



GRADUATE SCHOOL OF BUSINESS & LEADERSHIP

TOPIC:

Influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga province.

BY

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Doctor of Business Administration

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DECLARATION

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DEDICATION

This research is dedicated to Almighty God who has made my journey prosperous through his mercies, and unexplainable love.

This research is dedicated to my partner and loving wife, Mrs Olajumoke A Sowole, my daughter Omowonuola, P. Sowole, my son Olaoluwasijibomi, D. Sowole and other family members for their supports, encouragements, prayers and love.

This research is dedicated to my Father and Mother, Mr S O Sowole, and Mrs Funmilayo Salami and my siblings.

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Finally, to Him who makes all things beautiful, the doer of great wonders, God almighty my Lord and Father for the successful completion of this work to Him be all the glory.

ABSTRACT

Determining the Influence of Psychological factors, political environment and information awareness on youth's entrepreneurial behaviour in Mpumalanga province is important to foster effective entrepreneurial interest. Although there are many investigations into youths seemingly lack of interest in entrepreneurial participation; however the level of influence of these constructs on entrepreneurial behaviour has not been extensively researched. It is on this premise that this study investigated these constructs to determine its influence on entrepreneurial behaviour and also seek to provide suggestions that can assist government effect paradigm shift in Mpumalanga youths interest in entrepreneurial activities thereby reducing the social vices that comes with high unemployment rate in the province.

Adopting pragmatic philosophy and mono-method approach to collect quantitative data to find answers to the research questions with 355 questionnaires administered among unemployed youths in three districts of Mpumalanga province, South Africa. A simple random sampling technique was adopted to draw samples from each of the three major districts and descriptive, inferential analysis was used to analyse data. Regression analysis finds causal relationship between the independent variables (psychological factors, political environment and information awareness) and dependent variable (entrepreneurial behaviour) to see the level of influence on the constructs.

The study found a statistical significant relationship between psychological factors and entrepreneurial behaviour, with home stressors and community stressors showing significant statistical agreement to the construct. So also, do political environment and information awareness have significant influence on Mpumalanga youths entrepreneurial behaviour. While psychological factors and information awareness has significant influence on entrepreneurial behaviour; political environment is the main influencer of Mpumalanga youths' entrepreneurial behaviour.

To sum up, the results of the study enabled constructive suggestions that can assist government effect paradigm shift in Mpumalanga youths interest in entrepreneurial activities thereby reducing the social vices that comes with high unemployment rate in the province.

Finally, the study outspreads the limits of knowledge in the field of business administration by offering- a four- stage approach suggestion to influence Mpumalanga youth's entrepreneurial behaviour which includes (a) communication, training and entertainment, (b) Carrot and stick system, (c) Reward mechanism to foster entrepreneurial behaviour (d) Teach-back and feedback system.

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CHAPTER ONE: OVERVIEW OF THE STUDY

1.0 Introduction

The importance of entrepreneurship and small business development as catalyst for economic growth cannot be over emphasised. The role it plays in poverty alleviation, wealth distribution and most importantly reduction of violence in a country with diverse race like South Africa where there is a perceived gap between the rich whites and poor blacks can be regarded as second to none (Kaus, 2013; Gradin, 2012). South Africa operates at 40% of its entrepreneurial capacity (GEM, 2014) and ranked 57 among 137 countries on health of entrepreneurship ecosystem (Global Entrepreneurial Index, 2018). One contributory factor to the ranking is minimal youth's participation in entrepreneurial activities. Mpumalanga province have 58.9% of its population in 'youth' age bracket, and the issue of concern is that 32.8% of the youth in the province are unemployed (Stats SA 2017; Provincial Treasury, 2016; NYP, 2015). Arguments in this field of study over the past decade focused more on external factors posing challenges to youths' becoming entrepreneurs; factors including lack of adequate finance, lack of technical ability, lack of collateral to secure loans, lack of required skills, inability to source for raw materials, inadequate government intervention, and lack of adequate infrastructures, to mention few are listed among factors influencing youths entrepreneurial interest. However, reports showed that over the past decade huge resources has been invested by government to improve the highlighted areas; especially infrastructures, there are also, series of government interventions strategies through policies and establishment of agencies with a mandate to find lasting solution to youths seemingly lack of interest in entrepreneurship.

National Youth Development Agency (NYDA), National youth Policy (NYP) 2015 -2020, Youth Enterprise Development Strategy (YEDS) 2013 -2023, Department of Economic Development and Tourism entrepreneurship initiatives, and many more are examples of institutions established or policies enacted to address the anomaly. These agencies committed resources into addressing most of the external factors. In the same vein, the challenges highlighted in area of finance has been largely mitigated by introduction of National Youths Development Agency funds, in conjunction with The Industrial Development Corporation (IDC) and Small Enterprise Finance Agency (SEFA) which provides R2.7billion to finance youth-oriented enterprise. Department of Trade and Industry (DTI) and Small Enterprise Finance Agency (SEFA), also, came up with strategies in (YEDS), to encourage youth's involvement in entrepreneurship by fragmentising the stages into smaller monitor-able units,

in order to be involved in youth's enterprise at every stage, from youth's business incubation (YBI), to youth enterprise management (YEM), and youth enterprise collateral fund (YECF) covering the area of finance. All these were put in place for young entrepreneurs with an objective of generating and managing maintainable and effectual businesses capable of providing decent permanent jobs. In line with these interventions, one would expect an upward swing in the percentage of youths becoming entrepreneurs; however empirical evidences showed otherwise judging from 38.6% unemployment rate among youths which is 10.9% above national average (Stats SA, QLFS Q3: 2017).

It is therefore important to investigate other factors influencing entrepreneurial behaviour among youths in Mpumalanga which may not be limited to external factor but may include psychological factors, lack of information and influence of political environment. In view of this, the study investigated to determine the influence of psychological factors on entrepreneurial behaviour among youths in Mpumalanga province; investigate the influence of political environment on youths' entrepreneurial behaviour in the province and seek to develop a strategy to assist youths with information on the economic potentials and resources in Mpumalanga.

1.1 Background of study

For the purpose of this study the importance of entrepreneurship to economic development is emphasised, also, influential factors on entrepreneurial behaviour and the negative effects of low level of youths' participation in the whole process (National Youth Policy, 2015, Burger et al, 2004; Dockel & Ligthelm, 2005). Empirical studies and reports confirmed that unemployment and poverty is high among youths in Mpumalanga (Stats SA, 2017). Unemployment has increased sharply in the first quarter of 2016 with 26.4% of potential economic active South Africans unemployed (Stats SA, 2015). Each province in the country has a fair share of this challenge however Mpumalanga province falls in the bottom half of the group. Mpumalanga province is a 'youth' province judging from the records of Provincial Treasury of Mpumalanga, which put youth population at 58.9%. A seven year analysis of youth's unemployment in Mpumalanga province covering 2008 to 2015 revealed that youth's employment declined by 5.9% from 2008 to 2015; youths vulnerability is emphasised by its share of unemployment which stood at 69.9% (Provincial Treasury Mpumalanga, 2015). In furtherance to this, record showed that for 2015 alone Mpumalanga recorded 39% unemployment rate (Provincial Treasury Mpumalanga, 2015; National Youth Policy, 2015). It is therefore important for provincial government, Private sector, pressure groups and all

stakeholders to find an alternative means of reducing this anomaly. Promoting entrepreneurship among the youths is one way of achieving this feat.

1.2 Statement of the problem

The challenges associated with starting and nurturing a business successfully may be the cause of minimal youth's participation in entrepreneurship (Naudé & Krugell, 2003; Naudé, 2010; Ratten, 2014), although, there are concerns and scepticisms about starting a business which may not be accurate. Government identified some of the challenges associated with entrepreneurship but there are still many factors impeding successful entrepreneurial behaviour in Mpumalanga. Despite many studies analysing entrepreneurial developments challenges; little is known of the elements like psychological factors, political environment and information awareness influence on entrepreneurial behaviour among youths in Mpumalanga province, likewise, the ambivalent beliefs of youths on entrepreneurship might be responsible for the seemingly lack of entrepreneurial interest, also, there is a dearth of nexus on the investigation between psychological factors, political environment, information awareness and entrepreneurial behaviour among youths in the province, finally, it appears that information disseminating apparatus developed by government to improve youth's entrepreneurial awareness and interest seemingly lacked impact.

1.3 Research objectives

The objectives of the study are to:

1. determine the influence of psychological factors on entrepreneurial behaviour among youths in Mpumalanga
2. investigate how political environment influences youths' entrepreneurial behaviour among youths in Mpumalanga
3. measure the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour
4. develop a strategy to influence youth's information awareness on the economic potentials and resources in Mpumalanga province

1.4 Research questions

This research aims to provide answers to the following questions:

1. what are the psychological factors influencing entrepreneurial behaviour among youths in Mpumalanga?

2. does political environment influences youths' entrepreneurial behaviour?
3. to what extent do psychological factors, political environment and information awareness influences entrepreneurial behaviour?
4. does the youth in Mpumalanga have information on the enormous economic potentials and resources in the province?

1.5 Justification

The importance of understanding the influence of psychological factors, political environment and information awareness on youths 'entrepreneurial behaviour is significant in proffering solutions to the seemingly lack of entrepreneurial orientation and behaviour among youths in the province. Understanding the significance of the influence of each constructs on entrepreneurial behaviour can cause paradigm shift in youths' entrepreneurial interest, also, understanding the cognitive barriers will enable systematic reorientation which can facilitate positive mental realignment by harnessing youths' positive outlook into productivity to enhance economic emancipation, job creation, poverty alleviation, crime reduction and creation of a robust GDP which is an important justification for this study. A systematic infusion of self-belief coupled with entrepreneurial traits and enabling environment, removal of unnecessary bureaucracies to accessing low-interest finance, transfer of knowledge and technical know-how, protection of infant businesses and assurance of ready market will have a multiplier effect on job creation, poverty alleviation and reduction of crime and violence.

