

# Factors Hampering the Entrepreneurial Growth and Development: A Study Conducted in Sodo Town in Wolaita Zone, SNNPR, Ethiopia

ALEMAYEHU ELDA

Wolaita Sodo University, College of Business and Economics, Department of Management, Wolaita Sodo, Ethiopia

## Abstract

Since Mid-2000s, Ethiopia has been one of the fastest growing countries in the World. However, productive entrepreneurship in high – value added activities have made limited contribution of this growth because of a weak business environment. But their entrepreneurial knowledge, skill, managerial ability are very low. Because of reflecting these facts. The study was utilized causal research design to achieve the research objectives. The target population under study was 240. The study was conducted between Nonmembers to June 2017. In this study, Primary and secondary data types and sources was used. The instruments to collect primary data were questionnaires and interviews. Sample size of 150 respondents out of 240 entrepreneurs from the total population. To determine the required sample size, stratified random sampling technique was utilized. The data collected was analyzed quantitatively and qualitatively. The major and entrepreneurs performance determinants were financial support, technological factors, Education and training, Personal Characteristics, Access to physical infrastructure, market factors and politico-legal factors. This above identified factors explained the variance of 46.1 % of entrepreneur performance determinants.

**Keywords:** - Entrepreneurs Development, Affecting Factors

## INTRODUCTION

This study seeks to explore the determinants that hampering the entrepreneur's growth and development in Wolaita Zone sodo town. The study focuses in Wolaita Sodo town. It targeted an entrepreneurs who currently operating in the Wolaita Zone sodo town.

The study by Konji, 1972 showed that the Success in today's creative and innovative environment is increasingly a function of effective entrepreneur activity. Even though so many factors force the economy of the country to have a slow growth, one of the factors attributed to slow growth of the economy and lack of entrepreneurial development could be the main one

According to the research by Andualem, (2004). NuriKedir, (1976) Entrepreneurship has a far reaching role in socio-economic development studies based on this area has been neglected in Ethiopia, which left a strong impact on the economy Ethiopia is a country, which approximately as a population of 90 million. Some of the most critical constraints raised at different forms include access to finance, access to premises a land, infrastructure, training in entrepreneurial and management skill and information availability in business opportunities.

According to Gebrehiwot Ageba and Welday Ameha. Ethiopian Development Research, June 2004, it became imperative to re-examine the current approaches to promote commercialization of innovative ideas and develop enterprises, and assess the potential roles, challenges and opportunities of business incubation systems strategy and other tools in stimulating techno entrepreneurship and fostering industrial development in Ethiopia. Thus the aforementioned persistence problems call for a thorough investigation toward identifying the root causes of these problems and uncovering some other obstacles(if any) and potential opportunities overlooked mainly by the governing authorities

While starting a new business entrepreneurs face so many challenges; such as instability, stress, negative mindset, overwhelming feelings, lack of support, feelings of wanting to give up, growing a business, problems of raw material, problems relating to marketing, outdated technology, lack of infrastructural facilities, lack of skilled labors etc. In order to conduct an efficient business an entrepreneur must overcome the challenges. The main objectives of the study are to identify the challenges faced by the new entrepreneurs and to analyze the measures to overcome them.

## Statement of the Problem

Besides, Ethiopia has a latent mass of trainable workforce, a large base of educated workers, potential innovators, who would contribute towards private sector job creation through research and development (R&D) and innovation (starting commercial enterprises), yet little has been achieved to this end (Desta Solomon March 2009). Many Ethiopian training institutions and agencies have focused on training entrepreneurship and technical courses, business plan competitions for graduate students and entrepreneurs, but there is little further

support and inadequate mentorship to apply the skills and knowledge acquired during training to commercial opportunities.

Attempts were made to introduce the concept of business incubation in Ethiopia in the 1980s, and from the late 1990s to to-date. Moreover, other institutions and organizations have been established to implement the concept. However, technology and business incubation is not well understood and practiced to a limited extent in Ethiopia. It should be pointed out that the evolution system is relatively new to Ethiopia and in the study area as well. There is little information (no academic comprehensive study) on the process of creating an effective incubator, i.e. coordination, design, development and management processes in relation to science, technology and innovation system in Ethiopia. Thus improving the process of business incubation is of high relevance to both research and practice. This situation provided the motivation to carry out research and suggest solutions to the above problems.

