

GREEN ENTREPRENEURSHIP IN THE CASHEW NUT INDUSTRY– A CASE STUDY OF KOLLAM DISTRICT

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Received: 03 Nov 2018

Accepted: 18 Nov 2018

Published: 30 Nov 2018

ABSTRACT

Cashew is a crucial commodity traded throughout the continents, and the arena cashew industry is the livelihood of more than 3 million people globally, most of the people of whom are womenfolk from the socially and economically backward community of the developing international places. Cashew tree turned into first off planted to prevent soil erosion, and it became all through the begin of the nineteenth century, that cashew kernels attained the popularity of a meals object. Further, the cashew kernels attained the fame of a worldwide commodity with India exporting its first consignment of cashew kernels to the U.S.A. In this study only Green entrepreneurship in the Cashew nut to approach use to some technique to analysis green entrepreneurship in environment. Industry The liberalization of global trade has added in a significant transition inside the global of cashew. India commenced to enjoy the other coverage, that stepped forward her deliver positions of raw nuts from one-of-a-kind generating global places, accelerated her boom in the processing of uncooked nuts and exports of cashew kernels. On the other issue, her domestic consumption began out growing up that via the beginning of the contemporary century, she emerged out as the area's biggest client of cashew kernels as well

KEYWORDS: Green Entrepreneurship, Cashew Nut Industry, Kollam District

INTRODUCTION

Cashews are very high-cost dry fruits with a high retail rate. The shelf-life of the cashew nuts is four to six months if processed nicely otherwise they increase fungus or flavor bitter. They have used in many sweet arrangements particular objects descent arrangements and ice creams. They also are used as desk enriches in a few distinct restaurants and significant name accommodations.

Markets for cashew is progressively growing whereas it deliver is limited. Raw cashew nuts are a seasonal commodity and the buying and selling season is from March to May. Growers generally provide the primary or village markets where small investors accumulate and supply the urban markets. The cashew exchange is seldom handled with the aid of one of a kind traders. Usually, those traders who gather other plantation products also change cashew. Due to the exceedingly aggressive nature of cashew alternate growers have few advertising problems. When go-betweens accrue significant quantities, the processors input the marketing chain and make entire sale purchases. Grades and requirements for cashew are yet to be brought in India. Quality is typically determined by appearance and cutting tastes that investors

hire previously to buy.

The new cashew nut marketplace includes a large amount of capital in which almost eighty percent of the produce transacted inside a be counted of 35 days. The current cost of Indian manufacturing is estimated at around rs.10,000 million. This capital is made available via enterprise for procurement and processing operations. There are not any growers co-operatives or corporations for cashew advertising. In Kerala however, the authorities have been worried about the procurement development and supply to huge scale processors. This adversely the cashew trade and has now been changed by an unfastened marketplace coverage.

Cashew is marketed in distinct approaches at specific locations. It is advertised through numerous market intermediaries such as commission retailers, village shops, wholesalers, cashew manufacturing unit and stores. As reaches the last client thru diverse intermediaries, cashew manufacturers do no longer acquire affordable fee for his or her merchandise. The link among the first manufacturer and the very last customer is negligible.

Different dealers and center guys in particular markets cope with cashew.

Following are the essential markets through which cashew is treated.

- Village or primary or neighborhood market
- Regional or entire sale or secondary marketplace and
- Terminal marketplace

Cashew is collected in a village or central or local in which it's miles graded, packed and stored. Regional or wholesale or secondary marketplace performs because of the center chain of the village and terminal markets. In this terminal marketplace, cashews are sold at once to the ultimate client.

HISTORY OF CASHEW INDUSTRY IN INDIA

Cash in cashew seems to show that cashews are commercially very precious processed nuts within the world. The English call cashew derived from the Portuguese name for the fruit of a cashew plantation, caju. In India also, cashew is usually called kajju and turned into added by way of the Portuguese from Brazil all through the sixteenth century. It turned into first planted in Goa, from wherein it spread to different parts of the USA, and after that throughout to Southeast Asia, or even Africa.

Four centuries in the past, while the Portuguese landed at the Indian soil, they brought with them the valuable tree nut, cashew. Cashew came, conquered, and took deep roots across the whole coastal area of India. It found the Indian soil greater suitable for its growth than even its native land—Brazil. Not incredibly, it soon won recognition as a coins crop in many components of the united states of America. But the massive-scale industrial cultivation of cashew started in India simplest at some point of the early Nineteen Sixties.