The significant inference of this research is the solution it will proffer to the nagging challenges associated with unemployment, poverty and crime. Understanding the fear-factor associated with starting a business and successfully nurturing it, is a catalyst for addressing the concerns of the youths which will in turn encourage participation and integration of youths into regional/national economy. This research could be beneficial to the government and policy makers for proper alignment of resources in addressing the concerns of youths and the much needed assurance to foster economic participation. Youths can be encouraged into becoming entrepreneurs; the pioneers of this new crusade can effectively serve as a motivation to total destruction of old mentality and open a floodgate of self-belief among Mpumalanga youths. The resultant effect is reduction of idleness that is a major motivation for crime and tension, poverty level will also reduce and the economy will have a more robust engine room to grow.

1.6 Scope and limitation of the study

The scope of this study is limited to determining the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga province, also each independent variable stated above was measured against dependent variable (entrepreneurial behaviour) to determine the most influential factor on entrepreneurial behaviour necessary to determine the most urgent factor to be addressed 'quick-win' to ensure immediate impact. Then suggesting a work-able approach to influence Mpumalanga youth's entrepreneurial behaviour through available information disseminating apparatus in the province which will assist government disseminates information on government intervention strategies to enhance successful entrepreneurial behaviour and also inform Mpumalanga youths' of the enormous economic potential and business opportunities in the province.

Psychological factor was measured using stress, mood, optimism and fear factors as mediating variables which assisted in offering a comprehensive explanation on how these factors impacts on entrepreneurial behaviour. Likewise, information awareness and perception of political environment influence was investigated on youths' entrepreneurial behaviours. As such, the explanations offered in this study are limited to the mediating influence of the psychological constructs, perception of political environment and information awareness on entrepreneurial behaviour.

The population of this study was limited to the three major districts in Mpumalanga to enable proper coverage of the province (*Mpumalanga consists of three districts*). One location was selected from each district, Kriel, from Nkangala District, Barberton, from Ehlanzeni District and Dondonald (Gert Sibande TVET College), from Gert Sibande District. Therefore, the empirical outcomes of this study are limited to the data collected from these three locations.

1.7 Theoretical framework

To put the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour into perspective, external and internal factors were considered. External factors were examined through government policies, social, economic, unemployment, poverty, and society towards human behaviour, major focus was on political environment and information awareness. While internal factors focused on stress theory, mood, optimism and fear, employing Physiological model (Walter Canon, 2009),

psychosomatic model and Psychological model (Cox & Mackay, 1976) as frame to explain how these constructs influences entrepreneurial behaviour. Also, other relevant cognitive factors which are closely linked to psychology of entrepreneurship were also employed to give structure to the study.

1.8 Structure of thesis

This thesis is divided into the following 8 chapters

1.8.1 Chapter one: Overview of the study

Chapter one serves as the preliminary chapter. It articulates the background of the study, statement of research problem, research objectives, and research questions, justification of the study and scope and limitation of the study and the theoretical structure which was discussed above.

1.8.2 Chapter two: Psychological factors and entrepreneurial behaviour

Chapter two reflects on psychological factors influencing entrepreneurial behaviour using stress, optimism and mood as mediating variables in line with questions tested in the questionnaire. Meta-analysis review of related literatures was done to ascertain the effect of the construct on entrepreneurial behaviour. Han Selye, 1976 stress theory was used to examine stress through physiological model, psychosomatic model and psychological model. Optimism was reviewed using a four stage cycle which included innovative solution, decision to launch, planning and process towards innovation, a model adapted from Kappes & Shariot, 2015. While Mood was reviewed using circumflex mood model adapted from Perry-Smith & Cox, 2011 to evaluate the effect of positive and negative mood on entrepreneurial behaviour. Finally, the effect of family structure was reviewed to examine the effects on individual member of the family especially kids. Chapter two also contains the theoretical frame work of the study.

1.8.3 Chapter three: South Africa economy, political environment and entrepreneurship

This chapter did a synopsis of the influence of political environment on entrepreneurial behaviour by reviewing several government policies and laws, which includes YEDS 2013-2023, NYP 2015-2020, New Growth Path 2011, Skill Accord 2011, B-BBEE 2003 and many other locally enacted policies aimed at addressing entrepreneurship development, so also was

international politics reviewed international development association, bilateral trade agreements, Brexit, and other relevant political issues to see the effects on the political environment and how politics affects international trading agreements and donations all directed towards entrepreneurial behaviour.

1.8.4 Chapter four: Information awareness on entrepreneurial behaviour

Meta-analytic review of the effect of information awareness on entrepreneurial behaviour by different authors, in addition, lack of awareness of various government intervention strategies were looked into while lack of skills in relation with information awareness was discussed. In furtherance to this, apprenticeship program was reviewed in Europe, America, Indian, and Africa to examine the importance of sharing information on similar programs. And finally Unemployment among youths in Mpumalanga reviewed in line with influence of information.

1.8.5 Chapter five: Methodology

This chapter discussed approaches, choices and strategies employed by the study to collect, analysed and interpret data. It explains in detail the research method adopted for this study to empirically investigate the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga province. Cronbach alpha coefficient was employed to measure reliability and validity of the research instrument ascertained. Pragmatic philosophy, quantitative research method with cross-sectional data collection approach was employed. Research measurement instruments tested in similar research was adopted with some modifications like GES, PSS, and readiness for entrepreneurship.

1.8.6 Results

This chapter gives detail analysis and interpretation of the results founded on the outcome of the data collected from participants on the field of study. Statistical Package for the Social Sciences (IBM SPSS 24) was used to analyse data, SPSS facilitated the preliminary data screening to ascertain the correctness of data entry, outliers, missing data and normality. To facilitate reliable data analysis and interpretation several statistical techniques were used such as analysis of variance (ANOVA), one sample t-test, Independent one sample t-test, and Kruskal-Wallis to test for significant differences in agreement while Spearman's correlations test for correlations and regression analysis to measure causal relationship.

1.8.7 Discussion of findings

Chapter seven was used to give a comprehensive discussion of findings based on the empirical evidence presented in chapter six. Discussion was presented in relation to the

research questions and the objectives. The empirical findings were discussed in order to provide an adequate understanding of the focus of the study by linking primary data outcomes with previous research studies thus expanding the frontiers of knowledge on the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in the province. In addition, a summary of outcomes from secondary data in relation to the study was compared to the summary of outcomes from primary data on quantitative data leading to recommendations from the study.

1.8.8 Recommendation and conclusions

Distinct recommendations were given which was captured as a five stage intervention suggestive steps to establish the contribution of the research to the body of knowledge. The steps suggested is believed to be applicable into solving high unemployment rate and lack of interest in entrepreneurship among youths not limited to Mpumalanga province or South Africa but can be adopted by other developing countries. A conclusion of the entire study was presented, and its scholarly contribution to knowledge in the fields of entrepreneurship and business management, likewise limitations and suggestions for future research in the field was highlighted.

CHAPTER TWO

PSYCHOLOGICAL FACTORS AND ENTREPRENEURIAL BEHAVIOUR

2.0 Introduction

Youth population in South Africa represents 36% of the total population according to Statistics South Africa mid-year population estimates of 2017 and 38.4% in Mpumalanga province (Stats SA, 2017), therefore the challenges associated with youths in the country is magnified. The persistency of high unemployment and low entrepreneurial participation among youths despite government efforts justifies further investigation of factors influencing entrepreneurial behaviour in the province. It is a conventional belief that the older one gets the less interest shown towards entrepreneurial tendencies as stable and assured income takes priority over risky ventures like entrepreneurship, perhaps the need to fend for family is responsible for this trend or older folks less taste for risks (Levesque & Minniti, 2006; Eisenmann, 2013). In furtherance to this, there is lower level of participation in entrepreneurial activities for female gender compared to male (Bates, 1995). Total Early-Stage Entrepreneurial Activity (TEA) ratio of female to male declined from 6.2% in 2014 to 6% in 2016 (GEM, 2016) some of these challenges are attributable to the stereotypes on role of women in African society. Perception that women place is home and not in the business or corporate world, cultural barriers and good education though this is not the focus of the study but it is worth mentioning because there might be some connection between the challenges faced by women and youths which influences their entrepreneurial behaviours. To put psychological factors into perspective, Stress theory, optimism and mood were used as mediating variables. These constructs were tested by questions under section two (psychological factors) of the questionnaire.

2.1 Youth's psyche: environmental effects on emotional stability

Human brain comprises billions of cells organised in shapes that synchronise thoughts, feelings, performance, movement and consciousness. A complex thoroughfare structure of nerves links brain to the rest of the body, so communication can occur in split seconds enabling performance of millions of mundane acts (McEwen, 2012). Human brain is powerful and consumes about 25% of human energy to operate (*approximately 10 megawatts- likened to energy produced by small hydroelectric power plant*) and it weighs about 1.5 kilogrammes despite occupying about 2% of human body mass (Boahen, 2009).

Houzel (2016) posit that human brain has large cerebral cortex relative to the rest of the brain and occupies about 16 billion neurons of the 86 billion present in the brain (cerebral cortex is the base of reasoning consciousness) which gives human a higher level of intelligence compared to other animals. Brain is part of the visible or physical body while mind is the invisible, supreme biosphere of thought, sensation, assertiveness, beliefs and imagination (William, 2016) it is believed that these two are responsible for creating memories. Scientifically, the making and storing of memory is a complex function which involves the anterior, temporal, parietal and other regions of the brain. Memories are made through a process called consolidation; this process causes certain physical and chemical changes in the brain which permanently entrenches the memory for long term access (William, 2016).

In view of this, we can safely assume that a lot of information is embedded in human mind through some physical and chemical reaction in the brain propelled by events with lasting impact. Therefore in order to successfully change someone mind-set, a lot needed to be done to trigger some chemical reaction superior to the initial one, thereby erasing old memories (not absolute erasure) and replacing it with new ones. In line with this, investment in infrastructure, promulgation of policies and establishment of certain developmental institution may not be enough to adequately address youths' mental state in developing interest in entrepreneurship.