### RESEARCH HYPOTHESIS

This section presents a general hypothesis related to major determinant factors of the study. To develop a research hypothesis, detailed review of related literature is very important. This study tested whether there is significant influence and relationship among the variables, (financial support, technological factors, Education and training, Personal Characteristics, Access to physical infrastructure, market factors and politico-legal factors). Accordingly, the study tests the following seven hypotheses to achieve the research objectives. This were:-

**H<sub>1</sub>** Financial support has a significant impact on an entrepreneur's growth and development in Sodo towns of Wolaita Zone.

**H<sub>2</sub>** Marketing Factors has a significant impact on entrepreneur's development in Sodo towns of Wolaita Zone.

**H<sub>3</sub>** Personal characteristics have a significant impact on an entrepreneur's growth and development in Sodo towns of Wolaita Zone.

**An H<sub>4</sub> infrastructural factor** has a significant impact on an entrepreneur's growth and development in Sodo towns of Wolaita Zone.

**H<sub>5</sub>** Technological factors have a significant impact on an entrepreneur's growth and development in Sodo towns of Wolaita Zone.

**H<sub>6</sub>** Politico-legal factor has a significant impact on entrepreneur's growth and development in Sodo towns of Wolaita Zone

**H<sub>7</sub>** Education and training have a significant impact on an entrepreneur's growth and development in Sodo towns of Wolaita Zone.

### Conceptual frame work of the study

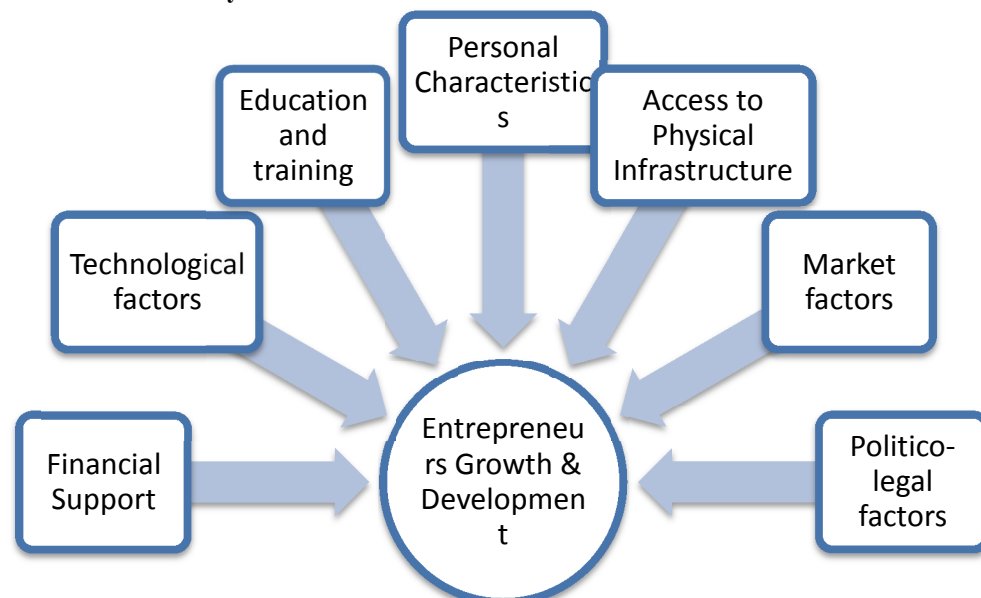


Figure -1 the researcher's own model

### RESEARCH METHODOLOGY

In this study the researcher utilized causal research design. This is due to the causal research explores the effect of one thing on another and more specifically, the effect of one variable on another. On this research the researcher wants to find out the effect of independent variable that financial support, technological factors,

Education and training, Personal Characteristics, Access to physical infrastructure, market factors and politico-legal factors on entrepreneur's performance

