

Relation between Social entrepreneurship and Human Resource of Nonprofit organization

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Abstract

A social entrepreneur is an individual, group, network, organization, or alliance that seeks sustainable, large-scale change through pattern-breaking ideas in what government, nonprofits, and businesses do to address significant social problems. Social entrepreneurship has gained increased interest as a strategy for solving social problem. Social entrepreneurs are innovators and change agents, who may pursue earned income or other sources of revenue to implement their new ideas. Their role in the non-profit sectors is similar to that entrepreneur in business. many entrepreneurs found new organizations, but they may act within established organizations, including nonprofits, business and government. social entrepreneurship identified characteristics of high impact nonprofit that are “forces for good”. Despite some critics who believe that collaborative efforts are more effective than the action of alone individual, social entrepreneurship is likely to growing. Through this research paper researcher trying to find out whether social entrepreneurs or individuals can be educated or trained in a way that will result in entrepreneurial behavior. Social entrepreneurship is not about generating earned income or even about incremental innovation in the social sector. It is about innovations that have the potential for major societal impact by addressing the root causes of a social problem, reducing particular social needs, and preventing undesirable outcomes.

Key words: Social entrepreneurship, social entrepreneur, non-profit sectors

Introduction

From last two years entire world is facing pandemic situation with many natural and manmade calamities. It's difficult for any government to administer and maintain the status quo in the society. Social entrepreneur is not the new concept which emerge in this pandemic but it is very well known to the people. ‘Serving to the nation’ this feeling is always there with each and every human being and

they are performing it as per their convenience and capacity. “Social entrepreneurship” this term is emerge recently with same passion, innovative idea and collaboration with organization.

‘Entrepreneur’ this term is generally identified with business, and many people. An entrepreneur comes from the French verb ‘entreprendre’ meaning “to undertake”. An entrepreneur is someone who creates value by improving efficiency and effectiveness in the use of society’s limited resources.

“Social entrepreneurship” is defined as the process of creating new independent or corporate ventures that pursue the dual primary missions of social benefits and financial returns on investment. These nonprofit and for-profit ventures have a social mission and aim to be financially self-sufficient or are profit driven. At its core, social entrepreneurship is an externally focused act. It’s all about results, not process.

Entrepreneurs’ characteristics we can identify through following ways:

- Adopting a mission to create and sustain social value.
For social entrepreneurs the mission of social improvement is critical, and it takes priority over generating profits. Instead of going for the quick fix, social entrepreneurs look for ways to create lasting improvement.
- Recognizing and relentlessly pursuing new opportunities to serve that mission.
Where others see problems, entrepreneurs see opportunities. Social entrepreneurs have a vision of how to achieve their goals and they are determined to make their vision work.
- Engaging in a process of continuous innovation, adaption and learning.
Social entrepreneurs look for the innovative ways to ensure that their ventures create social value and obtain needed resources and funding as long as they are creating value.
- Acting boldly without being limited to resources currently in hand.
Social entrepreneurs are skilled at doing more with less and attracting resources from others. They explore all resource options from pure philanthropy to the commercial methods of the business sectors. they are not bound by norms and tradition.
- Exhibiting sense of accountability to the constituencies served and for the outcomes created.
Social entrepreneurs take steps to ensure that they are creating value. They seek to provide real social improvements to their beneficiaries

and the communities, as well as an attractive social return to their investors.

Non-Profit Organization

Non-Profit Organizations have a commitment to public service, they operate in the private sector rather than as agencies of government. Many receive government funds, and indeed, government fund makes up the largest source of revenue for some. Any profit that a nonprofit organization generates must be reinvested in the organization itself rather than used to pay dividends to owners or investors.

There are many examples of nonprofit organizations founded by visionary and charismatic individuals who become the social entrepreneurs. The founder attracts and inspires dedicated and loyal volunteers, donors, and staff.

In the NGOs Volunteer Management has become a distinct specialty in nonprofit management. Many NGOs paid Professional position for management of volunteers. There is a multitude of training program for voluntary managers, including university-based courses and some organizations offer professional certifications it will helpful for making social entrepreneur for the society.