To put the factors influencing behavioural pattern into perspective, it is imperative to analyse the influence of psychological events on youths' mind, which is termed internal factor. Internal factors are largely influenced by external factors (Babbie, 2004). Stress theory will be used to buttress this argument.

2.2 Stress theory

Stress theory is a social theory used to explain a pattern of behaviour through observation (Babbie, 2004). Stress components are used to explore verifiable responses to external and imagined events which produce certain pattern of behaviour. The positive or negative disperse of energy, attitude and interest of youths to economic participation especially regarding entrepreneurship will be linked to the influence of autonomic nervous system, whose component includes sympathetic nervous system and parasympathetic nervous system. Their level of simulation dictates alertness or lethargic response (Brosschot et al., 2005; Boss, Bryant & Mancini, 2016).

What is stress? Stress is a medical term for series of external provocations, both psychological and physiological, which can cause a physiological response called general adaptation syndrome (Quigley, 2010). Stress arises when individual observe a disagreement between the physical or emotional demands of a circumstance without reasonable resources to adequately meet these demands (Sarafino, 2012). Stress is constant part of life; it is a response to stimulus aggravated by disequilibrium in emotional or corporeal wellbeing. Stress could arise based on mere perception or real events but the effort to adjust to the prevailing situation is largely responsible for stress. It is worthy of note that stress is not only a bad occurrence rather it has both good and not so good properties. Eustress (beneficial stress), Distress (worry) and psychophysiological stress (not necessarily distress) are the main types of stress.

Eustress (beneficial stress) is a good form of stress that enshrines positive feelings and increases self-appreciation. Eustress could take many forms, engaging in aerobic exercise, visiting a new country, responsibilities that come with promotions or any optimum exposure to stressors that result in positive feelings. It is a merry-go-feeling employed by individuals or businesses to grow and remain healthy (Le Fevre, Matheny & Kolt, 2003; O'Sullivan, 2011).

Distress (worry) is an expression of fear, extreme apprehension, sorrow or pain which results in severe physical or emotional suffering. It is a general feeling of misery, agony and mental state of being in great trouble.

Psychophysiological stress can be explained to be mental distraught that prompts a physiological stress response, leading to psychosomatic illness.

Stressor is an organic or natural cause, ecological situation, external impetus or incident that causes stress to an entity.

This study intends to infuse the stress theory into pattern of behaviour which will give credence to the behavioural pattern of youths' dismal participation in entrepreneurial activity. To buttress stress theory, three models will be employed, which are physiological model, psychological model and psychosomatic model (Keyes, Hatzenbuehler & Hasin, 2011).

2.2.1 The Physiological model

Walter Cannon (1945) explained the activation of sympathetic nervous system as a process which releases adrenaline into the system to cause either positive or negative response to events. This process involves the body system realising presence of stressor by transmitting the signals to the brain, and to the specific sympathetic and hormonal reactions to eradicate, condense or manage with the stress. Simply put, physiological response is bodily response to

stress. Introduction of certain level of stressor triggers the brain to issue command to the rest of the body, what mode will be activated afterwards depends on the message transmitted. Transmission of danger may trigger defence mode which Cannon termed 'fight or flight response'. It is a natural phenomenon for an average human being to activate fight response if such person's ego, dignity, economic freedom or respect is seemingly trampled on. However, ability to contain or control this is dependent on many variables, like maturity, natural temperament, faith, culture, environment and this is equally applicable to entrepreneurial behaviour. Also, flight response can be triggered in response to an apparent dangerous occurrence, violence or risk to survival, and once the perceived threat is eliminated the body system goes back to solemnity state. It is important to note that physical reaction is often times not accurate as it is triggered by perception, however, physical response to stress have significant influence on entrepreneurial behaviour (Puvadolpirod & Thaxton, 2000; Bouwknecht, Olivier & Paylor, 2007; Brosschot, Gerin, & Thayer, 2006).

Brosschot, Grin, and Thayer (2006) in their empirical analysis of perseverative cognition suggest that stress caused by worry and cogitation, have lasting physical and attitudinal implications on social actors therefore it is imperative to evaluate physiological model in line with the central question of the thesis.

Harvard medical school (2016) publication gave a detailed analysis of physiological stress process which is caused mostly by perception. Humans, senses stress and the message is conveyed to the emotional processing centre of the brain called amygdala, which in-turn transmit the information to the hypothalamus (nervous system coordinating and regulating centre). Adrenocorticotrophic releasing hormone (ARH) is then sent to the sympathetic nervous system responsible for sending alarm signal to adrenal gland (fight and flight response centre). Epinephrine is released to keep the body on alert in readiness to the perceived stressor. All these process take a split second to get the body ready for any eventuality. However, human body is not designed to remain at this state for a prolong period, therefore hypothalamus (master gland) which control endocrine system releases vasopressin and CRH. The corticotrophin produced by adrenal cortex regulates cortisol which helps the body from state of stress to state of normalcy (Harvard medical school, 2016).

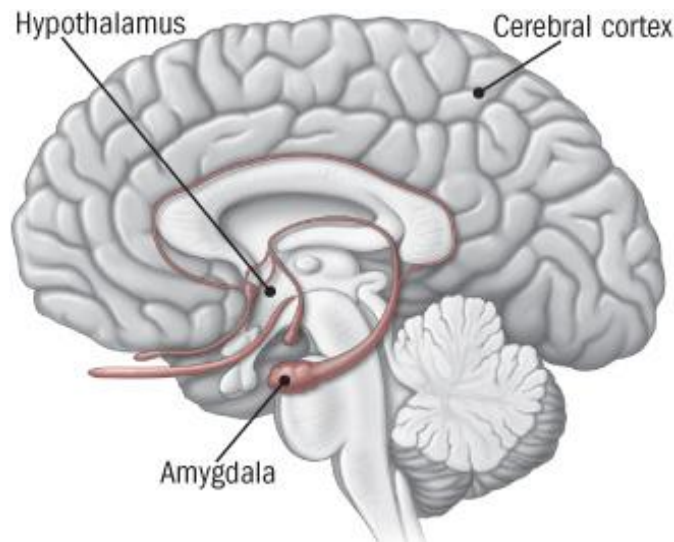


Figure 2.1: *Command Centre.*

Source: Harvard Medical school, 2016.

2.2.2 Physical cryptograms of stress

Most of us do not know when the stress response initiates, hypothalamus secretion of stress hormones are usually reflex action based on what we perceive, however, we become aware we are stressed through physical signs on our bodies. As explained above, the process necessitates temporal shutting down of non-essential functions in order for the body to be prepared for the stressor, by increase of flow of blood, oxygen and glucose to those parts of the body answerable for the response. Physical stress signs are noticeable when (a) our thoughts suddenly become sharper, (b) heart beats faster due to increase in blood pressure, (c) pain receptors temporarily shut down to reduce painful effects of injury, (d) sight is sharp and very clear as pupils opens wider to allow more light, (e) hair stands on end, (f) digestion and elimination system temporarily shut down (*these signs are not conclusive*). These signs are first indicator stress response has initiated. However, it cannot be sustained for prolong period because the ‘non-essential’ body parts will eventually require normal flow of blood.

The reason corticotrophin regulates cortisol to bring the body back to normalcy immediately brain transmit message of normalcy (Benham, 2006; Faucher, 2009).

What happens when this physical process is maintained for a prolonged period without body going back to normalcy? The body undergoes what is called chronic stress syndrome.

2.2.3 Chronic Stress

Human goes through each day with what is termed everyday stress, while our body system has developed an adaptation system to combat these. There are stresses which are sustained for a prolonged period which usually ends in physical and psychological damage to human body. These are called chronic stress. Sinha (2005) postulated that chronic stress are stress that cannot be managed effectively like everyday stress our bodies has adapted to; through process of evolution and stress management behaviours. Rather this type of stress can cause serious health problems such as depression, anxiety, heart disease, hypertension, obesity, insomnia and many more complicated health challenges. Understanding what causes chronic stress can be an effective way of managing it (Chandola, Brunner & Marmot, 2006; Dallman et al., 2003).

Exposure to traumatic event, improper management of everyday stress, negative illusions and bad health habit can be a proven factor(s) that create chronic stress. There are a number of chronic stresses based on analysis made by (APA, 2016) which includes:

- A. Monetary stress: Lack of money can result in chronic stress, as bills continue to mount without ability to settle, inability to cater for one's family, lack of means to livelihood and associated disrespect accorded by the society can result in chronic stress. Monetary stress have different roots, it could be as a result of lack of financial discipline, accumulation of liabilities instead of assets, loss of job, loss related to gambling, high level of debt, unemployment or general economic hardship in a country. This type of stress is not limited to the original bearer but permeates through the entire household (Lewis, Porcelli & Delgado, 2014).
- B. Job-related stress: In as much as been gainfully employed can serve as antidote to monetary stresses it can as well be a cause of chronic stress. Working with an unfriendly overbearing boss, jealous or bullying colleagues, uncertainty surrounding conditions of employment, unreasonable targets, abusive autocratic management can result into chronic stress. Most people under such work environment feels stuck as fear of losing one's job and the associated monetary stress compounds the problem. If such stress is not managed timely it will eventually affect the output of such individual, his production level will nose-dive and this will result in more stress which eventually ends in loss of jobs and in some rare cases death of such individual suicide or heart failure (Berland, et al., 2008).