The target population for the study is the 240 and sample size was 150 entrepreneurs. To determine the required sample size the Yamane formula ( $n=N/1+N(e)^2$ ) was applied. Researcher used Stratified random sampling technique to get information from different sizes of the entrepreneurs. This technique is preferred because it is used to assist in minimizing bias when dealing with the population. With this technique, the sampling frame can be organized into relatively homogeneous groups (strata) before selecting elements for the sample. In this study both primary and secondary data source was used. The data collected through questionnaires and interviews by using Five Point likert scale questionnaires and would be analyzed by using SPSS version 20

The combined effect of independent variable on the dependent variable was predicated in the form of  $Y_i = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3 X_3 + \beta_4X_4 + \beta_5X_5 + \beta_6X_6 + \beta_7X_7$

## FINDINGS AND DATA ANALYSIS

**Table -4.1 Measure of central tendency**

s.no	Factors	Mean	Standard deviation	Rank of Severity
1	Financial factors	4.24	1.09	2 <sup>nd</sup>
2	Marketing factors	4.03	0.96	4 <sup>th</sup>
3	Personal characteristics	3.83	1.008	5 <sup>th</sup>
4	Infrastructural factors	3.77	0.79	6 <sup>th</sup>
5	Technological factors	4.23	0.44	3 <sup>rd</sup>
6	Politico-legal factors	3.13	0.71	7 <sup>th</sup>
7	Education & Training factors	4.26	0.762	1 <sup>st</sup>

### Source: field survey (2017)

It can be seen that education & training and financial factors has the biggest potential to contribute to the development of entrepreneurs, followed by marketing, entrepreneurial factors, technological, infrastructural, and politico-legal factors. In another words, the result shows that financial, education & training and marketing factors are the three topmost factors that affect the performance of entrepreneurs in the study area. This result is supported by Mugabo M. Abby Donatus, 2011 and Haftu Berihun et al. (2009:84-86) who found that lack of finance and education and trainings and marketing factors rank on top being reported as the major constraints by a large proportion of the enterprises. It can, therefore, be concluded that finance, education and trainings and marketing factors do largely affect the development of entrepreneurs

### Pearson's Product Moment Correlation Coefficient

In this study Pearson's Product Moment Correlation Coefficient was used to determine whether there is significant relationship between financial support, technological factors, Education and training, Personal Characteristics, Access to physical infrastructure, market factors and politico-legal factors entrepreneurs' performance. The following section presents the results of Pearson's Product Moment Correlation on the relationship between independent variables and dependent variable.

The table below indicates that the correlation coefficients for the relationships between procurement performance and its independent variables are linear and positive ranging from substantial to medium level coefficients.

**Table 4.2 the relationship b/n entrepreneur performance & determinant variable**

Variables		Entrepreneur Development
Financial factors	Pearson correlation	.576
	p-value	.000
	N	141
Marketing factors	Pearson correlation	.175
	p-value	.038
	N	141
Personal characteristics	Pearson correlation	0.36
	p-value	.000
	N	141
Infrastructural factors	Pearson correlation	0.196
	p-value	.020
	N	141
Technological factors	Pearson correlation	.220
	p-value	.009
	N	141
Politico- legal factors	Pearson correlation	.210
	p-value	.012
	N	141
Education& trainings	Pearson correlation	.633
	p-value	.000
	N	141

\*Correlation is significant at the 0.01 level (2-tailed). Source: Field survey, 2017

As it is clearly indicated in the above table 4.20, a strong positive relationship was found between education & trainings and entrepreneur development e ( $r = .633, p < .01$ ), financial factors and entrepreneur development ( $r = .576, p < .01$ ), which are statistically significant at 99% confidence level. This implies that at a 1% level of significance it was discovered that the education & trainings and financial factors plays a significant role in entrepreneur’s development in Wolaita Sodo.

Moreover, the table presents the association between the selected variables and development of entrepreneurs for a sample of 150 operators in Wolaita Sodo. There is substantial, however statistically weak relationship between entrepreneurial/personal factors and development ( $r = .36, p < 0.01$ ), and technological, political-legal, infrastructural and marketing factors, and entrepreneur development ( $r = 0.220, p < 0.01$ ), ( $r = 0.21, p < 0.01$ ), ( $r = 0.19, p < 0.01$ ), and ( $r = 0.175, p < 0.01$ ), respectively which are at 99% confidence level. For the purposes of determining the extent to which the explanatory variables explain the variance in the explained variable, regression analysis was employed. The results of such analysis are narrated under the following table.

