

***Determining Factors for Entrepreneurial Intentions of Technical  
and Vocational Students: The Case of Jimma Town Poly Technical  
College, Jimma Zone, Oromia Regional State, Ethiopia***

*A Thesis Submitted to the School Graduate Studies of Jimma University in  
Partial Fulfillment of the Requirement for the Award of Degree in Master of  
Business Administration (MBA)*

**BY:**

**SILESHI KETEMA**



**JIMMA UNIVERSITY**

**COLLEGE OF BUSINESS & ECONOMICS**

**MBA PROGRAM**

**OCTOBER, 2017**

**JIMMA, ETHIOPIA**

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**Under the Guidance of**

**Mr. Reta Megersa**

**And**

**Mr. Seid Husen**



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## CERTIFICATE

This is to certify that this thesis entitles “Determining factors for Entrepreneurial Intention of Technical and Vocational Students: The Case of Jimma Poly Technical College”, Submitted to Jimma University College of Business and Economics for the award of the Degree of Master of Business Administration (MBA) and is a record of Valuable research work carried out by Mr. Sileshi Ketema, under our guidance and supervision.

Therefore we hereby declare that no part of this thesis has been submitted to any other university or institutions for the award of any degree or diploma.

Main Advisor’s Name	Date	Signature
Mr. Reta Megersa	_____	_____
Co-Advisor’s Name	Date	Signature
Mr. Seid Husen	_____	_____

## DECLARATION

I hereby declare that this thesis entitled “Determining factors for Entrepreneurial Intention of Technical and Vocational Students: The Case of Jimma Poly Technical College”, has been Carried out by me under the guidance and supervision of Mr. Reta Megersa and Mr. Seid Husen.

The thesis is original and has not been submitted for the award of degree or diploma at any university or instructions.

Researcher’s Name

Date

Signature

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## ACRONYMS

<b>TVET:</b>	Technical and Vocational Education & Training
<b>SMMEs:</b>	Small Micro and Medium Enterprises
<b>GUESS:</b>	Global University Entrepreneurial Sprite Students Sur
<b>MENA:</b>	Middle East and North Korea

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## **ABSTRACT**

*It has always been the interest of our government to promote entrepreneurship and new venture in business as a means to enhance economic growth for the nation and creating jobs to help to solve the problem of unemployment. The objective of this study is to examine the entrepreneurial intentions of Technical and Vocational students and determining factors for entrepreneurial intentions at Jimma poly technical college in the Jimma town. The sample size for the study was 136 comprising of 101(74.30%) males and 35(25.70%) females. In the study, quantitative research method was used. Primary data was obtained using questionnaires and Secondary data was collected from books, journals, past research works, official documents and the internet. Random sampling was used to select proportional number of samples from the study area. Data were analyzed using SPSS version 20 software and frequency, percentages, regression and correlation were done. 16 to 20 age groups were the majority of age groups attended on the study. 47.1% of the participants were from business background and has positive correlation with entrepreneurial intentions. Gender was negatively correlated with the dependent variable. Analysis was made using linear regression in that R square indicates independents variables varied from dependent by 0.173. There is a significant association between governmental policies towards entrepreneurial intention that has positive correlation with training. Age, Risk taking, governmental support or police and access to finance, was positively correlated with entrepreneurial intention except gender. Family business background, Locus of control, Needs of achievements and Training were the influencing variables of the entrepreneurial intention. It is better for Jimma town youth administrator to give training for the youths.*

**Key words:** *Entrepreneurial intentions, Family business background, Locus of control*

# CHAPTER ONE

## 1. INTRODUCTION

### 1.1. Background of the Study

According to Peter Drucker, (Peter Drucker, 1985) describing the entrepreneur as someone who actually searches for change, responds to it, and exploits change as an opportunity. For a period of years now, policy makers and researchers have recognized entrepreneurship to be a key driver of the economy through fostering growth, job creation, technology adoption and innovation as well as poverty alleviation (Brixiova, 2010).

According to Kolvereid (1996), an intention plays a very relevant role in the decision to start a new firm (become an entrepreneur). Intention is a state of mind which motivates individuals to attain some specific goal. The theory of planned behaviour (Ajzen, 1991), suggests that entrepreneurial intention is the single best mechanism through which countries gain awareness about the state of entrepreneurship in their countries. This is because of the fact that an entrepreneurial intention is a single best predictor of entrepreneurship (Krueger, Reilly and 2000). Due to this, many countries of the world were organized under one umbrella of Global university Entrepreneurial spirit students" survey (GUESSS) to get the status of their students, (Sieger, *et al*, 2011)

With this in mind, the following study draws most of its attention on the incorporation of attitudinal factors, environmental factors, demographic factors as well as characteristics of individual students for the assessment of intentions for new venture creation.

The study of Motivation and Entrepreneurship Intentionality (Plant, ROBERT (2010), found out that male students in China exhibited a significantly greater intentionality toward self employment than female did. Entrepreneurial intention was stronger in the US students due to independence culture. However, Chinese students with experience background in self employment had greater intention to become self employed, (Plant, ROBERT; REN, JEN (2010).

The research conducted by (Luthje and Franke, 2003), states that attitude toward entrepreneurship were the most important determinant of the intention to become self-

employed and this attitude is influenced by the personality (i.e. risk-taking propensity and internal locus of control) of the respondents. The designed model of this study focuses on four variables, namely the risk taking propensity, the locus of control, the environmental support, and the contextual barriers to predict the propensity to start anew venture.

The study done by ( Fridolin, 2009) to examine entrepreneurial intention uses the proposed theoretical model of five variables to predict students' entrepreneurial intentions, namely, their respective gender status, the background of the family they come from, how easy to behave entrepreneurially (perceived desirability), individual initiatives of students (propensity to act) and the social influence that surround students. This survey gives a clear picture evidencing that the role individual personality predictors play a significant part for the entrepreneurial behaviour among students. The study result of (Mazzarol *et.al*, 1999), identifies that the environmental factors such as social, economic, political and demographic can influence the intention to establish self-owned businesses.

The investigation underdone using variables such as entrepreneurial education , family back ground ,university factor and student factor reveals clearly that purposeful education enhances students entrepreneurial intention by providing them with attitudes, knowledge and skills to cope with the complexities of starting and managing a business (Schwarz, 2009). Asian Journal of management (Asian, J. 2015), after assessing the entrepreneurial characteristics through variables Passion, faith and commitment, risk tolerance, adaptability, leadership and drive determination finally put forward the suggestions towards conducting more entrepreneurial awareness programmers' as to develop the need for developing the skills and attitudes.

More over the research conducted in Addis Ababa University (Abebe, 2015), based on the variables: entrepreneurial role model in family, entrepreneurial attitudes, need for achievement, locus of control, entrepreneurial education, and subjective norms to address the research question. The final result shows that there is significant relationship between the entrepreneur intention and the socio economic factors, demographic factors (age, sex) and Attitude towards Entrepreneurship.

This paper was tried to investigate the spirit of entrepreneurship as well as to establish the level of entrepreneurial intention among students in the study area.

## **1.2. Statement of the problem**

Entrepreneurial intention has extensively been studied in the developed country context, but its investigation in the emerging developing country context is very limited (Tang, Zhang, & Li, 2007). The research conducted in Hamburg university (Luthje and Franke, 2003) states that attitude toward entrepreneurship was the most important determinant of the intention to become self-employed and this attitude is influenced by the personality. Also the study result of (Fridolin, 2009), gives a clear picture evidencing that the role individual personality predictors play a significant part for the entrepreneurial behavior among students.

The study conducted by (Mazzarol *et.al*, 1999), identifies that the environmental factors such as social, economic, political and demographic can influence the intention to establish self-owned businesses. The finding of Robinson *et al.*(1991) states that the attitudes of individual towards entrepreneurship can be measured by his/her attitude on the innovation, achievement, self-esteem, and personal control. Also, demographic variables such as personality, human capital, ethnicity, marital status, educational level, family size, work status and experience, age, gender, socioeconomic status, religion and nature of personality contribute towards establishing a business.

Similarly the result of another Studies conducted on determinants of entrepreneurial intention revealed that several factors, traceable to individual characteristics like gender, age, marital status, employment status Reynolds *et al.*( 2002); attitude (Wu & Wu, 2008), personality (Crant, 1996), locus of control (Evans & Leighton, 1989), self-efficacy (Zhao *et. al.*,2005), entrepreneurial related education (Guerrero *et.al.*,2006) and environmental factors are responsible for entrepreneurial intention.

Although limited studies were conducted on the entrepreneurship intention of Ethiopian Universities and TVET college students, as far as reviewed no researches have been carried out at Jimma Poly Technical College. There exists a study gap in this area. So, the current research study seeks to analyze the demographic factors, motivational factors and governmental factors influencing entrepreneurial intention in Jimma Poly Technical College.

### **1.3. Research Questions**

This research will aim to answer the following questions

1. What is the level of entrepreneurial intention of Jimma poly Technical college students?
2. Does government support have influence on entrepreneurial intentions of Jimma poly Technical college students?
3. Do demographic factors have influence on entrepreneurial intentions of Jimma poly Technical college students?
4. Does motivation factors have influence on on entrepreneurial intentions of Jimma poly Technical college students?

### **1.4. Objectives of the Study**

#### **1.4.1. General Objective**

The general objective of this study was to examine the entrepreneurial intentions of Technical and Vocational students in Jimma town Poly Technical College.

#### **1.4.2. Specific Objective**

**The specific objectives of the study were:**

- To analyze entrepreneurial intention of vocational and Technical students.
- To examine the relationship between government support and entrepreneurial intention of Technical and vocational students in Jimma poly Technical college intention.
- To assess the demographic factors that influence the entrepreneurial intention of Technical and vocational students in Jimma poly Technical college.
- To analyze motivation factors that affect entrepreneurial intention of Technical and vocational students in Jimma poly Technical college.

### **1.7. Scope of the study**

Although there are many technical and vocational schools in Jimma Zone due to time and resource constraints the study was limit to assess the entrepreneurial intention of Jimma poly

technical college students in Jimma town by using the variables such are Demographic factors (Age, Gender, Family business back ground), Motivation factors (risk taking propensity, locus of control, need for achievement) and government support (government policy, training and access to finance).

### **1.8. Significance of the study**

The study is significant to work on the areas of entrepreneurship, for filling the knowledge gap of technical college students on entrepreneurship and demonstrates the technical student's contributions on the improvement of entrepreneurship activities in Ethiopia. This study will indicate the entrepreneurial intention of technical college students in Jimma poly Technical College. It will be also used as an input for similar studies or study that would be conducted to know the entrepreneurial mentality of similar college in general and for vocational and technical students in particular. The study can also be used as a starting point for similar studies that can be conducted in the area of entrepreneurship and as an input for policy makers to see further the subject matter or review the current education curriculum in the nation besides to indicates the knowledge that required at the colleges for developing entrepreneurs.

### **1.9. Organization of the Thesis**

Chapter one deals with the introduction of the study. Chapter two dealt with a review of relevant literature. Chapter three covers the methodology employed to conduct the study. Chapter four dealt with the findings analysis and the discussions of the findings whiles the final chapter, chapter five, covers the summary, conclusions and recommendations based on the findings of the study.