- C. **Conjugal difficulties:** A stressful marriage is a chronic stress creator, as it seems there is no escape route, unlike work-related stress that once you knock-off for the day you get reprieve till the next working day; such luxury does not appear to be possible with stressful marriage. The pain and constant discomfort poses hazardous threat to one's heart like excessive alcohol intake. Enduring a stressful marriage can be associated to various heart diseases like uncontrolled high blood pressure, hypertension, obesity, aches and perpetual pessimist view of life (Somhlaba & Wait, 2009; Lu, 2000).
- D. **Separation:** Usually when marital problems persists one of the options open to the embattled couples is to go their separate ways, however, this in itself does not end the stress associated with unhappy marriage as the study conducted by Iowa State University in 2006 affirms that separation sometimes accelerates chronic stress which results in rejection and physical illness over a period of 10 years. Coping with the psychological effects of rejection, guilt or regrets of engaging in the marriage from inception have immediate unhealthy effects on the concerned individual; this is usually followed by longer-terms physical and emotional problems, one reason why divorced individual hardly stays in another marriage for long. Similarly, separation could be as a result of bereavement, in each case separation related stress has similar correlation (Ong et al, 2005).
- E. **Educational Burden:** The moment a child enrolled in a formal school, stress began to build; this can be connected to expectations from different concerned individuals, parents, folks, society, self and peers. The pressure to succeed could result in burnout. Låftman, Almquist & Östberg, (2013) posits that one in every three of Swedish high school pupil undergoes serious stress related pressure to perform in school with as much as eight per cent tending towards exhaustion. It is worthy of note that this type of stress has no age limit as human never stops learning.
- F. **Caregiver stress syndrome:** The responsibility of long-term caregiving can result in chronic stress. Care given to a paralysed spouse, terminally sick child, blind parent or any long-term role of providing supports to a loved one can cause caregiver stress syndrome. Yin, Zhou & Bashford (2002) posit that caregivers stress could shorten the life-span of the giver because of the burden of taking care of loved ones for prolong period of time. Study also shows that stress caregiver develop while caring for Alzheimer's disease patients may shorten the caregivers lives by as much as four to eight years.' It also furthered the revelation with evidence of chronic stress

compounds found in the caregivers genetic and molecular bodies (Jaremka & Lindgren, 2013; Reamy et al., 2011; Yin, Zhou & Bashford, 2002).

The above list is not exhaustive; however there is one common denominator. The ability to recognise chronic stress syndrome, will ultimately lead to rehabilitation efforts. The healing process may take few months, years, relocation, change of profession and many other changes that will have real impact on the cause and effects of the chronic stress. Wincent, & Örtqvist, (2009) posit that there is a direct correlation between the aforementioned type of stress and entrepreneurship because, embarking on an energy sapping venture like entrepreneurship demands optimal healthy mind and body.

2.2.4 Chronic stress and human brain

As amazing as brain is, it is susceptible to damage or premature aging due to unattended chronic stress, cortisol can damage or kill cells in the hippocampus (memory), untimely death of these vital cells causes premature aging of the brain and sometimes loss of memory. Exposure to prolonged stressor triggers some chemical reactions in the brain. An experiment on continued exposure to acute cold shower showed a considerable low concentration of hypothalamic epinephrine in the brain which takes a considerable period of time to regularise. The effect of this stressor (prolonged extreme cold shower) equally affected Norepinephrine concentration but took shorter period to return to baseline. Therefore, we can assume there is direct relationship between chronic stress and the brain (Tynan, et al., 2010).

Dean Alban (2012) posits there are various ways chronic stress takes unhealthy effects on the brain. He suggested that the release of stress hormones (Epinephrine and norepinephrine) at emergency is beneficial, but should disperse rapidly as they were created. Excessive release of cortisol becomes a threat to the well-being of the brain in the following ways: (a) cortisol produce excess neurotransmitter glutamate which releases free oxygen particles that attack brain cells, (b) chronic stress also causes forgetfulness, by weakening of electrical signals related to factual memories, (c) stress built up around amygdala can cause anxiety, (d) brain cells die daily but new ones are created daily with the help of Brain-derived neurotropic factor (BDNF) which is a protein present in humans, it helps to reduce the effect of stress on brain cells but excess cortisol stops the creation of BDNF causing production of less brain-cells. Less production of BDNF can be traced to people suffering from depression, (e) chronic stress can cause senselessness and irrational behaviour, because it can cause the brain

to seize up at a crucial moment, (f) stress causes brain to shrink; cortisol can destroy, shrink and halt the generation of new neurons in the hippocampus intelligence, memory and learning centre of the brain (Shi, et al., 2010).

2.2.5 Chronic stress and the body

There is a similar negative effect of stress on the brain and the body. Stress put the body on unpleasant state and causes general feeling of illness. There are common effects of stress on the body which include headache, insomnia, fatigue, joint pain, low sex drive and stomach upsets to mention few, most of these illnesses have direct link to stress.

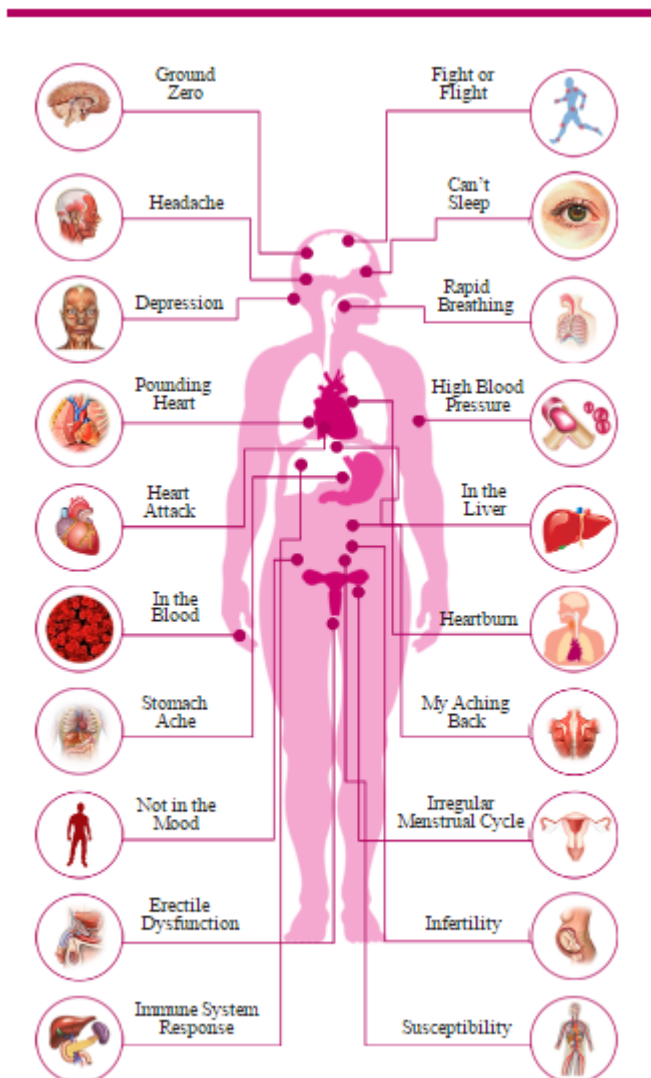


Figure 2.2 Pictorial depictions of 20 Effects of stress on the body

Source: www.healthline.com (2017)

Ann Pietrangelo (2014) gave detailed effects of stress on the body as it affects both internal and external organs of the body. Usually the resultant effects of stress is not limited to the damage it does to the victim but also it permeates the whole spectrum of such persons life, sex life, productivity, socialisation, tolerance, reasoning, smartness, family, associates and friends.

2.2.6 The Psychosomatic model

The impetus behind this model is willingness to understand stress related illness, the steps leading to the illness and steps needed to be employed to break the cycle of such illness. The model is arranged in sequential order, progression from one stage to another is necessary for effective functioning of the model. The steps are categorised as follows: (a) Sensual Incitement: what can be regarded as stressor, which can either be physical or psychological demand put upon the body or mind. Meeting deadlines, uncertainty surrounding job, and child admitted at the intensive unit or at surgical ward and so on are typical example. (b) Perception: the process of sending a message to the brain for interpretation, which may be interpreted wrongly depending on how the situation is viewed. (c) Reasoning-appraisal: the process of analysing and categorising processed information, which often times is subjected to prior experiences, history, personal beliefs and many more. (d) Responsive Stimulation: depending on the interpretation given to perceived stressor, if interpreted as stressful then it produces bodily-physical response. At this stage emotions began to swell which will elicit a response in the body. Responsive stimulation can either be positive or negative feeling, reason why humans feel differently when they see a picture of a loved one as compared to someone they dislike. (e) psychology-physiology interface: the responsive stimulation result in physical reaction of the body to either adapt to the situation or give appropriate response. The change occurs on both nervous system and endocrine system. Nervous system stimulates sympathetic or parasympathetic systems which causes short-term changes. While endocrine produces a much slower bodily reaction and response to stressors using chemical and hormones. (f) Physical Effects: internal organs react to bodily response to stress, acceleration of heart rate, dilation of pupils, increase in blood pressure, hair standing on edge and so on. (g) Disease: the prolonged reaction to stressor can cause bodily harm, or damage internal organs, as some get exhausted and cannot perform optimally afterwards causing diseases and illness. At this point it is considered such a person is suffering from psychosomatic illness (Spielberger, 2013; Everly & Lating, 2012; Rieder & Tausk, 2012).

Categorising major source of stress using this model can be divided into four parts namely:

- a. Foiling- situation where the pursuit of a goal is obstructed, although this type of stress disperses quickly as soon as the situation changes, it can still be a major cause of stress, most especially when the situation persists more than usual. Frustration is usually brought about due to failure-sometimes setting unrealistic target, or outright losses- deprivation of something considered essential.
- b. Brawl- between two conflicting incompatible inspirations or objectives. Choosing between goals A or B can be a daunting quest. The alternative forgone sometimes might not be in ones best interest. Empirical studies showed choosing between two likeable factors can lead to anxiety or depression. Three types of emotional struggles will be mentioned. (1) Approach-Approach- making choices between two attractive or likeable options. (2) Avoid-Avoid-making a choice between two unattractive options. (3) Approach-Avoid- choice must be made on a single goal, despite having both positive and negative impacts. This type of struggle causes vacillation (inability to make decision and stick to it). Miller (1959) posits that the best approach to Approach-Avoid is to focus on the positive part of the decision and equally down-play the negative part.
- c. Change- the constant thing in life, either for good or bad, however human nature has not fully adapted to change, which causes stress. Holmes and Rahe (2017), developed social readjustment rating scale (SRRS) to measure life changes. This gave an insight to the effect of change on human life, ranking from tremendous to very stressful. Studies employing SRRS showed that people with higher scores tend to be more susceptible to many bodily and mental disorders.
- d. Pressure- expectation or demand to behave in a certain way acceptable by the society. Pressure can be self-inflicted, profession related, religious demands or conventional beliefs. These can become a major source of stress especially when someone struggles to fit into the expected norm.