**Table 4.3 Regress the development of entrepreneur (as dependent variable) on the selected Variables (as independent variables) using multiple regressions.**

model summary	R	R square	Adjusted R square		Std. Error of the Estimate	Sig.
	0.679	0.461	0.433		0.233	<b>0.000</b>
	Model	Unstandardized Coefficients	Standardized Coefficients		t	Sig.
	<b>Variables</b>	B	Std.	Error Beta		
<b>Coefficients</b>	(Constant)	2.012	.287		7.013	.000
	Financial Factors(x1)	.223	.027	.570	8.185	.000
	Marketing Factors(X2)	.044	.037	.077	1.176	.242
	Personal characteristics (x3)	.081	.036	.163	2.235	.027
	Infrastructural factors(X4)	.083	.038	.141	2.191	.030
	Technology factors(X5)	.140	.053	.220	2.662	.009
	Political-legal factors(X6)	.032	.037	.060	.886	<b>.377</b>
Education & trainings(X7)	.266	.068	.684	3.934	.000	

Source: filed survey, 2017

a Dependent Variable: Entrepreneurial development

The above table displays the estimates of the multiple regression of development against its variables for the sample of 141 operators. The hypothesis which states that the business environments of Wolaita aimed at entrepreneur development do not affect the performance of entrepreneurs in the selected sectors of Wolaita Sodo is tested at a 1% level of significance, it was discovered that the business environments of Ethiopia aimed at entrepreneur development do play a significant role in determining the growth of entrepreneur. Thus, the null

hypothesis may therefore be rejected and it is for the sample of 141 operators. The table 4.24 revealed that, the correlation between the observed value of entrepreneur development and the optimal linear combination of the independent variables (politico-legal, technological, infrastructures, marketing, finance, education & training and entrepreneurial factors) is 0.679, as indicated by multiple R. Besides, given the R Square value of 0.461 and adjusted R square value of 0.433, it may be realized that 46.1% of the variation in development can be explained by the independent variables. The remaining 53.9 % of the variance is explained by other variables not included in this study. The unstandardized coefficients B column, gives us the coefficients of the independent variables in the regression equation including all the predictor variables as indicated below. From the regression findings, the substitution of the equation = 2.012 + .032 (politico-legal) + .140 (technological) + .083 (infrastructures) + .044 (marketing) + .233 (finance) + .266 (education & trainings) + .081 (entrepreneurial).

### Hypothesis testing

**Table 4.4 Test of hypothesis**

Determinants of entrepreneur dev.t	Sig	p-value	Decision on hypothesis
Financial Factors(x1)	.000**	P=.000, p<.05	H <sub>1</sub> is accepted
Marketing Factors(X2)	.242	P=.242, p>.05	H <sub>2</sub> is rejected
Personal characteristics (x3)	.027**	P=.027, p<.05	H <sub>3</sub> is accepted
Infrastructural factors(X4)	.030**	P=.030, p<.05	H <sub>4</sub> is accepted
Technology factors(X5)	.009**	P=.009, p<.05	H <sub>5</sub> is accepted
Political-legal factors(X6)	.377	P=.377, p>.05	H <sub>6</sub> is rejected
Education & trainings(X7)	.000**	P=.000, p<.05	H <sub>7</sub> is accepted

Source: field survey, 2017

\*\* Significance (p<.05)

