

BREAKING THE PSYCHOLOGICAL CEILING AND SEIZING OPPORTUNITIES FROM ENTREPRENEURSHIP: A CASE OF YOUTH GRADUATES IN RWANDA

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ABSTRACT

Entrepreneurship holds greater potential to address youth employment in many countries. The strategic focus on empowering youth with skills and finance to startup up businesses enterprises is yet to yield the much-needed returns. This article leverages on a study which explored the psychological preparedness of the youth towards entrepreneurship with focus on ascertaining whether the youth exhibit the desired entrepreneurship traits entrepreneurship. Secondly, the analysis established the effect of the youth entrepreneurship traits on youth entrepreneurship. Personal Trait Theory and The Need for Achievement Theory guided this research. A descriptive and correlational research design was adopted for this study. Empirical evidence derives from data collected on a randomly selected sample of 169 youth graduates in Technical and Vocational (TVET) in Kamonyi District Rwanda. A triangulation with the views of key stakeholders in promotion of skills development for entrepreneurship was done. For qualitative data, the initial stage was a quick analysis of transcribed notes. Findings reveal that, despite the significance of the youth's psychological mindset to entrepreneurship, they lack desirable entrepreneur traits i.e personal traits and motivational attributes to venture into businesses. Their mindset remains tuned to searching for jobs which are scarce or for which they lack a competitive advantage. This research concluded that while the highlighted personal traits and motivational attributes are significant in fostering entrepreneurship, they were found lacking among the majority of youth studied. This article provides an alternative dimension of empowering youth beyond the technical and soft skills acquired from vocational training. Interventions to empower youth for entrepreneurship and employment need to focus on orienting them psychologically to gain entrepreneur traits. This study recommends youth entrepreneurship programs to put emphasis on training youth in positive entrepreneurship traits. Training programs need to encourage youth to develop entrepreneurship traits among the youth besides, the formal skills acquired from school.

Key words: Youth, Entrepreneurship, Psychological orientation, Entrepreneur traits, Employment

I. INTRODUCTION

Entrepreneurship is widely underscored with huge potential to enhance employment and accelerate economic development and poverty reduction (Brixiová & Kangoye, 2013; Brixiová et al., 2014). The significance of entrepreneurship to employment and economic development dates back in the works of Cantillon, the first academic to explicitly attempt to define, and describe the role of, entrepreneurs. Entrepreneurship became popular in 1990 and has since then attracted the attention of policy to boost entrepreneurship or improve entrepreneurial environment (Lundström, 2005). Consequently, entrepreneurship has in many

countries been integrated in national development programming. Entrepreneurship development efforts in many countries has targeted youth owing to their huge share in the labor market.

Rwanda is among the countries with a high youth unemployment rate estimated at 50% of the youth labor force. The high youth unemployment has been linked with limited private sector job creation and entrepreneurship. Bottom line, the youth lack entrepreneurial skills and access to credit (World Bank, 2013). In view of this, the country is pursuing entrepreneurship development in the strategic framework to create more jobs especially for the youth. This is evident from her vision 2040, the country's long-term development aspirations and its respective implementation strategy the Economic Development and Poverty Reduction Strategy (EDPRS).

Kamonyi District presents a good case of youth entrepreneurship and unemployment in Rwanda. Entrepreneurship development has been streamlined in the district's development plan particularly in the face of limited job opportunities for the youth. The district has among other interventions put emphasis on building capacity for the youth through scaling up training on entrepreneurship to equip youth with work skills to enable them gain wage employment or start-up businesses. While the initiatives bear potential to foster entrepreneurship and create new jobs, the district still faces critical challenge of low entrepreneurship contributing to high unemployment (Kamonyi District Development Plan [KDDP], 2013). The district has few micro enterprises dominated by craft practiced in the form of associations of craftsmen-women or individually. An evaluation of the PROSKID project in seven districts including Kamonyi indicated that only 7% of the youth supported with skills development had ventured into business compared with 39% who had accessed wage or salaried jobs. The rest were unemployed. Similarly, the Belgium Technical Corporation (BTC) reported that less than 15% of youth who accessed TVET were able to venture into business compared to 49% who secured wage employment. To the worst, 36% were still searching for a job (BTC, 2015). The surveys also indicate gender disparities in business start-ups. It is very unlikely that the youth succeed in securing wage or salaried employment in Rwanda mainly due to job scarcity. This situation is a threat to realization of Rwanda's development aspirations. It calls for understanding of the factors that foster or hinder entrepreneurship amidst entrepreneurship skills.

