



## Entrepreneurial Attributes and Educational Qualifications: A Negative Relation

### KEYWORDS

Attributes of entrepreneurs, Saurashtra - Gujarat, Educational Qualifications

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**ABSTRACT** *The entrepreneurship is a result of multifold factors. One of the important factors is educational qualifications. How entrepreneurs' attributes differ due to change in educational qualifications. To explore the relationship between them a research is under taken in Gujarat. A sample of more than 200 entrepreneurs is selected from the saurashtra region of Gujarat state belongs to various industries. The conclusions revealed that there is negative relationship between attributes of entrepreneurs and their educational qualifications. Higher the qualifications, lesser are the attributes.*

### Introduction

For the development of any economy, entrepreneurship development is essential. Many developed countries could develop because of entrepreneurial initiative. Various factors motivate a person to become an entrepreneur. But to remain as an entrepreneur one must poses some attributes. There are various factors which may affect the entrepreneurial attributes e.g. economic background, family circumstance, social status, educational qualifications etc. One of the factors is Educational Qualifications. The present paper focuses on establishing relationship between educational qualifications and attributes of the entrepreneurs.

### Objective

The objective of the research is to study the relationship between attributes of entrepreneurs and their educational qualifications among various industries.

### Literature review

In the year 1999-2000 under the Europe-India Cross Cultural Innovation Network Project, Keyur Purani has conducted a research on *Gujarat Model of Entrepreneurial Innovation: A Study of Surat diamond Industry*. In this project Gujarat model of entrepreneurial innovation is developed on the basis of innovative behavior at the grass root level displayed by small entrepreneurs and entrepreneurial orientations typical of culture of Gujarat, which resulted such innovation. Gems & jewelers is one of the five industries selected from Gujarat, which has displayed great innovation at small enterprise level.

In the year 2005 a Ph D thesis has been submitted by Prof. Hansaben Sheth on *An Analytical Study of Growth of Entrepreneurship in India (With Special Reference to Gujarat)*, in Saurashtra University. In this study she concluded that Gujarati people are well known for their courage in business from years. But if we look the development in variety it can be found more after establishment of Gujarat State especially in the area of manufacturing and service.

### Data Analysis

The data analysis can be explained as follows.

Descriptive								
ATTRIBUTE								
Educational Qualifications	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
SSC	56	75.1429	8.94921	1.19589	72.7462	77.5395	50.00	88.00
HSC	55	77.0909	8.28714	1.11744	74.8506	79.3312	58.00	91.00

In the year 2005, an article is published in Small Business Economics on *Personality Characteristics of Self-Employed; An Empirical Study*, by Soerd Beugelsdijk Niels Noorderhaven. This paper is concerned with the personality characteristics of self-employed. Most existing studies on personality characteristics of entrepreneurs concentrate on factors like age, educational profile, and motivations to become self-employed. There is a lack of significant empirical findings to claim that entrepreneurs are psychologically different from the general population. They empirically show that entrepreneurs differ from the general population and wage and salary earners in a number of characteristics.

### Research Methodology

For the purpose of study a sample of more than 200 entrepreneurs is selected from total 7 industries. The method of selection was simple random sampling. The industries and sample size were Brass – 29, Cotton – 37, Ceramic – 42, Casting – 28, Imitation Jewelers - 37, Bearing – 17 and Engine – 19. Questionnaire was prepared to collect the data. For the purpose of analysis One way ANOVA was applied at 5% level of significance. The attributes which were tested can be named as follows:

- 1) Dynamism
- 2) Originality
- 3) Visionary
- 4) Socially Responsible
- 5) Committed
- 6) Proactive
- 7) Flexible
- 8) Emotionally Stable

### Scope - Limitations

The data collection was made in the Saurashtra region of Gujarat state. So the conclusions are applicable in that region only. The research is focusing only on the attributes side of the entrepreneurs. Any other side of entrepreneurship is not considered.

### Hypothesis

H0: There is no significant difference in the attributes of entrepreneurs of the same industry having different **educational background**.

Graduation	58	72.3621	8.53414	1.12059	70.1181	74.6060	56.00	91.00
Post Graduation	20	68.2500	10.53753	2.35626	63.3183	73.1817	51.00	97.00
Diploma	7	73.1429	13.12032	4.95902	61.0086	85.2771	56.00	89.00
Uneducated	12	81.6667	3.49892	1.01005	79.4436	83.8898	78.00	87.00
Total	208	74.5288	9.22343	.63953	73.2680	75.7897	50.00	97.00

In the above descriptive chart the first column is for the level of educational qualifications. It includes education up to SSC, HSC, Graduation, Post graduation, Diploma and Uneducated. From the above information we can study that there is not even a single entrepreneur has done the doctorate while least no is with diploma holders and 12 are uneducated. If we look at the mean column we can observe that the highest value of entrepreneurial attributes is from uneducated class and the lowest is from the highest educated post graduated entrepreneurs. The overall average of means is 74.5288. Out of all six classes of education, 3 are less than the overall average of entrepreneurial attributes' value and the remaining 3 are more than average. One notable conclusion can be derived is that there negative relationship between entrepreneurial attributes and educational qualifications. Up to graduation level there is no significant difference but at PG level it differs significantly and slopes negatively on the other hand the highest value of entrepreneurial attributes is found in the group of uneducated entrepreneurs. If we study the range, it is

found the lowest among uneducated entrepreneurs and so as with its standard deviation. On the contrary the highest range is found in the postgraduate entrepreneurs and second highest standard deviation. The highest value of standard deviation is seen in the group of diploma holding entrepreneurs.

