

An Analysis Of Entrepreneurial Culture And Practice Of Advocates: A Case Of Law Firms In Meru County, Kenya.

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ABSTRACT

There are barriers that hinder the development of entrepreneurship culture, namely: regulations, accessibility to funds, attitude, and education system. This study therefore is to analyze the entrepreneurship culture in the practice of advocate in Meru County Kenya. The study is guided by the following objectives; to establish the extent to which entrepreneurship culture is affected by the education, financial accessibility, attitude, regulations and policies among the practice of the advocates in Meru County. This study was guided by Entrepreneurship Innovation theory by Joseph Schumpeter who believes that entrepreneur helps the process of development in an economy. Literature review is revealed under the above theme: The research design used in this study is descriptive survey. A sample of 35 advocates in Meru County was selected being 50% of the population of 70 advocates in Meru County. A questionnaire was the research instrument for data collection. In this study quantitative and qualitative data was generated. Descriptive statistics was used for data analysis. Content analysis was applied on the qualitative data generated.

Key Words: Entrepreneurial culture& practice of Advocates, Law Firms in Meru County

1.0 Background of the Study

An entrepreneur is one who starts new business or enterprise or arranges business deals in Order to make money by risk initiative, Collins new dictionary (New Edition). The same dictionary defines enterprise or entrepreneurial culture as a society or attitude which encourages people to start their business and be successful. Schumpeter, (1934), views an entrepreneur as one who is innovative, creative and has foresight. According to him, innovation occurs when an entrepreneur introduces a new product, new production method, opens new markets, finds out new sources of raw materials supply, introduces a new organization in the industry and expands an existing business. An entrepreneur could be those business people in generic business of producing goods and services or even professionals such as lawyers. Law firms need to be entrepreneurial and innovative fully as much as any other business does. Indeed they need it more.

According to Muchiri, (2006), the rapid changes in today's society, technology and economy are simultaneously an even greater threat to them and an even greater opportunity. Muchiri (2006) observes that one lesson young advocates leaves university without, is that the practice of law is supposed to be run along sound business principles like any other business. The pupil master is supposed to teach the advocate how to run the business during pupilage but due to fear of pupil stealing business away, they end up teaching very little. According to Sarah Kellogg, (2011), everyone realizes that when the economy is lean, they have to have business skills, be savvy and mature when they are dealing with people. What the law school are doing now, is that, they really want to make sure that young lawyers can fit into the business environment and understand the economics of a law firm and be able to run it. They need to be able to understand business culture. *Advocates lack this idea and have the attitude that law is not a business but rather a noble profession. This notion has lead to disinclination of entrepreneurial culture among practicing advocates.*

According to Kiyosaki (2000), inability to break the entrepreneurial culture is the main reason why majority seek formal employment as opposed to seeking financial and personal freedom through entrepreneurship. Culture may be defined as a set of shared values, beliefs and norms of a group or community. Hofstede (1991) defines culture as "a collective programming of the mind which distinguishes the members of one group or category of people from another". In other words, he regards culture as a collective phenomenon that is shaped by individuals 'social environment, not their genes. Cultural differences are the result of national, regional, ethnic, social class, religious, gender, and language variations. Values are held to be a critical feature of culture and cultural distinctiveness.

According to Richard Goosen (2004) a principal distinguishing factor in the approach to business as taken by entrepreneurs and lawyers emanates from the differences between the entrepreneurial and the legal sub-culture. As he puts it: “to manage it [i.e. the sub-culture] is to recognize, understand and proactively respond to the sub-culture of the legal profession, which clashes with that of the entrepreneur”. In this regard, Goosen defines culture as the system of shared values and norms in a group constituting a design for living. Values are “those ideas which the group believes are good, right and desirable”, whereas norms are the social rules and guidelines based on values which guide appropriate behavior in particular situations. Students of entrepreneurship accept the notion that there is an “entrepreneurial mind” or “personality” and its values and norms constitute an entrepreneurial sub-culture, just as there is a legal sub-culture, reflected in the objective of law schools to have their graduates “think like lawyers”. As a consequence of the different sub-cultures, lawyers and entrepreneurs have different ways of resolving issues, and Lawyers communicate in a detailed, technical manner, often in writing. They are comfortable communicating in writing and prefer a paper trail. Entrepreneurs prefer communicating in person and to a great extent delegate details to a professional advisor (legal, financial). They prefer to deal in person and hash things out.

