Structural Equation Model Of Entrepreneurship Development - A Study Based On Entrepreneurial Traits Of Differently Abled Persons In India

Dr. Shanimon.S [*], Vijayan.K [**], Indurajani. R [***]

[*] Assistant Professor, Government College Attingal, University Of Kerala, Thiruvananthapuram, Kerala. , Orcid Id:0000-0001-8240-6562
[**] Assistant Professor, Government College Nedumangad, University Of Kerala, Thiruvananthapuram, Kerala.
[***] Assistant Professor, Government College Nedumangad, University Of Kerala, Thiruvananthapuram, Kerala

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Abstract- Entrepreneurship is the process of starting a business organization. The entrepreneur develops a business model and acquires the human capital and other resources, and is fully responsible for its success or failure. Entrepreneurship operates within an entrepreneurship ecosystem. The term entrepreneurship was first used in the year 1723. Today the term entrepreneur implies a person with many qualities such as leadership, initiative, management, decision making and innovation. Entrepreneurs contribute to the development of the society and generate employment opportunities. According to Robert Reich, team-building, leadership, and management abilities are essential qualities of an entrepreneur. An entrepreneur is a factor unit in micro economics, and the study of entrepreneurship dates back to the works in the late 17th and early 18th centuries. In the early periods, Richard Cantillon and Adam Smith were the pioneers in entrepreneurship studies. Entrepreneurship can be considered as a tool for the employment of educated unemployed. Entrepreneurship helps to increase national income and bring about social change. Entrepreneur contributes to a movement towards economic equilibrium by pursuing opportunities (Kirzner, 1973). In India unemployment among differently-abled people is considered as a social and economic problem and entrepreneurship is seen as a mechanism to solve that problem.

Index Terms- Entrepreneur, Entrepreneurship etc...

I. Introduction

The word “entrepreneurs” immediately conjures rich, famous and successful business individuals can be motivating for the world. They are entrepreneurial in terms of self- development, self-decision making, self-esteem of creativity and risk taking. Hence anyone who exhibits the characteristics of self-development, self-esteem, creativity, decision making and risk-taking can be considered as an individual with entrepreneurial qualities. When these qualities are exhibited by a person he can be called an entrepreneur.

Entrepreneurs initiate and create change in the formation of business and society. This change is accompanied by growth and productivity, which allows more wealth to be distributed among various sections in the society. Thus, entrepreneurship leads to increase in the national income of the country and enhance economic development. Entrepreneurship can be looked upon as a means of income generation and economic development.

The word entrepreneur is derived from the 17th century French verb ‘Entreprendre’ and the Germen word ‘Uternehmen’ both referring to persons or those who ‘undertook’ the risk of new enterprises. Edward de Bono pointed out that the most significant variable required for entrepreneurship is not innovation, but value addition, which means that it is not important to come up with a new idea, but to introduce incremental values to the current product or service and can be correctly called an entrepreneur.

II. Background of the Study

Entrepreneurs identify new opportunities and observe profitable opportunities, the core of entrepreneurship being alertness. Entrepreneur decides his social status and controls his life. So it is widely believed that this entrepreneurial function is a vital component in the process of economic growth (Baumol, 1968'. Casson,1982 & Hornady, 1990). Entrepreneurship is defined in a different way by different authors. Entrepreneurship is a risk bearing activity, entrepreneurship is an innovative process, and entrepreneurship is a thrill seeking activity. Entrepreneurship is an attempt to create value and it is an act of being an entrepreneur, thus the notion of entrepreneur is diverse according to different thinkers. Therefore entrepreneur is a person who initiates entrepreneurial activities, and coordinates the entrepreneurial function. In industrialised nations, entrepreneurship has been a key to economic growth in productivity and per capita income (Baumol, 1986, Hamilton and Harper, 1994).

In mid 20th century, entrepreneurship was studied by Joseph Schumpeter and other Austrian economists Carl Menger, Ludwig von Mises and Friedrich von Hayek. The term "entrepreneurship" was invented around the 1920s, while French word *entrepreneur* dates to the 1850s. In the beginning, economists made the first attempt to study the concept of entrepreneurship in depth. Richard Cantillon (1710) considered the entrepreneur to be a risk taker who deliberately allocates resources to take advantage of opportunities in order to exploit the economic return. Cantillon highlighted the willingness of the entrepreneur to assume anticipated risk and to combat with uncertainty. Thus, he describes the function of the entrepreneur, and distinguishes clearly between the function of the

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entrepreneur and the owner who provides the money. Alfred Marshall viewed the entrepreneur as a multi-tasking capitalist and observed as an economic activity creator.