# CHAPTER TWO

## 2. LITERATURE REVIEW

### 2.1. Definition of the entrepreneur and entrepreneurship

According to Scott and Marshall (2009: 219), there are at least four different meanings or definitions of the term entrepreneur or entrepreneurship which are: The basic meaning is a person who owns and runs a business but not necessarily a new business, small, growing, or a successful business. Economists perspective; an entrepreneur as a person who risks capital and other resources in the hope of substantial financial gain, or as someone who specializes in taking judgmental decisions about the use and co-ordination of scarce resources. More emphasis is put on calculated risk taking.

Sociologists view an entrepreneur as a creative innovator in the business sphere, in contrast with the conventional business owner, capitalist, or professional manager, who conforms more often to established procedures and objectives. It further stated that this conception originated with Joseph Schumpeter, who defined “entrepreneurs as individuals who develop and implement new combinations of the means of production, a function he described as fundamental to economic development” in his book *The Theory of Economic Development* (1934). Finally, the entrepreneur is used casually to refer to the owner or creator of a new business, small, growing, and successful business. This includes any person who sets up a small business, or changes from being an employee of an organization to being self employed, even though neither needs any significant degree of innovation nor capital.

Timmons and Spinelli (2009: 101) see entrepreneurs as leaders who can inject a sense of imagination, commitment, passion, tenacity, integrity, teamwork and vision into their companies. In the midst of dilemmas, they are able to make decisions without any ambiguity and contradictions. They are never satisfied with the status quo, and as a result their continuous drive for value creation, the economic pie grows bigger and members of society benefits. Entrepreneurs are viewed as drivers of economic development because they change the current economic setup and create a new order. Entrepreneurs are regarded as individuals who carry out new combinations, which come in different forms such as new goods or new quality products, new methods of production, new markets, and new sources of supply or a

new way of organization. It is a process by which individuals pursue opportunities without consideration of the resources they currently possess (Nybakk & Hansen, 2008: 474).

Timmons and Spinelli (2009: 41) define effective entrepreneurs as internally motivated, high energy leaders with a unique tolerance for ambiguity, a keen eye toward mitigating risk, and a passion for discovery and innovation. These leaders create or identify and pursue opportunities by marshalling the diverse resources required to develop new markets and engage the inevitable competition.

Entrepreneurship can be defined as the transformation of innovation into a new product, service, or business in order to take advantage of a market opportunity. Entrepreneurship has been associated with creating economic growth and prosperity, introducing new products, processes, solution and services to consumers and manufacturers, creating most of the new jobs in both developed and transitional economies and providing meaning to individuals who seek autonomy, challenges and an opportunity to be creative. Schramm (2004), Sexton and Bowman (1990)

Venkatraman (1997, p. 120) states that entrepreneurship as a scholarly field seeks to understand how opportunities to bring into existence „future“ goods and services are discovered, created, and exploited, by whom, and with what consequences. It is further stated that entrepreneurship is “a way of thinking, reasoning and acting that is opportunity obsessed, holistic in approach, and leadership balanced” for the purpose of value creation. It is further argued that entrepreneurship results in the creation, enhancement, realization, and renewal of value, not just for owners, but for all participants and stakeholders. At the heart of the process is the creation and recognition of opportunities, followed by the will and initiative to seize these opportunities. It requires a willingness to take risks both personal and financial but in a very calculated fashion in order to constantly shift the odds of success and balancing the risk with the potential reward (Timmons & Spinelli, 2009: 101).

It is agreed that entrepreneurship cannot be viewed from start-ups only because it plays an important role in the performance of existing organizations. There is enough evidence in the body of knowledge that those enterprises which adopt entrepreneurial orientation are likely to exhibit superior performance (Kor *et al.*, 2007: 1191).

## **2.2. Entrepreneurial Intention**

According to Wu & Wu (2008), Entrepreneurial intention is an individual's personal desire to form a new firm or a new driver that's adding value within existing organizations. According to Bandura (2001), an intention is a representation of a future course of action to be performed; it is not simply an expectation of future action but a proactive commitment to bringing the about. An intention is the center of the plan of action. This means that, absent intention, action is unlikely. An entrepreneurial intention is a commitment to starting a new business. It is the degree of commitment directed towards the performance of the entrepreneurial endeavor of putting up a business for self employment (Krueger, 1993).

According to Bagozzi *et.al* (1989), an intention is a crucial predictor of subsequent planned behavior, consequently, entrepreneurial intention is a decision to form a new business venture that is planned rather than conditioned. An individual may have the potential of being entrepreneur because of own competency and self-efficacy but may not make the transition into entrepreneurship because of a lack of intention (Krueger *et.al*, 2000).

Entrepreneurial intention is one's willingness in undertaking entrepreneurial activity or become self-employed as opposed to becoming waged or salaried individual (Tkachev and Kolvereid, 1999). According to Thompson (2009), Entrepreneurial intention is a self knowledge conviction by a person who intends to set up a new business venture and consciously plans to do so at some point in the future. For purpose of this research, entrepreneurial intention is defined as the willingness to become self –employed as opposed to organizational employment.

## **2.3. Planned Behavior Theory on Entrepreneurship Intention**

Ajzen (1991) stated that behavioral activity such as entrepreneurship is an intentionally planned outcome. By studying perception and how individuals behave in a particular situation one can easily predict whether the person will eventually take a certain course of action.

Business venture creation is what is regarded as purposive behaviour in this regard. Intention towards this purposive behaviour has been singled out to be crucial in determining the end product of what a person will do (Fridoline,(2009).

Behavioral control as explained in this approach can indicate if an individual feels s/he can easily engage in entrepreneurial venture. The spirit of 'I will do it' (Krueger, Reilly & Carsrud 2000) is the degree to which a student can feel individually able to start a business.

Literature presented by Ajzen (1991), shows that intentional elements such as expectation, attention and belief have major influence on behavioural outcomes. Fridoline, suggests that from these findings the importance of entrepreneurial intentions can be replicated and shown as planned behaviour that can be developed to aim at creating a new venture (Fridoline, 2009). Moreover in applying the Planned Behaviour theory, the theory states that the antecedent of entrepreneurial behaviour is the intention to become an entrepreneur. Fridoline (2009) argued that it can be theorized that if one knows such intention and its level of existence among individuals, then s/he can predict whether enterprising students exist in the University population. The assumption is that these students with this particular intention will end up setting up business ventures. Bird (1988) stated that intentions play a great role before launching an entrepreneurial venture.

Therefore if one manages to establish the antecedent of entrepreneurship it becomes easy to tell the level of entrepreneurship intention which also includes starting a business and growing a business (how one wishes the business to be certain years after launching it) (Fridoline, 2009)

#### **2.4. Effects of Demographic Characteristics on Entrepreneurship Intentions**

According to Wagner, (2004), Demographic characteristics are characteristics of the population and the commonly used demographics include race, age, income, education attainment, employment status, and location.

These demographic characteristics such as age, gender, culture, ethnicity, family background and religion have been closely linked to entrepreneurial intention and entrepreneurial behaviors (Welmilla, *et al.*, 2011). Family business background represents a context in which intentions are formed. Family business background is an important variable in entrepreneurial intentions literature. Drennan *et al.*, (2005), posits that individuals who got a parent or close family member who is an entrepreneur there is likelihood that they will follow an entrepreneurial career path. Such individuals have the choice to establish their own company, take up organizational employment or become a successor in family business. According to

Greve & Saleff (2003), family business background may lower perceptual barriers to entrepreneurial behaviors since the individual can capitalize on their networks and larger social capital.

Entrepreneurship has no precise religion or culture as it slashes across all religions and also exists in diverse socio-cultural contexts, each of which represents a symbol of global entrepreneurial behavior (Valliere2008). Religion certainly affects positively, personal values such as honesty, perseverance, bravery, foresightedness and general ethical standard affirmed that, religion is one of the key factors that determine the basic values and beliefs of people. Entrepreneurship as highlighted by Valliere (2008) creates freedom and autonomy and these two factors afford the entrepreneurs the ability to tailor their businesses to explicitly reflect their religious objectives. Religious background of entrepreneur soften influences their decisions some of which involve deciding on who to employ and whom not to (Zahari, 1983), culture also has been said to have an influence on entrepreneurship. Weber (1976) defines culture as a collective programming of the mind which differentiates on member group from the other or a group of people from the others. Max Weber first emphasized the influence of culture on entrepreneurship at the beginning of this century. As Weber famously claimed, Protestantism reassured a culture that stressed individualism, achievement motivation, legitimation of entrepreneurial vocations, rationality, asceticism, and self-reliance. This ethics was a fundamental element of the spirit of modern capitalism (Weber, 1976).

However, out of many components demographic characteristics few studies seem to have been done on these two variables; gender and age influencing entrepreneurial behavior (Welmilla *et al.*, 2011). And some of the studies suggest further research regarding these variables in different contexts (Ahmad, 2007).

#### **2.4.1. Age and entrepreneurial intention**

Few studies have been done on the age as a demographic characteristic that triggers entrepreneurial intentions (Welmilla, *et al.*, 2011).Recently, interest in age as variable impacting entrepreneurial intention has increased .Age is a time of life and particular power or qualification arises as the age increases (Sajilan, & Hadi, , 2015). The most active entrepreneurship is over the age of 25 (Lévesque & Minniti, 2006).Researchers has expressed different views on age as a demographic factor triggering entrepreneurship intentions.

According to Tanveer, (2013), age is a controversial factor. According to them, there are limited chances to become an entrepreneur as the age increases, but age is positively related to a firm's success. Consistent with similar view, Raposo, and do Paço, (2008) stated that individuals up to the age of 24 do not feel like starting their own business as entrepreneurs. They argued that entrepreneurs get more opportunities as their age's increases, but their willingness to become an entrepreneur decrease as they become old.

Similarly, studies done by researchers such as Karadeniz & Özçam, (2009), indicate that, mostly in developing countries the entrepreneurs are in age groups of 25-34 at an early stage and 35-44 age groups are of early stage entrepreneurs in the developed countries. According to them, among 18-24 age groups, the rates of early entrepreneurial activities are relatively low, but are at a peak amongst 25-34 age groups but then sharply decline above the age of 44. Antoncic (2009) on the other hand, totally disagrees with other researchers and thus relating age directly with the success of the business and states that a person's age is not related to business success, the firm's age being the matter of concern in this case.

Based on the literature above, although there is difference views of researchers regarding impact of age of individuals on their entrepreneurial behavior and intentions, it is observed that most of the researchers agree that individuals show more intention towards entrepreneurship when they are young than when old. Thus, Individual's age seems to be negatively related to entrepreneurial intention. Therefore, younger people are in a position to show higher intention for entrepreneurial behaviors than their older counterparts.

#### **2.4.2. Gender and entrepreneurial intentions**

Sociologists have largely approved gender differences in business start-ups and their success by investigating how gendered patterns found in the paid (employee) labor market map onto the experiences of the self-employed. Precisely, when compared to men, women's labor market are full of interruptions, lower occupational status, lack of managerial experience, and relatively more homogeneous networks disadvantage women in their ability to access information and recognize business opportunities (Renzulli,2000).

