

Determinants of Women's Participation In Self-Help Group (Shg)- A Empirical Study with Special Reference To Bengaluru

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ABSTRACT

Self-help groups play a significant role in empowering women by offering an excellent platform for enhancing self-confidence, leadership, communication skills, capacity for decision-making, social recognition, living standards, etc. one side it reflects that SHGs are a powerful tool for empowerment, but the other side impregnates a lot of constraints and challenges that affect the viability and suitability of SHG activities.

The major primary motivational factors to join self-help groups included food, shelter, clothes, secured job, working conditions, affiliation, relationship, power, achievement, authority, flexibility in working hours, freedom for producing the product, work freedom, financial stability and many more.

This paper aims to identify the factors influencing women to join self-help group. A convenience sampling technique was used for the selection of total sample. The data were collected personally through interview technique with the help of pre-structured questionnaire. Variables were identified by reviewing the literature and factor analysis was used to in SPSS mainly for data reduction by identifying a small set of factors that explained most of the variance in a large dataset. Out of the 21 factors considered, 7 actual factors are extracted which includes basic needs, esteem need, working environment and financial benefits etc.

Keywords: Empowerment, Sustainability and Motivational factors

1. INTRODUCTION

Self Help Groups as an informal arrangement for credit supply to the poor is fast emerging as a promising tool for promoting income generating enterprises. Self-help group is a small economically homogeneous and affinity group of rural poor women which voluntarily agrees to contribute to a common fund to be lend to its members as per the decision of the group which works for groups solidarity, self and group awareness, social and economic empowerment in the way of democratic functioning.

Self Help Group is a concept emerged in the direction of helping rural poor forming groups so that they will improve their living condition through voluntary participation in thrift and credit. The core objectives are flexible, transparent and autonomy with sensitiveness and responsiveness of the participants. The origin of Self- Help Groups (SHGs) is the brain child of Grameen Bank of Bangladesh, founded by Prof. Mohammed Yunus in 1975, who tried out a new approach to rural credit in Bangladesh. Grameen gave loans without asking borrowers either to provide collateral or engage in paper work. In India NABARD initiated SHGs in the year 1986-87 but the real effort was taken after 1991-92 from the linkage of SHGs with the banks. A SHG is a small economically homogeneous affinity group of the rural poor voluntarily coming forward to save a small amount of money regularly, which is deposited in a common fund to meet the member's "emergency needs and to provide collateral free loans decided by the group. The SHGs have been recognised as useful tool to help the poor.

2. REVIEW OF LITERATURE

Panda (2009) has defined Self Help Group (SHG) is a small group of people ranging from 10 to 20, from rural, semi urban and urban areas, who come together with the intention of solving their common socioeconomic problem through regular savings and having access to credit, which in turn leads to the generation of livelihood and assurance of certain degree of self-sufficiency among the members.

Kessler et al, (1997) highlighted the socio-economic challenges encountered together with effort made to mitigate such challenges. From a socio-economic perspective, reasons for joining SHGs stem from societal changes brought about by development. **Mulwa (2000)** recognizes that human beings often desire to get together and, in the process, create bond which enables them achieve common goals. The outcome of such association in the context of SHGs is that individual benefits from being able to collectively mobilizing and share resources aimed at improving their social and economic status. **UNIDO(2003)** reported the desire for gender equity, social and economic development freedom contributes toward the formation and joining of Self Help group.

Amuyunzu –Nyamongo and Francis (2006) in a World Bank publication have defined empowerment as a social action that promotes the participation of people, organisations and communities in gaining control over their lives. **Sahu and Das (2012)** reported that among the several reasons to join SHG, the factor ‘to add family income’ has secured higher mean score and stood at top, followed by the factor ‘to be independent’ which has secured next higher mean score and stood at second, the factor ‘motivation by family members’ has secured the next higher mean score and stood at third, the factor ‘training provided’ has secured the next higher mean score and stood at fourth, the factor ‘encouragement given by NGOs’ has secured the next higher mean score and stood at fifth, the factor ‘supplementary income’ has secured next higher mean score and stood at sixth, the factor ‘lack of permanent job for your husband.’ has secured next higher mean score and stood at seventh, ‘to improve economic status’ stood at eighth, ‘low income’ stood at ninth, ‘to get loan for developing the business’ stood at tenth, ‘other reasons’ secured the least mean score and stood at last.