III. Significance of the Study

Since the mid-seventies slogan such as the no-growth economy, the deindustrialisation and the Kondratieff stagnation of the economy have become popular and consequently a profound shift from a managerial economy to an entrepreneurial economy occurred. In the United States, the entrepreneur is one who starts his own new and small business. The growth and development of all economies are highly dependent on entrepreneurial development. Entrepreneurs provide a source of income, produce new and value added products, drive value chain activities, support environment protection and overall they are the essence of economic growth.

In India, the evolution of entrepreneurship can be traced back to centuries in the forms of artisans, craftsmen and entrepreneurial people in the village community. The caste based workers such as farmers, artisans, priests were considered as compact system of village community. Manufacturing entrepreneurship in India emerged as talented forms in the periods of Royal ruling. West Bengal enjoyed the world wide popularity for *corah*, Lucknow for *chintzes*, Ahmedabad for *dupttas* and *dhoois*, Nagpur for *silk*, Kashmir for *shawls*, Banaras for *metal*, and Kaanjepuram for *golden silks* and Kerala for *spices*.

IV. Statement of the Problem

Entrepreneur does things differently rather than doing what is already done better. It is commonly believed that entrepreneurship is enormously risky, because area of innovations the casualty rate is very high and the chance of success or survival seems to be quite low. Theoretically, entrepreneurship should be the least risky rather than the most risky course. Inclusive growth is an agenda all over the world. Social exclusion results in potential degradation of human existence. Research on entrepreneurship and entrepreneurship skill development programme are organised to upgrade the conditions of vulnerable social groups. Human capital theory has been adopted as a quantitative approach to study the concepts of entrepreneurship, entrepreneurs and enterprise.

There is a lack of qualitative exploratory studies investigating the underlying phenomena and variables for the formation of an enterprise. In this study, a qualitative exploration is made of the phenomena that lie behind the formation of enterprise by the effective use of human potential of Differently abled Persons. Entrepreneurship development among Differently abled persons has not been investigated from an economic perspective before, and this study identifies the concepts and explores the entrepreneurial traits and qualities of Differently abled Persons.

V. Scope of the Study

Entrepreneurship has been considered as the backbone of economic growth and social development. The level of economic growth of an economy depends on the level of entrepreneurial activities in a region. Entrepreneurs can be created and nurtured through appropriate interventions in the form of entrepreneurship development programmes. In the era of liberalisation and globalisation entrepreneurs make use of the emerging opportunities. This study is meant to suggest a model of entrepreneurship development. This model is a structural equation model based on residual potentials and entrepreneurial traits of differently abled entrepreneurs.

VI. Objective of the Study

1**.** To suggest a specific model of entrepreneurship development based on entrepreneurial traits and residual potential of differently abled entrepreneurs.

H**0** : The hypothesized model has a good fit

Operational Definitions

Differently-Abled Entrepreneurs.

In this study, Disabled or Differently-abled Entrepreneurs are defined as, “those who have any type of functional disability by physic or psychic, starts and operate a business or service firm of their own by using owned or borrowed fund from government, non-governmental agencies or from any other agencies and actively participate in employment generation, creation of business culture, self-development and attainment of economic independency in micro and macro terms”.

Residual Potential

In this study, Residual Potential of Differently-abled entrepreneurs can be defined as, “an ability of disabled body in talented form of personal and soft skills than the abled body, not in the same intensity and capacity in each disabled body, traits of environmental adaptation, self-awareness, empathetic and sympathetic culture, communication and problem solving skills, skill for coping with emotions and interpersonal relations, creative and critical thinking, determination are attained by disability condition and the interaction of society and environment”.

Data Source

Primary Data

National Handicapped Development and Finance Corporations is a national level institution meant for the entrepreneurship development for differently abled people in India. The primary data are collected from those differently abled entrepreneurs. Those who received financial and entrepreneurial assistance are selected as sample respondents based on systematic random sampling technique.

Variables identified for the Study

Personality traits, need for achievement and locus of control are the main characteristics associated with entrepreneurial inclination (Landstrom,1998), Entrepreneurs have higher internal locus of control than other population (Rauch & Frose, 2000), free and easy access to resources enhances the individual’s ability to detect and act upon discovered opportunities (Davidson & Honing, 2003). The identification and exploration of new business opportunities mainly depends upon the internal locus of control.