Law firms for a long time, firms that provide legal products and services had to be organized exclusively as partnerships among lawyers. In recent years, most states have allowed lawyers to form limited liability corporations. Those corporations, however, must be fully owned and managed by lawyers. Lawyers may not share revenues (“fees”) with non-lawyers. Corporations, other than those owned and managed exclusively by lawyers, are prohibited from providing legal services, even if all services to clients are in fact performed by lawyers employed by the corporation. This places significant restraint on the way in which legal product firms are financed. Law firms cannot seek public investment on the stock exchange. They cannot diversify through capital strategies. A “start-up,” even one dreamt up by a lawyer, cannot seek angel investors or tap into venture capital networks to build the business (Gillian k. Hadfield, 2008)

According to the Law society of Kenya (LSK) 2012 records the advocate admitted so far are slightly over 9000 of which over 5000 are actively in practice and holding practicing certificates.

According to Mount Kenya Law Society which is a branch of the LSK 2012 records, there are slightly over 70 advocates with about 40 law firms and 30 of the advocates are employed within Meru County Kenya. It has been noted that some of the law firms are closing down and the owners seeking jobs elsewhere after span of 3 to 5 years of startup.

1.1 Statement of the Problem

Lawyers, in their regulatory mode, overtly resist the idea that law is a business rather than a noble profession. This notion has lead to disinclination of entrepreneurial culture among practice of advocates.

According to Kiyosaki (2000), inability to break the entrepreneurial culture is the main reason why majority seek formal employment as opposed to seeking financial and personal freedom through entrepreneurship.

In Meru there are 70 lawyers who have the qualifications out of those only 40 have law firms and about 30 advocates are working as employees in Meru County. It has been noted that some of the law firms are closing down and the owners seeking jobs elsewhere after a short span of time of between 3 to 5 years of operation. The questions abound are to why the same phenomena is occurring. Could it be that the entrepreneurial culture is a miss or diminishing? Could it be the unfavorable business environment?, hence the justification of the study.

2.0 LITERATURE REVIEW

2.1 Entrepreneurial Education

According to Kiyosaki (2005), entrepreneurship Education to the young and the youth should start from the parents. He argues that the primary reason many people seek job security is because that is what they were taught to seek at home and at school. And because most of us learn little to nothing about money at home and at school, Kiyosaki (2005) say it is therefore only natural that many of us cling even more tightly to the idea of employment and job security instead of reaching for freedom.

According to Krasner and Seglin (2001), all youth entrepreneurial education programmes must have certain things in common. They should require students to develop their own ideas, plan, and ventures, develop their products or services for commercialization, and then go to the market. European Commission (2008) study looks at a wide range of entrepreneurship training programs and presents a set of criteria for good practices for developing a course in entrepreneurship education: The purpose of the course / program is well established, with Final results expected (definition of goals, and ability to measure Outcomes related to these goals). Balance between practical and theoretical aspects. Teaching makes use of traditional and interactive methods. Activities and events are organized to promote students’ ability to work together and create team spirit, develop networks and see opportunities.

According to Richard (2012), for one to be a very good lawyer is no longer enough these days. You also have to be an industry expert and a good manager. There are plenty of excellent lawyers around, but if you have little understanding of the commercial and strategic drivers behind your client's industry, are your clients being best served? Similarly, business management and business development knowledge must be at the heart of any firm. International law firms operate more and more like companies, so management and leadership skills are essential for senior lawyers.

The European landscape is grabbing the headlines as the crisis continues to rage in the PIGS countries (Portugal, Italy, Greece and Spain) and spreads into the wider eurozone, and it is business development expertise and client relationship skills that will help lawyers stay ahead of the competition. That is why training is so important. Lawyers need to have the right tools, be informed about industry-related topics, understand what good client service is, be able to tune into different cultures and practices across the Continent and be intuitive enough to anticipate legal changes.

According to Richard Wolf and Andrea Miskolczi (2012) to give our lawyers these tools and ensure they have the right skills to meet clients' needs, Wolf Thesis has set up a 'School of Excellence'. The first formal training programme started in 2008 when the creation was done of the Wolf Thesis School of Finance to reflect the high level of competency required in core financial services practice. Now mandatory for all junior finance lawyers, it offers several weeks of training, covering topics such as lending, project finance, capital markets and derivatives. As well as a focus on international regulation and the practice of finance law, the programme provides an opportunity for young lawyers to discuss national legal differences in their respective regions.