Poonam and Shukla Chhaya (2013) studied that, 36.67 per cent of respondents reported to have a membership since more than 5 years. They experienced the development of linkages with supporting an organization like the educational institute, bank, NGOs are essential for their long-term sustainability of self-help groups.

3. OBJECTIVES

- To understand the functioning of SHG in India.
- To identify the factors influencing women to participate in self-help groups.

4. METHODOLOGY

The research design is exploratory in nature and data for the research is collected through questionnaire method. The sample size for the research is 200 which is collected using random sampling technique from members of Self-Help group in Bengaluru. The data is analysed using SPSS and data is presented in graphs and tables.

The secondary data have been obtained from various published and unpublished reports of the departments such as Directorate of Economics and Statistics, Department of Panchayat Raj etc.

5. RESULT AND DISCUSSION

Factors such as motivational factors, leadership factors and management factors influenced the women to join SHG's. The need for basic life food, housing, clothing, health, protection, achievement, energy, satisfactory pay, good working conditions, good relationship with employees, hygiene factors, person and community growth, authority and advancement in role were the motivating factors. Factor analysis was performed in SPSS mainly for data reduction by identifying a small set of factors that explained most of the variance in a large dataset.

A total of 24 factors were considered for the test. It was found that the communality value obtained for status was less than 0.4 and that need for hygiene and need for individual and group development factors had a factor loading lesser than 0.5. Thus, factor analysis was again performed on a total of 21 factors excluding these 3 factors above stated factors and the findings obtained are as follows.

Table 1 shows that the KMO measure is obtained as 0.642 which is greater than 0.5. So, it can be inferred that the values obtained from this factor analysis is acceptable.

Table 1: KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.642
Bartlett's Test of Sphericity	Approx. Chi-Square	7880.324
	df	210
	Sig.	.000

Table 2 displays the communality values that specifies the amount of variance that has been accounted by the factors extracted in this analysis. It is found that all the communality values are more than 0.4 inferring that a large number of variances are extracted by the obtained factor solution

Table 2: Communalities		
	Initial	Extraction
Food	1.000	.821
Shelter	1.000	.624
Clothes	1.000	.789
Secured Job	1.000	.922
Working Conditions	1.000	.938
Affiliation	1.000	.736
Relationship	1.000	.928
Power	1.000	.740
Achievement	1.000	.802
Authority	1.000	.694
Conclusive Work Environment	1.000	.872
Flexibility in working hours	1.000	.742
Freedom for producing the product	1.000	.885
Work Freedom	1.000	.815
Freedom in taking decisions	1.000	.829
Pay Satisfaction	1.000	.719
Family life interference in work life	1.000	.900
Financial Stability	1.000	.909
Family members support	1.000	.885
Finance for producing the product	1.000	.578
Desirability in working hours	1.000	.450
Extraction Method: Principal Component Analysis.		

Table 3 displays the actual factors that are extracted in factor analysis. Out of the 21 factors considered, 7 actual factors are extracted as the eigen values of these 7 factors are greater than 1.

The “% of variance” column in table, clearly represents that factor 1 accounts for a total of 21.920% of the variance, factor 2 relates to 16.609% of variability, factor 3 refers to 12.845% of variance, followed by 9.110% variability by the 4th factor, 7.605% variance by 5th factor with 6.042% variability by the 6th factor and finally 4.812% of variance is by factor 7.