Several Studies have highlighted gender differences concerning entrepreneurial abilities, potentials and other entrepreneurial attributes (Shinnar *et al.*, 2012). Some of these studies are believed to have more engagement of males in better ways in entrepreneurship than females.

Similarly, many more other studies have described gender as an important predictor of entrepreneurial behavior and intention and discovered that males have more intentions towards entrepreneurship than females (Crant, 1996; Wilson *et al.*, (2007).

As much as many women want economic and personal independence, they are less capable and confident at the same time to run a business (Raposo *et al.*, 2008). Also, a study done by Bygrave (2002), stated that females have 50% less possibility to start a business as an entrepreneur compared to their males counterparts. On the other hand, the females of developing countries put great efforts to be involved in entrepreneurship because they want to improve their family's life standards which cannot be met adequately while doing low level jobs. That's why women are willing to be self-employed.

Although, the literature has indicated various demographic variables as antecedents of entrepreneurial competencies, but very few studies have considered the influence of gender on the development of entrepreneurial competencies and found mixed results. For example, Ferik, Quien, & Posavec (2013) did an analysis on the abilities of male and female regarding leadership and management and came into a conclusion that females can be better entrepreneurs because of their more managerial competencies than males.

On the other hand, Several studies report that men think and feel that they are more efficient and oriented to create a new venture than women (Sanchez, 2011). Whilst, Zeffane (2012) provided statistical evidence that both males and females have same overall entrepreneurial potentials, there is no statistically significant difference on the overall entrepreneurial potential between males and females. However, a few recent studies focusing on female entrepreneurship revealed that females are taking more interest in the entrepreneurial activities in Middle East and other developing countries (Madichie & Gallant, 2012).

Research widely confirms that entrepreneurship is one such male-typed activity. In a study of business students in the United States, India and Turkey, Gupta, V. K., Turban, D. B., (2009). Validated that respondent in all three contexts strongly associate entrepreneurship with stereotypically masculine characteristics. Buttner & Rosen (1988) similarly recognized that American loan officers rated women as significantly less like "successful" entrepreneurs on the dimensions of leadership, autonomy, risk taking, readiness for change, endurance, lack of

emotionalism, and low need for support when compared to their men counterparts. More generally, scholars have argued that entrepreneurship is an activity that involves a sense of dominance tied to notions of masculinity within modern capitalist cultures. According to a survey by the World Bank, of 5169 firms in the Middle East and North Africa (MENA), only 13% are owned by females. At a global level, the World Bank estimates 25% to 33% of all private businesses to be owned or operated by females. Therefore, it has been suggested that the identification of ways to empower women's participation and success in entrepreneurship may be critical for successful and sustainable development across countries (Allen, Elam, Langowitz, & Dean, 2008).

Another empirical study was done by Leroy, & Meuleman (2009) on gender effects on entrepreneurial intention among Belgian undergraduates in Europe. They revealed that important gender differences in the factors that shape entrepreneurial intentions. The distinctions in the defining features of entrepreneurship of men versus women seemed important. Men seem to prefer entrepreneurship as a way of getting ahead and see financial restraints and creativity. Women on the other hand, seem to prefer entrepreneurship as a means of getting organized and see personal capabilities and know-how as important practical consideration in their decision to become an entrepreneur.

Notably, this masculine stereotype of entrepreneurship has impacted greatly on women's intentions and experiences. For instance, when women are exposed to the masculine stereotype about entrepreneurs, they are much less likely to express interests on entrepreneurial intentions. Women entrepreneurs in the US and Europe also report that they often observe that they are not credible because of their gender in their effort to seek funding (Smallbone, & Gemma 2000).

In addition, lack of business contacts and connections to other entrepreneurs may put women at a general disadvantage in identifying business opportunities; others have focused on the mechanisms that lead men and women toward entrepreneurship. For example, women are much more likely than men to be "pushed" into entrepreneurship as a result of work/family conflict and gender discrimination in traditional work environments (Budig 2006; Heilman & Chen 2003). Discrimination in the labor market can also have an indirect effect on self-employment outcomes, as people who seek refuge from discriminatory experiences via self-employment may also be disadvantaged in terms of managerial experience and network



diversity. Therefore, in relation to the literature on gender studies, there are different views regarding the effect of age on entrepreneurial intentions and these views are based on different cultures and countries. Therefore, there is a positive relationship between gender and entrepreneurial intention.

### **2.4.3 Family background**

Family background is important variable that has been considered to contribute to the entrepreneurship intention. Generally, individuals who have families with business tend to show higher attitude towards entrepreneurship than those families that don't have business undertakings. The study undertaken by Davidsson(1995), state that the choice of career for students is influenced by family anticipation. Hisrich (2005) argues that the family involvement in business tends to influence the students future career to be involved in business too. According to Crant, et.al (1996), the entrepreneurs were often raised in families where the mother or father was self employed. This study considers family background as an occupation of the family. Family is understood as the mother and father of the students.

## **2.5. Motivational factors**

### **2.5.1 Need for achievement**

If we consider entrepreneurial intention as a way of striving to achieve something, then need for achievement is the key entrepreneurial attribute. Need for achievement is explained as an intrinsically motivated desire that indicates a person's need to strive hard to attain success. Need for achievement is taken to serves like a yardstick for which people can be easily distinguished in terms of perceived level of achievement. Raab, Stedham & Neuner have made a strong conclusion contending that achievement motivation as a synonym of need for achievement is the main entrepreneurial attribute (Raab, Stedham & Neuner 2005). Accessed on 2nd October, 2009 & Atsan characterize individuals with high need to achieve as among those who "want to solve problems themselves, set targets and strive for these targets through their own efforts, demonstrate a higher performance in challenging tasks and are innovative in the sense of looking for new and better ways of improving their performance" (Gurol & Atsan 2006, p. 29).

### **2.5.2 Locus of control**

Locus of control is a generalized expectation of a person on whether one will be able to control events in life. Various scholars acknowledge Rotter and consider him as the pioneer of the concept. His work has been highly credited on this psychological trait (Raab,& Neuner 2005). Locus of control refers to the extent to which individual believe that they can control events that affect them (Gurol & Atsan 2006). From the literature we find that personal traits play a role in determining individual carrier choice. People differ in terms of how much personal responsibility they perceive and accept for their behavior and its consequences. Individuals are classified into two categories with regard to locus of control, internal and external. Some people attribute their sense of worth and accomplishment internally. They believe achievement and setbacks are within their personal control and need no further motivation for pursuance of success.

People with such attributes are regarded to stand as strong entrepreneurs. Contrary to that other individuals seek their sense of self worth from external sources. In this category are people who are dependent on others to approve their achievement. Individual with an external locus of control believe that powerful others, fate or chance determine events to affect their performance across a range of activities. They believe success depends on luck, fate or other uncontrollable factors. These are the people who are never satisfied with their work until someone else validates their output. Such people are likely to face challenges in starting their own businesses. The extent to which this locus is high or low set different categories of people. The established fact that would-be-entrepreneurs have higher internal locus of control Gurol & Atsan (2006) need not be emphasized. Such people will always depict such characters as self confidence that push them to persistence and perseverance. Individuals searching for new opportunities and taking an innovative attitude are also expected to have the capacity to control the events in their lives (Koh 1996). Self confidence apart from the psychology suggestion can be developed as circumstances unfold. Students are regarded as individuals that are being exposed to such circumstances that create images of higher (external) of locus of control to influence them in the direction of entrepreneurial intention. Skills acquired in the course of studying are expected to be exercised in deferent life context

and as a result are expected to pursue different personal career goals of entrepreneurship included.

### **2.5.3. Propensity to take risk**

“Entrepreneurship is historically associated with risk taking” (Gurol and Atsan, 2006:30). Several writers suggested that the act of venture creation primarily involves risk; which may be financial and/or psychological. Indeed, Hisrich, Peters and Shepherd (2005:8) define entrepreneurship as “the process of creating something new with value by devoting the necessary time and effort, assuming the accompanying financial, psychic, and social risk, and receiving the resulting rewards”. A number of empirical research results also support this notion that entrepreneurs are risk-takers. Timmons (1989) state that entrepreneurs tend not to be gamblers but they assess and measure risks carefully. However, compared to other groups such as managers, non-entrepreneurs, and teachers, entrepreneurs are found to have higher propensity to take risk (Cromie, 2000). The meta-analysis of Steward and Roth (2001) also indicated that the risk propensity of entrepreneurs is greater than that of managers. On the other hand, Busenitz (1999) suggested that entrepreneurs and non-entrepreneurs do not differ in their risk propensity but in how they perceive risk. Entrepreneurs may be taking more risky paths in their proposed ventures as they perceive less risk compared to managers.

Cromie (2000) notes that some studies point out an association between the measures of need for achievement, locus of control and risk taking. In fact, McClelland (1961) determined that individuals with high need for achievement have moderate propensity to take risk (Brockhaus, 1982). Therefore, although it might be difficult to isolate the effect of one variable on the entrepreneurial behaviour, it is important to study all three of them.

According to Antonites and Wordsworth (2009: 70), risk taking and risk tolerance is one component of entrepreneurship that is very important, hence there is a need for more attention in entrepreneurial education. There is high failure rate of entrepreneurs in South Africa of about 70 to 80%, which calls for interventions in education and training. It has been found that there is a strong relationship between risk tolerance and the success of entrepreneurs in new venture creation (Antonites & Wordsworth, 2009: 70).

It is explained, that in its simplest form, risk is a function of the variation of possible outcomes, the associated outcome likelihoods and their subjective values. In simple form, risk

is explained as the result of insecurity that exists because of uncertainty related to successful market penetration (Antonites & Wordsworth, 2009: 70).

According to Antonites and Wordsworth (2009: 72), an entrepreneur is likely to encounter the following types of risks:

Time risk: This type of risk is about the implication of time in putting a new idea through the product development phase until it could be considered right for the market. Investment: This risk includes the cost involved in establishing the new venture, which implies, does the entrepreneur has access to enough capital to enable the venture to survive to a point of being an entrepreneurial institute? Other costs are those related to the total product development process, as well as including those related to the physical manufacturing facility of the total product that will, for, satisfy the qualitative description. Technical risk: This risk is about when all technical aspects related to product are considered, and the final product has to meet certain quality specifications or standards. Competitive risk: The chances that competitors could be offering similar or comparable products in the market, while the success rate of competitors in comparable markets is also an indication of risk. The focus must also be on the financial strength and depth of a competitor, as it could further pose risk

Antonites and Wordsworth (2009: 70) further state that risk can be classified as career risk, family, social risk, and also psychological risks. It is argued that high risk taking is particularly visible in the new venture creation process.

## **2.6. Government support**

### **2.6.1. Perceived Government policy**

There are many barriers to launch a new business for individuals among which the policies of the government, existing rules and procedures, social and economic condition etc. if entrepreneurs are faced with a large number of probative rules, they will be disappointed to create new businesses (Feugel, 2001 as cited in Golo, 2015). According to (Kurlius, 2000 as cited in Golo 2015), the government has often been recognized as barriers to begging entrepreneurial activities. A crucial part of entrepreneurship promotion by the government is to formulate business policies in order to support entrepreneurship and the creation of new business through various programs (Chell and Allman, 2003).

