaviour that characterises a successful entrepreneur. It is not something that can be developed quickly or easily, but it must be implanted and understood from an early age so that when one graduates from college, he or she has the confidence to call oneself an entrepreneur. Drawing on the aforementioned, the writers address students in an effort to inspire them to pursue careers as young entrepreneurs (Yi, 2017).

Independent entrepreneurship under the "Freedom of Learning, Independent Campus" (MBKM) programme can be employed in the MSME internship sector to realise graduates who possess mental independence as entrepreneurs. Appropriate entrepreneurial learning scenarios necessitate certain methods, facilities, tactics, and models.

Students who are still weak in motivation are given the opportunity to enhance their self-reliance through internships. In order to achieve mental empowerment—that is, greater drive, moral integrity, and mental independence—the internship model is also employed as a strategy model, with its components being doing, empowering, enabling, and evaluating (Ramdani, 2020).

The fact that students do tasks in MSMEs directly makes internship activities more scrutinised. After spending 70 hours in the field, students are required to directly conduct business plan proposals as their final result. Because they involve many field supervisors and mentors from MSME partners, internship activities can be used as a community service study. Students should have a stronger sense of enthusiasm and entrepreneurship after participating in this MSME internship programme. Anjum (2020) argues that internships are essential for students as they provide opportunities to enhance their knowledge, abilities, and relationships.

Furthermore, students that take part in entrepreneurial training benefit from it. Training plays a significant role in actors' desire to pursue an entrepreneurial career (Firdaus & Hashanah, 2018). As the entrepreneurial spirit grows, there is a greater chance for every individual to become an entrepreneur, which has the potential to create jobs (Ramadhanti et al., 2022). As a result, entrepreneurship training will create chances for the development of high-caliber startup businesses and will also help these businesses perform better.

Training in entrepreneurship has also been deemed essential to the development of the economy.

This especially applies to developing nations, whose economies deal with high rates of unemployment and poverty. The development of the creative industry, especially in

Indonesia, is increasingly prevalent and continues to rise, and along with these advances, the need for human resources is increasing (Handani et al., 2016).

The capacity to identify and assess business prospects, as well as to maximise resources, take measured risks, and take action to guarantee a business's success, are all considered aspects of entrepreneurship. Company strategy training is another aspect of coaching. With adequate planning, organisations may identify internal and external elements, create and implement suitable company plans, and meet their financial goals. This definition states that studying entrepreneurship is not only for gifted people but is open to everybody who has the desire to do so (Trabskaia & Mets, 2021). Not much study has been done before on startup performance. Research findings indicated that corporate intelligence capability affected networking learning, innovation, and performance (Caseiro & Coelho, 2019a). The practical significance of startup performance was revealed by (Le Trinh, 2019)'s research findings. A proper legal policy must be in place at the time a new firm is founded in order for it to be sustainable. Additionally, the government is in favour of this endeavour and is prepared to assist in boosting the viability of new ventures. This makes the research useful in understanding the variables affecting startup performance. This study aims to investigate and evaluate the following: (1) How entrepreneurship skills are impacted by internships (2) How entrepreneur capability is impacted by entrepreneurship training. (3) How network learning influences entrepreneur capability. (4) How internships effect startup performance. (5) How startup performance is impacted by entrepreneurship training. (6) The impact of network learning on initial performance (7) How entrepreneur competence affects startup performance. (8) If entrepreneur capability modulates the impacts of entrepreneurship training, network learning, and internships on startup performance.

## **LITERATURE REVIEW AND HYPOTHESES DEVELOPMENT**

### **Start-up Performance**

Developing entrepreneurial abilities and supporting firms at the regional level are two other goals of the Startup India initiative. For startups, metro cities provide superior amenities than tier 2 and tier 3 locations. In order to reach the goal, the programme works with the state government to unlock the untapped potential of young people living in smaller cities.

The Government of Uttar Pradesh has been working hard to help entrepreneurs and create an environment that encourages their growth, all in line with the Central Government's goal. UP is now one of India's top three startup-friendly states as a result of this (Business Standard, October 14, 2020).

To lower the obstacles to entrance and growth for businesses, the Uttar Pradesh government has developed the Startup Policy 2020 and the UP Startup Fund. The government of India inaugurated the UP Startup Fund on May 20, 2020, when it gave the Small Industries Development Bank of India, which would oversee the fund, its first instalment of Rs. 15 crore (The Economic Times, May 20, 2020). In addition to this fund, the UP Angel Network was founded to support green business ventures and provide financial support.

