

Contents

Title	Content	Pg. No.
	Declaration by Research Scholar – Submission of Thesis	I
	Acknowledgement	III
	Contents	VI
	List of Figures	IX
	List of Tables	X
	Abstract	XI
Chapter : 1	Intrapreneurship	1
	1.1 Introduction to Intrapreneurship	2
	1.2 Key characteristics of Intrapreneurship	4
	1.3 Emergence of the Intrapreneurial class	14
	1.4 Advantages of Intrapreneurship	18
	1.5 Difference between Entrepreneurship and Intrapreneurship	20
	1.6 Entrepreneurship and Intrapreneurship in India	23
	1.7 Types of Intrapreneurs	25
	1.8 Stages of Development as Intrapreneurs	27
	1.9 Theories of Intrapreneurship	30
	1.10 Recent developments in Intrapreneurship in India	36
	1.11 Schemes and Initiatives to Promote Entrepreneurship and Innovation in India	41
	1.12 Social Responsibility of Intrapreneurs	48
	1.13 Market demands for Intrapreneurs or Entrepreneurs	49
	1.14 Challenges faced by Intrapreneurs	51
	1.15 Overcoming the Challenges faced by Intrapreneurs	54
Chapter : 2	Literature Review	59
	2.1 Introduction to literature review	60
	2.1.1 Meaning of literature review	61
	2.2 General researches on intrapreneurship	63
Chapter : 3	Research Methodology	105
	3.1 Introduction to Research Methodology	106

3.1.1 Meaning of Research:	106
3.2 Research can be divided into two broad categories	107
3.3 Objectives of Research	108
3.4 Types of Research	109
3.4.1 Qualitative research	109
3.4.2 Quantitative Research:	110
3.5 Statement Problem	111
3.6 Geographical Area	112
3.7 Sample of Industries under study	118
3.8 Attributes of Intrapreneurs	130
3.9 Objectives of the study	132
3.10 Significance	133
3.11 Type of study	134
3.12 Area and Scope of the Study	134
3.13 Hypothesis	135
3.14 Limitations	135
3.15 Data collections	136
3.16 Tools & techniques	136
3.16.1 One-way ANOVA	136
3.16.2 Tukey's HSD Post hoc test	138
3.17 Chapter plan	139
3.18 Comparison between One way ANOVA, T test and Chi- square test	139
Chapter 4: Data Analysis	142
4.1 Introduction	143
4.2 Characteristics of Intrapreneurs and various industries.	146
4.3 Characteristics of Intrapreneurs and various economic backgrounds.	171
4.4 Characteristics of Intrapreneurs belonging to various family occupation background.	186
4.5 Characteristics of Intrapreneurs and various social status.	202

4.6	Characteristics of Intrapreneurs and various educational background.	220
4.7	Summary	233
Chapter 5:	Findings, Conclusion and Suggestions	236
5.1	Findings	237
5.1.1	Chapter 01	237
5.1.2	Chapter 02 Literature Review	239
5.1.3	Chapter 3 Research Methodology	240
5.1.4	Statement Problem	240
5.1.5	Sample of Industries under study	240
5.1.6	Characteristics of intrapreneurs under study	241
5.1.7	Chapter 4 Data Analysis and Interpretation	241
5.2	Conclusion	247
5.3	Suggestions	255
5.4	Scope for further research	261
	Bibliography	
	Questionnaire	

List of Figures

Figure No.	Title of the figure	Page Number
1.1	Key Characteristics of Intrapreneurship	4
1.2	Emergence of the intrapreneurial class	15
1.3	Advantages of Intrapreneurship	18
1.4	Difference between Entrepreneurship and Intrapreneurship	20
1.5	Types of Intrapreneurs	26
1.6	Stages of Development as Intrapreneurs	28
1.7	Theories of Intrapreneurship	31
1.8	Schemes and initiatives to promote Entrepreneurship and Innovation in India	42
1.9	Challenges faced by Intrapreneurs	52
1.10	Overcoming the Challenges faced by Intrapreneurs	54
3.1	Sample of Industries under study	118
3.2	Leading AMCs in India	120
3.3	Capacity utilization in Manufacturing Sector	122
3.4	Market size of I.T industry in India	123
3.5	Market size of Real estate in India	125
3.6	Indian E-commerce Market	127
3.7	Education industry in India	128
3.8	Total contribution of Travel and Tourism to GDP	130
4.1	Industry Sample Size	144