Table-3: Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.603	21.920	21.920	4.603	21.920	21.920	2.889	13.755	13.755
2	3.488	16.609	38.529	3.488	16.609	38.529	2.676	12.742	26.496
3	2.697	12.845	51.374	2.697	12.845	51.374	2.484	11.827	38.323
4	1.913	9.110	60.484	1.913	9.110	60.484	2.430	11.569	49.892

5	1.597	7.605	68.089	1.597	7.605	68.089	2.178	10.371	60.263
6	1.269	6.042	74.131	1.269	6.042	74.131	2.168	10.325	70.589
7	1.011	4.812	78.943	1.011	4.812	78.943	1.754	8.354	78.943
8	.970	4.618	83.561						
9	.827	3.936	87.497						
10	.555	2.645	90.142						
11	.407	1.937	92.078						
12	.377	1.794	93.872						
13	.322	1.535	95.407						
14	.249	1.184	96.591						
15	.199	.946	97.537						
16	.178	.850	98.387						
17	.118	.563	98.950						
18	.095	.453	99.403						
19	.069	.327	99.730						
20	.054	.255	99.985						
21	.003	.015	100.000						
Extraction Method: Principal Component Analysis.									

Table 4 represents the factors loadings that are obtained for each variable considered. The highlighted values represent the most strongly loaded variables.

Table-4: Showing Rotated Component Matrix^a

	Component						
	1	2	3	4	5	6	7
Food	.175	.104	-.062	.879	.016	.009	-.046
Shelter	.459	.095	.055	.627	.080	.031	.021
Clothes	.069	.020	-.063	.868	.028	.024	.159
Secured Job	-.073	-.251	-.022	.207	.036	-.055	.897
Working Conditions	-.159	.292	-.012	-.092	-.036	-.046	.903
Affiliation	.184	.824	.046	.038	-.022	.033	.133
Relationship	-.124	.950	.020	.071	-.022	-.015	-.060
Power	.718	.122	.002	.413	.106	-.056	-.156
Achievement	.873	-.136	.102	-.086	.028	.056	.003
Authority	.787	-.068	.048	.166	-.074	.178	-.054
Conclusive Work Environment	-.074	-.049	-.034	.102	.014	.092	.918
Flexibility in working hours	-.157	.122	.719	.413	.109	-.055	.001
Freedom for producing the product	.036	.055	.841	-.048	-.015	.414	-.003
Work Freedom	.005	-.059	.787	-.043	.421	-.105	-.031
Freedom in taking decisions	-.048	-.020	.767	.076	.159	.443	-.109
Pay Satisfaction	-.111	-.080	.438	.187	.684	.051	-.059
Family life interference in work life	.053	.062	.107	.014	.383	.856	-.042
Financial Stability	.032	.003	.048	.043	.879	.360	.032
Family members support	.093	.064	.149	.019	.253	.885	-.053
Finance for producing the product	.146	.016	.130	-.026	.692	.245	.014
Desirability in working hours	.306	.078	.544	-.133	.063	-.156	.088
Extraction Method: Principal Component Analysis.							
Rotation Method: Varimax with Kaiser Normalization.							

a. Rotation converged in 9 iterations.

It is evident from table 5 that needs like ‘need for power’, ‘need for achievement and advancement’ and ‘need for authority’ were the strong loadings on factor 1 and hence factor 1 is characterized as ‘**Esteem Needs**’ in this research.

Needs like power, achievement/advancement and authority form a very prominent role in motivating oneself to achieve greater heights in life. This factor was also an important factor which motivates women to join Self-help Group. Esteem needs describes the need for power and the need for achievement and advancement which creates a value for the members and they could develop easily. The high communality values of these 3 variables indicate that these needs have high association among them

Table-5: Factor 1 (Esteem Needs)

Sl No.	Variables	Factor Loading	Communality (H^2)
1	Need for power	.718	.740
2	Need for achievement and advancement	.873	.802
3	Need for authority	.787	.694

As man is a social animal, we are aware that he has a need for friendship and affiliation and so these variables were also given prominence when considering motivational factors in this research.

Table 6 represents that these 2 needs such as ‘need for affiliation from society’ and ‘need for good relationships within the group members’ are strongly loaded on factor 2. These 2 variables with high factor loadings on factor 2 are characterized as ‘**Social Needs**’. These 2 needs do have high communality values inferring that they have a high association between them.