A variety of literature particularly the psychological theory (Landstrom, 1998) and empirical evidence (Shane et al., 2003; Önder, 2010; Manolova et al., 2008; Varghese and Hassan, 2012) establish a significant link between psychological factors and entrepreneurship but no such evidence exist in the literature on entrepreneurship in Rwanda. Building on this literature and addressing the information, this article takes a perspective of psychological factors in attempt to explain the state of low entrepreneurship in Rwanda amidst commendable entrepreneurship support measures such as skills development. Findings herein provide a more strategic direction on how effectively, entrepreneurship can be promoted towards enhanced employment and realization of development aspirations not only in Rwanda but other countries facing a similar problem.

1.2 Research Questions

The article leverages on an empirical study which sought to address three key research questions;

1. What is the psychological preparedness of the youth towards entrepreneurship?
2. Do the youth exhibit the desired entrepreneurship traits entrepreneurship?
3. What is the effect of the youth entrepreneurship traits on entrepreneurship development in Rwanda?

II. LITERATURE REVIEW

2.1 Theoretical Framework

Entrepreneurship has widely been linked with psychological factors (Koh, 1996) and motivational factors (Önder, 2010; Shane et al., 2003; Varghese and Hassan, 2012; Manolova, 2008) which are rooted in psychological theories (Landstrom, 1998). They are personal trait theory and The need for achievement theory.

2.1.1 Personal Trait Theory

The personal trait theory assumes that entrepreneurs are different from other people in terms of attitude, perspectives and some basic qualities (Sesen, 2013). The theory identifies personal characteristics that define entrepreneurship such as self-confidence, determination, risk taking, creativity, innovativeness, tolerance to uncertainty and business skills (Klinger & Schündeln, 2011). The personal trait theory also opens insight into the concept of Locus of control as an important aspect of personality from the dimension of individual perceptions about the underlying main causes of events in life. Introduced by Julian Rotter in the 1950s, Locus of control in the context of entrepreneurship concerns one's belief that success comes from own abilities not support from outside. It opens insight into an individual's belief that can foster or deter entrepreneurship. The belief is centered around variables of aggressiveness, tolerance for ambiguity and risk taking. In the context of this article, this is theory guides identification of the traits or beliefs among the youth which affects their decision to venture into business rather than looking for jobs which are scarce or hard to get.

2.1.2 The Need for Achievement Theory

This theory by McClelland (1967) asserts that human beings have a need to succeed, accomplish, excel or achieve. Entrepreneurs are driven by this need to achieve and excellence start-up own businesses (Shaver & Scott, 1991; Mohar et al., 2007). The theory opens insight into the significance of individual motivational attributes in one's decision to venture into business. They include need for achievement, need for autonomy, desire for society superiority and influence. Like the personal trait theory, the need for achievement theory. In the context of this article, motivational attributes could account for their decision to venture into business rather than look out for jobs which are scarce or hard to get.

2.2 Empirical Review

Previous empirical studies on entrepreneurship from a psychological perspective also opens insight into personal traits and motivational factors (Önder, 2010; Shane et al., 2003; Varghese & Hassan, 2012; Manolova et al., 2008) among the critical factors that predict entrepreneurship or venture into businesses. Notably, the studies identify mixed evidence

regarding differences in the effect of these psychological variables on entrepreneurship. The manifestation of these factors is critically analyzed in this section.

2.2.1 Personal traits and youth entrepreneurship

Many studies have identified a significant link between internal locus of control and entrepreneurship (Koh, 1996; Schoof, 2006). The literature generally agrees that individuals with internal locus of control are likely to be enterprising or venture into business. They exhibit a desire for risk taking, linked with self-confidence, innovativeness, and creativity. The argument is that individuals who perceive success to lie within them are self-confident, exhibit a high degree of creativity, innovativeness, and determination/perseverance and bear a strong desire for risk-taking which is inevitable for venturing into business. The reverse is true for those who perceive that success is determined by the external factors. The concepts of risk taking, self-confidence, optimism, innovativeness, and creativity have been defined and operationalized in many studies in the context of their effect on entrepreneurship.