Today, India is one in all the largest producers and processors of cashew in the global, and is still seeking new pastures for cultivation in U.S. Cashew is presently grown in Kerala, Karnataka, Goa, and Maharashtra alongside the west coast, and in Tamil Nadu, Andhra Pradesh, Orissa, and West Bengal along the east coast.

The merchandise of cashew fruit is cashew apple and nuts/kernels. In Brazil, cashew apple is used inside the practice of jams, as also for the manufacture of soft and alcoholic drinks. In India, cashew apple is substantially used handiest in Goa to put together cashew liquor referred to as feni. The cashew kernel is protected by using a thin membrane called testa, which contains the non-fit for human consumption substance tannin. So, processing of cashew kernel is vital. The kernel yield is around 22–24 Percent of in-shell cashew. The first derivative of processing is cashew nut shell liquid (CNSL), that is a critical uncooked cloth in the manufacture of resin.

In India, cashew processing began all through the primary 1/2 of the twentieth century. The processing changed into guide then. India is the second largest manufacturer of uncooked cashew nuts inside the international, the original being Nigeria; India ranks number one in the vicinity under cashew plantations, although. Almost 70 Percent of the global raw cashew manufacturing in 2010 turned into accounted for with the aid of just four international locations, particularly, Nigeria, India, and Vietnam. If three more countries, mainly, Indonesia, the Philippines, and Brazil, had been brought, then these seven international locations collectively contributed as a whole lot as 84 Percent to the full global manufacturing in that yr. While India shared nearly 19.6 Percent of the world acreage below cashew in 2010, it contributed 22.2 Percent to the world manufacturing. This turned into as it's consistent with hectare yield of cashews in the shell at 660 kg became then slightly higher than the global average of 585 kg. Nevertheless, India's average yield became tons less than comparable yields of other primary cashew generating international locations like Nigeria (2 tonnes), and Vietnam (1 tonne), and Philippines (4.8 tonnes).

India is likewise the second one largest exporter of shelled cashew (kernels) within the global and follows Vietnam. India enjoys similar fee gain in no longer most effective manufacturing of cashew fruit, due mainly to the long coastal line of U. S. A. That favors cashew cultivation, with apt soil and climatic conditions, however, more importantly, additional processing of uncooked cashews, because of considerable availability of cheap and skilled labor. To make sure, India may be appeared as the worldwide chief in cashew processing, mainly due to the ability of its work. For, while processed manually, as in India, damaged nuts hardly account for 20 Percent of the USA's output of processed kernels.

LOCATION OF CASHEW INDUSTRY

The cashew processing industry in India accumulated momentum through the closing over half of a century. In the early years, the industry turned into position more often than not in Kerala, which had then over 50 Percent of the cashew plantations inside the country. Though the land ceiling regulation constrained the enlargement of cashew sowing in Kerala, the call for cashew nuts grew. Therefore, over time, cashew cultivation prolonged to the opposite coastal states of the U. S., extra particularly in the Sindhudurg district of Maharashtra. Several different countries too took to cashew cultivation and processing. High price brought tax (VAT) of 12.5 Percent in Kerala also fuelled the boom of cashew enterprise in different states, wherein such tax turned into round 2 – four Percent most effective. The wide variety of cashew processing devices in the USA multiplied hastily from one hundred seventy in 1959 to as many as 3,650 in 2017–18, the final year for which the official government statistics are available. The total ability of processing gadgets in India turned into then 15 lakh tonnes in uncooked nuts, and the potential usage changed into 75 Percent. Maharashtra on my own then had 2, two hundred gadgets, accompanied employing Kerala 432 devices, and Tamil Nadu 417 units. Nearly 84 Percent of the processing devices in Maharashtra were within the small-scale cottage zone.

Probably, at the gift, the country may have round four,000 cashew processing gadgets, with a hooked up potential of approximately 18 lakh tonnes. Assuming seventy-five Percent capability usage, as in 2007–18, it appears that around 14 lakh tonnes of cashews in a shell are currently processed in the country. Half of the processing capability is applied through internal materials, at the same time as for the rest the industry relies upon on imports.