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Locus of Control (LoC) had negative influence on entrepreneurial inclination (Mohas, Singh & Kishore, 2007).

To understand entrepreneurs better, it is necessary to understand the entrepreneurial traits first, Self-Confidence, Optimism and positive response to challenges (Optimistic), Ability to take calculated risks (Risk Taking Capacity), Flexible and ability to adapt knowledge of markets (Knowledgeable), Ability to get along with others better (Manager), Independent Mindedness, Versatile Knowledge, power and competence, Creativity, Need to Achieve, Dynamic Leadership, Response to Suggestions, Take Initiatives, Resourceful and Persevering, Perceptive with Foresight, Responsive to Criticism are considered as the main qualities of successful entrepreneurs (John Hornday, 2000). The innate qualities of an entrepreneur lead to success. Entrepreneurial traits or qualities such as Vision- (ability to dream and ability to implement), Knowledge- (sound, conceptual knowledge about the world), Desire to succeed (strong desire to succeed in life), Independence- (Independent in work and decision making), Optimism- (optimistic in all concern), Value addition- (Desire to improve and optimization of resources), Leadership- (Became a leader in all respect), Hard-Working- (Work holistic), Risk-taking- (Ability to take calculate risks) are most integral elements and constitute the nature of an entrepreneur.

VII. Study Design

This study is related with a Multiple Regression Analysis of Entrepreneurship Development to prove the correlation between entrepreneurship development and factors of entrepreneurship development. Multiple regression model is used for the analysis of entrepreneurship development among differently abled entrepreneurs. Two entrepreneurship development factors are used as independent variables namely: Residual Potential and Entrepreneurial Traits. Entrepreneurship Development is taken as the dependent variable. The study design is purely an exploratory study based on primary data.

Research Instrument

An interview schedule was prepared to collect all relevant information required to achieve the research study objectives. Detailed discussions with academicians in disability studies, psychology disciplines, experts and officials in the government and non-governmental agencies were conducted. A preliminary survey among differently abled people was conducted in-order to identify the research variables to be included in the final instrument of the interview schedule. The instrument of data collection was tested through a pilot study for reliability and fixing the sample size before its actual administration.

Population of the Study

The population of the study is differently abled people with entrepreneurial talent. The sample frame of the study is mainly taken from the list of beneficiaries of the National Handicapped Finance and Development Corporation (NHFDC) for the financial year 2012-2013, those who received financial or entrepreneurial assistance from this institution directly or indirectly (from the institution or from nodal agencies). The final list of beneficiaries for the financial year 2012-2013 was taken as the population base of this study.

To test the statistical significance the following hypothesis is tested.

H_0: There is no significant relationship between entrepreneurship development and the factors of entrepreneurship development among differently abled entrepreneurs.

Table 1.1: Mean and Standard deviation of Factors of Entrepreneurship Development among Differently Abled entrepreneurs

Regression Results **Descriptive Statistics**		
	Mean	**Std. Deviation**
Residual Potential	**2.02**	**0.728**
Entrepreneurial Traits	**1.95**	**0.736**
Entrepreneurship Development	**1.99**	**0.746**

Source: Primary Data.

Table (1.1) shows the mean scores three main variables such as residual potential, entrepreneurial trait and entrepreneurship development. Residual potential is the most important variable with a highest mean score of 2.02, followed by entrepreneurship development 1.99 and entrepreneurial trait 1.95.

Table 1.2: Pearson Correlation Coefficient between Factors of Entrepreneurship Development among Differently Abled Entrepreneurs

Correlations				
		Residual Potential	**Entrepreneurial Traits**	**Entrepreneurship Development**
Residual Potential	**Pearson Correlation**	**1**	**0.340**	**0.235**
	Sig. (2-tailed)		**0.000**	**0.004**
	N	**150**	**150**	**150**
Entrepreneurial Traits	**Pearson Correlation**	**0.340**	**1**	**0.415**

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	Sig. (2-tailed)	**0.000**		**0.000**
	N	**150**	**150**	**150**
Entrepreneurship Development	**Pearson Correlation**	**0.235**	**0.415**	**1**
	Sig. (2-tailed)	**0.004**	**0.000**	
	N	**150**	**150**	**150**
****. Correlation is significant at the 0.01 level**				

Source: Primary Data.