- ➔ **Hypothesis-1** Financial Factors(x1 has a significant impact on the entrepreneur development of Wolaita sodo town. Financial Factors is accepted because P=.000, p<.05,
- ➔ **Hypothesis-2** :- Marketing Factors(X2) has not a significant influence on the entrepreneur development of Wolaita sodo town So Marketing Factors is rejected because P-value =0.242>.05,
- ➔ **Hypothesis-3**:- personal characteristics have a significant impact on entrepreneur development in Wolaita sodo town. Entrepreneur Factors is accepted because P=.027, p<.05,
- ➔ **Hypothesis-4**:- Infrastructural factors(X4) have a significant impact on entrepreneur development in Wolaita sodo town. It is accepted because its P-value =.030, p<.05,
- ➔ **Hypothesis-5**:- Technology factors(X5) has a significant impact on entrepreneur development in Wolaita sodo town. It is accepted because its P-value =.009, p<.05,
- ➔ **Hypothesis-6**:- Political-legal factors(X6 has no a significant impact on entrepreneur development in Wolaita sodo town. So Political-legal factors is rejected because P-value =0.377>.05,
- ➔ **Hypothesis-7**:- Education & trainings(X7) has a significant impact on entrepreneur development in Wolaita sodo town. It is accepted because its P-value =.000, p<.05,

To summarize the hypothesis testing, among seven determinant variables that affect entrepreneur development. Five factors are statistically significant influence on entrepreneur development of wolaita Sodo town

### CONCLUSIONS

- ➔ This research was conducted in Wolaita Sodo Town with the main intent of critically assessing the challenges or factors affecting the development of entrepreneurs involved in manufacturing, general trade and service activities .
- ➔ The most important contextual factors identified are financial factors which include high collateral requirement from banks and other lending institutions, shortage of working capital, and too complicated loan application procedures of banks and other lending institutions.
- ➔ Marketing factors include inadequacy of market, difficulty of searching new market, lack of demand forecasting, lack of market information and absence of relationship with an organization/association that conduct marketing research.
- ➔ Infrastructural factors incorporate power interruptions, and insufficient and interrupted water supply, lack of appropriate dry waste and sewerage systems, lack of sufficient and quick transportation service that hinder the business development of all sectors.
- ➔ Though, various politico-legal factors designed various programs aimed at developing entrepreneurs, most of the programs were not given the appropriate backing and as such the impact of the programs could not be felt in the performance and competitiveness of entrepreneurs.
- ➔ This is mainly because of the fact that these programmes or policies are not effectively implemented in line with their intended objectives owing to various reasons.
- ➔ According to the findings, the reason ranges from bureaucracy in company registration and licensing to lack



- of visible commitment of some governmental bodies in the bottom.
- ➔ The main other factors identified were education & training factors which include lack of strategic business planning, and costly and inaccessible training facilities. According to the study, from the independent variable, education and training is the highest affecting factors.
  - ➔ Lastly, the major entrepreneurial factors include absence of initiative to assess ones strengths and weakness and lack of persistence and courage to take responsibility for one's failure. In terms of the stated research findings emerged from the investigation, there exists significant positive relationship between independent variables and dependent variable. Moreover, the selected independent variables may significantly explain the variations in the dependent variable in study area.
  - ➔ Finally, the study has further identified that the different influences in which each of the factors under study have in different categories of the business. The research clearly illustrates that, even if the degree of those critical factors in manufacturing sector slightly differ from the factors that are critical to general trading, and service sectors, most of the factors are considerably common for three sectors. It has been noted that the following factors are prevalent to the businesses such as education and training, financial, marketing and infrastructure had very high effects on the development of entrepreneurs compared to other factors in the research area.

## RECOMMENDATIONS

Suggestions for corrective and complementary measures to enhance the development of entrepreneurs are essential. Such recommendations demand an in-depth analysis of the influence of different factors regarding the sector. Based on the findings and conclusions of the study, the following recommendations are forwarded.