CASHEW NUT PRODUCTION IN KERALA

India is the most important manufacturer of cashew nut within the global as well as in Asia accounting 39.47 in line with the cent of global cashew manufacturing in 2017. It has the largest area harvested underneath the uncooked cashew nuts within the international. It is an important plantation crop in wasteland improvement programme because of its utility in soil conservation and to a buildup of a balanced atmosphere. The essential cashew nut generating states in India are Maharastra, Kerala, Andhra Pradesh, Orissa, Karnataka, Tamil Nadu, Goa, and West Bengal.

Kerala is the second largest cashew nut manufacturer in India. It has added a growing fashion during the have a look at period besides the years 1993-ninety four to 1994-95, 1996-ninety seven to 1997-98, 2000-01, 2004-05, 2008-09 and 2009-10. Its contribution is 21.Eighty-five in line with the scent of India's production. The motive behinds are felling of cashew timber, conservation of cashew region into rubber plantations, growing in prices and conservation cashew into turmeric in small patches. A recurring fee in Kerala turned into high due to high labor price. The Compound Growth Rate is 4.70 according to cent according to annum.

CASHEW INDUSTRY IN KOLLAM DISTRICT

The mobility is one of the most fundamental and essential characteristics of monetary pastime because it satisfies the simple need of going from one location to the other, a want shared by way of employees, freight and facts. Economies that possess extra mobility are frequently people with higher opportunities to expand than those affected by limited mobility. Reduced mobility impedes improvement, while more movement is a catalyst for growth. Mobility is thus a reliable indicator of development. The Cashew business in Kollam is primarily based within the eponymous metropolis, that's called the Cashew Capital of the World. Kollam is the largest processed cashew exporter within the international. As of 2011, there have been higher than six hundred cashew processing gadgets in the town. About 800,000 tonnes of raw cashews are imported to the city for processing every year. Eighty% of India's export great cashew kernels are prepared in Kollam. Kollam remained as the cashew capital of the sector for many years in view that Thirties.

Cashews had been first introduced to India through the Portuguese (however is from Northeastern South American or Brazilian coast of local Tupi territory in origin - Neotropic Divergent Evolutive Zone), who planted them alongside the beaches of Goa to prevent erosion. Originally exported in oil cans, it becomes determined that this approach ought to cause weevil infestation, and it changed into changed via storing the kernels in boxes infused with carbon dioxide. This technique, referred to as "Vita Packing," is still in use nowadays.

The fitness advantages and the fee of cashew nut were located a great deal later. The trees tailored thoroughly to their new domestic, specifically in Kerala and via the late 16th-century cashew nuts had reached Kollam after which known as Quilon, a town beneath the manager of the Portuguese.

During the time of the Portuguese, Dutch and British within the Indian subcontinent, Quilon and its ancient port have been essential enterprise hubs for Arabian and Chinese investors. Many of the cashew groups in Kollam are family owned and run.

STATEMENT OF THE PROBLEM

The cashew industry is one of the most critical resources of employment and profits particularly to the rural people in Kollam District. It additionally fetches foreign income. So its position is crucial in the dedication of commercial development of the District. Nowadays there is a decline in the boom of Cashew industries inside the observing location and the owners, and the workers are going through many troubles while strolling and working within the industries. It is very crucial to understand approximately the critical problems of the Cashew industries because it performs a vital position inside the growth of the socio-financial situations of the ladies people within the trades and in the financial improvement of the district, country and the U. S. A. In this context, the researcher decided on this subject matter for her look at.

OBJECTIVES OF THE STUDY

The important objectives of the study are,

- To know about the growth of Green entrepreneurship in cashew processing industries in Kollam District.
- To offer suggestions for the growth of cashew industries and to overcome the problems of cashew processing in Kollam District.

HYPOTHESIS

- H_1 = There is a relationship between growth of Green entrepreneurship cashew processing industries in Kollam District and demographic variables,
- H_0 = There is no relationship between growth of Green entrepreneurship cashew processing industries in Kollam District and demographic variables,
- H_1 = There is a relationship between overall effectiveness and overcome the problems of cashew processing in Kollam District.
- H_1 = There is no relationship between overall effectiveness and overcome the problems of cashew processing in Kollam District.

SCOPE OF THE STUDY

This study is related to the Cashew processing units in Kollam District. The study is restricted to a selective number of cashew industry owners and workers working in the industries in Kollam District. The study covers only the Cashew units in Kollam District and its four taluks only.