Pearson correlation coefficient between factors of entrepreneurship development among differently abled entrepreneurs indicate that correlation coefficient between residual potential and entrepreneurship trait is 0.340, which indicates 34 percentage positive relationship between residual potential and entrepreneurial trait and it is significant at 1 percent level.

The correlation coefficient between residual potential and entrepreneurship development is 0.235, which means that every one unit increase or decrease in residual potential will impact on entrepreneurship development by 23.5 percent increase or decrease in the same direction. Correlation coefficient between entrepreneurial trait and entrepreneurship development is 0.415 which shows 41.5 percent positive correlation exists between entrepreneurial traits and entrepreneurship development and is statistically significant at 1 percent level. Hence the null hypothesis is rejected at 1% significant level and concluded that there exist a significant relationship between entrepreneurship development and factors of entrepreneurship development.

To test the statistical significance the following hypothesis is tested.

$H_{0:}$ There is no significant relationship between entrepreneurship development and factors of entrepreneurship development among differently abled entrepreneurs.

Table 1.3: Model Summary

Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	**0.936**	**0.876**	**0.874**	**2.078**

Source: Primary Data.

Table 1.4: ANOVA

Model		**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
1	**Regression**	**4463.998**	**2**	**2231.999**	**516.963**	**0.000**
	Residual	**634.676**	**147**	**4.318**		
	Total	**5098.673**	**149**			

Source: Primary Data.

Table 1.5: Regression Coefficient

Model		**Un standardized Coefficients**		**Standardized Coefficients**	**t**	**Sig.**
		B	**Std. Error**	**Beta**		
1	**(Constant)**	**-10.886**	**1.008**		**-10.801**	**0.000**
	Overall Residual Potential	**0.104**	**0.010**	**0.665**	**10.428**	**0.000**
	Overall Entrepreneurial Traits	**0.052**	**0.011**	**0.293**	**4.599**	**0.000**

Source: Primary Data.
Dependent Variable; Entrepreneurship Development

$Y = a+b1X1+ b2X2$

Where, Y = Entrepreneurship Development
X1 = Residual Potential

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X2 = Entrepreneurial Traits
b1 and b2 are regression coefficients.

1.1 Result of the Regression Model

1. Following values are noticed for regression coefficients

Intercept 'a' = - 10.886 (For Entrepreneurship Development)
b1 = 0.104 (For Residual Potential)
b2 = 0.052 (For Entrepreneurial Traits)

2. Overall model is found to be significant. The significant value in the ANOVA table is 0.000 which is less than 0.001. Thus the null hypothesis of ANOVA is rejected (Table.1.4).
3. The 'p' value for residual potential is 0.000 which is less than 0.01, hence the null hypothesis that there is no relationship between residual potential and entrepreneurship development is rejected (Table 1.5).

The 'p' value for entrepreneurial trait is 0.000 which is less than 0.01, hence the null hypothesis that there is no relationship between entrepreneurial trait and entrepreneurship development is rejected and alternative hypothesis is accepted.

The entrepreneurship development among differently abled entrepreneurs in South India is dependent on many factors like residual potential and entrepreneurial traits. Although there have been many other factors such as skill development and entrepreneurship training programmes for entrepreneurship development for the same period, the entrepreneurship development among differently abled entrepreneurs shown an increasing trend in the number of beneficiaries and the number of business ventures.

1.2 Structural Equation Model (SEM) on Entrepreneurship Development of Differently-Abled Entrepreneurs

The Variables used in the structural equation model are

I. Observed, endogenous variables

1. Determination
2. Skills for Coping with Emotions
3. Problem Solving Skills
4. Critical Thinking
5. Creative Thinking
6. Inter-Personal Relationship
7. Communication Skill
8. Sympathy
9. Environmental Adaptation
10. Empathy
11. Self –Awareness
12. Adaptive Ability
13. Decision Making Capacity
14. Risk Bearing Capacity
15. Business Vision
16. Independence in Work
17. Optimism
18. Need for Achievement Motivation
19. Innovation
20. Hard Work
21. Entrepreneurship Development

II. Unobserved, exogenous variables

1. e7: Error term for Determination
2. e6: Error term for Skills for Coping with Emotions
3. e5: Error term for Problem Solving Skills
4. e4: Error term for Critical Thinking
5. e3: Error term for Creative Thinking
6. e2: Error term for Inter-Personal Relationship
7. e1: Error term for Communication Skill
8. e11: Error term for Sympathy
9. e10: Error term for Environmental Adaptation
10. e9: Error term for Empathy
11. e8: Error term for Self –Awareness
12. e20: Error term for Adaptive Ability