Aim of the research

This paper aims at providing an overview of social entrepreneurs or individuals can be educated or trained in a way that will result in entrepreneurial behavior through nonprofit organizations who help individuals to boost social entrepreneurship.

Objective of the study

To study the significance of social entrepreneurship.

To study the relation between nonprofit organization.

To study about whether the NGOs encourage social entrepreneurship.

Hypothesis

Alternative Hypothesis: H1: NGOs motivate individuals to foster social entrepreneurship.

Null Hypothesis: H0: NGOs does not motivate individuals to foster social entrepreneurship.

Research Methodology & Sample design:

The study is descriptive in nature and survey method was adopted. A structured non disguised questionnaire was used to collect information. The study was conducted by selecting the volunteers, administrators and managers of the Non-profit organisations as respondents. Efforts were made to collect all the information through available reference materials. The questionnaire used to study the organisational effectiveness contained four constructs. It consisted of data pertaining to the flexibility and rigidity in structure and internal or external focus of the organisation.

Sample size:

The survey was conducted regarding the relation between social entrepreneurs and NGOs containing 150 individuals who associated with 5 identified NGOs (Multifunctional) for social welfare from Pune city.

10 NGO workers from each hierarchy level in every Non-Profit organisation was selected. Hierarchy is divided into three major level i.e., Administrators, Manager and Volunteers at random were identified as respondents thereby taking the total respondents no as 150. Based on discussion with the implementing officials and authorities of NGOs, the major programmes and components of the programmes of these NGOs in rural development were identified.

In this research paper researcher have done detailed study of relation between NGOs and social entrepreneurship. Research study involved primary data, secondary data and published research papers.

Primary data

Primary data is collected through questionnaire, interviews and observation of selected NGOs. Employees, managers, administrators and volunteers of the NGOs are interviewed.

Secondary data

Secondary data is the data which is already published and collected for the other purpose. researcher referred some of the books and articles related with the topic to understand the depth of the study. some websites which provide current information of the topic is referred as well.

Data Collection and Analysis:

The Primary data was collected through Questionnaires. A structured questionnaire was designed to find out responses from respondents. The relation between social entrepreneur and managers of the NGOs was measured in terms of the reflection of the perception of the different respondent as well as the motivation provided by the respective NGOs.

The questionnaire was framed and standardised by identifying the major components of the programmes of NGOs, which consisted of various schemes of the programmes undertaken by the NGO who were help to imbibe the impression of social entrepreneurship.

Stake Holder: NGOs Management, Administrators and Volunteers

The data presented above reveals that a management, Administrators and volunteers from each identified NGOs was selected randomly and therefore 42 Management respondents accounting for 33.33%, 42 Employees respondents accounting for 33.33% and 42 Volunteers respondents accounting for 33.33% were selected.

Statistical tools Chi- square test was used to analyse the data with the help of SPSS software.

Interpretations

By taking the opinion of all respondent sample of the It is interpreted that NGOs perform their work through program which lead by different hierarchical authority. For implementation of program full freedom is provided to volunteers, Administrators and Managers. To motivate the volunteers' various programmes are conducted in the Ngo. Less rigidity is observed in the working pattern of non-profit Organization. NGOs always encourage to their volunteers about the social entrepreneurship.

Suggestions

Conclusion

Social entrepreneurship is a very broad idea. Any innovative initiative to help people may be described as social entrepreneurship. The initiative may be economic or non-economic, for profit or not for profit. Distributing free medicine to the sick can be an example of social entrepreneurship. Cycle of an entrepreneur's life is an apprenticeship in which individuals acquire experience

and skills; a launch in which they demonstrate their ideas; a take-off, in which they consolidate their organization and spread their ideas; and see similarities to the life cycle of Non-profit organization. NGOs give platform to the individuals for nurture and nourish their spirit of doing something for people. NGOs encourage volunteers for taking initiative and manage the programme on various decided goal which are framed by volunteers, managers of the Non-Profit Organization. Social entrepreneurship is likely to continue as a growing movement. It is likely to complement rather than supplant more traditional approaches, such as philanthropy, charity, and government action. Social entrepreneurship has gained increased interest as a strategy for solving social problems. Their role in the non-profit sectors is similar to that of entrepreneurs in business.

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