METHODOLOGY

Methodology includes collection of data, construction of questionnaire, sampling design and frame work of analysis.

COLLECTION OF DATA

The present study evaluates the Cashew processing units in Kollam District and is mainly based on both primary and secondary data.

PRIMARY DATA

The primary data needed for the study have been collected by using a well structured questionnaire. For this purpose a questionnaire was prepared with care and caution.

SECONDARY DATA

The secondary data have been mainly collected from the books, journals, magazines, and also from the internet.

CONSTRUCTION OF QUESTIONNAIRE

For the purpose of data collection to analyze the Cashew processing units in Kollam District a well-structured questionnaire was prepared which consists of the Socio-economic profile of the workers and the owners and all the relevant data comes under the relevant topic of the study.

The Table No.1.1 describes the opinion about the Method of selecting the supplier

OPINION ON METHOD OF SELECTING THE SUPPLIER

Table 1

		Method of selecting the supplier						Total
		Quality		Price		Credit		
		N	%	N	%	N	%	
Year of Establishment	Up to 2010	8	44	5	28	5	28	18
	2010 - 2014	20	40	16	32	14	28	50
	2014 – 2018	11	35	12	39	8	26	31
Type of ownership	Individual	11	37	12	40	7	23	30
	Partnership	13	41	10	31	9	28	32
	Co-operative	9	45	6	30	5	25	20
	Govt. Undertaking	6	35	5	29	6	35	17
Age of the promoter	Up to 40	14	50	7	25	7	25	28
	41 – 50	16	40	15	38	9	23	40
	Above 50	9	29	11	35	11	35	31
Education	Up to School	6	22	10	37	11	41	27
	Graduate	15	38	15	38	10	25	40
	PG	18	56	8	25	6	19	32
Experience in the cashew industry	Less than 5 years	6	32	8	42	5	26	19
	5 - 10 Years	14	42	10	30	9	27	33
	10 - 15 Years	13	41	11	34	8	25	32
	Above 15 years	6	40	4	27	5	33	15
Type of Products Processed	Single product	29	38	28	36	20	26	77
	Multi products	10	45	5	23	7	32	22

		7	24	10	34	12	41	29
Category of the Processing Units	Home Scale	7	24	10	34	12	41	29
	Small Scale	22	43	17	33	12	24	51
	Large Scale	10	53	6	32	3	16	19
Location of enterprise	Outside Household Premises	15	28	23	43	15	28	53
	Within Household Premises	24	52	10	22	12	26	46
Type of factory premises	Permanent structure	30	42	22	31	19	27	71
	Temporary structure	7	47	5	33	3	20	15
	Without structure	2	15	6	46	5	38	13
Nature of operation of enterprise	Regular	23	38	21	34	17	28	61
	Irregular	9	47	6	32	4	21	19
	Seasonal	7	37	6	32	6	32	19
Total		39	39	33	33	27	27	99

The table 1.1 shows that 39% of the respondents are selecting the supplier based on quality, 33% of the respondents are selecting based on Price and 27% of the respondents are selecting the supplier based on Credit.

Further in order to find the association between the demographic variables and their opinion of Method of selecting the supplier the chi-square test was used and result of the test is shown in table.1.2.

CHI SQUARE TEST- OPINION ON METHOD OF SELECTING THE SUPPLIER

Table 2

Profile of the Respondent	Chi Square	df	p	
Year of Establishment	0.74	4	0.946	Not Significant
Type of ownership	1.51	6	0.959	Not Significant
Age of the promoter	3.64	4	0.457	Not Significant
Education	8.08	4	0.089	Not Significant
Experience in the cashew industry	1.39	6	0.966	Not Significant
Type of Products Processed	1.43	2	0.489	Not Significant
Category of the Processing Units	6.07	4	0.194	Not Significant
Location of enterprise	7.07	2	0.029	Significant
Type of factory premises	3.90	4	0.419	Not Significant
Nature of operation of enterprise	0.85	4	0.932	Not Significant

It is noted from the table 1.2 that the p value is less than 0.05 only for "Location of enterprise" the results are significant at 5 %. From the analysis it is concluded that there is significant association was found between the Opinions about Future Method of selecting the supplier and Location of enterprise.