Studies on self-confidence and optimism generally agree that entrepreneurship necessitates individual belief of ability to overcome all difficulties along the business line (Cansız, 2007; Avşar, 2007). This is what is known as self-confidence. It accelerates the development of positive feelings by increasing inner peace. Self-confident people have passion to learn, and they are open to searching and criticism. Harris and Gibson (2008) identify the need for optimistic behavior meaning a tendency to concentrate on the positive side and see the best opportunities. Consistently, Collins et al. (2000) considers optimism as the tendency to avoid excuses for why something cannot be done by focusing on problems which definitely come with opportunities. The concept of innovativeness and creativity has to do with imagination, following dreams and trying new ideas, seeing opportunities where others see limits and turning them into business ideas are some important characteristics of entrepreneurs. It is almost a necessity for them to introduce original, new and surprising ideas or act in an original way or surprisingly (Peterson & Seligman, 2004).

Proponents of determination assumes that entrepreneurship demands looking for solutions or finding new ways to handle unexpected difficulties, obstacles or failures and overcome obstacles rather than accepting problems as they are (Aykan, 2002). In view of Baron (2000), determination means perseverance meaning keeping struggling persistently by challenging misfortunes and difficulties. Similarly, the link between tolerance to uncertainty and entrepreneurship has been widely stressed particularly premising on the fact that the business environment is too dynamic for entrepreneurs keep up with. Consequently, entrepreneurship demands tolerance for uncertainty to avoid its potential negative impact on their decisions as they look for new possibilities of overcoming them (Cansız, 2007). In the context of youth entrepreneurship in Rwanda, no attempt has been made to explore personal traits and how they affect youths' discovery and venturing into business. It is possible that the youth could exhibit traits which foster or hinder entrepreneurship drawing from evidence observed elsewhere. It is against this information gap that this study is proposed.

2.2.2 Motivational factors and youth entrepreneurship

The concept of need for achievement is also among the psychological factors which has been widely explored and identified as a strong predictor of entrepreneurship (Önder, 2010).

Need for achievement is believed to influence entrepreneurship through its motivation effect on entrepreneurs to start-up businesses. The general assertion from literature is that individuals with high need for achievement prefer medium-level risky tasks which require personal skill and effort in order to be able to take personal responsibility of obtained results. They also desire to be successful more than to earn money. Consequently, they tend towards entrepreneurship rather than working on salary basis (Chu et al., 2007). The theoretical justification of the need for achievement is the need for superiority or social status and influence over others (Önder, 2010; Varghese & Hassan, 2012). Manolova et al. (2008) defines social status as an individual's position relative to others in a given social situation that determines influence over others. Individuals with need for achievement view entrepreneurs as the center of authority (Chu et al., 2007) and therefore strive to venture into business. These arguments are supported by studies elsewhere. For example, Shane and Venkataraman (2000) observe that need for more money and desires for a higher social and professional status are the motivations for business start-ups. Similarly, Parker (2004) and Stefanovic et al. (2010) identify the desire to earn more money as the key motivators to start-up a business. The studies characterize individuals with strong need for achievement as individuals who desire to engage in jobs that require personal skill and effort and desire to be successful more than to earn money. Consequently, they tend towards entrepreneurship rather than working on salary basis (Reynolds, 2005). A person who bears characteristics of high need for achievement that appreciates and willing to take responsibility, prefers solving problem without any assistance, taking risk, and respect all outcomes of their own decision (Sesen, 2013)

Related to need for achievement is need for autonomy, also a psychological factor which has been widely explored and identified as a strong predictor of entrepreneurship. According to Naudé (2010) entrepreneurship requires autonomous individuals who can take the responsibility of their own judgments instead of following others' ideas, opinions, or experiences. Many researchers have observed that entrepreneurship demands independency to go after opportunities; take the responsibility of outcomes of their actions either successful or failed and carry-on entrepreneurial efforts since they like independency (Shane, et al., 2003). Similarly, Kirkwood and Walton (2010) observe that some people decide to become an entrepreneur because they want to be independent and not to work for other. In the context of this study, decision of youth to engage in entrepreneurship potentially depends on their level of desire for autonomy.