- ➔ The government bodies and other partners should provide technical and managerial training to entrepreneurs continuously to increase self-reliance, modernization and sustainable development. Similarly in his study McLelland, (1961) stated that entrepreneurship can be learned. Gupta and Srinivasan, (1995) also highlights that entrepreneurship can be developed and trained to undertake ventures and be creative. This ideology is confirmed by all respondents during the survey who said that entrepreneurs are made not born.
- ➔ Based on the findings, the government and other partners should provide affordable alternative sources of finance for entrepreneurs. This can be done by communicating with the banks and other credit institutions to lessen their requirements.
- ➔ Marketing factors are frequently indicated as the explanatory factor for most problems faced by the studied entrepreneurs. Therefore, it is necessary to solve this deep-rooted problem. Some of the ways of doing so can be: Providing selling and display places in areas close to working area, Linking the entrepreneurs with other private contractors working within or around Wolaita Soddo so that the operators are able to secure market opportunity., Changing the perception of the general public through extensive awareness creation mechanisms, since private individuals are predicted to be the main buyers of the products manufactured by entrepreneurs in the long run, Encouraging those entrepreneurs located and operating at Wolaita Sodo to participate in biddings opened in other cities of Wolaita Sodo.
- ➔ The entrepreneurs should form groups and make use of pooled negotiating power for borrowing purposes, to raise more capital, and share company. They can use such negotiating power to purchase raw materials and receive discounts which might lead to a reduction in the cost of production.
- ➔ Finally, investigating different factors based on the right information are vital for the good performance of any business venture. This can be achieved by conducting more researches in related areas. The focus for this study was on the manufacturing, general trading and service sectors. It is the researcher's view that future research could therefore investigate the other sectors like urban agriculture, and retail and come up with specific findings which will potentially contribute a lot in the development of the country in general. It is an interesting area with many unresolved issues. It would be encouraging to get more solutions to many issues arising.

## References

1. American Society for Training and Development. (2003). State of industry report: Executive Summary Alexandria,VA: Author.
2. Aldrich, Howard E., and Martha A. Martinez. (2001). Many are Called, but Few are Chosen:
3. Andersson, T., Serger, S.S., Sörvik, J. and Hansson, E. W. (2004). The Cluster Policies White Book. ISBN: 91-85281-03-4 Publisher: IKED.
4. Lemma Andualem, (2004). The Perspectives of Women Business Owners in Trade in Services, CAWEE
5. Ardichvili, A., Cardozo, R., & Sourav, R. (2003). A theory of entrepreneurial opportunity identification and development. *Journal of business Venturing*, 18, pp. 105-123.
6. Ethiopian Business Development Services Network (EBDSN), Addis Ababa.
7. Athayde, R. (2009a). „Measuring enterprise potential in young people“, *Entrepreneurship Theory and*