Entrepreneurship flourishes in countries in which government regulations support new ventures (Busenitz et.al, 2000). According to Nguyen T.v.et.al (2008), a person who has a desire to create a new venture may never do so because she/he is deterred by the environment which is not favorable or the belief that starting a new venture is not feasible due to rules, regulations, institutions and lack of right mechanism in place that hinder entrepreneurship intention process. Creating a business environment conducive to entrepreneurship and enterprise creation requires a board range of reinforcing and supporting policies. The structural policies that determine the overall economic framework in which the business sector operates such as those affecting labor markets, tax design, competition and financial market. State regulation can affects potential entrepreneurship development (Jodyanne, 2009 as cited in Golo 2015).

According to Klapper (2004), it is essential to create the right entrepreneurial environment that really promotes the entrepreneurial activity. The government such as loans, rule and regulations would definitely key conditions for success in nurturing and promoting entrepreneurship. This study considers government policy as rule and regulation governing existing businesses and play role for new business.

### **2.6.2. Perceived access to finance**

According to Kristiansens and Indart (2004) lack of access to capital and credit scheme, and the constraints of financial systems are regarded by potential entrepreneur as main hindrances to business innovation and success in developing economies. According to Fleming (1996), study in Ireland, Lack of finance is an obstacle that affects preferred future career choice of university students. Entrepreneurship is the less preferred future career choice of university students because of finance constraints. According to Grilo and Thurik (2005), financial constraints have a negative impact on the decision to become an entrepreneur, and lack of financial support is an obstacle to start a new business which has direct effect on the fact of being self-employed. According to Kristiansens and Indart (2004), access to finance is necessary to start firm. It is also perceived as one of the impediments for younger people to start their own business. This study think or concedes access to finance as startup capital and highly required for starting new business.

## **2.7. Empirical studies on students' entrepreneurial behaviour**

Business college students and graduates often see the founding of a company as an attractive alternative to wage or salary employment. This may partly originate from an increasing disappointment with traditional occupations in (large) companies which in turn increases the desirability of self-employment (Kolvereid, 1996). As a reaction to international competition, organizations have gone through major cost cutting and restructuring processes. The employment-related advantages of established companies, mainly job security, reward of loyalty and stability, have lost their attraction (Jackson and Vitberg, 1987).

At the same time, the work values usually connected with self-employment such as independence, challenges, and self-realization, have become more desirable in the work environment. Empirical findings provide support for this trend. In a survey of English students 25% of the respondents indicated that they had a business idea and 41% were inclined to self-employment. Hart and Harrison (1992) explored the attitudes of high-school students in Northern Ireland and report that 47% expressed the wish to run their own business. The result of a survey in Ireland indicates a high average self-reported inclination to become an entrepreneur (Fleming, 1994). Similar findings exist for the USA. A study conducted by Karr (1985) shows that 46% of the college students consider an own business as a good opportunity to get ahead. A more pronounced enthusiasm for entrepreneurship was expressed by MBA students from top business schools across the USA. 44% of the students selected 'to become an independent entrepreneur' as their primary long-term career goal (Sanholtz, 1990).

A lower level of entrepreneurial intent is found by Brenner *et al.* (1991). Although 55% of the responding senior students in business preferred, given a free choice, to operate their own business, only 5% of all students indicated this as their most probable employment status. Similar results are reported by Kolvereid (1996) for a sample of Norwegian business students. Approximately 43% preferred a career as self-employed, however, only 7% of all respondents estimated the chance to become entrepreneurs to be 75% or higher. Statistics support the comparatively low percentage of graduates starting a new business from scratch. In the early nineties between 2 and 2.5% of English alumni started a business immediately after graduation (Brown, 1990)

## 2.8. Conceptual Framework of the study

This conceptual framework explains that entrepreneurial intention among students is influenced by three main dimensions. The dependent variable is entrepreneurship intentions and independent variables are gender, age, family business back ground, risk taking propensity (individual tendency to take risk), locus of control, need for achievement, government policy, access to finance and training .

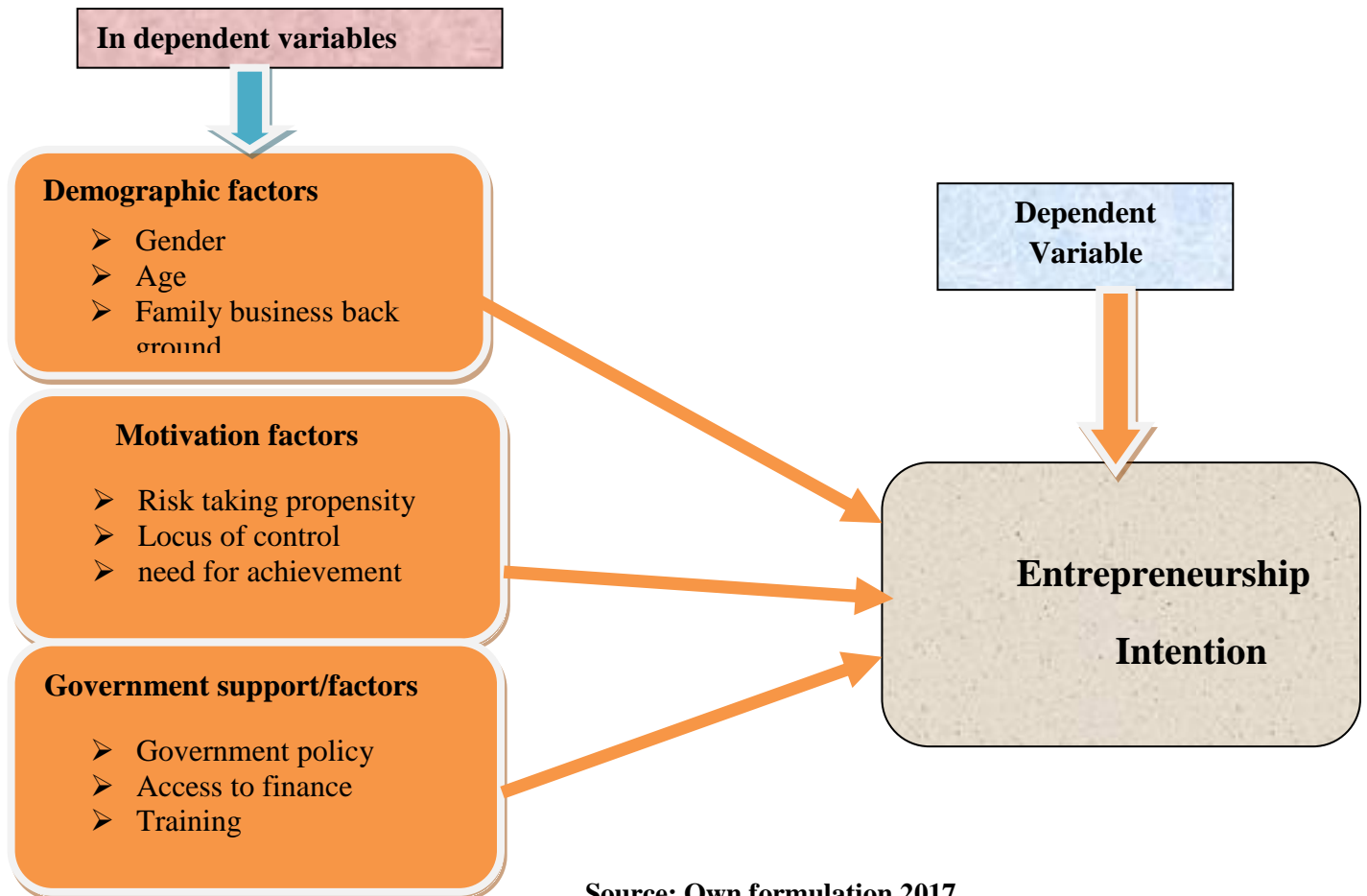


Figure 1: Conceptual Framework of the Study

# **CHAPTER THREE**

## **RESEARCH DESIGN AND METHODOLOGY**

### **3. Introduction**

This section presents the research methodology and designs employed to conduct the study. The section includes: the study area, target population, type and source of data, and method of data collection, sampling technique and sample size, and method of data analysis.

#### **3.1. Research Design and Approach**

The major focus of the study was description of information related to Entrepreneurial Intention by collecting cross sectional data from the study area. So, the research method used for the study was explanatory research design to answer research questions. In this study, based on the purposes descriptive and explanatory types of research design were used. The descriptive research design was found appropriate because it typically attempted to describe what was happening and explanatory research design was used to explain the impact of independent variable on dependent variable. Hypothesis testing was undertaken to test the relationships between dependent variable (Entrepreneurial Intention) and independent variable.

Finally the quantitative data used to address all the basic research questions.

#### **3.2. Target Population**

Since the focus of this study was to explore the Entrepreneurial intentions of Technical and Vocational Students, the target population encompassed the regular students who have been attending their education at the Jimma Poly Technical College in different field of study. As of secondary data from the College report shows (as of December 2016), there are existing 1228 regular students.



### 3.3. Data Type and Sources

The study was conducted from primary data to address the objectives of the study.

Primary data were collected from the selected sample of students through questionnaires distributed to the respondents' or sampled students currently attending different field of study in Jimma town poly technical College. Secondary data was data collected from the collage about total population, past history i.e. if any, previous study and also published and unpublished materials, which include books, journals.

### 3.4. Sampling Techniques

Multi-stage sampling procedure was employed to select sample student respondents. In the first stage, the collage was selected purposively. As I have information from the college similar specific studies have not been carried out on all departments. In the second stage Stratified random sampling were used to sample students to participate in the study by divides the total students into different field of study and then randomly selects the final subject proportionally from different field of study.

Thus, based on the above assumption, three divisions (division of industry sector, crop production and marketing management, and Economic Infrastructure sectors) were selected.

The final stage were random sampling technique was used to select samples from each divisions to take in to considerations. The sample from three divisions was determined through applying probability Proportional to Size sampling procedures.

Table 1: Distribution of sampled respondents in collage

No	Name of Divisions	Total of regular students	Sample of respondents
1	Industry sector	91	10
2	Crop production and marketing management	9	1
3	Economic Infrastructure sectors	1128	125
	<b>Total</b>	<b>N=1228</b>	<b>n=136</b>

**Source: secondary data obtained from Jimma Poly collage, 2017**

### 3.5. Sampling Size Determination

Hence, a sample, which is representative of the population, was considered for the study. Sampling, according to (Cooper and Schindler, 2001) involves selecting some of the elements in a population and drawing conclusions about the entire population. The compelling reasons behind the decision to sample includes the lower cost, greater accuracy of results and greater ease of data collection associated with sampling. Thus, data was collected from regular students who have been attending their education at the Jimma Poly Technical College in different field of study.