Overall, the literature from both a theoretical and empirical orientation identifies psychological factors as significant predictor of entrepreneurship or individuals' ability to venture into business. The factors can be broadly conceptualized into personal traits and motivational factors. Personal traits have been widely viewed in terms of Locus of control generally agreeing that individuals with internal locus of control are likely to be enterprising or venture into business than those with external locus of control. They exhibit a desire for risk taking, linked with self-confidence, innovativeness, and creativity. The literature on motivational factors stresses the significance of achievement and autonomy to entrepreneurship among the critical factors that predict entrepreneurship or individuals' ability to venture into businesses. It is argued that individuals who exhibit a strong need for achievement and autonomy will more likely venture into business than search for job. They perceive entrepreneurship as a center for superiority or social status and societal influence which they

treasure. While these psychological factors could manifest to influence youth's entrepreneurship in Rwanda, the literature on youth entrepreneurship in Rwanda remains deficient of this vital information.

III. METHODOLOGY

A descriptive and correlational design was adopted for this study. This article leverages on findings generated from primary data collected on a sample of 169 youth graduates in six TVET trades of carpentry, electricity, dress making, hair dressing, welding, and culinary arts from the two VTCs of Kayenzi and Kigei. The sample size was determined using the approach recommended by Krejcie & Morgan (1970). The sample size was drawn from a list of TVET graduates from the TVET coordination center in the Southern Province of Rwanda.

It is possible that the quality of training provided could differ across the schools which may impact on the skills gained and graduate's potential to create their own jobs. Besides, the difference in trades may also offer differences in opportunities of starting up and a business and finally, to the study strives to ensure representation of both male and female youth. To ensure representation of both schools and all the six TVET trades, the trades were clustered into six groups from where simple random sampling was applied to select the respondents.

The sample of youth graduates were administered a questionnaire to collect data on the study variables. Questions on personal traits entailed respondent's opinion on youth's locus of control, self-confident, creativity, and innovativeness, risk taking propensity and determination or perseverance of the youth. On the other hand, questions on motivational factors captured respondent's opinion on the youth's desire for achievement, need for autonomy and desire for superiority/social status. This quantitative data was triangulated with the views of key stakeholders in promotion of skills development for entrepreneurship. They include officers at the district and sector level who liaise with government ministries and agencies like Workforce Development Authority [WDA], Private Sector Federation [PSF], National Capacity Building Secretariat NCBS], Belgium Technical Corporation [BTC], and Ministry of Youth among others. Consequently, the study was able to obtain a more comprehensive understanding of the study phenomena as recommended by Creswell (2008) and Neuman (2011).

Analysis of quantitative data was twofold. First, descriptive statistics were generated to determine the extent to which the youth exhibit desirable personal traits or motivational attributes vital to foster creation of business enterprises. In addition, descriptive statistics also revealed the extent to which the youth graduates had started a business or not following acquisition of entrepreneurship skills from vocation training. The next stage was correlation analysis to determine the relationship of personal traits and motivational factors with entrepreneurship. For qualitative data, the initial stage was a quick analysis of transcribed notes. The hand-written notes were assembled and typed into a word processing program-Microsoft word. The data was thoroughly read and manually analyzed for content and recurrent themes in the texts as per the themes in the objectives of the study.

IV. FINDINGS AND DISCUSSIONS

4.1 Description of the youth by level of entrepreneurship

The youth were generally observed to exhibit a low level of entrepreneurship with the majority (55.6%) indicating no intentions of venturing into business. Only 38.8% had ventured into business while 5.6% had a plan to do so. Those who had broken through were engaged in micro business mainly dealing in hair dressing, tailoring, and operating small merchandize shops. In account, they indicated that such businesses require initial investment capital and are less laborious to manage.