2.2.7 The Psychological model

Psychological model developed by Cox & Mackay, (1976) described stress as a conceptual phenomenon which explained stress response in relation to load of expectation and ability to cope. The key factor here is perception of the individual stress tolerance, a feeling of not meeting up with expectation will increase stress level as explained by general adaptation syndrome (GAS).

Hans Selye (1976) reviewed 2011 in his General Adaptation Syndrome (GAS) theory explained GAS is designed to measure a person short and long term stress tolerance. (Response to the demand the environment requires of us). In elucidating this theory properly, it is important to mention the hypothalamic-pituitary-adrenal axis (HPA axis), which get the body prepared to cope with stress. Also, the local adaptation syndrome which refers to the inflammatory response and repair processes at the affected part of the body, such as contact dermatitis which may lead to GAS in case of severe injuries.

GAS is divided into stages which are alarm, resistance and exhaustion.

- a) The alarm stage: is usually the first form of reaction with introduction of certain level of stressor. It involves a defined physical response where sympathetic nervous system is activated. The body system releases hormones such as cortisol and adrenalin to combat perceived threat or danger as interpreted by brain, repeated energy release without physical activity, can cause damages to blood vessels, causing migraine, headache, fatigue, shock, mental disorder. However, it does not necessarily mean alarm stage is detrimental to health if the energy released is used up by physical activity.
- b) The resistance/adaptation stage: parasympathetic nervous system returns relative normality in hormones released, while the body adjusts itself to cope with the stress, this stage can be a bit deceptive because there is possibility that not all hormones released has gone back to normal level, there might be a noticeable reduction in the release as compared to alarm stage, however blood glucose levels remains high but on the surface there might be relative calm. This may cause reduced defences and less adaptive energy. Due to human high adaptive tendencies body continue to adjust to the stressor until it is exhausted.
- c) The exhaustion as the last stage, which signified maladaptation. At this stage, stress level stays up and remains so; further increase in stressors can no longer be tolerated by the body as adaptation energy supply is eroded, this is described as burnout or fatigue which is highly perilous to health. These three levels of stress tolerance may be employed to explain individual's reaction to unpleasant situation like unemployment and poverty. The result of people getting sick due to stress associated with poverty (Alarm), some indulge in crime as a defence to justify their unpleasant situation(Resistance), and others, cannot cope, therefore stop trying and lose hope, which sometimes ultimately leads to death (Exhaustion).

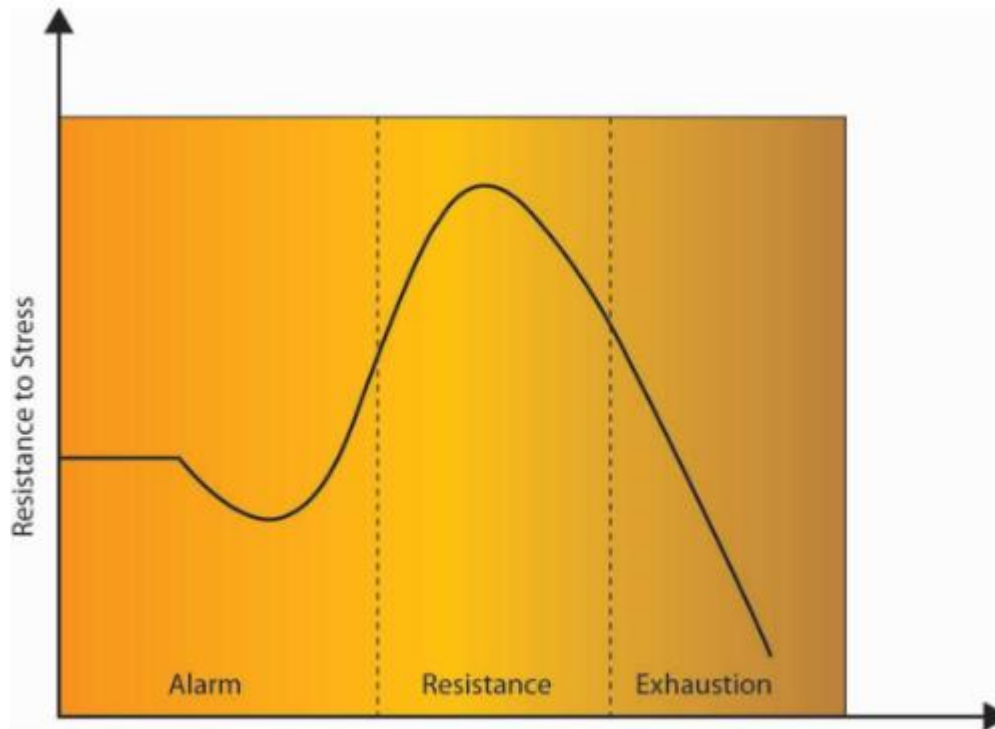


Figure 2.3: *General Adaptation Syndrome*

Source: www.sanescohealth.com (2016)

There are other meta-analytic expositions of psychological model in relation to entrepreneurial behaviour which showed there are correlations between the model and the independent variable (entrepreneurial behaviour). Brandstätter (2011) posit there are specific traits closely related to entrepreneurial behaviour among which are readiness for innovation, proactive personality, generalized self-efficacy, stress tolerance, need for autonomy and locus of control, which have shown significant correlations with business creation and business success. However, stress can significantly modify these personality traits which largely determine entrepreneurial behaviour success or lack of it. In view of this, empirical evaluation of psychological model was carried out to establish its relevance to the central question of the study.

2.2.8 Human Performance Curve

Figure 2.4 depicts human performance curve. The curve is divided into three stages which are boredom, eustress (beneficial stress) and exhaustion. Boredom is the stage where there is little or no stressor usually described as relax mode. Eustress, the second stage which indicates an acceptable level of stressor which usually results in optimal performance, like

engaging in aerobic exercise. The last stage is exhaustion, feelings of fatigue usually caused by continuous increase in level of stressors. This can be used to explain behavioural pattern psychologically aligned with different stages in life, for instance boredom is mostly associated with idleness which is prominent among youths under the care of their folks, as they are not saddled with any major economic responsibility. Eustress on the other hand is associated with a stage in life beehive of exciting and positive activities, prominent among fresh graduates, fresh employment, new romantic relationship and many more associated with high expectation and economic emancipation. While exhaustion occurs more among older folks most especially from late 30s, whose efforts and economic expectations took unexpected negative turn.

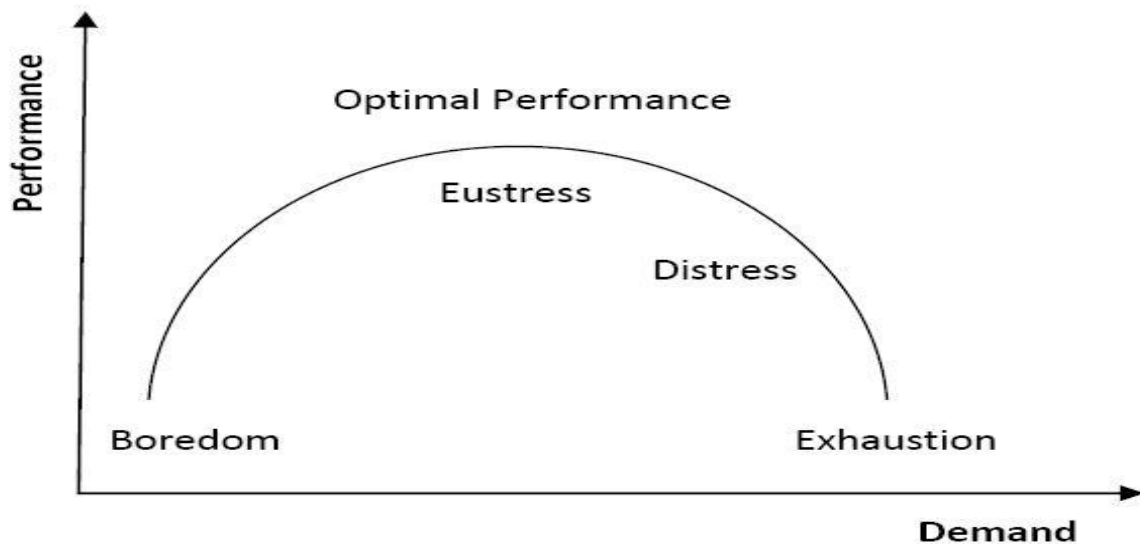


Figure 2.4 *Human Performance Curve*

Source: Salford Business School (2015)

2.2.9 Stress and psychological functioning

Unattended psychological stress has a negative effect on the well-being of the affected persons. Psychological stress can cause reduced job performance. Baumeister (2012) posit that stress interferes with attention span and causes low concentration which results in poor performance. Increased stress increases distraction, making it impossible for the stressed individual to perform optimally. Also, psychological stress can result in burnout. (That is general feeling of tiredness and exhaustion, even when the person has little or nothing to do all day). Another effect of psychological stress is post-traumatic stress disorder (PTSD) unusual disturbed behaviours that is ascribed to a main traumatic occurrence, but appears

after the incidence is over. And finally, psychological disorder- this is usually caused by prolonged unattended stressful event (Moksnes et al., 2010).