ANOVA					
ATTRIBUTE					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2067.754	5	413.551	5.375	.000
Within Groups	15542.073	202	76.941		
Total	17609.827	207			

On studying the ANOVA chart it can be observed that the F value is 5.375 which are the highly significant at the 5 percent level of significance and it says that there is significant difference in the attributes of entrepreneurs of various industries having various educational qualifications.

Multiple Comparisons						
Dependent Variable: ATTRIBUTE						
Tukey HSD						
(I) QUALIFICATION	(J) QUALIFICATION	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
SSC	HSC	-1.94805	1.66519	.851	-6.7393	2.8432
	Graduation	2.78079	1.64332	.539	-1.9475	7.5091
	Post Graduation	6.89286*	2.28495	.034	.3184	13.4673
	Diploma	2.00000	3.51646	.993	-8.1178	12.1178
	Uneducated	-6.52381	2.79029	.184	-14.5522	1.5046
HSC	SSC	1.94805	1.66519	.851	-2.8432	6.7393
	Graduation	4.72884	1.65091	.052	-.0213	9.4790
	Post Graduation	8.84091*	2.29041	.022	2.2508	15.4311
	Diploma	3.94805	3.52001	.872	-6.1800	14.0761
	Uneducated	-4.57576	2.79476	.575	-12.6171	3.4655
Graduation	SSC	-2.78079	1.64332	.539	-7.5091	1.9475
	HSC	-4.72884	1.65091	.052	-9.4790	.0213
	Post Graduation	4.11207	2.27456	.463	-2.4325	10.6566
	Diploma	-.78079	3.50972	1.000	-10.8792	9.3176
	Uneducated	-9.30460*	2.78178	.012	-17.3086	-1.3006
Post Graduation	SSC	-6.89286*	2.28495	.034	-13.4673	-.3184
	HSC	-8.84091*	2.29041	.022	-15.4311	-2.2508
	Graduation	-4.11207	2.27456	.463	-10.6566	2.4325
	Diploma	-4.89286	3.85209	.801	-15.9764	6.1907
	Uneducated	-13.41667*	3.20294	.001	-22.6324	-4.2009
Diploma	SSC	-2.00000	3.51646	.993	-12.1178	8.1178
	HSC	-3.94805	3.52001	.872	-14.0761	6.1800
	Graduation	.78079	3.50972	1.000	-9.3176	10.8792
	Post Graduation	4.89286	3.85209	.801	-6.1907	15.9764
	Uneducated	-8.52381	4.17173	.322	-20.5270	3.4794
Uneducated	SSC	6.52381	2.79029	.184	-1.5046	14.5522
	HSC	4.57576	2.79476	.575	-3.4655	12.6171
	Graduation	9.30460*	2.78178	.001	1.3006	17.3086
	Post Graduation	13.41667*	3.20294	.001	4.2009	22.6324
	Diploma	8.52381	4.17173	.322	-3.4794	20.5270

In the multiple comparisons we compare the means among various levels of qualifications. Firstly if we compare SSC passed entrepreneurs' attributes with the others, we can observe that there is no significant difference with the entrepreneurs who are HSC passed. Similar results can be seen with Graduate, Diploma holders and uneducated entrepreneurs. But there a significant difference is noticed while compare the attributes of SSC passed entrepreneurs with the Post graduate entrepreneurs. Similarly the chart gives equal results on comparing HSC passed entrepreneurial attributes with the others that there is no significant difference except the postgraduates' attributes. On comparing attributes of graduate entrepreneurs with the others we find some different conclusions. There is no significant difference can be found among comparison with SSC passed, HSC passed, Post graduate and Diploma holders entrepreneurs. But a significant difference can be found between the attributes of uneducated entrepreneurs and graduate entrepreneurs. On comparing the attributes of Postgraduate entrepreneurs, the results are surprisingly different. The attributes of postgraduate entrepreneurs significantly vary from the attributes of SSC passed and HSC passed entrepreneurs. But there is no significant difference between the attributes of post graduate entrepreneurs and graduate entrepreneurs. Similar results are found on comparing with diploma holders. Again postgraduate entrepre-

neurs differ significantly on comparing with attributes with the uneducated entrepreneurs. There is no significant difference between the attributes of diploma holders and the other various educational leveled entrepreneurs and also uneducated entrepreneurs. And lastly on comparing attributes of uneducated entrepreneurs with the others we can observe that there is no significant difference with the attributes of SSC passed, HSC passed and diploma holders. But there is a significant difference between the attributes of uneducated entrepreneurs and graduate as well as post graduate entrepreneurs.

From the above analysis it is clear that **Null Hypothesis is rejected** and hence the alternative hypothesis is accepted.

### Conclusions and findings

1. Out of total 209, 56 entrepreneurs have done SSC only, 55 studied up to HSC, 58 are Graduate, 20 holding post graduation degree, 7 are diploma holders and 12 are uneducated but nobody has done Doctorate.
2. The significant difference is observed among the entrepreneurs belong to various educational backgrounds.
3. Overall conclusions show that there is negative relationship between educational qualifications and entrepreneurial attributes. Higher the qualifications lower are the attributes.

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