Employee empowerment is a key feature of the modern management style. Empowered employees are expected to perform more effectively as compared to those working in traditional or authoritarian organizational cultures (Naeem and Saif, 2010). Entrepreneurship has gained currency across the sphere and female-entrepreneurship has become an important module. India is one of the fastest emerging economies and the importance of entrepreneurship is realized across the gamut. “Women Entrepreneurship” means an act of business ownership and business creation that empowers women economically increases their economic strength as well as position in society. Women-entrepreneurs have been making a considerable impact in all most all the segments of the economy. “Women Entrepreneur” is a person who denies the role of their personal needs to participate and be accepted economically independent. Strong desire to do something positive is a high-quality women entrepreneur who contributes to the position values of family and social life. “An enterprise owned and controlled by a women having a minimum financial interest of 51% of capital and giving at least 51% of the employment generated by the enterprise to women.” According to Kamala Singh, "A women entrepreneur is a confident, innovative and creative woman capable of achieving economic independence individually or in collaboration generates employment opportunities for others through initiating establishing and running an enterprise by keeping pace with her personal, family and social life. According to Medha Dubhanshi Vinze,” a women entrepreneur is a person who is an enterprising individual with an eye for opportunities and an uncanny vision, Commercial acumen, with tremendous perseverance and above all a person who is willing to take risk with the unknown because of the adventures spirit she possesses.” In the words of Former President APJ Abdul Kalam “empowering women is a prerequisite for creating a good nation, when women are empowered, society with stability is assured. Empowerment of women is essential as their thoughts and their value systems lead to the development of a good family, good society and ultimately a good nation.” Pandit Jawaharlal Lal Nehru has remarked “When women move forward, the family moves, the village moves and the Nation moves.”( Masood,2011)
The term ‘Women empowerment’ implies women’s hold over use of resources and participation in the decision making as well leading to improvement in their socio-economic status. Presently, in most of the developing countries like India higher emphasis is being laid upon the development of women as an entrepreneurs and their active participation in the development process of their country. Women can be successful and better entrepreneurs if given the much needed conducive environment and provided with enough resources most importantly the required amount of capital. The studies of rural women have proved their business excellence. They have been found to be better in credit utilisation than men (NABARD, 1992; Pitt, et al., 1998; Anthony, Horne, 2003) but because of lack of access to assets they are often more vulnerable to poverty than males.

Women have been the most underprivileged and discriminated strata of the society not only in India but the world over. Inspite of all Government and Non-Governments’ efforts, they have been highly ignorant clients of the financial sector. In the recent times, microfinance has been emerging as a powerful instrument for empowering women particularly, the rural women. Apart from the informal sector of finance the formal and semi formal sectors like commercial banks, NGOs etc. are taking much interest in providing microfinance to women considering it to be a profitable commercial activity. Women are also participating in the microfinance movement by availing the microfinance services being provided by the various financial channels (Arora and Meenu, 2011).

Many important changes in women’s lives are a direct result of the intervention of NGOs (nonprofits often referred to as NGOs in India). NGOs in India dealing with women’s issues often focus on advocacy for women’s rights or are directly involved in providing services for women. Although legislation in India does in most instances protect and promote women’s rights (such as access to free education, prohibition of child labor, etc) NGO intervention aids in enforcing such rights. (Sinha and Commuri, 1998). Furthermore, NGO proliferation can often alter the political context in which women live and function (Fisher, 1998).

Having an entrepreneurial husband is also found to influence and support the women’s decision in becoming an entrepreneur. This occurs through mentoring, role modelling, and making available experience and knowledge in securing loans, dealing with regulations etc (Caputo and Dolinsky, 1998). The role of family members providing human capital has been found to positively affect a women’s decision to become an entrepreneur (Cooper, Gimeno-Garcon and
Woo, 1994). In the case of a nonprofits entrepreneur having a self-employed husband may act as a deterrent. We suggest that such influence will be an important factor in the decision to found a NGO, but in a different way. A study by Hisrich (1986) found that the majority of women entrepreneurs in the for-profit sector in the USA, were married, from middle and upper middle-class families, and had a college degree and operated mostly service-related businesses. We expect that the entrepreneurs of NGOs who are successful in advocating for change will have training or previous experience in social issues and some educational qualifications to enhance their credibility.

These findings are very important for Indian policy makers and business leaders. Despite many economic advancements since liberalization began, the role of women in the Indian economy still lags well behind that of advanced economies (Dunlop and Velkoff 1999, Mammen and Paxson 2000, Ghani 2010, World Bank 2011). Cross-country data from the World Bank Entrepreneurship Snapshots find that India’s rate of entrepreneurship rate is lower than its stage of development would suggest; similar comparisons also highlight that India’s gender ratio is lower than its peers. This dual under-performance has cultural and economics antecedents, but it is starting to change. Women are making economic gains in the Indian economy, and further progress represents a tremendous growth opportunity for the country.

Increases in the number of women starting in business have not only occurred in the UK, but have also been seen in many other countries. Since 1970, when women accounted for only 5% of American small businesses, the number of women business owners in the USA has increased to 8.5 million, or 38% of all small businesses (Brush and Hisrich, 1999). Women-owned businesses account for $2.3 trillion in sales and employ 23.8 million employees. The fast growth of female owned businesses in the USA has been apparent for some time. Between 1980 and 1993 the number of women owned businesses increased at a faster rate (130.81%) than for total businesses (82.06%). While a slightly earlier period demonstrated even faster growth: ‘Their [women’s] share of all businesses in the USA grew over 550% between 1972 and 1987 … and between 1987 and 1992 their number increased by another 125%’ (Carter and Allen, 1997).

Entrepreneurial success in general seems to be closely related to the motives, skills and attitudes of the entrepreneur (Henry et al., 2005; Reijonen and Komppula, 2007). Thus, it is not surprising that training interventions were adopted as a response to the pressing
need for supporting the viability and effectiveness of co-operatives (Petrin, 1997; Roca, 1998).

As far entrepreneurial motives are concerned, most surveys in industrialised countries have found that both men and women have similar entrepreneurial motivation with independence and self-achievement ranking first (Orhan and Scott, 2001). When it comes to women entrepreneurs, it appears that only a small part of entrepreneurial motivation is acknowledged as gender-based. Instead, “pull” and “push” factors are usually used to explain a different motivation for women to start up a business (Buttner and Moore, 1997). Push factors are elements of necessity such as insufficient family income, “glass ceiling” (Orhan and Scott, 2001), dissatisfaction with a salaried job, need for a flexible work schedule, boredom, frustration. Pull factors relate to independence, self-fulfilment, and desire for wealth, social status and power (Baron and Shane, 2005). However, the situation is rarely clear-cut as both types of factors are usually combined (Brush, 1992).