According to Muchiri (2006) young advocates are supposed to undergo training in Kenya school of law, be attached to a senior advocate for pupillage and eventually undergo a minimum of two years mandatory employment before they can venture into their own business in legal practice. She continues to argue, that despite the completing two year period of employment either in private or public sector, the young advocates complain of being exploited while hoping from one job to another without awakening their entrepreneurial potential from deep slumber and claim the big pay-offs that are truly theirs. She explains that, the classical excuse is that, there are too many lawyers in town nowadays and not enough work. She argues that there will always be many lawyers and actually, if one thought they are many now, look out for frequent admission ceremonies and get a dose of reality.

According to Ojienda (2007), universities are only concerned with providing the basic four year degree course leaving the job of organizing the post-degree practical training to the bar taken through the Kenya school of law in liaison with council of legal education. He continues to observe that after school of law the advocate is supposed to observe the law in practice and learn practical skills that would underlie his/her career as a legal practitioner. Under council of legal education act he observes, the master (supervising advocate) is supposed to take the intern through the various aspects of running a law firm though in practice none of them actually does that.

2.2. Financial accessibility.

According to Laura A etal (2011), Many lawyers who hang a shingle don't have much more than the shingle and a shiny new diploma (along with as-yet- unpaid student loans) when they start out. The idea is to start with just the essentials and add what one can, and this approach has worked for many lawyers in the past. If one is going to try it, though, one should have a minimum amount of cash in the bank, available to get one started and keep one going for at least six months and, preferably, for a year. But how much is enough? And how much should one expect to spend, just to get the doors open? Another source of startup lawyers in USA, is loans from friends and family. The current low rates paid by banks and credit unions on personal savings have made this a very good time to borrow from friends or family members who may have un-invested or under-invested cash. When certificates of deposit are paying 1 percent or less and even the ten-year T-bill is hovering around 3 percent, getting a slightly higher rate of interest may make investing in your practice, if business plan is sound or existing practice is successful but cash-strapped, look very attractive.

According to Klapper et al. (2006) build on the Djankov et al. (2002), their study focuses on incorporated companies and measures the effects of entry costs in terms of complying with bureaucratic requirements for incorporation on the creation of new firms. The Amadeus data set is used to compare the entry of incorporated firms in 34 Western and East European countries and in addition to entry cost, institutional variables, such as property rights protection and employment rights as well as measures related to the financial and fiscal aspects of the policy environment are also included. Their results indicate the rate of new corporation creation in industries that tend to be high-entry is relatively lower in countries with higher entry costs.

According to Holt (2000), businesses obtain cash through two general sources, equity and debts. However due to pre-conditions required to access such funds many are unable to secure such funds. According to Olago

(2003) and Ncebere (2000), unless individual has collaterals in form of assets most financial institutions will be reluctant to give loans.

2.3 Regulations

According to Parker's (2007), offers an overview of the way in which the various aspects of excessive business regulation impose costs on entrepreneurs and hamper entrepreneurial activity. It also focuses on the regulation of entry though he fails to find an unambiguous direct link between this and entrepreneurial entry. The difficulty arises because while governance structures may be important for entrepreneurship, the institutional spectrum becomes very wide at the lower level of governance. Thus, while at the top of institutional hierarchy, the institutional order focuses on protection of property rights, at the lower level of governance, the number of regulatory dimensions becomes very large. Hence, while the impact of individual regulatory measures is difficult to detect, their joint influence may still be significant.

According to Brookings (2011) while law firms can and do get bank loans, ABA regulations prohibit banks, private-equity firms or other corporations from owning or having an ownership stake in a law firm. This limits a law firm's financing options and raises its capital costs. Dewey's collapse has been attributed to the firm being highly leveraged and unable to attract investment from businesses outside the legal profession. Law firms are aware of the value that professional business managers can add to their operation. But regulations that prohibit the ownership of law firms by non lawyers prevent those firms from fully realizing the value of managerial skills and oversight that professional management could bring. Finally, because regulations prevent corporations from providing legal services other than their own legal counsel, a law firm today cannot realize efficiencies or make more money by merging with a firm outside the legal profession to provide financial and accounting services, for example, along with legal services. According to Stam, (2010) It is also noteworthy that the simpler and shorter the administrative regulations the more the inclination to inspire entrepreneurship in many countries.