List of Tables

Table No.	Title of Table	Page Number
4.1	Industry Types and Sample Size	144
4.2	Characteristics of Intrapreneurs and Industries	146
4.3	ANOVA	156
4.4	Post Hoc Analysis – Tukey HSD characteristics of Intrapreneurs and Industries	158
4.5	Descriptive Characteristics of Intrapreneur and various economic backgrounds	172
4.6	ANOVA	176
4.7	Post Hoc Analysis – Tukey HSD characteristics of Intrapreneurs and economic background	181
4.8	Characteristics of Intrapreneurs belonging to various family occupation background	186
4.9	ANOVA	192
4.10	Post Hoc Analysis – Tukey HSD characteristics of Intrapreneurs and family occupation background	197
4.11	Characteristics of Intrapreneurs and various social status	202
4.12	ANOVA	208
4.13	Post Hoc Analysis – Tukey HSD characteristics of Intrapreneurs and social status	214
4.14	Characteristics of Intrapreneurs and various educational background	220
4.15	ANOVA	225
4.16	Post Hoc Analysis – Tukey HSD characteristics of Intrapreneurs and various educational background	228

ABSTRACT

Intrapreneurship, the practice of fostering an entrepreneurial spirit within established organizations, has emerged as a crucial driver of innovation and growth. Understanding the characteristics of intrapreneurs and how they manifest across different industries is vital for promoting an intrapreneurial culture. This research study investigates the attributes of professionalism, ambition, freedom, decision-making, courage, and confidence among intrapreneurs in the Saurashtra region, encompassing industries like Manufacturing, Education, Hotel/Restaurant, Information Technology (I.T.), Real Estate, Finance, and E-commerce and Logistics. The objective is to compare the levels of these characteristics across industries and derive meaningful insights into intrapreneurial behavior.

To achieve these objectives, a structured questionnaire was designed as the primary data collection instrument. This questionnaire was distributed to intrapreneurs working in the selected industries of the Saurashtra region. It was carefully crafted to capture quantitative data related to the targeted characteristics, enabling a comprehensive evaluation of their presence and variations across different industries.

The research study employs the statistical tools of Analysis of Variance (ANOVA) and Post Hoc analysis to analyze the data collected from the questionnaire. ANOVA tests are conducted to determine if there are statistically significant differences in the measured characteristics across the various industries. Post Hoc analysis is utilized to identify specific pairs of industries that exhibit significant differences in the targeted attributes. By employing these robust statistical tools, the research aims to uncover valuable insights into the characteristics of intrapreneurs within the selected industries of the Saurashtra region.

The findings of this research study hold significant implications for various stakeholders. Organizations and policymakers can gain valuable insights into fostering an intrapreneurial culture by understanding how these attributes manifest in different industries. This, in turn, can lead to enhanced innovation, employee engagement, and overall growth within organizations.

The potential contributions of this research study are multifaceted. Firstly, it enhances the existing knowledge on intrapreneurship by shedding light on the nuances of intrapreneurial characteristics specific to the Saurashtra region. As intrapreneurship plays a pivotal role in organizational success, these insights can provide a foundation for future research in this field.

Secondly, the study's outcomes can be instrumental in shaping industry-specific approaches to support intrapreneurship. Recognizing the variations in intrapreneurial attributes across industries can aid policymakers and industry stakeholders in developing tailored initiatives and policies to foster an intrapreneurial ecosystem within their respective domains.

Moreover, the research findings have practical implications for human resource management. Identifying and nurturing potential intrapreneurs within organizations can lead to a more innovative and agile workforce, equipped to drive positive change and growth.

This research study contributes to a better understanding of intrapreneurial characteristics within selected industries of the Saurashtra region. By employing rigorous statistical tools and a structured questionnaire, the study presents valuable insights that can inform organizational strategies, influence policymaking, and enhance intrapreneurship in diverse industries. Ultimately, the findings will facilitate the promotion of an intrapreneurial culture, fostering an environment conducive to innovation and sustained success within organizations in the Saurashtra region and beyond.