PROCESSING STEPS WORRIED IN CASHEW PROCESSING

The preferred processing steps worried in cashew processing are Drying of freshly harvested uncooked seed for a garage, Soaking of seed, steam cooking or roasting, Shelling, Separation, Kernel drying, Peeling and packaging. The popular procedure glide chart for cashew processing adopted in India is shown in Figure1.

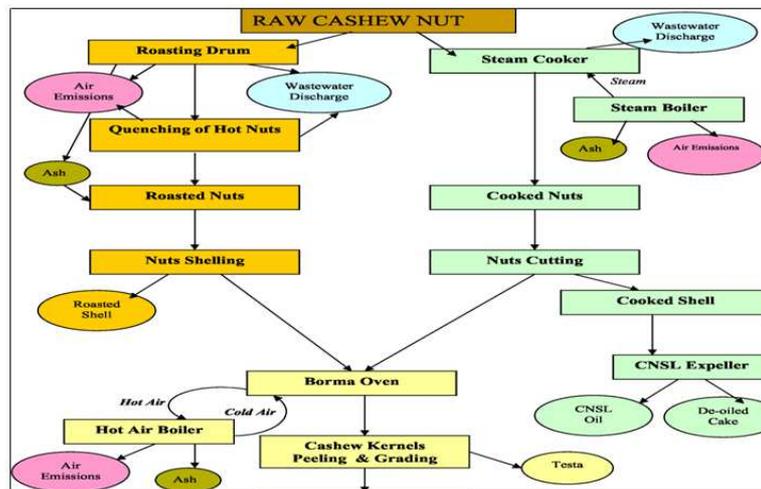


Figure 1

DRYING OF RAW NUTS

Sun-dried in yards, weight loss might also range from three% to over 10% relying on time of harvesting and vicinity of foundation. The uncooked nuts after harvest are solar dried for 2-3 days to reduce the moisture from 25 % to 8-9 % and saved in gunny bag. The raw cashew nut consists of the kernel and papery seed coat (testa); those account for 20-30 percent and 2-3 percentage, respectively, of the raw nut weight; the closing 70-75 percent is the shell.

ROASTING / STEAM COOKING

A. ROASTING

- Drum Roasting- Nuts handed via heated drum wherein it catches hearth for 2/3 mins.
- Oil Roasting-Dried nuts conditioned with water surpassed thru a warm oil (Cashew Nut Shell Liquid – CNSL) bathtub through conveyer. The oil in nuts comes out.

B. STEAMING

This technique now a days adopted broadly everywhere in the Keraa. The dried nuts are steam cooked. Well dried uncooked nuts are subjected for steam boiling which is commonly followed method of nut conditioning in Kerala. The uncooked nuts are steamed conditioned about 90-100 lb strain for 25 -half-hour and then allowed for 24 cooling.

DECORTICATION

A.SHELLING

Roasted nuts should be shelled by way of breaking shells with timber mallets

B.CUTTING

Steamed nuts must be cut with blades set up on wooden tables. Raw nuts after conditioning and cooling are to be shelled to put off kernels with the assist of hand cum pedal operated shell cutter. After shelling the kernels and shell pieces are separated manually. The kernel after shelling can have moisture content greater than 10 %.

DRYING OF THE KERNELS

The kernels are dried to moisture content material approximately 3.5-4.5 %. Drying the kernel in hot chamber at sixty five-70 degree centigrade in perforated tray for six-8 hours does this. After drying, the kernels are kept in wet chamber for four- 6 hours for clean removal of testa and minimal damaged kernel.

PEELING

The testa is peeled off and initial grading via wholes, pieces and coloration takes place. The peeling procedure concerned elimination of testa from the kernel with the assist of sharp knife.

GRADING

The kernels are graded via hand/sieve. CEPC (Cashew Export and Promotion Council) specifications are followed for grading of cashew kernels.

FILLING

The graded kernels are:

- Vita packed in 25lbs tins – after vacuuming and infusing carbon dioxide, or
- Packed in 25lbs or 50lbs gas infused flex packs.

PACKING

- Two 25lbs tins are packed in a corrugated box. Or
- Two 25lb/one 50lb flex percent/s are packed in a corrugated field.

AFFECTED BY POLLUTION IN CASHEW NUT PROCESSING

The cashew nut processing is surprisingly manpower intensive, usually carried out for the duration of 600 hrs - 1800 hrs handiest at some stage in the day time.