2.4 Attitude

Understanding the motivation behind the few entrepreneurs with visions for creating high-growth and global enterprises is difficult. It is furthermore a very challenging and slow process trying to fuel interest in entrepreneurship. Governments can try to enhance the attitudes towards entrepreneurship by implementing entrepreneurship awards and opinion campaigns. According to Kelley et al, (2011) Entrepreneurial attitudes are made up of perceptions about entrepreneurs and entrepreneurship, attitudes toward becoming an entrepreneur oneself, and entrepreneurial ambition towards either setting up or growing a business. The first is an attitude currently held toward a societal concept such as whether entrepreneurship is a good career choice, or whether a person is disposed to take risks, while the other two are attitudes about ambition held about a person's future.

The Volkmann et al. (2009) argues that education should develop students, focusing on changing mindsets (increasing self confidence and self-efficacy) as well as skills that could be used in a wide range of entrepreneurial experiences (practical skills and experiences in building teams). Creating courses to fit the audience is important within these groups. For example within Universities, many scholars are asking whether programs should be delivered as courses or through other methods, and how to create content and format to fit target audiences of different levels of education and disciplines inside a university. Autio, (2005) Stated that there is an assumption that entrepreneurship is good and society, families and individuals at large view entrepreneurship as beneficial and given the right incentive people would engage in entrepreneurship. This assumption, however, remains largely untested in these context. There is little work on studying the influence of societal attitude as an a prior factor on attitude towards entrepreneurs and entrepreneurship.

According to Muchiri (2006) there is a salient believe that law practice is not a business like any other. She argues that legal practice is like any other business and the same economic forces of demand and supply are at work. She states that it is time to adopt different strategy in legal practice, and the first step is in the direction to acknowledge that there is more to the profession than just to practice it. She argues that, there is a business edge that one can ignore at his own peril. One must arouse his latent entrepreneurial potential from deep slumber.

3.0 RESEARCH METHODOLOGY

3.1 Research Design

This study used a descriptive design and descriptive survey involving description, recording, and reporting conditions that exist or existed was analyzed. Meru County comprises of 14 law courts with an estimated population of 70 advocates. The subject of the study was drawn from 35 advocates representing 50% of the population of 70 advocates within Meru County. The study sampled 35 advocates within Meru County. Probability sampling method was used to apply inferential statistics to the data and to provide equal opportunity

of selection for each element of the population. Research instruments, the principal researcher supervised the fieldwork during data collection. The actual data collection was undertaken by four research assistants attached to each of the sampled areas. After collecting the data, the researcher conducted data cleaning, which involved identification of incomplete or inaccurate responses, which was corrected to improve the quality of the responses. After data cleaning, the data was coded and entered in the computer for analysis using the Statistical Package for Social Sciences (SPSS) version 11.5. The study used descriptive analysis to generalize the results obtained from a random (probability) sample back to the population from which the sample was drawn. This study used both qualitative and quantitative data. Qualitative data was analyzed qualitatively using content analysis based on analysis of meanings and implications emanating from respondents information and documented data. Qualitative data provides rich descriptions and explanations that demonstrate the chronological flow of events as well as often leading to serendipitous (chance) findings.

4.0 DATA PRESENTATION AND INTERPRETATION OF RESULTS

4.1 Ownership of Law Firm

Table 1 OWNS A LAW FIRM

	O	E	O-E	(O-E) ²	(O-E) ² /E
Employed in Law firm	19	32	-23	529	16.531
Owens a law firm	13	32	-9	81	2.531
χ^2					19.062

P value 3.841

The table above shows that the calculated $\chi^2(0.05,1) = 19.062$ is larger than the expected $\chi^2 3.841$. This implies that statistically is not significant at 95% level. These findings indicate that most of the advocates in Meru County own their firms and a fewer number are employed in law firms.

Table 2: Years in Position at Work

Descriptive statistics	
Mean	7.193548
Standard Error	0.941766
Median	5
Mode	5
Standard Deviation	5.243532
Sample Variance	27.49462
Kurtosis	-1.47838
Skewness	0.427292
Range	15
Minimum	1
Maximum	16
Sum	223
Count	31

The variance for the number of years in position is 27.496. The standard deviation of the number of years in position is 5.24. The minimum is 1 year in position. The mean of the sample is 7.193. This implies that most of the advocates had been working for 5 years. These findings indicate that majority of the respondents had experience hence information given is useful to the study.