2.3 Optimism

A cognitive factor that influences entrepreneurial behaviour, a necessary tool needed by entrepreneurs to pursue their business interest; because lack of it automatically ‘open’ challenging side of entrepreneurship (Derbyshire, 2013), therefore, optimism other-wise known as cognitive bias play a critical role in entrepreneurship. A four stages cycle shown by figure 2.5 explains the importance of optimism in entrepreneurial behaviour.

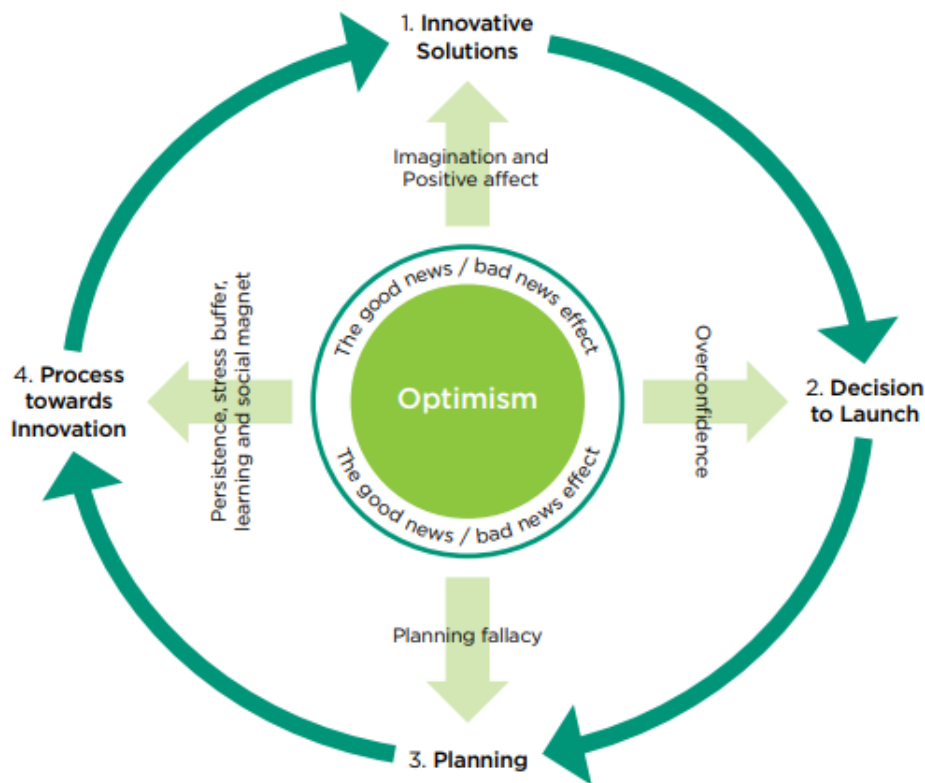


Figure 2.5 Optimism and entrepreneurship four stages cycle

Sourced and closely adapted from Kappes & Shariot, 2015

2.3.1 Innovative solution

It is believed that cognitive biases differentiates entrepreneurs from non-entrepreneurs, like managers, reason being entrepreneurs are opportunists who leverage on immediate needs to make profit. The dynamism of business does not avail entrepreneurs the luxury of time enjoyed by managers who has the time to review in detail and be ‘sure’ before taking decisions. This however, is counted as strength for entrepreneurs who need to be innovative to evolve their businesses as flexibility is one key distinguishing factor of entrepreneurship

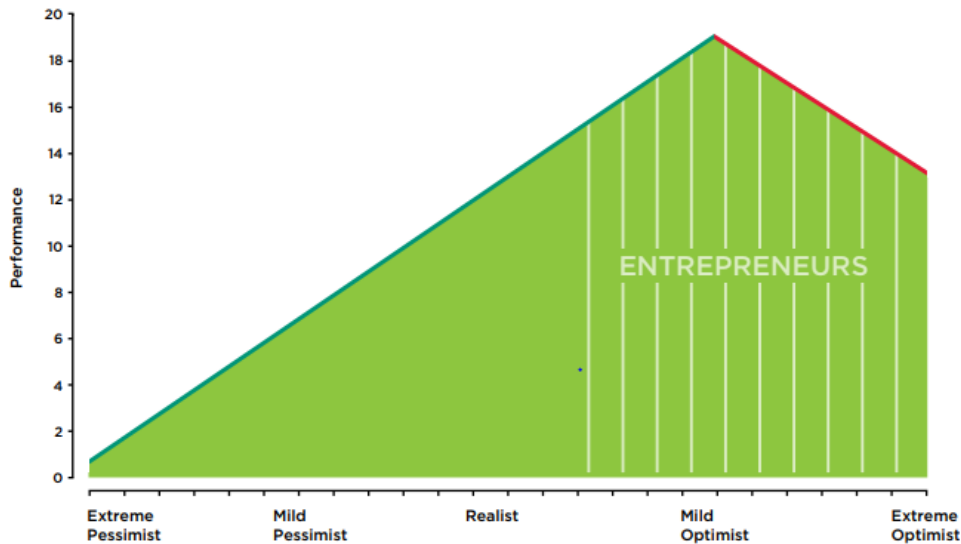
(Baron, 2004; Busenitz & Barney, 1997). Optimism brings about innovation, fuelled by Positive affectivity (PA) which can be explained as the measure of subjective experiences, like positive mood which brings about feelings such as joy, alertness and interest. While negative affectivity (NA) is a concept used to describe general feeling of distress (Watson et al. 1988; Barlow, 2010; Schwabe et al., 2008; Agthe, Spörrle & Maner, 2011; Encyclopaedia of child behaviour and development, 2011). These affective moods are well investigated in entrepreneurial psychology; empirical studies suggested that positive affect has a constructive effect on cognitive performance, precision of acuity, entrepreneurial enthusiasm and self-evaluation (Cardon et al., 2012; Baron et al., 2012). These authors however, pointed to the infection point of positive affects as they explained, positive affects has a curvilinear characteristic, as a result there is a limit to the sustenance of positive affects as attainment of a particular point (infection) positive affects changes to negative affect. Beyond the infection point, entrepreneur is susceptible to cognitive errors, unrealistic goals, impulsive decision making and expending resource wrongly.

The relevance of positive affect cannot however be over-emphasised due to the fact that it helps in developing a product or service through creative ideas and it energises the entrepreneur to push a task beyond immediate requirement (Baron & Tang, 2011; Foo et al., 2009). Foo et al. (2009) posited that negative affect can have a positive function in entrepreneurship when control theory is applied. Negative affect can be used to monitor progression and self-evaluation. It was suggested that due to reality-check function of negative affect, entrepreneurs tends to invest efforts on what is of utmost importance (Foo et al., 2009; Foo, 2011). Finding a common ground between these affective moods can be beneficial to building entrepreneurial behaviour as suggested by Bledow et al., (2013); George & Zhou, (2002), employing affective shift model suggested that combining the two affective mood can result into a favourable outcome. The presence of (managed) negative affect bring about some level of creativity better than creativity developed only on positive affect (Bledow et al., 2013). A more cautious position was taken by Simon & Houghton (2002) who believes that cognitive bias pose a danger of overconfidence which can lead to taking irrational decisions which can be detrimental to the business. Overconfidence – can be explained as the temptation of believing in one's ability without reasonable and provable facts to back such confidence. The tendency of overvaluing one's own ability in contrast to prevailing rational realities is mostly driven by past successes based on intuition which may not be applicable to the present business decision; therefore entrepreneurs' cognitive biases

may turn out to hurt their businesses with dire consequences. The urge to outsmart competition is another factor that pushed cognitive bias into front burner, as entrepreneurs strive to outwit one another by making accurate forecasts, discerning and seizing business opportunities which may lead to taking irrational business decisions (Koellinger et al., 2007).

2.3.2 Decision to launch

This is another stage where optimism is crucial in entrepreneurial psychology, because decision to launch a product, service or any kind of entrepreneurial endeavour requires high confidence. Overconfidence is a comparable construct in that entrepreneurs ‘whip-up’ positive vibes and sentiments believing a favourable outcome of their business decisions irrespective of prevailing realities. Optimistic bias/overconfidence is a major point of discussion among scholars with opposing views, while some argued it is a necessary psychological process in entrepreneurship and without it entrepreneurs’ ability to make business decision will be greatly impaired due to uncertainties. The statement ‘he who observes the wind does not sow’ is typical of entrepreneurs after all to be an entrepreneur requires risk appetite (Cassar, 2010; Simon & Shrader, 2012). Others authors in their argument explained that the risk of discounting critical information and embarking on too many business ventures at the same time, or taking up too many tasks due to overconfidence can harm the entrepreneur (Hmieleski & Baron, 2009; Koellinger et al., 2007). To sum up the effect of this construct, it is prudent to conclude that optimism bias/ overconfidence have both positive and negative effects on entrepreneurial psychology as shown in figure 2.6 where mild optimism returns the highest result. Overconfidence is required as a motivating factor to give nascent entrepreneurs the impetus needed to embark on a business venture, without it the identified business opportunities will not be turned into money making mechanism, however, as the business began to mature it is prudent to make rational decisions in line with realities on ground, understanding the industry and improving cognitive resilience helps the brand and the survival of the business, therefore optimism bias should be applied cautiously (Simon & Shrader, 2012; Koellinger et al., 2007; Hmieleski & Baron, 2009; Lowe and Zeidonis, 2006).



2.6 Optimism effects on entrepreneurial decision making

Sourced and closely adapted from Kappes & Shariot, 2015

Decision to launch an entrepreneurial endeavour is also accompanied by affective factors which can be explain as factors that control erudition which may be positive or negative; it is considered an important factor in entrepreneurial psychology. Researching these factors suggests its antecedent in entrepreneurship action. Entrepreneurial passion will be explored to explain its influence on entrepreneurial behaviour (Cardon et al., 2012; Frese, 2009; Baron, 2008).