This study was applied a simplified formula provided by Yamane (Yamane, 1967) to determine the required sample size at 95% confidence level, and level of precision= 8% (0.08)

$$n = \frac{N}{1+N(e)^2} \dots\dots\dots (1)$$

Where:

n= Actual sample size;

N= Total number regular students (1228)

e =Margin of errors at 8% (the desired level of precision, e= 0.08) (Modified by researcher)

Therefore, the sample size that was necessary for the above given combinations of precision, confidence levels and 1228 active regular students , is computed as follows.

$$n = \frac{1228}{1+1228(0.08)^2} = 136 \text{ Students}$$

Therefore, the actual sample sizes that the study would consider 136 respondents selected from the all batches of vocational and technical students in the study area.

### 3.6. Method of Data collection

To address the objectives of the study, a survey questionnaire was used. Then the data was collected by researcher from the sample respondents in study area.

### **3.7. Method of Data Analysis**

To analyze and present the data collected from primary data descriptive and inferential statistics and econometric analysis were employed. Before the data collected, the explanatory variables were examined for multi-collinearity problem using a collinearity diagnostics in linear regression analysis in SPSS. The researcher used both descriptive and econometric method to analyze the primary data. To address the objective of the study data were coded and analyzed through descriptive statistics (frequencies, percentages, Mean and Standard deviation) with the help of Statistical Package for Social Sciences (SPSS) software (version 20). Moreover, one way ANOVA test and Correlation were used to test association of independent variable with dependent variables. More specifically, linear regression econometric model analysis was used to examine and establish relationships between Entrepreneurial Intention and explanatory variables with the help of SPSS software (version 20).

#### **3.7.1. Model specification**

*Multiple linear regressions take the following form:*

$$Y = a + b_1x_1 + b_2x_2 + \dots + b_kx_k$$

Where: y is a dependent variable, x1, x2, ... xk are independent variables , a is the Y intercept and b1, b2 ... bk are the regression coefficient (Unstandardized).

### **3.8. Reliability Analysis**

The reliability of a measure indicates the extent to which the measure is without bias (error free) and hence offers consistent measurement across time and across the various items in the instrument. It helps to assess the goodness of measure, and indicates accuracy in measurement (Sekaran, 2003). Based on this for these tests Cronbach's alpha was employed to check the internal consistency of instruments by using SPSS statistical tool of version (20). The nearer coefficient of the reliability obtains to 1.0 the better. In common, reliabilities less than 0.60 are indicated to be poor, those in the 0.70 range, acceptable, and those over 0.80 good. The rule of thumb which is commonly used for describing internal consistency by using Cranach's

alpha. Throughout the test, the researcher find out that the Cronbach's entire alpha is greater than 0.7, meaning the constructs have high reliability. The items have an internal consistency and appropriately measure the proposed outcome.

Table 2: Reliability analysis result

<b>Variables</b>	<b>Items</b>	<b>Cronbach's Alpha</b>	<b>Result</b>
<b>Family business back ground</b>	5	0.810	Good
<b>Age</b>	5	0.751	Acceptable
<b>Gender</b>	5	0.823	Good
<b>Locus of control</b>	4	0.849	Good
<b>Need for achievement</b>	5	0.791	Acceptable
<b>Risk taking</b>	5	0.768	Acceptable
<b>Training</b>	4	0.823	Good
<b>Government policy</b>	5	0.931	Good
<b>Access to finance</b>	4	0.720	Acceptable

Source: SPSS Computation 2017

### **3.9. Ethical Consideration**

The Jimma poly Technical College, academic department reviewed the questioners developed for the purpose of the study for its ethical consideration endorsed it. The data collectors, selected from the same college given orientations and written instruction on how to maintain the ethical aspect of the study. Moreover, the researcher assured that the information obtained from the respondents used for research purpose only. Finally, anonymity and confidentiality of the respondents would be respected.

# CHAPTER FOUR

## 4. DATA ANALYSIS AND RESULT INTERPRETATION

### 4.1. Introduction

This chapter strived to discuss the analysis of study findings presents. The first section discusses the descriptive statistics, results by using percentages, frequency distribution, mean and standard deviation and the second section deliberates the results of the econometric models of linear regression applied using SPSS version 20 to identify major factors affecting entrepreneurial intention and to see the association between the dependent and independent variables.

### 4.2. Characteristics of Respondents by Demographic factors

Of all students targeted the Survey had one hundred thirty six respondents. The sample had respondents from female category totaled 35(25.7%) and male consisted of 101(74.3%).

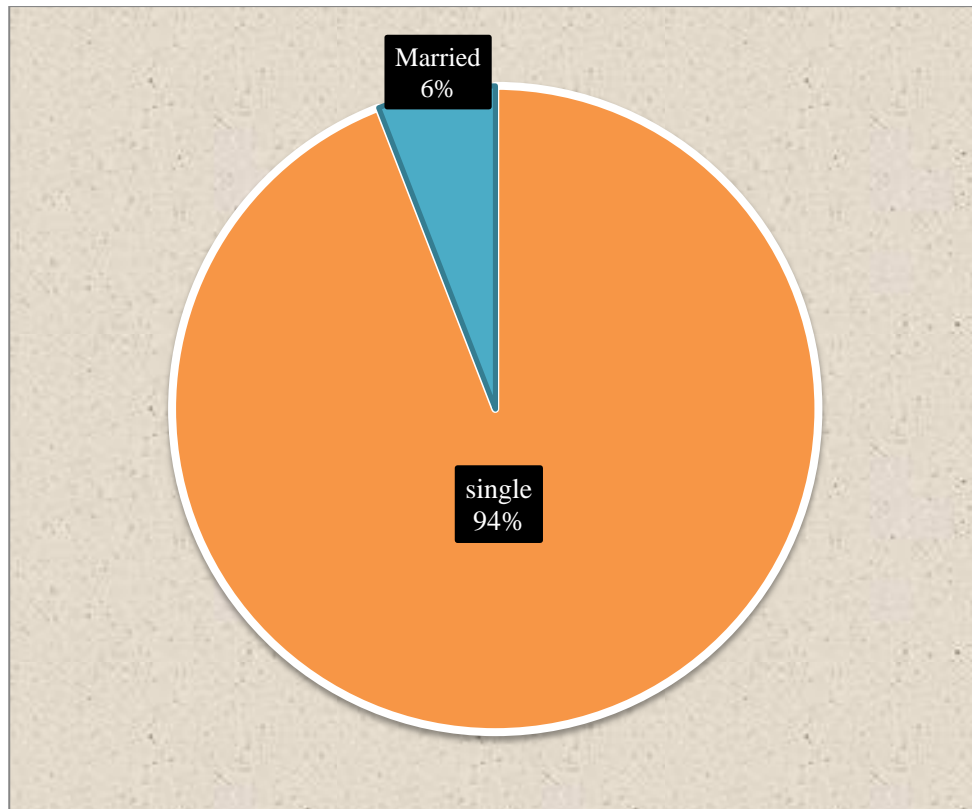
Table 4.1: Sex and Age of respondents

Variables		Frequency	Percentage
Sex	Male	101	74.3
	Female	35	25.7
	Total	136	100
Age	16-20	113	83.1
	21-25	23	16.9
	26-30	0	0
	>=30	0	0
	Total	136	100

**Source: Primary Data, 2017**

The dominated age groups were 16-20 age groups that account 83.1%. From this one can concluded, there are three fold of males in the study participants who gave their responses during data collection.

### Marital status of the respondents

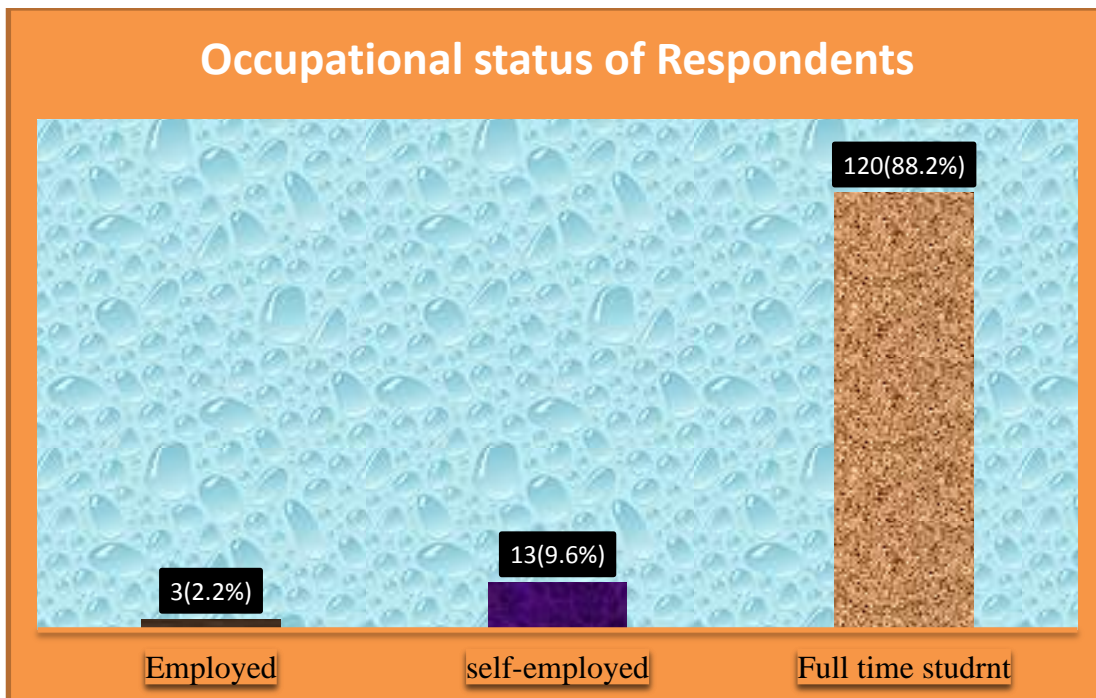


Source: Primary Data, 2017

**Fig 4:1:** Marital status of Respondents

As the majority (83.1%) of the respondents were young enough (between ages of 16-25), only 6% were married and the remaining (94%) were single.

## Occupational status of the respondents



**Source: Primary Data, 2017**

**Fig 4:2:** Occupational status of the Respondents

The majority of respondents 102(88.2%) were full time students who had no jobs, about 13(9.6%) respondents showed that they were currently self employed while 3(2.2%) said that they were employed.

Table 4.2: Family background of study participants

Statements	Response	Frequency	Percentage
Are your parents ever having business background?	Yes	64	47.1
	No	72	52.9
	Total	136	100
If the answer for question number 2 is yes, who manage business?	Father	34	53.1
	Mother	30	46.9
	Total	64	100

**Source: Primary Data, 2017**

From the total respondents 64(47.1%) said they are from family business back ground while 72(52.9%) are from family having no business back ground. Also as shown in table2,

34(53.1%) respondents family business is managed by their Father and 30(46.9%) family business is managed by their Mother. This indicates the majority of the family business (53.1%) was managed by Male than Female.