- Practice, 33(2): pp.481–500.
8. Athayde, R. (2009b). Briefing paper on ATE test. London: Small Business Research Centre Kingston University.
  9. Baron, R. (2006). Opportunity Recognition as Pattern Recognition: How entrepreneurs “connect the dots” to identify new business opportunities. *Academy of Management Perspectives*, February, pp.104-111.
  10. Bates, T. (1990) „Entrepreneur human capital inputs and small business longevity“, *Review of Economics and Statistics*, 72(4), pp. 551-559.
  11. Baron, R. & Ensley, M.(2006). Opportunity recognition as the detection of meaningful patterns: evidence from comparison of novice and experienced entrepreneurs. *Management Science*, 52 (9), pp. 1331-1334.
  12. Busenitz, L., West, G., Shepherd, D., Nelson, T., Chandler, G., & Zacharakis, A. (2003). Entrepreneurship Research in Emergence: Past trends and future directions. *Journal of Management*, 29(3), pp. 285–308.
  13. Chen, M. (2004). „Re-thinking the informal economy: Linkages with formal economy and the formal regulatory environment“, Parallel Session, WIDER: UNU
  14. Corbett, A. (2007). Learning asymmetries and the discovery of entrepreneurial opportunities. *Journal of business Venturing*, 22, pp. 97-118.
  15. Davidsson, P. (2004). „Continued entrepreneurship: Ability, need, and opportunity as determinants of small firm growth.“ *Journal of Business Venturing* 6, pp. 405-429.
  16. Solomon Desta (2009). Women Entrepreneurs“ Associations in Ethiopia: Opportunities and Challenges.(unpublished book) .
  17. Dew, N., Read, S., Sarasvathy, S., & Wiltbank, R. (2009). Effectual versus predictive logics in entrepreneurial decision-making: Differences between experts and novices. *Journal of Business Venturing* , 24, pp. 287-309
  18. Drucker, P.( 1985). *Innovation and Entrepreneurship: Practice and Principles*. London: Hinemann.
  19. Duncan, C. and Dennis H. (2004). *A Practical Resource for Students in the Social Sciences*. The SAGE Dictionary of Statistics. London, Sage Publications.
  20. Eckhardt, J. and Shane, S. (2003). Opportunities and Entrepreneurship. *Journal of Management*, 29(3), pp.333-349.
  21. Bekele Eshetu and Worku Zeleke. (2008). Factors that Affect the Long-term Survival of Micro, Small, and Medium Enterprises in Ethiopia. *South African Journal of Economics*, 10(2), pp.76-81.
  22. Fang (2005) „Exploring the synergy between entrepreneurship and innovation“. *International journal of Entrepreneurial behavior research*, Vol 11: p.26.
  23. Federal of Ethiopia (FDRE), Central Statistical Authority. (2003). Report on Bi-Annual Employment Unemployment Survey, 1st year Round 1, statistical Bullet in 319. Democratic Republic
  24. Federal Democratic Republic of Ethiopia (FDRE), Ministry of Labour and Social Affairs. . Proclamation no, 377/2003 Arrangement of Weekly hours of work, Sub article 63.
  25. Finance and Economic Development Bureau Population Affairs Coordination Sub process. (2010). Atlas of Key Demographic and Socio Economic Indicators: Addis Ababa.
  26. Gaglio, C. and Katz A. (2001). “The Psychological Basis of Opportunity Identification: Entrepreneurial Alertness,” *Small Business Economics*, 16(2), pp. 95-111
  27. Gebrehiwot, A.and Wolday,A.(2004) „Policy impact and regulatory challenges of micro and small enterprises in Ethiopia“, Working Paper, Addis Ababa: EDRI
  28. Geoffrey M, .and David F. (2005). *Essentials of Research Design and Methodology*. Canada, John Wiley & Sons, Inc.
  29. Gibb, A. (1987). Enterprise culture – Its meaning and implication for education and training *Journal of European Industrial Training* Vol II No.2
  30. Global Entrepreneurship Monitor (GEM). (2004). *Women and Entrepreneurship*. Center for Women,„s leadership. USA: Banson College.
  31. Gupta, M and Srinivasan S. (1995). *Entrepreneurial Development*; Sultan Chand and Sons,
  32. Tezera Habtamu. (n.d); *Challenges and opportunities of small and medium scale Enterprises (SMES) in Addis Ababa (The case of Arada Sub-City)*, Addis Ababa University, Ethiopia. Unpublished.
  33. Hisrich, R. and Grachev, M.(1995). *The Russian Entrepreneur: Characteristics and Prescriptions for Success*. *Journal of Managerial Psychology*, 10 (2), pp. 3-9.
  34. International Labour Organization (ILO). (2008). *Profile of Employment and Poverty in Africa*. Report on Ethiopia, Nigeria, Ghana, Tanzania, Kenya, and Uganda. East Africa Multi- Disciplinary Advisory Team (EAMAT). Geneva, ILO Publications. Countries. *World Development* 26(1), pp.61-74.
  35. Mulugeta Chane . (2010). Factors affecting the performance of Women Entrepreneurs in Micro and small enterprises (the case of Dessie Town).
  36. Nuri Kedir.( 1976). Entrepreneurship has a far reaching role in socio-economic development in Ethiopia. *Journal of Management Studies*. Volume-3 (1), pp. 132-133.

38. Peterman, N.E. & Kennedy, J. 2003. „Enterprise education: Influencing students“ perceptions of entrepreneurship“, *Entrepreneurship Theory and Practice*, 28(2): pp.129–144.
39. Schumpeter, J. A. (1934). *The Theory of economic development: an inquiry into profits capital, credit, interest and the business cycle*, Harvard University Press, Cambridge (Mass.).
40. Zewde & Associates.(2002). *Jobs, Gender and Small Enterprises in Africa: Women Entrepreneurs in Ethiopia. A Preliminary Report*, Geneva: ILO, IFP/SEED-WEDGE, October
41. Zimmerer, W., Thomas, Scarborough M., Norma, & Doug, Wilson (2008).“*Essentials of Entrepreneurship and Business Management*. 5th Edition. USA: Courier/Kendallville & Phoenix Color Corp.