With exceptional success, the new UP startup policy 2020 has been implemented. The number of startups has increased at an unprecedented rate: from 200 in 2017 to 3406 in 2021, a rise of about 1700%. With bases in around 73 state districts, the new firms were founded with a focus on information technology, health, education, public services, agriculture, and textiles. There are 1154, 533, and 500 startups in each of the three major cities of Noida, Ghaziabad, and Lucknow, correspondingly. Eighteen incubators are striving to offer advice, capital, and support to help entrepreneurs launch their businesses. The state has seen a

significant increase in employment thanks to startups, with 10,000 people finding direct work and 12,000 finding indirect work (The Times of India, Jan 3, 2021)

## **Internship**

In general, an internship is another word for an apprenticeship, a job training program organised by institutions and organisations. This programme provides instruction in the workplace (Lutfia & Rahadi, 2020). Benefits include skill development and networking opportunities in the workplace. An internship might last anything from one week to a year. Interns are often paid voluntarily, however some organisations offer stipends. Internship programmes aim to assist individuals master skills through employment positions at the internship location. Joining the programme allows individuals to prepare for real-world job (Nelloh, 2017).

## **Entrepreneurship Training**

Entrepreneurship is the application of creativity and ingenuity to solve issues. Entrepreneurship is the study of how individuals overcome obstacles and take risks to pursue possibilities (Klongthong et al., 2020). Bayangkara (2022) defines entrepreneurship as the attitudes, behaviours, and procedures utilised by entrepreneurs to establish, operate, and expand their businesses while capitalising on opportunities that come daily. Marsoit et al. (2017) define training as purposeful activities taken by experts to improve participants' work skills and promote organisational effectiveness and productivity.

## **Network Learning**

Network learning involves establishing learning connections and partnerships with others. In network learning, learning takes place on a larger scale. Additionally, the learning process might get varied knowledge from several sources. The network learning system offers benefits such as assisting others, exchanging ideas, and building self-confidence (Guo et al., 2019).

Learning new skills provides firms with valuable knowledge for success, survival, and growth. Large firms often have the capacity to generate much of the information used in innovation (Suciningati & Raharjo, 2019).

## **Entrepreneur Capability**

Entrepreneurs drive innovation, change, new regulations, and inventive ideas. Entrepreneurs require inventive and imaginative thinking while exploring company chances. Entrepreneurs can create innovative products (Nikitina et al., 2020).

According to this definition, an entrepreneur's talent or competence includes discovering opportunities by improving awareness of the external world, as well as generating and elaborating prospects for feasible business concepts (Sukmawati et al., 2020). Organisational entrepreneurial aptitude is an essential term for new businesses seeking a competitive edge, particularly in quickly changing circumstances. Entrepreneurial capability is also seen to be a function of awareness. In general, an internship is synonymous with an apprenticeship, which is a type of job training coordinated by an institution and a firm. Individuals can obtain a variety of work-related coaching through the programme (Yaakob et al., 2018). Benefits include a larger range of capabilities and professional networking opportunities. In addition, the term "internship" refers to a brief internship lasting between one week and one year. Typically, participants in this activity are paid voluntarily; however, some organisations and corporations reward apprentice participants with personal funds. The internship program's goal is to help an individual master a skill or knowledge gained via his internship assignment.

The remainder of the individual can be equipped for the actual world of job (Nelloh, 2017). The utilisation of data and digital competences distinguishes startups from traditional MSMEs, despite the fact that both constitute entrepreneurial activity. Furthermore, internships can help to shape a company's organisational culture, allowing it to hire skilled graduates in the future. The availability of a company's perks promotes growth by recruiting prospective employees with skills that are aligned with the vision and goal. Furthermore, the internship will encourage the younger generation to become entrepreneurs.

### **H1: Internship has a positive and significant effect on entrepreneurial capability.**

Entrepreneurship education provides insight into the benefits and importance of entrepreneurship (Tusyanah et al., 2020). As a consequence, there are three reasons why entrepreneurship training and entrepreneurial intention are linked: 1) Education may socialise individuals into entrepreneurial activity, 2) Entrepreneurship education provides information on how to establish a successful corporate endeavour, and 3) Entrepreneurship education assists students in researching and identifying new company opportunities (Kang et al., 2021). With the younger generation's tremendous entrepreneurial potential, entrepreneurship training will generate chances for the formation of new high-quality firms (Krongthong et al., 2020). Nikitina et al. (2020) found that entrepreneurship training significantly improved entrepreneur competence.

### **H2: Entrepreneurship training has a positive and significant effect on entrepreneurial capability**

Networking learning involves building relationships and connections with others. Networking learning occurs on a broader scale. Furthermore, the learning process promotes the acquisition of different knowledge from several sources. Networked learning provides benefits such as mutual aid, idea sharing, and enhanced confidence (Guo et al., 2019).

Acquiring new capabilities improves a company's competitiveness, endurance, and expansion potential. Large firms often have the capacity to create extensive innovation expertise internally (Park & Ahn, 2020).