4.2 Entrepreneurial education.

TABLE 3: CHANCES TO EXCEL

O	F	(O-E)	(O-E) ²	(O-E) ² /E
8	10	-2	4	0.4
18	20	-2	4	0.2
6	1	5	25	25
0	1	1	1	1
χ^2				26.6

The table above shows the calculated chi-square is 26.6 larger, than the expected chi-squares at 3 degree of Freedom and 7.815 under 0.05 significance levels. This implies that it is not significant. The findings indicate that Entrepreneurial education increases chances to excel in business. As compared to Richard (2012), for one to be a very good lawyer, one has to be an industry expert and a good manager. Similarly, business management and business development knowledge must be at the heart of any firm.

TABLE 4: BUSINESS BARRIERS

O	F	(O-E)	(O-E) ²	(O-E) ² /E
1	5	-4	16	3.2
11	15	-4	16	1.06
14	10	4	16	1.6
6	2	4	16	8
χ^2				13.86

The table above shows the calculated chi-square is 13.86 larger than the effected chi-squares at 3 degree of freedom 11.345 under 0.01 significance levels. This implies that is not significant .The findings indicate that level of education is a barrier to self development.

TABLE 5: EDUCATION TAUGHT

O	F	(O-E)	(O-E) ²	(O-E) ² /E
0	2	-2	4	0.2
2	4	-2	4	0
17	20	-3	9	0.45
13	6	7	49	8.16
χ^2				10.61

The table above shows that the calculated chi-square is 10.61, smaller than the effected chi-square at 3 degree of freedom is 11.345 of 0.01 significance levels. This implies that statistically is significant. The findings indicate that entrepreneurship education is not taught to advocates.

TABLE 6: Training on entrepreneurship

	O	E	O-E	(O-E) ²	(O-E) ² /E
YES	11	32	-21	441	13.781
No	21	32	-11	121	3.781
χ^2					17.562

P value 3.841

The table above shows that the calculated $\chi^2(0.05,1) = 17.562$ is larger than the expected $\chi^2 3.841$. This implies that statistically is not significant at 95% level. These findings contrast European Commission (2008) study which looks at a wide range of entrepreneurship training programs and presents a set of criteria for good practices for developing a course in entrepreneurship education.

TABLE 7: REASONS FOR NOT HAVING ANY TRAINING

STATEMENTS	FREQUENCY	Z-SCORE	P-VALUE
Never had an opportunity	25	0.088	0.5319
Never in the Curriculum of School of Law	7	0.088	0.5319

The table above shows that Z-value is 0.088 is less than expected value of 0.5319. This implies that is significant. Findings contrast Ojienda (2007), which states that, universities are only concerned with providing the basic four year degree course leaving the job of organizing the post-degree practical training to the bar taken through the Kenya school of law in liaison with council of legal education.

Table 8: Entrepreneurship training gives rise to financial freedom.

	O	E	O-E	(O-E) ²	(O-E) ² /E
YES	12	32	-20	400	12.5
No	20	32	-12	144	4.5
χ^2					17

P value 3.841

The table above shows that the calculated $\chi^2(0.05,1) = 17$. is larger than the expected $\chi^2 3.841$. This implies that statistically is not significant at 95% level. The findings indicate that entrepreneurship training does not give financial freedom.

Table 9: EXTENT TO WHICH YOU ACHIEVE FINANCIAL FREEDOM

X	Probability	Cumulative probability
5	0.156	0.156
16	0.5	0.656
3	0.094	0.75
8	0.25	1
32	1	1

There is a 0.156 probability to a very great extent, 0.5 probability to a great extent, a 0.094 probability to a small extent. This implies that advocates achieve financial freedom through employment. This means that financial freedom is gotten through employment.

Table 10: Who influenced your career choice?

	O	E	O-E	(O-E) ²	(O-E) ² /E
Parents	10	32	-22	484	15.125
Peer group	21	32	-11	121	3.781
Institution	4	32	-29	784	24.5
None	15	32	-17	289	9.031
χ^2					74.937

P value 7.815

The table above shows that the calculated $\chi^2(0.05,3) = 74.937$ is larger than the expected $\chi^2 7.815$. This implies that statistically is not significant at 95% level. The findings indicate that most of the advocates were influenced to make career choice.