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13. e19: Error term for Decision Making Capacity
14. e18: Error term for Risk Bearing Capacity
15. e17: Error term for Business Vision
16. e16: Error term for Independence in Work
17. e15: Error term for Optimism
18. e14: Error term for Need for Achievement Motivation
19. e13: Error term for Innovation
20. e12: Error term for Hard Work
21. Entrepreneurial Trait
22. e21: Error term for
23. Residual Potential

Hence number of variables in the Structural Equation model is

Number of variables in your model	**:**	**44**
Number of observed variables	**:**	**21**
Number of unobserved variables	**:**	**23**
Number of exogenous variables	**:**	**23**
Number of endogenous variables	**:**	**21**

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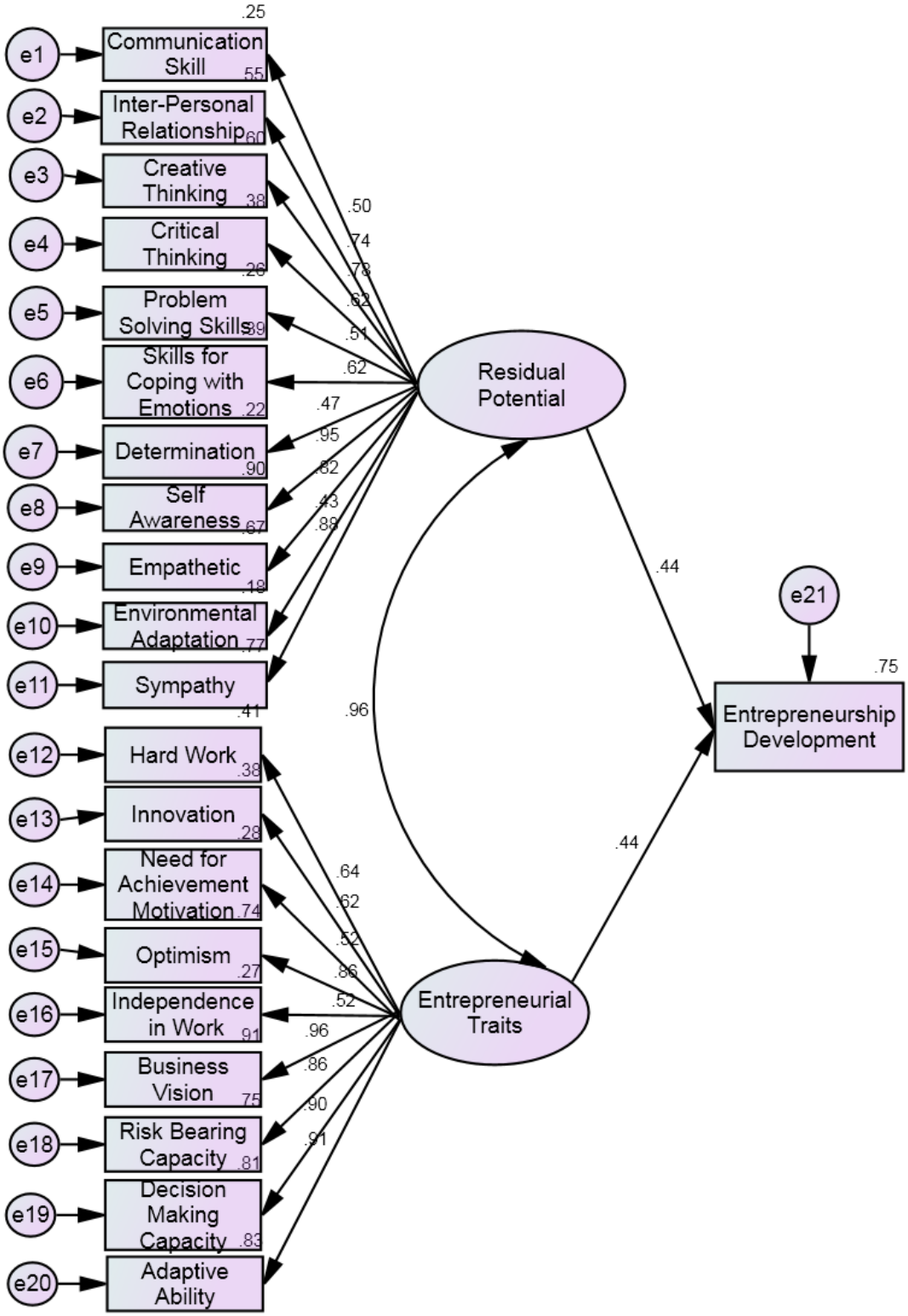

Fig.1.1. Structural Equation model (SEM) based on Standardised Coefficient on Entrepreneurship Development of Differently-Abled Entrepreneurs.