ROASTING PROCESS

The roasting of cashew seeds is carried out in a manually rotating open drum of 600 mm and a couple of 0.5m duration, with a tendency of an axis (15° – 20°) to facilitate the drift of the cloth from inlet to outlet via rotation of the drum and gravity. The drum is positioned in a ‘dog- house’ Initially the drum is heated externally by way of firing about 25 to 30 kg of roasted cashew shell for approximately 15 to

20 minutes. Once the drum is heated up, the cashew nuts are fed manually via an extended hopper into the inlet of the recent drum. The drum is turned around manually, so that the cashew nuts are moved from inlet to outlet of the drum.

Due to the excessive temperature of the drum, the Cashew Nut Shell Liquid (CNSL) in the cashew nut (calorific cost 6000 kCal/kg) catches hearth spontaneously, and the nuts are roasted via the entire duration of the drum without any assisting gasoline. The warm gases from the inlet of the drum are discharged into an atmosphere with the aid of a herbal draft stack of approximately 15 – 18m height. The cashew nuts, in burning nation, are discharged at the opening of the drum and quenched immediately with the spray of water to prevent further roasting. The cooled nuts are dispatched for shelling. The guide feeding of the cashew nut and the rotation of the drum are so synchronized that approximately 6 to 7 luggage (Each bag weighs approximately 80kg of cashew nut) of cashew nut is roasted in an hour.

COOKING (STEAM ROASTING) PROCESS

The steam roasting manner, normally acknowledged as “cooking process” consists of a baby boiler accompanied through a steam cooker where the cashew nuts are cooked with steam.

BABY BOILER

The toddler boiler is a hand stoked hearth tube boiler, which produces steam at 7.0 – 8.5 kg/cm². The roasted cashew shell or de-oiled cake are fed manually (approximately 2 to a few kg fuel as soon as in 15 to twenty minutes) at the lowest of the boiler. The combustion air is drawn via the grate by means of herbal draft stack at the pinnacle of the boiler. The flue gases from the boiler are discharged into environment through the stack 12 – 15m excessive. The flue gasoline emissions from the boiler are the supply of air pollution.

CASHEW NUT COOKER

A cylindrical steam cooker with a provision of cashew nut feeding at the pinnacle and discharging of cooked nuts from the aspect close to the backside has a potential of conserving four baggage (80 kg every) of cashew nut in a batch. Once the cashew nut is loaded, steam from a boiler is delivered into cooker at a strain of seven.Zero – 8.5 kg/cm². The cashew nuts within the cooker are steam cooked and when all of the nuts are sufficiently cooked, the excess steam starts liberating close to the bottom outlet. The steam is injected into the cooker till the steam starts escaping shape the hole mouth of the cooker. This manner takes approximately 10– 20 minutes. Then the steam injection into the cooker is stopped, and the condensed water at the bottom of the cooker is discharged into a box and disposed on the ground via septic tank. In the cashew nut cooking method in Kerala have the distinctive system in steam injection quantity. The steam is injected for about 15 mins even after the steam start off evolved escaping from the opening mouth of the cooker. This method consumes extra steam.

KERNEL DRYING (BROMA)

The kernel coming from the shelling phase (Roasting Process) in addition to Cutting Section (Cooking Process) incorporates a brown cover, known as ‘testa’, over it. To get rid of testa over the kernel and also manipulate the moisture content in the kernels, they are exposed to prolonged and managed heating with hot air at 80 - 900C for about 6-7 hrs inside the chamber. About five – 8% of moisture is eliminated from the kernels inside the method. This method is called “Burma”. Indirect heating of atmospheric air generates the new air over hot floor in a “Oven”. The Borma Ovens are fired with cashew shell (from Roasting Process) or de-oiled cashew cake (from Cooking Process) for approximately 4 – 6 hrs relying on the quantity of kernels to be dried (Fig.3). The flue gases from the oven are discharged via a herbal draft stack of approximately thirteen – 15m high. In Kerala and Maharashtra most of the small scale gadgets achieved the Borma

operation by electric heaters which eat massive electricity and the process could be depending on strength supply.