4.2 Personal traits and business start-up

Respondents expressed themselves and indicated their beliefs on statements testing their personal entrepreneurship traits. Figure 1 presents the percentage distribution of respondent by their opinion on personal entrepreneurship traits among the youth

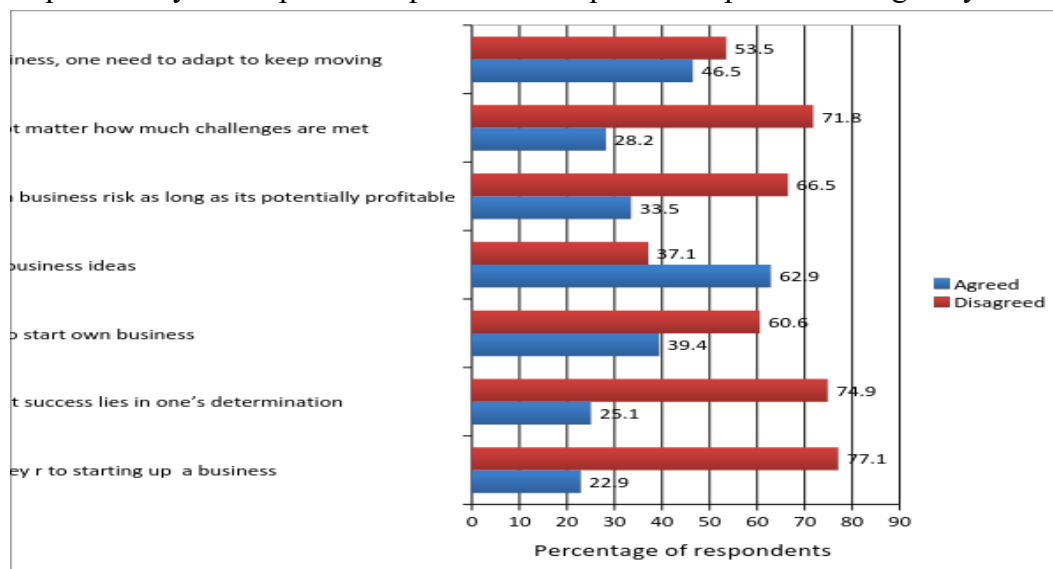


Figure 1: Percentage distribution of respondents by personal entrepreneurship traits

Generally, respondents were observed to exhibit negative entrepreneurship traits limited determination, limited perseverance, low risk-taking propensity, limited self-confidence as well as negative locus of control. In terms of determination, the majority (77.1%) lacked the belief that determination is key to starting up a business. Similarly, 71.8% of the respondents lacked a sense of perseverance. The majority (74.9%) too exhibited negative locus of control no belief that businesses are challenging but success lies in one's determination. They expressed no zeal of struggling to something no matter the magnitude of challenges involved. Regarding risk taking propensity, majority (66.6%) would not take on a business risk no matter the level of potential profits. Correlation results were estimated for the relationship between personal traits and entrepreneurship. Table 1 presents the correlation results.

Table 1 Correlation results for the relationship between personal traits and business start-up

Variable	Correlation statistic	P-value
Locus of control	.494	0.001
Determination	.790	0.001
Self-confidence	.513	0.001
Creativity	.413	0.001
Risk taking propensity	.431	0.001
Perseverance	.562	0.001

The correlation coefficients for the relationship between all the six personal traits and entrepreneurship were positive and ranged between 0.4 and 0.8, highest for determination and lowest for creativity. Their respective p-values were less than 5% significant level. This indicated that all the six personal traits (locus of control, self-confidence, determination, creativity, risk taking propensity, and perseverance) had a positive and significant relationship with entrepreneurship.

Notably, the highest correlation coefficient for determination indicated a strongest correlation between this personal trait and entrepreneurship while the lowest correlation of creativity revealed a weaker correlation. The coefficient for the variable of determination suggested that youth who had determination were more likely to venture into business than those who lacked determination. Such youth were much more likely to venture into business than those who were creative. Besides determination, other personal traits that significantly matter to business start-up were perseverance, self-confidence, locus of control and risk-taking propensity respectively. Overall, the correlation results revealed that, youth who were determined, creative, with a sense of perseverance, confident and ready to take risks were more likely to venture into business than those who lacked such attributes.

