



Challenges and Opportunities in Entrepreneurial Skill Development and Business Model Innovation in Pune Districts, Maharashtra (Special Reference: Baramati, Indapur & Daund Tahsils, 2025–2030)

Mrs. Chhaya Amol Patil¹, Mr. Amol Shivaji Patil² & Dr. Mangesh Subhash Phutane³

¹Research Scholar, Agricultural Development Trusts Shardabai Pawar Mahila Mahavidyalay, Shardanagar, Baramati

²Councillor & Assistant Co-ordinator, YCMOU Nashik Study Centre T. C. College, Baramati, Dist – Pune

³Head and Research Guide, Shivnagar Prasarak Mandal College of Arts, Science and Commerce, Shivnagar, Baramati

Corresponding Author – Mrs. Chhaya Amol Patil

DOI - 10.5281/zenodo.18887172

Abstract:

Entrepreneurship is a key catalyst for inclusive economic growth, employment generation, and regional development in emerging economies such as India. This study examines the weaknesses and challenges associated with entrepreneurial skill development and business model innovation (BMI) in the Pune district of Maharashtra, with special reference to the semi-urban and rural tahsils of Baramati, Indapur, and Daund during the period 2025–2030. Using a descriptive and analytical research design, the study draws on primary data collected through a structured survey of 150 entrepreneurs, supplemented by secondary data from government reports, MSME publications, and academic literature. The analysis focuses on demographic characteristics, entrepreneurial skill gaps, adoption of innovative business models, and key operational challenges. The findings reveal persistent deficiencies in digital, financial, marketing, and innovation-related skills, with innovation and strategic planning emerging as the most critical gaps. Adoption of business model innovation is uneven across the study area, with Baramati exhibiting relatively higher innovation levels compared to Indapur and Daund. Access to finance is identified as the most significant challenge, followed by inadequate skill training and weak market linkages. The study concludes that targeted skill development initiatives, strengthened incubation support, and improved access to finance are essential to enhance entrepreneurial performance, sustainability, and regional economic development through 2030.

Introduction:

Entrepreneurship has emerged as a critical driver of economic development, employment generation, and regional competitiveness in developing economies like India. In recent years, the focus of economic policy has shifted from traditional employment generation to fostering entrepreneurial ecosystems that promote innovation, self-reliance, and sustainable growth. Maharashtra, being one of India's most industrially advanced states, plays a significant

role in nurturing entrepreneurial activities, particularly in districts like Pune.

The Pune district, traditionally known for its industrial base and educational institutions, has witnessed a gradual transformation in its entrepreneurial landscape. Tahsils such as **Baramati, Indapur, and Daund** represent semi-urban and rural economies where agriculture-based enterprises, micro and small manufacturing units, agri-processing, service startups, and digital enterprises are increasingly emerging. These regions are strategically important due to their

connectivity, agricultural productivity, cooperative movements, and government-led development initiatives.

Despite this progress, entrepreneurs in these tahsils face several structural and skill-based challenges. Entrepreneurial skill development—covering financial literacy, digital skills, innovation management, leadership, and strategic planning—remains uneven and insufficient to meet the demands of a competitive market. Moreover, business model innovation, which is essential for long-term sustainability, scalability, and resilience, is still at a nascent stage in many local enterprises.

The period **2025–2030** is particularly significant, as it aligns with India’s long-term goals of becoming a \$5 trillion economy, expanding MSMEs, promoting startups, and strengthening rural entrepreneurship. Understanding the weaknesses and challenges related to entrepreneurial skills and business model innovation during this period is essential for policy formulation, academic research, and practical interventions.

This study attempts to analyse the existing entrepreneurial skill gaps, adoption of innovative business models, and the challenges faced by entrepreneurs in Baramati, Indapur, and Daund tahsils, with the objective of suggesting strategies

to enhance entrepreneurial capacity and economic development in these regions.



Scope of the Study:

This research covers:

- Entrepreneurial skill development demand and provision in Baramati, Indapur, and Daund.
- Extent of business model innovation (BMI) in local MSMEs.
- Analysis of challenges and enablers within the 2025–2030 timeframe.
- Policy recommendations specific to the study region.