Entrepreneurs with a large network are more likely to locate business opportunities, whereas those without a network face greater challenges (Mugiono et al., 2020). Having a broad network makes it easier to start and grow as an entrepreneur.

### **H3: Networking learning has a positive and significant effect on entrepreneurial capability.**

Companies should establish a performance measuring system that considers all stakeholders' demands. Measuring performance helps companies assess progress and identify areas for improvement (Chatterji et al., 2019). Internships provide millennials and students with valuable work experience, accelerating their transition to the workforce and teaching them how to find jobs that align with their talents and interests. The internship programme will assist the organisation by attracting prospective personnel who can enhance its performance. Research (Nelloh, 2017) indicates that internships significantly improve startup success. This hypothesis is based on this finding.

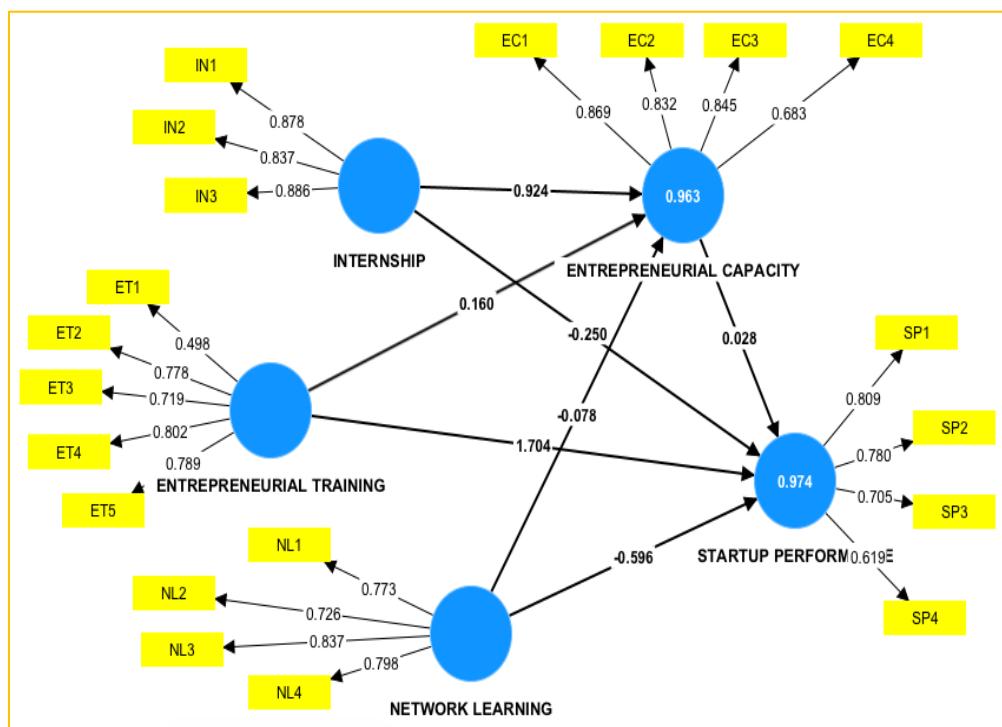
#### **Research Methods:**

This study employed a quantitative technique. Quantitative method specifications are methodical, planned, and clear from the start of the study design.

This study was prepared using primary data. Data from respondents' replies were acquired using a closed-ended questionnaire or an interview format. The data were collected from students who study in the five public sector, private sector and deemed universities located in Uttar Pradesh. The questionnaire was constructed using a Likert scale format and an interval scale, which are often used in questionnaire construction. This study's data processing methodologies used SMARTPLS software.

### Method and Measures:

Figure1: Structural Model for research



Source: Developed for this research

To test the hypotheses, we used PLS SEM with SmartPLS. Earlier studies extensively relied on this technique (Farrukh et al., 2017; 2019; 2016). The PLS-SEM analysis technique consists of two steps. The measuring model's construct validity and reliability are initially examined by determining the composite reliability (CR), convergent validity (AVE), and discriminant validity (CR). In this model abbreviation for Internship is used as IN, Entrepreneurial Training is used as ET, Network Learning is used as NL, Entrepreneurial Capacity is used as EC and Startup Performance is used as SP.

Table 1: Construct reliability and validity of the model

Latent variables	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Entrepreneurial Capacity	0.824	0.847	0.884	0.657
Entrepreneurial training	0.768	0.793	0.845	0.527

Internship	0.835	0.842	0.901	0.752
Network Learning	0.791	0.796	0.865	0.615
Start-up Performance	0.706	0.714	0.820	0.535

Source: Developed for this research

### Constructive Validity

The CR and AVE cutoff values are 0.70 and 0.50, respectively, and Cronbach's alpha is larger than 0.07 for the latent construct. Convergent validity refers to how well the construct converges in explaining the variation of its indicators. In the estimated model, the AVE for the constructs is more than 0.50, indicating that 50% or more of the variation of the indicators that comprise the construct is properly explained. As a result, this shows that enough constructive validity has been established.