The finding confirms the general notion in literature that starting up a business takes determination, self-confidence, perseverance, risk taking, and positive locus of control. The youth who succeeded in venturing into business have positive thinking. A few of the youth who had broken through into business had a positive mind about the possibility starting up a business. They perceived challenges as part of business which require determination and adaptation mechanisms. Determination addresses several challenges like capital constraints. Its determination that motivates youth who capital constrained to save steadily to raise capital from any magnitude of earnings. Determination can push those with no earnings and savings to think and explore possibilities of raising capital from organizations working to support youth entrepreneurship. For example, writing a business proposal to any financial institution or government entrepreneurship funding support program. In addition, youth who are enterprising focus less on risks but rather pay attention to understanding how profitable the business ideas are. They believe that risks are part and partial of any profitable business. What matters then is creativity to ensure that one develops a business idea which few can see. This minimizes competition and enhances business performance.

The significant link between personal traits and entrepreneurship among the youth studied is consistent with the general literature on the effect of personal traits on entrepreneurship. More specifically, studies by Aykan (2002), Cansız, (2007) and Avşar (2007) underscore the relevance of personal traits in influencing entrepreneurships. For example,

Cansız, (2007) generally agree that entrepreneurship necessitates individual belief of ability to overcome all difficulties along the business line. Aykan, (2002) observes that entrepreneurship demands looking for solutions or finding new ways to handle unexpected difficulties, obstacles or failures and overcome obstacles rather than accepting problems. Avşar (2007) observes that entrepreneurship demands tolerance for uncertainty to avoid its potential negative impact.

4.3 Motivational attributes and entrepreneurship

Respondents expressed themselves and indicated their beliefs on statements testing their motivational entrepreneurship attributes. Figure 2 presents the percentage distribution of respondents by their opinion on motivational attributes for entrepreneurship among the youth.

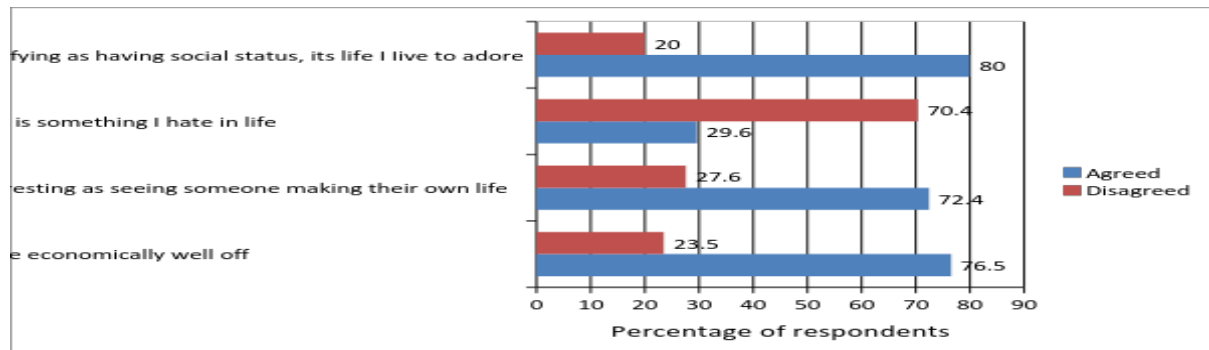


Figure 2: Percentage of respondents by personal motivational attributes

Generally, respondents express a greater desire to be economically well off in life as indicated by 76.5% of respondents. However, they expressed no desire for achievement, autonomy, and superiority/social status. More specifically, the majority (76.5%) of respondents expressed desire to be economically well, off, 72.5% expressed no desire to make their own life while 70.4% had no desire to have social status. These findings generally reflected limited motivational attributes for entrepreneurship among the youth. Correlation results were estimated to determine the relationship between motivational attributes and entrepreneurship. Table 2 presents these correlation results.

Table 2: Correlation results for the relationship between motivational attributes and business start-up

Variable	Correlation statistic	P-value
Desire for achievement	.09	0.20
Desire for autonomy	.506	0.001
Desire for superiority	.625	0.001

The correlation coefficients for the relationship between two of the three motivational variables (desire for autonomy and desire for superiority) were 0.5 and 0.6 respectively. Their respective p-values were less than 1% significant level indicating their positive significant relationship with entrepreneurship. Notably, the highest correlation coefficient for superiority revealed a stronger influence of this variable than the influence of autonomy on entrepreneurship. This finding suggested that youth who had a desire for achievement or desire for superiority were more likely to venture into business than those who lacked such desire.

To affirm this finding, some of the youth who had venture into business shared the following views.