Limitations:

- The study uses cross-sectional field survey data (2025) with projections to 2030 based on trends.
- Scope is limited to three tahsils and may not represent entire Pune district.
- Financial data subject to response bias from micro & small enterprises.

Hypotheses:

Hypothesis	Description
H1	There is a positive relationship between entrepreneurial skill development initiatives and business performance (2025–2030).
H2	Challenges in access to finance are significantly higher than challenges in infrastructure for SMEs.
H3	Adoption of business model innovation leads to higher growth and sustainability among local startups.

Research Methodology:

This study employs a descriptive and analytical research methodology to examine the

weaknesses and challenges of entrepreneurial skill development and business model innovation in Pune district, with special reference to

Baramati, Indapur, and Daund tahsils for the period 2025–2030. The research is based on both primary and secondary data. Primary data were collected through a structured questionnaire administered to 150 entrepreneurs, selected using a random sampling technique, with equal representation from each tahsil. The questionnaire covered aspects such as demographic profile, entrepreneurial skill gaps, innovation practices, and operational challenges. Secondary data were sourced from government publications, MSME reports, academic journals, district statistical records, and relevant websites. The collected data were systematically classified, tabulated, and analyzed using descriptive statistical tools such as percentages, averages, and comparative analysis, supported by tables and charts. This methodological framework ensures reliability and provides a sound basis for meaningful analysis and conclusions.

Data Collection:

1. Demographic Profile of Respondents:

Particulars	Baramati	Indapur	Daund	Total
Number of Entrepreneurs	50	50	50	150
Male Entrepreneurs	38	35	40	113
Female Entrepreneurs	12	15	10	37
Age Group (20–35 Years)	18	20	16	54
Age Group (36–50 Years)	22	19	24	65
Above 50 Years	10	11	10	31

Analysis: The majority of entrepreneurs belong to the economically productive age group of 20–50 years, indicating strong entrepreneurial

◆ Primary Data

- Surveys of entrepreneurs on skills, revenue, challenges.
- Interviews with training providers and incubators.
- Focus groups with local officials.

◆ Secondary Data

- District economic reports.
- Industry association records (FICCI, MSME reports).
- Government portals (Maharashtra State Innovation Society, SME databases).

Data Analysis:

The data collected from 150 entrepreneurs across Baramati, Indapur, and Daund tahsils were analyzed using descriptive statistics such as percentages, averages, and comparative analysis. The analysis focuses on demographic characteristics, skill gaps, business model innovation, and key challenges.

potential. However, female participation remains comparatively low, highlighting the need for targeted women entrepreneurship programs.

2. Analysis of Entrepreneurial Skill Gaps:

Respondents were asked to rate their skill gaps on a scale of 1 (Very Low) to 5 (Very High).

Skill Area	Baramati	Indapur	Daund	Average
Digital & Technology Skills	3.8	4.0	4.2	4.0
Financial Management Skills	4.0	3.7	4.1	3.93
Marketing & Branding Skills	3.9	4.1	4.3	4.1
Innovation & Strategic Planning	4.2	4.3	4.5	4.33
Legal & Compliance Knowledge	3.6	3.8	4.0	3.8

Analysis: The highest skill gaps are observed in **innovation and strategic planning**, followed by **digital and marketing skills**. This suggests that while entrepreneurs possess technical or trade-

based knowledge, they lack modern managerial and innovation-oriented capabilities necessary for competitive growth.

3. Adoption of Business Model Innovation:

Business Model Innovation Type	Baramati (%)	Indapur (%)	Daund (%)
Use of Digital Platforms	55	40	47
Product/Service Diversification	50	35	39
Subscription/Service-Based Models	32	25	28
Collaboration & Partnerships	45	30	33
Use of Incubation/Startup Support	60	45	50

Analysis: Baramati shows relatively higher adoption of innovative business models due to better access to institutions, training centers, and

industrial networks. Indapur and Daund lag behind, indicating uneven diffusion of innovation within the district.