4.3 Financial Accessibility

Table 11: Source of fund for starting up a firm

	O	E	O-E	(O-E) ²	(O-E) ² /E
Financial institutions	2	32	-30	900	28.125
Savings	29	32	-3	9	0.28125
Friends & families	1	32	-31	961	30.031
χ^2					58.434

P value 5.991

The table above shows that the calculated $\chi^2(0.05,3) = 58.434$ is larger than the expected $\chi^2 5.991$. This implies that statistically is not significant at 95% level. This means that according to advocates they get funds from saving to commence a firm.

TABLE 12: EXTENT TO WHICH YOU ACHIEVE FINANCIAL FREEDOM

X	Probability	Cummulative probability
5	0.156	0.156
16	0.5	0.656
3	0.094	0.75
8	0.25	1
32	1	1

There is a 0.156 probability to a very great extent, 0.5 probability to a great extent, a 0.094 probability to a small extent. This implies that advocates achieve financial freedom through employment. This means that inadequate funds have been a barrier into business.

Table 13: Any assets placed as security to secure funds.

	O	E	O-E	(O-E) ²	(O-E) ² /E
Yes	26	32	-6	36	1.125
No	6	32	-26	676	21.125
χ^2					22.25

P value 3.841

The table above shows that the calculated $\chi^2(0.05,1) = 22.25$ is larger than the expected $\chi^2 3.841$. This implies that statistically is not significant at 95% level.

Table 14: Current Value of Assets

	O	E	O-E	(O-E) ²	(O-E) ² /E
1	3	10	-7	49	4.9
2	4	2	2	4	2
3	9	15	-6	36	2.4
4	16	5	-11	121	24.2
χ^2					33.5

P value 7.815

The table above shows that the calculated $\chi^2(0.05,3) = 33.5$ is larger than the expected $\chi^2 7.815$. This implies that statistically is not significant at 95% level. These findings reveal that most of them have security worth over ksh500,000.

Table 15: Money for business venture

	O	E	O-E	(O-E) ²	(O-E) ² /E
YES	13	16	-3	9	0.56
No	19	16	3	9	0.56
X^2					1.12

P value 3.841

The table above shows that the calculated $x^2(0.05,1) = 1.12$ is less than the expected $x^2 3.841$. This implies that is significant, that advocates venture borrows money for business. This revealed that there is reluctance to borrow among the majority probably due to the risks of borrowing.

Table 16: Source of funds

	O	E	O-E	(O-E) ²	(O-E) ² /E
Saccos	9	10	-1	1	0.1
Banks	62	19	-43	1849	97.3
Mshwari	3	3	9	0	0
X^2					97.4

P value 6.635

The table above shows that the calculated $x^2(0.01,1) = 97.4$ is larger than the expected $x^2 6.635$. This implies that statistically is not significant at 95% level. Laura Etal (2011), for those with good credit, commercial banks can often be a good source of funds to finance a law practice. The interest rate charged will generally be more favorable than with credit cards, but a lawyer seeking a bank loan for his or her practice must be prepared to jump through a few hoops.

Table 17: Success in borrowing money

	O	E	O-E	(O-E) ²	(O-E) ² /E
Yes	11	18	-7	49	2.72
No	21	14	7	49	3.5
X^2					6.22

P value 6.635

The table above shows that the calculated $x^2(0.01,1) = 6.22$ is equal to the expected $x^2 6.635$. This implies that statistically is significant at 99% level. This means that majority applied for loan but their requests were rejected by the givers.

Table 18: Interest rate of money borrowed

	O	E	O-E	(O-E) ²	(O-E) ² /E
1	2	7	-5	25	3.571
2	6	20	-14	196	9.8
3	3	5	-2	4	0.8
X^2					14.171

P value 5.991

The table above shows that the calculated $x^2(0.05,2) = 14.171$ is equal to the expected $x^2 6.635$. This implies that statistically is not significant at 95% level. The findings indicate that the interest rate of money borrowed is too high for investors.

Table 19: Effects of interest rate on business

	O	E	O-E	(O-E) ²	(O-E) ² /E
Yes	9	15	-6	36	2.4
No	23	17	6	36	2.12
X^2					4.52

P value 5.412

The table above shows that the calculated $\chi^2(0.02,1) = 4.52$ is less than the expected $\chi^2 = 5.412$. This implies that statistically, it is significant. The findings indicate that interest rates have a significant effect to business both negative and positive.