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Variables in the Structural Equation model Analysis

Variables			Unstandardised co-efficient (B)	S.E of B	Standardised co-efficient (Beta)	t value	P value
Communication skill	<--	Residual Potential	1.795	0.278	0.502	6.452	<0.001**
Inter-personal relations	<--	Residual Potential	3.750	0.355	0.744	10.551	<0.001**
Creative thinking	<--	Residual Potential	3.496	0.311	0.777	11.235	<0.001**
Critical thinking	<--	Residual Potential	3.580	0.434	0.616	8.242	<0.001**
Problem solving skill	<--	Residual Potential	3.176	0.480	0.513	6.617	<0.001**
Skill for coping with emotions	<--	Residual Potential	1.509	0.181	0.621	8.324	<0.001**
Determination	<--	Residual Potential	2.559	0.432	0.465	5.921	<0.001**
Self awareness	<--	Residual Potential	5.243	0.339	0.946	15.450	<0.001**
Empathetic	<--	Residual Potential	2.192	0.182	0.816	12.077	<0.001**
Environmental Adaptation	<--	Residual Potential	2.699	0.502	0.427	5.377	<0.001**
Sympathy	<--	Residual Potential	3.450	0.254	0.879	13.593	<0.001**
Hard work	<--	Entrepreneurial Trait	4.393	0.507	0.640	8.668	<0.001**
Innovation	<--	Entrepreneurial Trait	2.851	0.344	0.618	8.297	<0.001**
Need for Achievement Motivation	<--	Entrepreneurial Trait	2.654	0.390	0.524	6.813	<0.001**
Optimism	<--	Entrepreneurial Trait	1.961	0.149	0.860	13.147	<0.001**
Independency in Work	<--	Entrepreneurial Trait	2.552	0.375	0.524	6.799	<0.001**
Business Vision	<--	Entrepreneurial Trait	5.202	0.330	0.956	15.786	<0.001**
Risk Bearing capacity	<--	Entrepreneurial Trait	2.159	0.163	0.864	13.227	<0.001**
Decision making Capacity	<--	Entrepreneurial Trait	3.772	0.266	0.902	14.208	<0.001**
Adaptive Ability	<--	Entrepreneurial Trait	5.303	0.367	0.911	14.460	<0.001**
Entrepreneurship Development	<--	Residual Potential	2.566	1.274	0.440	2.014	0.044*
Entrepreneurship Development	<--	Entrepreneurial Trait	2.543	1.270	0.436	2.002	0.045*

1. Based on Standardised coefficient, Entrepreneurial Trait on Business Vision (0.956) is the most influencing path in this SEM model.
2. Followed by Residual Potential on Self Awareness (0.946), Entrepreneurial Trait on Adaptive Ability (0.911), Entrepreneurial Trait on Decision Making

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Capacity (0.902), Residual potential on Sympathy (0.879), Entrepreneurial trait on Risk bearing capacity (0.864), Entrepreneurial trait on Optimism (0.860).

3. Followed by Residual potential on Empathy (0.816), Residual potential on Creative Thinking (0.777), Residual potential on Inter-personal Relations (0.744), Entrepreneurial Trait on Hard Work (0.640), Residual Potential on Skill for Coping with Emotions (0.621).
4. Entrepreneurial Potential on Innovation (0.618), Residual potential on Critical thinking (0.616), Residual Potential on Problem Solving Skill (0.513), Residual Potential on Communication Skill (0.502), Residual Potential on Determination (0.465), Residual Potential on Environmental Adaptation (0.427), Standardised coefficient of Entrepreneurial Trait on Independency in Work (0.524) and Entrepreneurial Trait on Need for Achievement Motivation are equally influencing path in this mode.
5. Least influencing paths are Residual potential on Entrepreneurship Development (0.440), Entrepreneurial Trait on Entrepreneurship development (0.436) and Residual Potential on Environmental Adaptation (0.427),

For the purpose of testing the model fit, null hypothesis and alternative hypothesis are framed

HYPOTHESIS X

Null hypothesis: H**0** : The hypothesized model has a good fit.