4. Major Challenges Faced by Entrepreneurs:

Challenge	Baramati (%)	Indapur (%)	Daund (%)
Lack of Access to Finance	68	72	75
Inadequate Skill Training	62	65	70
Poor Market Linkages	55	60	63
Technological Constraints	50	58	61
Regulatory & Compliance Issues	40	45	48

Analysis: Access to finance emerges as the most critical challenge across all tahsils, followed by inadequate skill training. This indicates a strong need for localized financial support systems, mentoring, and continuous skill development programs.

Overall Interpretation: The data clearly indicates that while entrepreneurial activity is

increasing in Baramati, Indapur, and Daund, the quality of entrepreneurship remains constrained by skill gaps, limited innovation, and systemic challenges. The findings support the hypothesis that enhanced skill development and business model innovation can significantly improve enterprise performance and sustainability during the 2025–2030 period.

Findings:

1. **Persistent Skill Gaps:** Digital and strategic skills are the most deficient across tahsils.
2. **Variation in Innovation:** Baramati exhibits higher innovation adoption, partly due to proximity to industrial hubs.
3. **Finance Challenges:** Majority cite access to affordable credit and venture capital as a major constraint.
4. **Gender Disparities:** Female entrepreneurs report more skill gap challenges but show higher inclination for community-based business models.

Conclusion:

Entrepreneurship in Baramati, Indapur, and Daund reflects a growing ecosystem with meaningful engagement in modern business practices. However, entrenched challenges in skill development, financial access, and managerial capacity limit faster scaling and innovation diffusion. Strategic intervention in training, mentorship, and policy incentives can accelerate entrepreneurial success through 2030.

Suggestions:

- **Strengthen local incubation hubs** with industry linkages.
- **Subsidise skill development workshops** (technology, finance, marketing).
- **Facilitate access to capital** through district-level venture funds & government schemes.
- Promote **digital infrastructure** and connectivity to support e-commerce adoption.

Bibliography:

1. Awale, P. S., Suryawanshi, P. D., Ajotikar, M. V., & Vijayan, K. (2025). *Entrepreneurial behaviour of self help group members*. International Journal of Agriculture Extension and Social Development, 8(8), 253–255.

<https://doi.org/10.33545/26180723.2025.v8.i8.d.2272>

2. Banerjee, A., Mukherjee, D. N., Ghoshal, S., Priya, R., & Ruidas, S. (2025). *Decoding rural entrepreneurship: exploring the determinants of entrepreneurial intention in Jharkhand, India*. Journal of Innovation and Entrepreneurship, 14, Article 106. <https://doi.org/10.1186/s13731-025-00549-x>
3. Pandhare, A., Bellampalli, P. N., & Yadava, N. (2024). *Transforming rural women's lives in India: the impact of microfinance and entrepreneurship on empowerment in Self-Help Groups*. Journal of Innovation and Entrepreneurship, 13, Article 62. <https://doi.org/10.1186/s13731-024-00419-y>
4. Choudhari, R. M., Chopde, P. V., Kharche, N. A., Shekokar, S. R., Warke, P., Maniyar, K., & Patil, G. (2025). *Determinant Factors for the Development of Rural Entrepreneurship*. Journal of Information Systems Engineering and Management, 10(25s).
5. Shinde, K. S., Jaswal, A. R., & Patil, T. S. (Eds.). (n.d.). *Rural Marketing and Entrepreneurship: Unlocking the Potential of Rural India*. Shashwat Publications.
6. Patil, U. N., & Sambhe, R. U. (2025). *Breaking Boundaries: A Review on Rural Women Entrepreneurs Driving Economic Change in India*. International Journal of Scientific Research in Science, Engineering and Technology.
7. Nosratabadi, S., Mosavi, A., & Lakner, Z. (2020). *Food Supply Chain and Business Model Innovation*. arXiv. <https://arxiv.org/abs/2001.03982>

Websites:

- <https://msins.in/> – Maharashtra State Innovation Society
- <https://msme.gov.in/> – Ministry of Micro, Small & Medium Enterprises
- <https://www.pune.gov.in/> – Pune District Official Portal
- <https://www.maharashtra.gov.in>