Table 4.3: Family business background of study participants

Statements	Disagree		Neutral		Agree	
	No	%	No	%	No	%
My family business background encourage me to be an entrepreneur	48	35.3	32	23.5	56	41.2
I have acquired business skill from my family	51	38	30	22	55	40
I continue my family's business	50	36.8	30	22	56	41.2
My family encourages me to start my own business	54	39.7	21	15.4	61	44.9
I have developed business idea from my family	45	33.1	35	25.7	56	41.2

**Source: Primary Data, 2017**

Out of the total the majority of respondents 56(41.2%) agreed that they encouraged by their family business background to be an entrepreneur, while 35.3% respondents were disagree with the idea. As the study finding revealed in the table many respondents 55(40%) have acquired business skill from their family and decide by 41.2% to continue their family's business. In addition the survey also showed more of study participants (44.9%) agreed that they were encouraged by their family to start their own business. Out of 136 sample survey, high percentage 56(41.2) reflect that they have developed business idea from their family followed by 33.1% disagree and 25.7% neutral. From this result one can understand that majority of respondents agree with my family business background encourage me to be an entrepreneur, I acquired business skill from my family, I continue my family's business, My family encourages me to start my own business and I have developed business idea from my family.



Similar researches Frodlin (2009), states greater knowledge of entrepreneurship may have been acquired mostly from family members. The relationship between a child and parent stand out as one of the most important aspect of family environment during childhood and plays a role in determining a child future desire in a career goal. Most of us emulate what our parents specialize in. According to Crant, *et.al* (1996), the entrepreneurs were often raised in families where the mother or father was self employed. Krueger (1993) who distinguished students from entrepreneurial families in favor of business start up attitudes that those from non entrepreneurial families, states 43% of all students had parents in entrepreneurship expressed their desire to self employment the result fell in the same magnitude, 43%. Hisrich (2005) argues that the family involvement in business tends to influence the students future career to be involved in business too.

Table.4:4 Age factors

Statements	Disagree		Neutral		Agree	
	No	%	No	%	No	%
My age would influence greatly on my intention to be an entrepreneur	54	39.7	9	6.6	73	53.7
Young people tend to be more entrepreneurial than their old counterparts	14	10	18	13	104	77
The age of an individual is related to the success of his/her business	31	22.8	20	14.7	85	62.5
Young individuals have greater and more viable business ideas than their old counterparts	55	40.4	38	28	43	31.6
Older individuals tend to have more business opportunities as compared to their younger counterparts	34	24	28	20.6	74	54.4

**Source: Primary Data, 2017**

As presented in table above out of the total respondents 53.7% agree with my age would influence greatly on my intentions to be an entrepreneur. On the contrary, 39.7% were respond disagree and 6.6% respondents expressed neutral feeling with my age would

influence greatly on my intention. From this result one can understand that respondents agree that the age of an individual would influence greatly on intention to be an entrepreneur.

In addition the majority of the respondents expressed positive feelings (77%) and believe that young people tend to be more entrepreneurial than their old counterparts and the age of an individual is related to the success of his/her business(62.5%). From this result one can conclude that young people tend to be more entrepreneurial than their old counterparts by 77%. Accordingly, it is possible to conclude that the survey result revealed that the age of an individual is related to the success of his/her business. Similar studies done by researchers such as Karadeniz & Özçam, (2009), indicate that, mostly in developing countries the entrepreneurs are in age groups of 25-34 at an early stage and 35-44 age groups are of early stage entrepreneurs in the developed countries. According to them, among 18-24 age groups, the rates of early entrepreneurial activities are relatively low, but are at a peak amongst 25-34 age groups but then sharply decline above the age of 44.

Table 4.4 also showed there is a strong negative feeling among the respondents (40.4%) on Young individuals have greater and more viable business ideas than their old counterparts and have positive feeling (54.4%) in that older individuals tend to have more business opportunities as compared to their younger counterparts. It can be concluded that the respondents believe older individuals have both greater and more viable business ideas and more business opportunities as compared to their younger counterparts. Another similar view, Raposo, do Paço, & Ferreira (2008) stated that individuals up to the age of 24 do not feel like starting their own business as entrepreneurs. They argued that entrepreneurs get more opportunities as their age's increases, but their willingness to become an entrepreneur decrease as they become old. Blanch flower (2004) suggests that, although the probability of being an entrepreneur is highest among older individuals, the likelihood of being a nascent entrepreneur is maximized among young individuals.

Table 4.5: Gender

Statements	Disagree		Neutral		Agree	
	No	%	No	%	No	%
My gender would have an influence on my intentions to be an entrepreneur	60	44.2	21	15.4	55	40.4
Females have less possibility in starting their business compared to male counterparts	54	39.7	29	21.3	53	39
Women are less capable and confident at the same time to run a business	52	38.2	27	19.9	57	41.9
Lack of business contacts and connections to other entrepreneurs always put women at a general disadvantage.	38	28	23	16.9	75	55.1
Businesses started by men are more successful than women's ventures	43	31.6	24	17.6	69	50.8

**Source: primary Data, 2017**

As revealed in table 4.5 above, the majority of respondents (44.2%) didn't believe the influence of their gender on their intentions to be an entrepreneur. On the other side 40.4% of the respondents positively agree with that their gender influence their intention to be an entrepreneur. From this study we can learn that the gender of respondents didn't have an influence on intention to be an entrepreneur. From the total 39.7% of the respondents negatively agree that females have less possibility in starting their business compared to male counterparts. It can be concluded that majority of respondents didn't accept the statement females have less possibility in starting their business compared to male counterparts. This means that females have equal possibilities with males to start business. The same study Zeffane (2012) provided statistical evidence that both males and females have same overall entrepreneurial potentials, there is no statistically significant difference on the overall entrepreneurial potential between males and females.

The other result presented in the table shows the majority of respondents (41.9%) expressed women are less capable and confident at the same time to run a business, while 38.2% replied negative response. This result tells us women are less capable and confident at the same to run

a business. The same research (Raposo *et al.*, 2008) states even if many women want economic and personal independence, they are less capable and confident at the same time to run a business.

This survey result in table 4.5 also revealed great positive feeling of respondents (55.20%) expressing lack of business contacts and connections to other entrepreneurs always put women at a general disadvantage. From this result it can be easily concluded that of business contacts and connections to other entrepreneurs always put women at a general disadvantage by (55.2%). In addition, as identified in the study there is strong positive feeling among respondents (50.80%) that businesses started by men are more successful than women's ventures followed by negative responses (31.60%) and neutral (17.60%) respectively. Based on the result it can be concluded the respondents believe that businesses started by men are more successful than women's ventures. The results fall in line with other studies Martnez, gins Mora & Vila (2007) that indicate entrepreneurial undertakings are more related to male.

### 4.3. Characteristics of Respondents by motivational factors

Table 4. 6: Need for achievement

Statements	Disagree		Neutral		Agree	
	No	%	No	%	No	%
I like to be an entrepreneur because of its competitive nature.	4	2.9	12	8.8	120	88.3
I have leadership skills needed to be an entrepreneur	10	7.3	20	14.7	106	78
I have mental maturity to be an entrepreneur	4	2.9	18	13.2	114	83.9
It is important for me to make a lot of money in my career.	7	5.2	8	5.9	121	88.9
I would prefer to have my own business than to be in a secure and well-paid job.	12	8.8	11	8	113	83.2

**Source: primary Data, 2017**

As presented in table 4. 6, out of the total responses the majority (88.3%) like to be an entrepreneur because of its competitive nature, while 2.9% respondents negatively responded. As the analysis shows the respondents like to be entrepreneur because of its competitive nature. Similarly, Gurol & Atsan (2006) characterize individuals with high need to achieve as among those who “want to solve problems themselves, set targets and strive for these targets through their own efforts, demonstrate a higher performance in challenging tasks and are innovative in the sense of looking for new and better ways of improving their performance” (Gurol & Atsan 2006, p. 29).

In addition, the majority of respondents highly believe that they have leadership skills needed to be an entrepreneur (78%) and mental maturity to be an entrepreneur (89.9%). On the other hand 2.9% and 7.3% respondents responded negatively/disagree. Based on the result one can conclude that the respondents have leadership skills needed to be an entrepreneur by 78% and mental maturity to be an entrepreneur by 78% and 89.9% respectively.

More respondents (88.9%) of the sample size believe that it is important to make a lot of money in their career in a way of need for achievement, whereas, 5.2% of respondents didn't believe to make a lot of money in their career.

Table 4.7: Locus of control

Statements	Disagree		Neutral		Agree	
	No	%	No	%	No	%
My life is determined by my own actions	9	6.6	5	3.7	122	89.7
I do not believe in luck	21	15.4	14	10.3	101	74.3
When I make plans, I am almost certain to make them work	11	8.1	18	13.2	107	78.7
If I do not succeed on a task, I tend to give up	84	61.8	14	10.2	38	28

**Source: Primary Data, 2017**

Table 4.7 depict that the most study participants feel positive , their life is determined by their own actions, I do not believe in luck, when I make plans I am almost certain to make them work by 89.7%, 74.3%, and 78.7% respectively. Locus of control refers to the extent to which individual believe that they can control events. Accordingly from this study it can be concluded that with respect to locus of control, the majority of respondents positively agree with my life is determined by my own actions, I do not believe in luck, when I make plans I am almost certain to make them work. Similar researches (Shapiro, 1975; Diaz and Rodriguez, 2003) reported that entrepreneurs tend to have higher internal locus of control than non-entrepreneurs.

However 61.8% respondents negatively agree with the statement if I do not succeed on a task, I tend to give up. From this result one can conclude that the respondents never give up even if they didn't succeed in their business.

Table 4.8: Risk taking

Statements	Disagree		Neutral		Agree	
	No	%	No	%	No	%
Taking risks bothers me even if the gains involved are potentially high	57	41.9	20	14.7	59	43.4
I would be certain to put my money into a new business that could fail, if the possible gain were very high.	12	8.9	17	12.5	107	78.6
I always consider security as an essential element in every phase of my life	33	24.3	20	14.7	83	61
I have decided to accept the risks may happen in new business	19	14	19	14.	98	72
Business man should be risk taker	10	7.3	13	9.6	113	83.1

**Source: primary Data, 2017**

As describe above in the table the respondents reflected positive feeling in such: Taking risks bothers me even if the gains involved are potentially high (43.4%), I would be certain to put my money into a new business that could fail if the possible gain were very high (78.6%), I always consider security as an essential element in every phase of my life(61%),I have decided to accept the risks may happen in new business (72%) and business man should be risk taker. This study result tells us the majority of participants are risk takers in entrepreneurial activities. The other similar research (Gaddam 2008) identifies risk-taking propensity has been strongly admitted to impudence entrepreneurial intention among students. Cromie (2000), compared to other groups such as managers, non-entrepreneurs, and teachers, entrepreneurs are found to have higher propensity to take risk (Cromie, 2000). The meta-analysis of Steward and Roth (2001) also indicated that the risk propensity of entrepreneurs is greater than that of managers.