### Discriminant Validity

Discriminant validity refers to how empirically dissimilar a construct is from other constructs in the structural model. To examine discriminant validity, we used the Fornell and Larcker criteria, the heterotrait monotrait ratio, and cross loading.

Fornell and Larcker (1981) introduced the conventional metric, which states that each construct's AVE should be compared to the squared inter-construct correlation between the same construct and all other reflective constructs in the structural model. The findings of the Fornell and Larcker Criteria are shown in Table 2. Each latent variable's Square root of Average variance value is smaller than the square root of average variance in successive columns. As a result, this indicates that acceptable discriminant validity has been obtained.

**Table 2: Fornell and Larcker Criteria for the model**

Variable	EC	ET	IN	NL	SP
Entrepreneurial Capacity	0.811				
Entrepreneurial training	0.736	0.726			
Internship	0.979	0.707	0.867		
Network Learning	0.767	0.984	0.744	0.784	
Start-up Performance	0.581	0.962	0.539	0.918	0.732

Source: Developed for this research

The findings of the Heterotrait Monotrait Ratio are shown in Table 3. Each value in the table matrix has a value less than 0.85 according to the criteria.

**Table 3: Heterotrait Monotrait Ratio for the model**

Variable	EC	ET	IN	NL	SP
Entrepreneurial					

Capacity					
Entrepreneurial training	0.872				
Internship	0.856	0.821			
Network Learning	0.821	0.799	0.881		
Startup Performance	0.745	0.767	0.673	0.897	

Source: Developed for this research

The cross loading findings are reported in Table 4. Each value in a sequential set of indicators or queries about separate latent constructs has a difference bigger than 0.1. As a result, cross loading for the matrix is suitable and can determine the quality of the data.

## DISCUSSION

This study seeks to explain the impact of internships, entrepreneurship training, and network learning on startup performance as mediated by entrepreneur capability. This model's outputs have a substantial impact on startup performance. All hypotheses are accepted with respect to the defined parameters. Entrepreneurship training that explains the advantages and relevance of entrepreneurship. Internships provide valuable work experience for millennials and students, accelerating their transition to the workforce and helping them find jobs that align with their talents and interests. The apprentice programme can help businesses improve their performance by attracting potential personnel.

Acquiring new capabilities improves a company's competitiveness, endurance, and expansion potential. Effective knowledge development leads to creative processes and products. Organisational learning should be connected to innovation. An organisation's learning displays its ability to improve its performance and surpass competitors.

Implementing training and internship programmes may boost the entrepreneurial spirit of millennials, empowering them to start their own enterprises or contribute to the growth of established ones. Training and broad business networks have fueled millennials' ambition to start their own businesses. Young entrepreneurs are likely to establish and grow their businesses quickly.

## CONCLUSION

The goal of this study is to comprehend the impact of internship programmes and entrepreneurship training on entrepreneurial skills and startup success in the context of Uttar Pradesh's high number of startup businesses. It is challenging to give birth to young entrepreneurs because becoming a successful entrepreneur requires a strong entrepreneurial mentality, attitude, and tendency in addition to access to capital, technology, markets, and creative thinking. It is neither easy to create or simple to understand in a short amount of time; rather, it must be ingrained and understood earlier, beginning in school, in order for someone to have the courage to identify as an entrepreneur once they have graduated from college.

Through entrepreneur capacity, this study found that networking, entrepreneurship training, and internships significantly improved startup performance. This study supports earlier

research (Karunaratne & Perera, 2019; Nikitina et al., 2020; Murtiningsih et al., 2019; Nelloh, 2017; Gunawan et al., 2020; Caseiro & Coelho, 2019; Jamil et al., 2022; Hidayat & Murwatiningsih, 2018), which found that networking learning, internships, and entrepreneurship training significantly improved startup performance by partially entrepreneur capability. Furthermore, this discovery bears significant relevance to the plethora of emerging firms in India. Additionally, with the aid of job training, e-learning, and entrepreneurship training, participants can boost their business revenue, forge a career in entrepreneurship, make their company more well-known in the neighbourhood, and create novel products that keep customers interested in terms of taste, shape, packaging, and other aspects. These actions help the company expand, increase profits, and maybe save money down the road. Therefore, it is anticipated that students would find the study's findings useful in comprehending the factors influencing startup performance in order to comprehend policies that take the current circumstances into consideration. It is predicted that the remaining research will be taken into account for next studies.

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