ENVIRONMENTAL STANDARDS FOR GREEN ENTREPRENEURSHIP IN CASHEW PROCESSING INDUSTRIES

The environmental requirements authorized by means of the Peer & Core Committee of Central Pollution Control Board for the cashew Seed Industry are authorized as follows

AIR POLLUTION EMISSION STANDARDS

The authorized environmental standards for Roasting Process, Cooking Process and Burma Operation of cashew processing in during Sulphur Dioxide, Nitrogen Oxides and Phenolic Compounds. The recommended stack heights outcomes in better dispersion of these pollutants into surroundings ensuing in minimal feasible floor level concentrations. Hence no separate emission requirements are proposed for those parameters.

WASTEWATER DISCHARGE STANDARDS

The wastewater technology from one of a kind sources of cashew nut roasting and cooking procedure are as follows: Quenching operation in roasting process: 2 hundred liters/day (2 – four hrs of operation in a day) – after oil & grease trap (or) Vessel discharge from five-10 batches in Cooking Process: 70 - 80 liters/day

SUGGESTIONS

The following pointers are made to enhance Green entrepreneurship in the Cashew nut Industry in exceptional regions along with Recruitment and Selection, Training and Development, Performance Appraisal, Workers' Participation in Management, Grievance Handling, Management's attitude toward personnel and Union, Welfare measures and Motivational factors. In the case of recruitment and selection, extra attention is to be made closer to goal assessment of the abilities of the employees. The skills of the person ought to be evaluated without any bias and discrimination on the time of choice. Even although the maximum of the respondents had been glad about the adequacy and impartiality of the education and improvement applications, there is nevertheless a few scopes for enhancing the applications.

Further enhancements should be made to increase the effectiveness of the schooling methods, and it's going to help to grow the employees' contribution toward productiveness. It is usually recommended that the employees may be allowed to take part actively inside the decision making manner. Their views may be taken into consideration with none discrimination. The personnel ought to be allowed to participate in management in one of this manner as to permits them to understand their responsibilities. Periodical conferences may be organized with representatives of the employees and the decrease degree control to redress the grievances of the employees at the bottom degree. Upward communication machine must be reinforced; the disciplinary movements ought to not be severe. Increment cut must now not be accompanied as a joint exercise. It can be taken as an ultimate step. The officials might also reconcile the hobby of the personnel as their very own hobby, without any bias. Management mindset closer to the unions have to be improved. The effect of the political leaders ought to be reduced to an extraordinary extent. More popularity needs to receive to the inner leaders. It is recommended that the management ought to offer good enough publish-retirement advantages and one-of-a-kind welfare centers. To enhance the productiveness of the personnel, the control should provide enough protection measures and inspire the staff by using providing extra financial and non-monetary benefits and apprehend the fulfillment of the

employees correctly. It can be cautioned that the cashew enterprise may be transformed into a Government Company which will experience the advantages availed via the government personnel. The going for walks group of workers can be supplied with the buses in an unusual circumstance and with sufficient gas. There should be the high-quality and sympathetic method of the officers towards the clerical workforce. The technical team of workers may be supplied with ok and present day equipment and system. Conducive work surroundings may be created for the people. These measures will inspire the personnel to boom their contribution toward the development of the overall performance of the enterprise.

CONCLUSIONS

The financial growth that India has witnessed over the previous few years has resulted in rapidly growing cashew wishes. Simultaneously concerns are being raised about the sustainability of the cashew Industry thing in us of a given a significant and rising proportion in emissions, each worldwide and local. A nicely-developed cashew enterprise gadget has excellent implications for getting admission to fitness care, education and different basic desires. In the case of personnel, Green entrepreneurship in the Cashew nut Industry has been discovered pleasant. However, this examination reveals that seven demographic elements such as revel in, status in the union, the club within the union and nature of employment and five human resource dimension viz. Recruitment and selection, merchandising and switch, workers' participation in management, welfare measures, and motivational elements have widespread influence on the Green entrepreneurship in the Cashew nut Industry. Since cashew processing industries are small and cottage class devices and no current and techno-economically cost powerful pollutants abatement systems are in operation study area it has ended up essential to observe the entire cashew nut processing enterprise zone in Kollam District to indicate techno-economically viable environmental requirements. Even though the pollutant emission load into an environment using a single cashew nut unit is low, it has been found that the whole emissions load with the aid of the number of such gadgets in a cluster reasons excellent environmental degradation. The cashew nut processing by way of cooking (steam roasting) technique, which is incredibly much less pollution in depth and an opportunity technique to roasting manner may be considered to lessen the environmental discharge load.

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