Alternate hypothesis: H**a** : The hypothesized model does not have a good fit.

Table 1.6: Regression Indices and Values

Indices	Value	Suggested value
Chi-square value	**643.506**	**-**
DF	**187**	**-**
P value	**0.000**	**> 0.05 (Hair et al., 1998)**
Chi-square value/DF	**3.441**	**< 5.00 (Hair et al., 1998)**
GFI	**0.938**	**> 0.90 (Hu and Bentler, 1999)**
AGFI	**0.913**	**> 0.90 (Hair et al. 2006)**
NFI	**0.989**	**> 0.90 (Hu and Bentler, 1999)**
CFI	**0.946**	**> 0.90 (Daire et al., 2008)**
RMR	**0.066**	**< 0.08 (Hair et al. 2006)**
RMSEA	**0.055**	**< 0.08 (Hair et al. 2006)**

From the above table it is found that, Goodness of Fit Index (GFI) value (0.938) and Adjusted Goodness of Fit Index (AGFI) value (0.913) are greater than 0.9 which represent, that it is a good fit. The calculated Normed Fit Index (NFI) value (0.989) and Comparative Fit Index (CFI) value (0.946) indicates that it is a perfect fit and also it is found that Root Mean square Residuals (RMR) value (0.066) and Root Mean Square Error of Approximation (RMSEA) value (0.055) which are less than 0.08 which indicated it is a perfectly fit model.

All model fit indices reached satisfactory levels, the predictive p value (0.000) and Chi-Square value (643.506) are non-significant, the significance of the Chi-square value depends on sample size and normality, Chi-square test is the only substantive test of fit for SEM (Barrett,2007). It is a known problem that these indices are biased with small sample size and a large number of variables (Fan et al., 2011; Kenny & McCoach, 2003; Schumacker & Lomax, 2004). Hence the Chi-square value/DF is (3.441) and better model indices of RMSEA (0.055), CFI (0.946), NFI (0.989), GFI (0.938) and AGFI (0.913) values indicate a good model fit and we can accept the null hypothesis that the model is correct.

Conclusion

Human development insists that everyone should enjoy a minimum level of security in social and economic terms. The root cause of social insecurity among differently abled persons in India is poverty and that is largely due to the lack of adequate employment opportunities. The pattern of economic development in India is with variety of inequalities. Indian economy has performed well in terms of growth rate but poor in terms of human development indicators. In such a situation entrepreneurship development is a tool to generate income and employment for all sections of the society. In this study, the core idea is about entrepreneurship development among differently abled entrepreneurs and to identify the innate potentialities and entrepreneurial traits among differently abled persons for success in their ventures. The result shows that factors of residual potential and entrepreneurial traits have positively contributed to entrepreneurship development and ultimately lead to the overall development of differently abled entrepreneurs.

VIII. FINDINGS

1. Final regression model includes Residual Potential and Entrepreneurial Trait as independent variables to predict Entrepreneurship Development. The overall model is found to be a significant determinant of Entrepreneurship Development as it has predicted by 87% variation in the dependent variable. (R^2 = 0.876)
2. The two independent variables, residual Potential and Entrepreneurial trait are observed to be significant determinants of Entrepreneurship Development (Table 1.5).
3. Residual Potential has regression coefficient 0.104 indicating a positive relationship with Entrepreneurship development. Every one unit increase or decrease in Residual Potential value will impact the Entrepreneurship Development by 0.104 times in the same direction.
4. Entrepreneurial Trait has regression coefficient 0.052 indicating a positive relationship with Entrepreneurship development. Every one unit increase or decrease in Entrepreneurial trait value will impact the Entrepreneurship Development by 0.052 times in the same direction.

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AUTHORS

First Author – Dr. Shanimon.S, Assistant Professor, Government College Attingal, University Of Kerala, Thiruvananthapuram, Kerala. , Orcid Id:0000-0001-8240-6562
Second Author – Vijayan.K, Assistant Professor, Government College Nedumangad, University Of Kerala, Thiruvananthapuram, Kerala.
Third Author –Indurajani. R, Assistant Professor, Government College Nedumangad, University Of Kerala, Thiruvananthapuram, Kerala,

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