2.3.2.1 Entrepreneurial passion- can be explained as a compelling enthusiasm or feelings of achieving entrepreneurial feat by embarking on business activities driven by the entrepreneur's strong desire to calve a niche (Cardon et al., 2009). It is a feeling defying all odds in achieving a goal. It is critical for entrepreneurs to be passionate in pursuant of the identified business interest, as passion builds impetus which results into penchant for entrepreneurial success. The desire to be independent is a common characteristics of entrepreneurs, passion therefore serves as a driving force necessary to push an entrepreneur during challenging times (Baum & Locke, 2004). Exploring Russell and Carroll's (1999) two- dimensional semantic structure of affects and Russell and Mehrabian, (1974) three emotional dimensions of pleasure, arousal and dominance to explain entrepreneurial passion enables the elucidation of the underlying properties of this construct. Two-dimensional semantic structure is categorised into (a) pleasure and arousing and (b) goal setting through entrepreneurial passion. Pleasure and arousing feelings serve as a major motivation which has direct correlation with efforts and results (Seo et al., 2004). Pleasant feelings defy

negative encounters and serve as cushion to inevitable occasional set-backs that might be witnessed by the entrepreneur and also gives the necessary impetus to forge-ahead (Elliot, 2006). Russell and Mehrabian, (1974) explanation of pleasure and arousal is based on positive or negative affect, with either having weighty psychological effects on the entrepreneurial passion. Suggestions like enthusiasm, relaxation, love, and composure against meanness, humiliation, indifference and ennui were used as adjectives to describe the feelings.

Goal setting through entrepreneurial passion on the other hand was explained by Russell and Carroll (1999) as the primary factor on which other features of entrepreneurship is built. Entrepreneurial passion facilitates dreams which becomes vision then helps in setting challenging goals, and as the entrepreneur leverage on the positive feeling, his expectations soars and the need to be successful becomes non-negotiable (Cardon et al., 2009; Seo et al., 2004). Empirical studies suggested there is a positive correlation between passion and entrepreneurial success (Murnieks et al. 2012).

2.3.3 Planning

Designing a business require meticulous effort to put various cogent aspects of the business together as business plan precedes business design. A business plan is a written document that shows how various segment of a proposed business (financial and operational) are infused to make a workable design. The plan describes in detail how the entrepreneur intends to run his business to achieve his target. It is important for prospective entrepreneurs to figure out a well-defined design in ensuring it serve as measuring tool of control, vision and self-evaluation; a process that established entrepreneur can modify to evaluate outcomes and effect changes of his business plan from time to time based on the reality on ground (Honig, 2004). Castrogiovanni (1996) listed three advantages of designing a business as (a) symbolism- by this he explained that having a pre-launch design shows the entrepreneur is committed to a certain business ideal, legitimising the idea of feasibility and validity of the proposed business. (b) Learning- has to do with continuous improvement on the design based on the prevailing circumstance, brought about by comparing the efficacy of the design result with what will accelerate business success. (c) Efficiency –by this castrogiovanni believes that efficiency is brought about by outcome of a suitable design that suits the business model, developed in relation to market realities. Also, it was suggested that such design enables quick decision making and competent administration of resources.

In contrast Gruber (2007) and Brinkmann et al. (2010) argued that having a business design is insignificant to business success. Their position was supported by meta-analytic findings that suggest that although having a business design has a positive correlation to business success, however the influence of this is insignificant (Brinkmann et al., 2010). To further buttress this position, they argued that designing a business only to keep adjusting it to fit the prevailing reality caused by unpredictable future is both time consuming and largely inflexible, as such adjustments are done in line with the business design framework (Gruber, 2007). Instead organisation of activities was proposed (sourcing of funds and putting in place infrastructures) in line with the identified business opportunity. This is in part due to unpredictable future, which sometimes makes a brilliant business design look grossly inadequate (Carter et al., 1996).

Considering the pros and cons of developing a business design, the need to arrive at a consensus brought about the alternative strategy such as effectuation, bricolage and improvisation.

2.3.3.1 Effectuation - This is the process of thinking that helps entrepreneurs in the approaches of business prospect identification and creation. Sarasvathy (2009) explained it as 'precedence of means over goals', advocates of effectuation believe in 'seizing the moment' by being opportunistic erases the uncertainty dogging unpredictable future. Being effectual entails three major factors (a) Personality, (b) Knowledge, (c) Connection. Mastery of prying on opportunities helps entrepreneurs use limited resources to achieve huge return on investment. There are five principles of effectuation as described by Sarasvathy (2009), 'The Bird in hand principle' - this principle possesses the three factors listed above as entrepreneurs consider who they are, what they know and who they know to make business decisions. 3Fs is also consider at this juncture, which are friends, family and fools, considering these factors helps entrepreneurs not to start with a goal but to employ their resources to achieve a goal. 'The Reasonable loss principle' - here entrepreneurs base their investment decision on losses minimisation rather than profit maximisation. 'The Irrational Comforter principle' - here connection play a paramount role as entrepreneurs source partnership of trusted allies, by this minimising possible losses that may arise from the business venture. 'The Lemonade principle' - here entrepreneurs tries to turn negatives into positives by turning surprises into business opportunities and lastly 'The Pilot-in-plane principle' as the last principle, it combines the remaining four to assist entrepreneurs exercise some control over unpredictable future (Sarasvathy, 2009).

2.3.3.2 Bricolage - employment of available resources to achieve a purpose. Adoption of bricolage is necessitated by limited resources or where an entrepreneur operates under a hostile environment. In this case the urge to survive drives the business (Baker & Nelson, 2005).

2.3.3.3 Improvisation – This is a system that is largely proactive in the sense that entrepreneurs starts with a rough idea on what he intends to do, and as he deploy resources and executes his plans the business model keeps unfolding based on feedbacks until he achieves his target. This is regarded as the ‘Shape method’ (Baker et al., 2003). Discussing the concepts of business design mind-set, effectuation, bricolage and improvisation helps to take note of the merits and demerits of proper business planning in entrepreneurship. The relevance of this is that designing a business as a regulator of actions to promote successful entrepreneurial endeavour should be a subject of discussion in entrepreneurial psychology as psychological approach to business design allows the debate of relationships between business design-mind-set and effectuation, bricolage and improvisation.

2.3.3.4 Practical Intelligence/astuteness- is the aptitude to adjust to, shape and make choices on everyday challenges (Stenberg, 2009). Practical intelligence is best measured by the experiences garnered by the entrepreneur in a bid to survive; some refer to this as ‘street smartness’ Baum et al. (2011) posit that it is the ability of an entrepreneur to clearly define a challenge and know the practical ways of sorting out those challenges. They also believe that the timeliness associated with the practical astuteness application to challenges is a major asset and advantage to the entrepreneur which gives him a head-start among his peers. Baum & Bird, (2010) explained that such intelligence leverage on continuous research, testing, and reviewing of the business ideals to constantly fine-tune it. Psychologically such entrepreneurs see opportunities where others don’t and sense dangers miles ahead of contemporaries in the industry, therefore practical intelligence is thus an important prognosticator of making fast, smart and flexible decisions and taking actions in response to changes in the market to propel resilient growth. Empirical studies supported the supposition that practical intelligence is a major psychological factor of entrepreneurship that has direct effects on new business venture growth and contributes to the improvement activities required to achieve a laudable business performance.

2.3.4 Process towards innovation

This is the portion of the cycle where series of events or result from other part of the cycle determines outcome. Understanding of psychology of entrepreneurship is mandated to pull-off successful business venture. Undeniably, abundant research advocates that optimistic expectations encourage exertion and doggedness (Kappes et al., 2012). Optimism defiles effect of drawbacks or failure as optimistic entrepreneur's self-motivation will drive them to continue exerting efforts in the face of failure, Ucbasaran et al., (2010) posit that failure has little effect on serial entrepreneur, who see business opportunities even in the failure. In addition, Optimist entrepreneurs shield themselves from negativity, by believing that positive events are permanent because it will continue to generate positive outcomes while negative events are interpreted as a temporary set-back which is seen as opportunity for improvement, thereby improves innovation (Ucbasaran et al., 2013; Seligman, 2012). Another, effect of optimism is the social network opportunity it avails, moreover, the support that comes from such network boost positive expectation and opened business opportunities (Segerstrom, 2007; De Carolis et al., 2009).

2.4 Mood (positive)

Stevenson, (2013) explained entrepreneurship as an act of pursuing opportunity outside and beyond available resources at ones disposal. Baron (2008) explained mood as an essential factor in entrepreneurial process. Mood serves as a major crux for understanding entrepreneurial ingenuity (Amabile et al., 2005; George & Zhou, 2007). The introduction of psychology to entrepreneurship research explained the psychological perspective in relation to creative novelty for prospective or established entrepreneurs. Baum et al. (2007) explained that entrepreneurial psychology is fundamentally individualistic and it is profitable to explore the investigation bearing individual as major object of research. Meta-analytic findings explained entrepreneurial psychology through personality constructs like self-efficacy, penchant for achievement, and entrepreneurial orientation. However, this study intends to explore mood as a cognitive factor which has both positive and negative effect on entrepreneurship. As discussed above mood facilitate creativity in entrepreneurship by enhancing (a) entrepreneurial watchfulness, and (b) entrepreneurial orientation, (c) Knowledge but also has unpleasant effect on psychological well-being of entrepreneurs.