Table 20: Effects of interest rate on business

	O	E	O-E	(O-E) ²	(O-E) ² /E
1	19	30	-11	121	4.033
2	13	2	11	121	60.5
χ^2					64.533

P value 3.841

The table above shows that the calculated $\chi^2(0.05,1) = 64.533$ greater than the expected $\chi^2 = 3.841$. This implies that statistically is not significant at 95% level. This means that majority of businesses get minimum profit due high interest rate.

Table 21: Problems in managing money in business

	O	E	O-E	(O-E) ²	(O-E) ² /E
Yes	20	30	-10	100	3.33
No	12	2	10	100	50
χ^2					53.33

P value 3.841

The table above shows that the calculated $\chi^2(0.05,1) = 53.3$ is less than the expected $\chi^2 = 3.841$. This implies that statistically is not significant at the 95% level.

4.4 Regulations

Table 22: Business registered.

	O	E	O-E	(O-E) ²	(O-E) ² /E
Yes	19	16	3	9	0.562
No	13	16	-3	9	0.562
χ^2					1.134

P value 3.841

The table above shows that the calculated $\chi^2(0.05,1) = 1.134$ is less than the expected $\chi^2 = 3.841$. This implies that statistically is significant. This means that most of the law firms are registered.

Table 23: How the process was.

	O	E	O-E	(O-E) ²	(O-E) ² /E
1	7	10	-3	9	0.9
2	2	12	-10	100	8.33
3	10	10	0	0	0
χ^2					9.23

P value 9.210

The table above shows that the calculated $\chi^2(0.01,2) = 9.23$ is equal to the expected $\chi^2 = 9.210$. This implies that statistically is significant. This means that the process of registering a business is a quick process so no reasons why some law firms have not registered.

Table 24: Prevention from pursuing a business

	O	E	O-E	(O-E) ²	(O-E) ² /E
1	6	10	-4	16	1.6
2	26	22	4	16	0.727
	X^2				2.327

P value 3.841

The table above shows that the calculated $\chi^2(0.05,1) = 2.327$ is less than the expected χ^2 3.841. This implies that statistically is significant. This means that pursuing a business has no preventions.

Table 25: Regulations that affects development of entrepreneurship

	O	E	O-E	(O-E) ²	(O-E) ² /E
1	7	8	-1	1	0.125
2	9	10	-1	1	0.1
3	5	8	-2	4	0.5
	X^2				0.892

P value 7.815

The table above shows that the calculated $\chi^2(0.05,3) = 0.892$ is equal to the expected χ^2 7.815. This implies that statistically is significant. The findings indicate that regulations affect development of entrepreneurship. Klapper et al (2006), their study focuses on incorporated companies and measures the effects of entry costs in terms of complying with bureaucratic requirements for incorporation on the creation of new firms.

Table 26: Extent local government council regulation discourages business

	O	E	O-E	(O-E) ²	(O-E) ² /E
1	5	7	-2	4	0.571
2	3	1	2	4	4
3	13	7	6	36	5.143
4	10	12	-2	4	0.333
5	1	5	-4	16	3.2
	X^2				13.47

P value 13.277

The table above shows that the calculated $\chi^2(0.01,4) = 13.47$ is equal to the expected χ^2 13.277. This implies that statistically is significant. The findings indicate that local government regulations discourage business. Similarly to Parker's (2007), offers an overview of the way in which the various aspects of excessive business regulation impose costs on entrepreneurs and hamper entrepreneurial activity.

Table 27: Who motivate business entry regulations?

	O	E	O-E	(O-E) ²	(O-E) ² /E
1	16	15	-1	1	0.067
2	4	2	2	4	2
3	12	15	-3	9	0.6
	X^2				2.67

P value 5.991

The table above shows that the calculated $\chi^2(0.05,2) = 2.67$ is less than the expected $\chi^2 5.991$. This implies that statistically is significant. This means that majority of the respondents view regulations to be motivated by both public and private interest.

Table 28: Extent taxes and levies policies are regulatory barriers to business.

	O	E	O-E	(O-E) ²	(O-E) ² /E
1	14	16	-2	4	0.25
2	12	12	0	0	0
3	5	3	2	4	1.33
	χ^2				1.58
					P value 7.815

The table above shows that the calculated $\chi^2(0.05,3) = 1.58$ is less than the expected $\chi^2 7.815$. This implies that statistically is significant. This means that taxes and levies policies are majority regulatory barrier to business.

Table 29: How would you rate government efforts in regulation?

