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Skill Gaps and Entrepreneurial Capabilities as Determinants of Growth Trajectories in Indian Start-Ups

Shonal Gupta

Research Scholar, Department of School of Commerce and Management,
Arni University, Indora, Kangra, Himachal Pradesh, India.

ABSTRACT

The growth trajectories of Indian start-ups are increasingly shaped by the availability and effective utilization of entrepreneurial skills and capabilities in a highly competitive and uncertain business environment. This study seeks to examine the role of skill gaps and entrepreneurial capabilities as key determinants of growth outcomes among Indian start-ups. Skill gaps are examined in terms of deficiencies in technical, managerial, financial, and strategic competencies, while entrepreneurial capabilities encompass opportunity recognition, innovation, risk management, and leadership effectiveness. The study will employ a quantitative research design using primary data collected from founders and top management teams of Indian start-ups operating across multiple sectors. Analytical tools such as descriptive statistics, correlation analysis, and multiple regression analysis will be applied to assess the influence of skill gaps and entrepreneurial capabilities on start-up growth indicators including revenue expansion, employment generation, and market reach. The findings are expected to indicate that skill gaps negatively affect growth trajectories, whereas strong entrepreneurial capabilities significantly enhance start-up performance and scalability. The study is expected to contribute to the literature by highlighting the critical interplay between skills and entrepreneurship in emerging economies and by offering practical implications for entrepreneurs, educators, and policymakers to strengthen capacity-building initiatives aimed at fostering sustainable growth in Indian start-ups.