“Everyone will dream to achieve and be better in life but in my view, you can realize this dream when at some stage, you decide to leave your own life free from the influence of parents. It is this time when you must think of starting up a business however small it can be”.

“It is difficult to think of starting up a business when you still with your parents. I can tell you that many of the youth around still staying with parents have no business. What for? They get free food, clothing etc I return for the housework and digging they mainly do at home”.

When you look around on this village, those who own car, nice house etc, are businessmen or women. They are superior, everyone admires them and talks about them. I want to have such status in the future that’s why I started this small business though with challenges.

These findings indicate that deciding to start up a business takes a strong desire for autonomy and superiority/social status. A small segment of youth who succeeded in venturing into business exhibited strong to be economically independent. To a majority who are not highly educated to gain employment on high positions of a salaried job, economic independence necessitates that one ventures into business where they can earn significantly higher. Being unemployed means depending on family or friends and this is quite often for basic needs. Notably this is a comfortable zone for many of the studied youth. However, those with a strong desire for autonomy are pushed to venture into business upon which they can make their own living and move beyond accessing money but rather than having control and decision making on how to spend. Autonomy among the studied youth also meant that one bears an opportunity for interaction with the business world, but they are free from restrictions on movement. Once they identify any business opportunity, they can take independent decisions to pursue them no matter the risk. But more import those who are autonomous have time to explore and pursue the business opportunities compared to those who are under confinement of parents where they engage heavily in household work.

This finding on the effect of autonomy on entrepreneurship among the studied youth is quite consistent with wide literature. Avşar (2007) observes that entrepreneurship requires autonomous individuals who can take the responsibility of their own judgments instead of following others’ ideas, opinions, or experiences. Similarly, Shane, et al. (2003) assert that entrepreneurship demands independency to go after opportunities; take the responsibility of outcomes of their actions either successful or failed and carry-on entrepreneurial efforts since they like independency. Further to this, Kirkwood and Walton (2010) observe that some people decide to become entrepreneurs because they want to be independent and not to work for other.

Regarding social status, the youth who ventured into business characteristically had desire for “ego” or superiority over others in the society. They had desire to show up as living better life than other fellow youth. For example, putting on expensive outfits, carrying

expensive phones and where possible drive nice cars. This is life which can rarely be lived by youth who depend on family and friends with no desire for financial autonomy or superiority. Consistently, Önder, (2010), Varghese and Hassan, (2012) underscore the significance of desire for social status as a key driver for entrepreneurship. Similar to the youth perceptions in this study, Manolova et al. (2008) defines social status as an individual's position relative to others in a given social situation that determines influence over others. Avşar (2007) asserts that individuals who desire social status strive to be more successful than earning money and consequently tend towards entrepreneurship rather than working for a salary. This is also characteristic of the youth in this study who desired social status and had ventured into business.

V. CONCLUSION AND RECOMMENDATIONS

5.1 Conclusion

While the highlighted personal traits and motivational attributes are significant in fostering entrepreneurship, they were found lacking among the majority of youth studied. They lack a sense of belief that its determination matters rather than the usual cries for capital. They exhibit negative locus of control with no belief that success lies within themselves. They look out to government as the potential source of capital. In addition, many lack self-belief or self-confidence and have no desire or motivation to work for themselves to succeed in life. They do not believe they can make it like the rich businessmen and women they see. We conceptualize this situation as psychological ceiling in the entrepreneurial journey that should be broken if opportunities from entrepreneurship such as jobs are to avail. We note that this is not a one stakeholder role but a role that requires combined synergies.

5.2 Recommendations

The study recommends youth entrepreneurship programs to put emphasis on training youth in positive entrepreneurship traits. The youth should be able to develop a sense of belief in determination, self-confidence, perseverance, and creativity as key drivers for entrepreneurship rather than lamenting on the challenges such as lack of capital to venture into business. Training programs need to encourage youth to develop entrepreneurship traits among the youth besides, the formal skills acquired from school. Access to information on opportunities available for promoting entrepreneurship such as financial support programs by government, youth loans in financial institutions, development of business ideas into fundable business plans among other. Similarly, interventions to support youth entrepreneurship need to pay attention to building motivational attributes for entrepreneurship among the youth. The training or sensitization should be able to inculcate within youth, a sense of desire for autonomy and desire for superiority among the youth.

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