Table-6: Factor 2 (Social Needs)

Sl No.	Variables	Factor Loading	Communality (H^2)
1	Need for affiliation from society	0.905	0.858
2	Need for good relationships within the group members	0.915	0.878

Table 7 shows that variable like ‘freedom for producing the product’, ‘work freedom’, ‘freedom in taking decision’, ‘flexibility in working hours’ and ‘desirability in working hours’ are strongly loaded on factor 3 which is characterized as ‘**work empowerment**’. The following table infers that these 5 variables have very high communality values suggesting a very high association among them.

Table-7: Factor 3 (Work Empowerment)

Sl No	Variables	Factor Loading	Communality (H^2)
1	Freedom for producing the product	0.841	0.885
2	Work freedom	0.787	0.815
3	Freedom in taking decisions	0.767	0.829
4	Flexibility in working hours	0.719	0.742
5	Desirability in working hours	0.544	0.450

Needs like food, shelter and clothing were considered in this research as these needs form the most basic requirements for a person to lead his life.

Table 8 shows that these 3 needs like ‘need for food’, ‘need for shelter’ and ‘need for clothes’ are strongly loaded on factor 4 and hence are characterized as ‘**Basic Needs**’.

It also shows that the communality values for these 3 variables are high indicating a high association among them. The factor, “Basic needs” provided the maximum insights of the motivational factors influencing the Women to join Self-help Group. It was a very important factor, because the respondents prefer the basic

needs like food, shelter and clothing factors as their first and foremost fundamental need for the development of their lives. In order to motivate the women to join SHG's, first of all their basic needs should be satisfied by the SHGs to develop them.

Table-8: Factor 4(Basic Needs)

SI No.	Variables	Factor Loading	Communality (H ²)
1	Need for food	.879	.821
2	Need for shelter	.627	.624
3	Need for clothes	.868	.789

Table 9 shows that the 3 variables such as 'pay satisfaction', 'financial stability' and 'finance for producing the product' are the strong loadings on factor 5 and so these 3 variables are characterized as '**financial benefits**'. The high communality values obtained from this analysis is shown in table 27 and refers that these 3 variables have high association among them.

Table-9: Factor 5 (Financial Benefits)

SI No	Variables	Factor Loading	Communality (H ²)
1	Pay satisfaction	.684	.719
2	Financial stability	.879	.909
3	Finance for producing the product	.692	.578

It is evident from table 10 that 'family life interference in work life' and 'family members support' have a strong loading on factor 6 and are characterized as '**work life balance**' in this research. These 2 variables are having a very high association between them since the communality values are very high.

Table: 10 Showing Factor 6 (Work Life Balance)

SI No	Variables	Factor Loading	Communality (H ²)
1	Family life interference in work life	.856	.900
2	Family members support	.885	.885

Job satisfaction plays a very important role in motivating oneself at work. Needs like job security, conclusive work environment and good working conditions are prominent to attain job satisfaction. Hence these 3 needs were considered under factors motivating for the development of women.

Table 11 exhibits that 'need for secured job', 'need for good working conditions' and 'conclusive work environment' are the strong loadings obtained for factor 7. So, these 3 variables are characterized as 'Job Related Factors' in this research.

These 3 needs have a very high communality values showing that they have a very high association between them.

Table-11: Factor 7(Job Related Factors)

SI No.	Variables	Factor Loading	Communality (H ²)
1	Need for secured job	.897	.922
2	Need for good working conditions	.903	.938
3	Conclusive work environment	.918	.872

6. CONCLUSION

Motivational factors play very important role in the formation of Self-Help Groups. From this study, it may be concluded that large number of the women are interested to join Self Help Groups for obtaining economic security, inculcating saving habit, generating income, obtaining loan, increasing their social contact, exposed to various trainings, increased team spirit thus leading to increase in self-confidence which on the other hand resulted in empowerment of women. By creating awareness about these factors among respondents, they should be motivated to form SHGs which will in turn increase their saving, social status and employment generation.

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