Table 4.9: Access to finance

Statements	Disagree		Neutral		Agree	
	No	%	No	%	No	%
Financial institutions are ready to give required finance to start business	79	58.1	21	15.4	36	26.5
It is easy to start one's own business due to the availability of financial resources	66	48.5	33	24.3	37	27.2
It is easy to get startup capital in Ethiopia	84	61.8	28	20.6	19	17.7
There is no financial constraints to start business	99	72.8	17	12.5	20	14.7

**Source: primary data, 2017**

As the result described by frequency and percentage in the table the great number of participants have negative feeling on: financial institutions are ready to give required finance to start business (58.1%), it is easy to start one's own business due to the availability of financial resources (48.5%), It is easy to get startup capital in Ethiopia (61.8%) and there is no financial constraints to start business (72.8%). On the other hand some respondents positively agree 26.5%, 27.2%, 17.7, 14.7 and 14.7 respectively. From this result it is easy to conclude that respondents believe that there is no access to finance to be an entrepreneur. However, businesses require finances to start trading and also to fund growth. Similar research Grilo and Thurik (2005) said that financial constraints have a negative impact on the decision to become an entrepreneur, and lack of financial support is an obstacle to start a new business which has direct effect on the fact of being self-employed. The research done by Fatoki and Garwe (2010:731) provide evidence that lack of financial resources is the second most reported contributor to failure of SMMEs, after education and training in South Africa. Foxcroft, Wood, Kew, Herrington and Segal, (2002), shows that 75% applications for bank loans by SMMEs are often rejected in South Africa.



#### 4.4. Characteristics of Respondents by Government support/ factors

Table 4.10: Government policy

Statements	Disagree		Neutral		Agree	
	No	%	No	%	No	%
The procedures to start new business are clear	72	53	25	18.3	39	28.7
Government rules and regulation are favorable to start a business	64	47	42	30.9	30	22.1
It is easy to start one's own business due to the simplicity of the administrative procedure	74	54.4	40	29.4	22	16.2
The designed policy is clear for any entrepreneur.	67	49.3	31	22.8	38	27.9
The information regard to entrepreneurial policy distributed equally	72	52.9	28	20.6	36	26.5

**Source: primary data, 2017**

According to table 4.10, above majority of respondents (53%), negatively agree on the existing procedures to start new business. While,(28.7%) participants positively agree. This indicates that the respondents didn't believe the procedure to start new business is clear. This indicates, the result shows there is no clear procedure to start new business. On another research (Klapper, 2004), the government has often been recognized as barriers to begging entrepreneurial activities.

Out of 136 respondents many participants (47%) have negative response on government rules and regulation to start a business. According to the responses expressed by frequency and percentage in the table (47%) were negatively responded. The result indicates the respondents didn't believe (by 47%) on the government rules and regulations to be favorable to start a business. According to Nguyen T.v.*et.al* (2008), a person who has a desire to create a new venture may never do so because she/he is deterred by the environment which is not favorable or the belief that starting a new venture is not feasible due to rules, regulations, institutions and lack of right mechanism in place that hinder entrepreneurship intention process.

Table 4.11: Training

Statements	Disagree		Neutral		Agree	
	No	%	No	%	No	%
The training of entrepreneurship provided by government help me to start a business	56	41.2	34	25.0	46	33.8
There is continuous business and technical skill training support	62	45.5	36	26.5	38	32.3
Entrepreneurship training is effective in Ethiopia	68	50	32	23.5	36	26.5
Training is basic element to start business	28	20.6	13	9.6	96	69.8

**Source: Primary data, 2017**

As table 4.11 depicts the result of respondents in which the majority (41.2%) of them replied disagree to the training provided by government for entrepreneurs help to start a business. The others were replied agree (33.8%) and 25 % out of the total neither disagree nor agree but remain neutral. Based on the result it can be concluded that respondents didn't believe (by 53.5%) to the training of entrepreneurship provided by government help me to start a business.

As shown in table 4.11 most respondents reflect negative feeling/disagree to the availability of continuous business and technical skill training support. Others agree (32.3%) followed by neutral (26.5%) to the availability of continuous business and technical skill training support. From this respondents result one can conclude that there is no continuous business and technical skill training support available for the entrepreneurs.

As presented in the table majority of respondents (50%) disagree for the effectiveness of entrepreneurship training in Ethiopia. The respondents with positive response were 26.5% and 23.5% respondents remain neutral. We can learn from the study that respondents didn't believe in availability training in Ethiopia effectively in Ethiopia.

On the contrary the survey result depicts the majority of participants feel positive that training is basic element to start business. There are also disagree (20.6%) and (9.6%) neutral responses. As indicated on the result the respondents highly agree (69.8%) that training is the

basic element to start business. The research done by Herrington and Wood (2003) point out that in South Africa; it is lack of education and training that has reduced management capacity in SMMEs.

Table 4.12: Entrepreneurial Intention

Statements	Disagree		Neutral		Agree	
	No	%	No	%	No	%
I would choose a career as an entrepreneur	10	7.4	15	11.0	111	81.6
I will choose a career as an employee in a company or an organization	44	32.4	18	13.2	74	54.4
I prefer to be an entrepreneur rather than to be an employee in a company or organization	15	11	24	17.6	97	71.4
I have an appealing idea of starting my own business one day	13	9.6	6	4.4	117	86
I would rather be my own boss than have a job that is secured	8	5.9	9	6.6	119	87.5

**Source: Primary Data 2017**

Out of the total a more pronounced says agree (81.6%) respondents indicate that they would choose a career as an entrepreneur. The rest participants (7.4%) were disagreeing and (11%) remain neutral. From this finding one can understand that respondent agree with a choice a career as an entrepreneur by 81.6%. Entrepreneurial intention is one's willingness in undertaking one's activity or become self-employed as opposed to becoming waged or salaried individual (Tkachev and Kolvereid, 1999).

This research also identifies whether the respondents prefer to be an entrepreneur rather than to be an employee in a company or organization. Accordingly most respondents agree (54.4%) to be entrepreneur rather than to be an employee in a company or organization. From this one can suggest that the respondents choose a career as an entrepreneur. Similar study conducted in USA by Karr (1985) shows that 46% of the college students consider an own business as a good opportunity to get ahead. A more pronounced enthusiasm for entrepreneurship was expressed by MBA students from top business schools across the USA in which 44% of the students selected 'to become an independent entrepreneur' as their primary long-term career goal (Sanholtz, 1990).

The finding result depicted in the table revealed that most respondents were reported that they would agree (87.5%) to be their own boss than have a job that is secured. Whereas, 5.9% and 6.6% of sample respondents have negative response and neutral respectively. The survey result shows that the majority of respondents believe to be their own boss than have a job that is secured. Similar study by Henderson and Robertson (2000) stated that the primary reasons for young respondents to consider setting up their own businesses is being one's own boss and to make money.

#### **4.5. Characteristics of the study parameters with the mean Comparison of independents variables**

The entrepreneurial characteristics in terms of family background, age, gender and motivational factors such as Need for achievements, risk taking ,governmental policy, training, access to finance and locus of control were quoted in the literature thus to be described under below in different statistical association methods.

##### **4.5.1. Correlation Analysis**

A correlation analysis is used to determine the direction and strength of linear relationships existing between variables. The Correlation of each independent variable was assessed based on the data collected from the Jimma poly technical college of the study participants.

Table 4.13: The correlation between Independent variables with Entrepreneurial intentions

<b>Entrepreneurial Intention</b>	<b>Gender</b>	<b>Age</b>	<b>Risk taking</b>	<b>Government policy</b>	<b>Access to Finance</b>
Pearson Correlation	-.008	.102	.266	.132	.088
Sig.(2-tailed)	.929	.237	.002	.126	.306
N	136	136	136	136	136

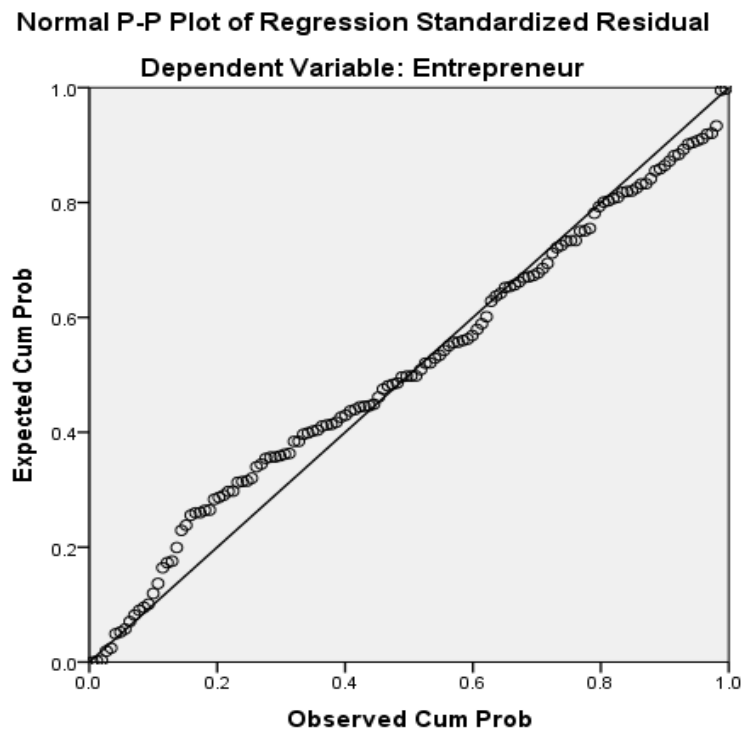
**Source: Primary Data 2017**

Based on the table 4.13, the correlation between gender and entrepreneurial intention was negatively correlated( $r=-0.008$ ) which is highly equal to zero. The p value which is ( $p=0.929$ ) is not significantly associated. In another angel the age of the respondents were positively correlated with entrepreneurial intentions( $r=0.102$ ).The p value which is ( $p=0.237$ ) is not

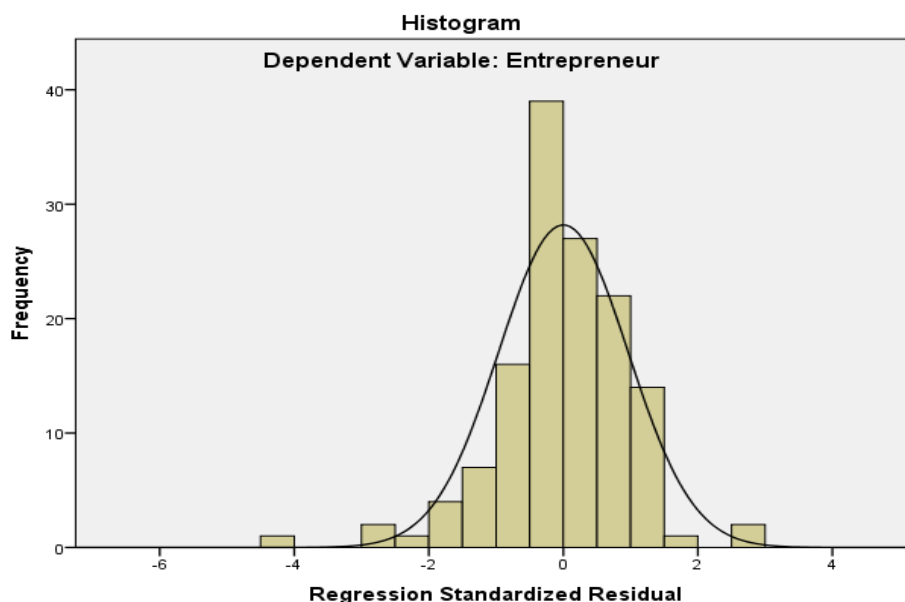
significantly associated. The correlation between risk taking of individuals and entrepreneurial intentions were studied in that ( $r=0.266$ ) which are positively correlated and the same were true for access to finance, governmental policy and training these are ( $r=0.088$ ,  $r=0.132$  and  $r=0.228$ ) respectively. Consequently, there were significant associations between risk taking with entrepreneurial intentions in that the p values which are ( $p=0.002$ ) while there were not significant association between governmental police and Access to finance where their p value are ( $p=0.126$  and  $p=0.306$ ) respectively.