	O	E	O-E	(O-E) ²	(O-E) ² /E
1	2	8	-6	36	4.5
2	6	9	-3	9	1
3	15	8	7	49	6.125
4.	9	7	2	4	0.571
	χ^2				12.196
					P value 7.815

The table above shows that the calculated $\chi^2(0.05,3) = 12.196$ is greater than the expected $\chi^2 7.815$. This implies that statistically is not significant at the 95% level. This means that government is able to regulate business well.

Table 30: Rules or policies needed to be amended or revised to encourage

	O	E	O-E	(O-E) ²	(O-E) ² /E
1	8	10	-2	4	0.4
2	7	8	-1	1	0.125
3	5	3	2	4	0.333
4.	12	11	1	1	0.09
	χ^2				0.949
					P value 7.815

The table above shows that the calculated $\chi^2(0.05,3) = 0.949$ is less than the expected $\chi^2 7.815$. This implies that statistically is significant. Brookings (2011) is of the view that, eliminating regulations on who may provide legal services and who may own and operate a law firm could result in substantial efficiencies.

Table31:Attitudes

<i>Regression Statistics</i>	
Multiple R	0.360113
R Square	0.129681
Adjusted R Square	0.100671
Standard Error	7.521351
Observations	32

ANOVA					
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	1	252.8786	252.8786	4.470132	0.042913
Residual	30	1697.121	56.57071		
Total	31	1950			

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>
Intercept	17.85947	2.465802	7.242865	4.61E-08	12.82363	22.89531	12.82363	22.89531
X Variable 1	0.318587	0.150684	2.114269	0.042913	0.010849	0.626326	0.010849	0.626326

The calculated $R^2(0.129681)$ shows a strong relationship between gender and attitude towards opening a law firm and a standard error of an estimate of 7.521351 with no other information. The confidence interval for the slope 0.318 does not include zero. This corresponds to the fact that the t-test is significant, the confidence level for the intercept includes zero, meaning it is not significant. The bivariate regression tests are equivalent to 0.0429 for p-value and F. The null hypothesis is accepted that Gender affects the attitude to open a law firm since the decision rule value of 4.479 is greater than the decision rule of 4.17 under level of significance 0.05.

5.0 CONCLUSION, RECOMMENDATION& FURTHER RESEARCH

5.1 CONCLUSION

This study captured diverse opinions on various aspects of entrepreneurial ship culture in Meru County. Among the areas covered include: (i) entrepreneurial ship education; (ii) regulation and policies (iii) financial accessibility and (iv) attitude. The importance of promoting entrepreneurial ship culture among advocates has to be emphasized. The study measures the extent and magnitude of entrepreneurial ship in Meru County among advocates. The study, which is comprehensive in reach, provides reliable information, on the level of entrepreneurial ship culture of practice of advocates.

Overall, the level of entrepreneurial ship culture is low and is decreasing as many law firms did not manifest any innovation leading to entrepreneurship in their operations. This requires concerted efforts from all the Stakeholders to reserve this trend. Respondents in this study identified the reasons that are hiding entrepreneurial ship culture. Among the reasons cited are ban from incorporation, ban from partnering with non advocates, ban from solicitation of business, ban from advertisement, inadequate capital, lack of training as an investor, want of attitude on entrepreneurship and requirement for startup allowed only after lapse of two years of qualification.

5.2 RECOMMENDATION

From the above findings, the following recommendations are proposed.

There is need for Government and the Law Society of Kenya to revise policies which discourage entrepreneurial culture among advocates. Law firms should also be allowed to be incorporated and work as companies and or limited partnership to be able to access credit facilities with ease.

The Government and The Law Society of Kenya should also make funds available to young lawyers who wish to start up their own firms at lower interest rates.

Law school curriculum needs to be more entrepreneurial to respond to the financial pressures on the Legal profession and the opportunities brought by innovation and globalization.

To encourage more competition in the country's legal market by allowing the creation of alternative business structures, provisions that permit non lawyers in providing legal services in partnership with advocates.

The Government and The Law Society of Kenya to ensure young lawyers are able to understand business culture for them to fit in the entrepreneurial environment and understand the economics of a law firm and be able to professionally manage it.

5.3 FURTHER RESEARCH

The researcher suggests further research on how economic pressure is changing the practice of law among advocates.

A further research can be done on problems in Operations of the Court and backlog of cases and its effects on Advocates' entrepreneurship.

An analysis on professional Ethical issues of Advocate's and effects on practice of law.

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