## Assumption tests for linear regression

### Linearity Test



## Normality Test



Source: Primary Data, 2017

Figure 4.3: Linearity test

The linearity and Normality assumption of the test were done based on that the above figures showed exactly as there are linearity between the dependent and independent variables.

Table 4.14: Linear Regression analysis model (summary of dependent versus independent variables)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.416 <sup>a</sup>	.173	.148	.603	
ANOVA <sup>a</sup> Dependent variables					
	Sum of square	df	Mean square	F	Sig
Regression	9.974	131	131	6.852	0.000 <sup>b</sup>
Residual	47.669				
Total	57.642	135	135		

a. Dependent Variable: Entrepreneurial Intention b. Predictors: (Constant), Train, Need, Family, Locus of control

Source: Primary Data, 2017

Based on the model summary of dependent versus independent variables,  $R^2$  model indicates, 17.3% of the Predictors such as Training, Need of achievement, Family business background and Locus of control were varied from the dependent variable entrepreneur. This means that those independent variables cause an influence on the entrepreneur by 17.3%. The adjusted R

square was 14.8% that comparing predictors with dependent variable. Hypothesis were analyzed by ANOVA in that the sum of square of regression was 9.974 and of residual was 47.669, the predictors were significantly influencing the dependent variable such that the p value was ( $p=0.000^b$ ) (Table 4.14).

Table 4.15. Linear regression fitted for intention to entrepreneur against measures of entrepreneurship.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.547	.505		3.063	.003
Family business	.017	.053	.027	.329	.743
Locus of control	.176	.115	.133	1.533	.012
Need for achievement	.330	.103	.278	3.203	.002
Training	.144	.067	.179	2.162	.032

Source: Primary Data 2017

#### 4.6. Linear Regression fitted for intentions to entrepreneur

Based on the table 4.15, Locus of the control was influencing the entrepreneurial intentions by the change of one unit has .133 unit and statistically it has significant association of p value ( $p=0.012$ ). It is consisted with the finding of Rodriguez, (2003). Need of achievement and training changes by one units have 0.278 and 0.179 respectively and also they have statistically significance association that are ( $p=0.002$  and  $p=0.032$ ) respectively (Table 4. 15). The study result was consistent with the finding of Gurol& Atsan (2006) regarding with Need of achievement i.e. significant association.

Multiple linear regressions take the following form:

$$Y = a + b_1x_1 + b_2x_2 + \dots + b_kx_k$$

Where: y is a dependent variable,  $x_1, x_2, \dots, x_k$  are independent variables, a is the Y intercept and  $b_1, b_2, \dots, b_k$  are the regression coefficient (Unstandardized).

$$Y=1.547+0.017x_1+0.176x_2+0.330x_3+0.144x_4$$

# CHAPTER FIVE

## 4. CONCLUSION AND RECOMMENDATION

### 4.6. Conclusion

This study tried to investigate the entrepreneurial intention and its determinants among Jimma Poly technical college. One hundred thirty six study participants were attended on the study. From the total respondents, 101(74.30%) of them were male while 35(25.7%) of them were females, the most dominated age groups were 16-20 which accounted 83.1% this nearly agrees with the study done by Karadeniz & Özçam, (2009), indicate that, mostly in developing countries the entrepreneurs are in age groups of 25-34 at an early stage and 35-44 age groups are of early stage entrepreneurs in the developed countries. 47.1% are from business family background and 52.9% are from non-business family background though this study did not say anything between the students whose parents have business background logical it agrees with other researchers such (Davidsson; 1995, Hisrich; 2005; Crant et al 1996) that it is easy for them to start entrepreneurs because they studied as it is more likely easier to start a business in the future compared to those whose family had no business background.

The study has nine main independent variables and one dependent variable. Namely; - Gender, Age, Family background, Locus of control, Need of achievement, government policy, Risk taking and access to finance, Training and entrepreneurial intention respectively. The relationship among variables was examined based on nine variables, namely; Gender, Age, Family background, Locus of control, Need for achievement, government policy, Risk taking and access to finance, Training .

Sixty four (47.1%) of the study participants family's have business background among 136 study participants, according to Wagner, (2004), family business background was one parameters of demographic characteristics that does have linkage with entrepreneur intentions. Welmilla also shared this idea as age, gender, culture; ethnicity, family background and religion have been closely linked to entrepreneurial intention and entrepreneurial behaviors (Welmilla, *et al.*, 2011). In addition to the idea of above researchers, Drennan *et al.*, (2005) also posits that individuals who got a parent or close



family member who is an entrepreneur there is likelihood that they will follow an entrepreneurial career path.

Based on the current finding, age of individual was playing a crucial roles starting from the influencing of entrepreneur intentions to the level of entrepreneur. According to this study, young individuals were better than old individuals in creativeness of being an entrepreneur although there is difference views of researchers regarding impact of age of individuals on their entrepreneurial behavior and intentions, it is observed that most of the researchers agree that individuals show more intention towards entrepreneurship when they are young than when old. Thus, Individual's age seems to be negatively related to entrepreneurial intention (Kisolo, 2006).

The relationship among variables were examined based on gender, age, Risk taking, governmental support or police and access to finance, which was positively correlated with entrepreneurial intention except gender that was negatively, correlated which is consistent with the study conducted by Whilst, Zeffane (2012) provided statistical evidence that both males and females have same overall entrepreneurial potentials, there is no statistically significant difference on the overall entrepreneurial potential between males and females.

#### **4.7. Recommendations**

The study was conducted on Entrepreneurial Intentions of Technical and Vocational Students in Jimma Town Poly Technical College, Oromia Regional State, Ethiopia. The finding of the study was identified major factors regarding Entrepreneurial Intentions in the study area; therefore, the following recommendations are forwarded for better future improvement of the Entrepreneurial Intentions in the study area.

According to the model result, access to training had a positive and significant influence on Entrepreneurial Intentions in the study area. Therefore, it's recommendable that concerned bodies need to design appropriate strategies in the study area to provide trainings in order to increase knowledge, skills and confidence of the students to become entrepreneurs.

According to the model result, need for achievement has effects on the entrepreneurial intentions of the students in study area. Therefore, it is advisable for TVET colleges and concerned government and non-government bodies to formulate means of initiations toward entrepreneurships.

Since the model result revealed that the family business background has positive effect on entrepreneurial intention of students at study area, it is recommendable to give more attention for those non business family background students to initiate to be entrepreneur.

According to the model result Locus of control had direct significant influence on entrepreneurial intention in the study area. Therefore it is better to enhance self confidence of students through training towards entrepreneurial intention.

Finally, the study further recommends for another researcher to conduct another research with different factors on entrepreneurial intentions at the same or another TVETS in Jimma zone.

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# APPENDIX

JIMMA UNIVERSIT

COLLEGE OF BUSINESS AND ECONOMICS

DEPARTMENT OF MANAGEMENT

MBA PROGRAM

## QUESTIONAIR FOR JIMMA POLY TECHNICAL COLLEGE STUDENTS

Dear Respondent,

This questionnaire is designed to gather data on “Determining factors for Entrepreneurial Intentions of Technical and Vocational students” to fulfill partial requirement of Master in Business Administration (MBA) degree. I hereby request your assistance in filling in the provided questionnaire. This is an academic research and I would like to assure you that all responses will be kept in absolute confidentiality. I do appreciate your valuable contribution for the study.

Please, put a tick right mark in the space provided or respond according to the specific instructions given.

### I. PERSONAL DETAILS

1) Age 16- 20yrs  21-25yrs  26-30yrs  31 and above

2) Gender Male  Female

3) Marital status Single  Married

4) Occupation Employed  self- employed  Full time student

5. 5) Family back ground

Are your parents ever having business background? Yes  No

If the answer for question number 2 is yes, who manage business? My father  my  mother

II. Please indicate the most appropriate response with the scale given below by right mark sign in front of each statement. **1 = strongly disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly agree**

## 1. DEMOGRAPHIC FACTORS

Statements	1	2	3	4	5
<b>Family business background</b>					
My family business background encourage me to be an entrepreneur					
I have acquired business skill from my families					
I continue my family's business					
My family encourages me to start my own business					
I developed business idea from my family					
<b>Age</b>	1	2	3	4	5
My age would influence greatly on my intentions to be an entrepreneur					
Young people tend to be more entrepreneurial than their old counterparts					
The age of an individual is related to the success of his/her business					
Young individuals have greater and more viable business ideas than their old counterparts					
Older individuals tend to have more business opportunities as compared to their younger counterparts					
	1	2	3	4	5
<b>Locus of control</b>					
My life determined by my own action					
I do not believe in luck					
When I make plans, I am almost certain to make them work					
If I do not succeed on task , I tend to give up					
	1	2	3	4	5
<b>Gender</b>					
My gender would have an influence on my intentions to be an entrepreneur					
Females have less possibility in starting their business as an entrepreneur as compared to male counterparts					
Women are less capable and confident at the same time to run a business					
Lack of business contacts and connections to other entrepreneurs always put women at a general disadvantage.					
Businesses started by men are more successful than women's ventures					

## 2. MOTIVATIONAL FACTORS

Statements	1	2	3	4	5
<b>Need for achievement</b>					
I like to be an entrepreneur because of its competitive nature.					
I have leadership skills needed to be an entrepreneur					
I have mental maturity to be an entrepreneur					
It is important for me to make a lot of money in my career.					
<b>Risk taking</b>	1	2	3	4	5
Taking risks bothers me even if the gains involved are potentially high					
I would be certain to put my money into a new business that could fail, if the possible gain were very high.					
I have decided to accept the risks may happen in new business					
Business man should be risk taker					

## 3. GOVERNMENT SUPPORT

Statements	1	2	3	4	5
<b>Finance</b>					
Financial institutions are ready to give required finance to start business					
It is easy to start one's own business due to the availability of financial resources					
It is easy to get startup capital in Ethiopia					
There is no financial constraints to start business					
<b>Government policy</b>	1	2	3	4	5
The procedures to start new business are clear					
Government rules and regulation are favorable to start a business					
It is easy to start one's own business due to the simplicity of the administrative procedure					
The designed policy is clear for any entrepreneur.					
The information regard to entrepreneurial policy distributed equally					
<b>Training</b>	1	2	3	4	5
The training of entrepreneurship provided by government help me to start a business					
There is continuous business and technical skill training support					
Entrepreneurship training is effective in Ethiopia					
Training is basic element to start business					

#### 4. ENTREPRENEURIAL INTENTION

<b>Statements</b>	1	2	3	4	5
I would choose a career as an entrepreneur					
I will choose a career as an employee in a company or an organization					
I prefer to be an entrepreneur rather than to be an employee in a company or organization					
I would rather be my own boss than have a job that is secured					

**Thank you**