2.4.1 Entrepreneurial watchfulness- This can be explained as the ability to identify business opportunity without effort. The entrepreneur has trained himself in a manner to see

opportunity in every situation (Krizner, 1979). Kaish & Gilad, (1991) described entrepreneurial watchfulness as being able to conceptualise and sieve information to dissect relevant data that can be developed into business opportunities. Gaglio & Katz (2001) described entrepreneurial watchfulness as cognitive schemata that make individuals think in an unconventional way to discern business opportunities. The dynamism of business world, and the ever-changing relationship between demand and supply, constantly create vacuum that watchful entrepreneurs capitalise on to make money. Watchfulness is critical to becoming a successful entrepreneur; inability to identify business opportunity denies the very essence of entrepreneurship. Although there are arguments downplaying entrepreneurial watchfulness as not being too critical to entrepreneurial success, Baron & Ensley (2006) are of the opinion that developing cognitive capacities such as overall intellectual capability and inventiveness (ability to process information constructively to create or design a business model), are more crucial to business identification capabilities (Shane & Venkataraman, 2000). This position was supported by Mitchell et al. (2007), Baron & Tang, 2011; Detienne & Chandler, 2004; and Gielnik et al., 2014) that inventiveness is paramount in opportunity identification. However, recent studies suggested that neither watchfulness nor inventiveness alone can sufficiently explain the concept of entrepreneurship, therefore integrated approach was advocated (Gielnik et al., 2012; Tang et al., 2012). According to Tang (2012) combining entrepreneurial watchfulness and cognitive aspect of inventiveness can be beneficial to business innovation. Gielnik et al., (2012) conceptualise integrated approach by infusing watchfulness with inventiveness to prove both has positive correlation to business opportunity identification and innovation. Therefore we can assume that the construct business watchfulness requires both behavioural (training oneself in a manner to behave in a certain pattern-always on the look-out for business opportunities) and cognitive inventiveness to becoming a successful entrepreneur.

2.4.2 Entrepreneurial orientation: This is a multidimensional construct categorised by proactivity, autonomy, risk taking, innovativeness and competitiveness aggressiveness (Lumpkin & Dess, 1996). Entrepreneurial orientation has comparable effects both at individual and organisational levels, as both have common denominators (Krauss et al., 2005). Meta-analysis results showed that entrepreneurial orientation compound has positive correlation with performance both at individual and organisational levels (Rauch et al., 2009; Rosenbusch et al 2013). Having the right mood and orientation is paramount to a successful entrepreneurial venture, reason why new recruits, students or an entrepreneur has to undergo

a training-like exposition which helps to shape the beliefs, attitudes, or feelings in relation to a new object, event or a new venture. There are cognitive factors which must be harnessed to build the right entrepreneurial orientation, such as knowledge, Practical intelligence/astuteness, cognitive bias and optimism, out of which optimism is arguably the most important. Optimism is a crucial factor required to foster a successful entrepreneurial endeavour, because engaging in entrepreneurial venture is inherently risky largely due to unpredictable future. Therefore being optimistic in the face of uncertainty will help the entrepreneur forge ahead despite discouraging results which are sometimes inevitable (Markman, 2007). Optimism and overconfidence are two factors that make an entrepreneur 'thick'. McMullen & Shepherd (2006) suggested that nascent entrepreneurial venture is characterised by limited resources and uncertainty, which makes a new entrepreneur avail himself multiple functions that should be undertaken by experts, this contributes in no small measure to the resilience and chance of survival of the business, therefore the more skilful the entrepreneur is, the better the chance of a successful venture. However, after analysing this assumption critically, it was concluded that this might not be possible in real terms for a single person to effectively undertake multiple functions successfully with no obvious consequence, McMullen & Shepherd (2006) understood this, therefore concluded that nascent entrepreneur needed to pull himself up to the extent of becoming overconfident else, the obvious lapses which are likely to emerge by one person multitasking will discourage venturing into such business.

2.4.3 Knowledge-entrepreneurial orientation is built from knowledge acquired during gestation period, it affords cognitive and psychological leeway necessary to constructively optimise and integrate information to the benefit of the entrepreneur (Fiske & Taylor, 1984). Knowledge acquisition is a function of learning according to Politis (2005) who posited that knowledge is a function of conscious tutorship by a mentor or business owner where new entrepreneur acquires the necessary skills of business opportunities identification and administration. The acquired knowledge develops intellectual structure which helps in revelatory and understanding of new information crucial to discerning new business opportunity (Mitchell et al., 2007). Knowledge is not only garnered through a structure tutorship as posited by Politis (2005) life experiences, age, exposure, travelling and interactions brings about knowledge, being 'street wise' is a crucial part of knowledge needed to succeed in a very competitive business world (Shane, 2000). This position was upheld by (Baron& Ensley 2006; Unger et al., 2011) who believes that explicit knowledge acquired

through life experiences is of more importance than broad knowledge acquired in a formal school. However, exploring this psychologically, knowledge acquired explicitly through life experiences have serious emotional undertone which may impede rational judgement thereby relying unduly on heuristics and short-cuts seemingly effective in similar previous scenarios which however may prove to be a costly mistake presently due to dynamism in the business world. The risk of containment based on what seems to be known prevents innovativeness needed to successfully steer a successful business (Westhead et al. 2009). Likewise cognitive fixedness tendency arising from over dependence on old experiences may impede integration of new information needed to evolve and stay relevant. Overlooking new information, intellectual entrapment, stereotyped thinking prevents entrepreneurs from achieving his potentials (Gielnik et al., 2012; Parker, 2006; Shepherd & DeTienne, 2005).

2.4.4 Circumflex mood model

Circumflex mood model proposed a systematic grouping of mood into primary poles which are (a) pleasantness versus unpleasantness and (b) activated versus unactivated (Bartel & Saavedra, 2000; Yik, Russell and Barrett, 1999). The mood pole when crossed reveals four mood states depicted in figure 2.7. The first pole crossing denotes positive mood which is activated-pleasant (cheerful, happy), this mood is associated with creativity and high performance. The second pole crossing describes activated-unpleasant, a portion closely synonymous with (stress, nervousness, mood disorders). Unactivated-pleasant is a state of peacefulness, which happens to be the most suitable mood in selecting entrepreneurial idea because the unactivated part will open the entrepreneur to variety of ideas without over-analyses of pros and cons of the intended business, which can reveal impediments to successful implementation, however the pleasant part will increase excitement and confidence necessary for business 'take-off' and lastly, unactivated-unpleasant is mostly associated with boredom (Perry-Smith & Coff, 2011).

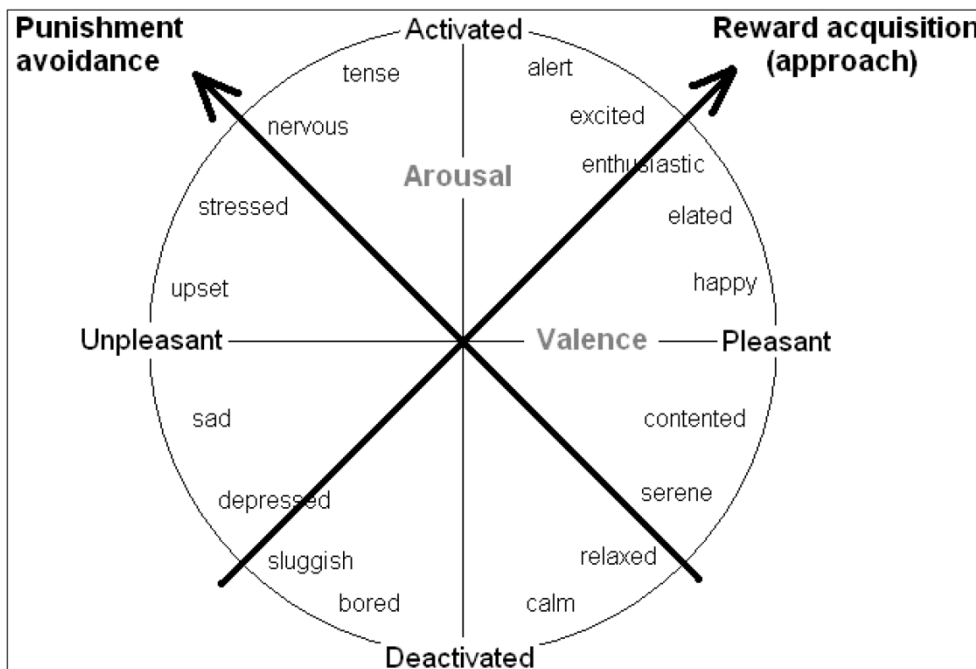


Figure 2.7 Circumflex mood models

Source: Perry-Smith & Cox, 2011

2.5 Mood (Negative)

Negativity affects cognition and behavioural functioning of entrepreneurs in different ways with stress, depression and other cognitive forms of disorders being major culprit among others. Due to mental affiliated properties of mood, many entrepreneurs fall into depression and experience other forms of mood disorders without realising it. Entrepreneurs are vulnerable to mood disorders perhaps due to risks and uncertainties associated with entrepreneurship. The South African Depression and Anxiety group (SADAG) 2016 publication examined psychological factors prevalent among young South Africans and entrepreneurs. Cognitive areas of focus closely associated with the effects of negative mood are discussed under anxiety disorder, mood disorder, substance use disorder and intermittent explosive disorder. Most of these disorders are triggered by life-stress variables, global negative life events, relationship or marital stress, domestic violence or physical partner violence, social strain, early life stress and most especially uncertainty and risks associated with entrepreneurship. It is worthy of note that some of these variables or factors are associated with everyday stress, however, level of tolerance differs based on genetic factors, health, environmental factors, memories, exposure, and faith.

2.5.1 Anxiety disorders

These are sets of mental maladies characterised by sensation of anxiety and fear. Anxiety in simple terms is future worries. The unpredictability of future events can bring about anxiety and fear based on present prevailing situations. Fear is a reaction to current prevailing happenings. Anxiety and fear are common denominators of anxiety disorders which can be detrimental to healthy living. These feelings may cause unpleasant physical reactions and symptoms like accelerated heart rate, dizziness, unsteadiness and many other physical symptoms. Studies shows there are various types of anxiety disorders like, panic disorder, agoraphobia, social phobia, generalised anxiety disorder, post-traumatic stress disorder, and specific phobia (Stein and Sareen, 2015; Mirza and Jekins, 2004).

2.5.2 Mood disorders

This is a psychological disorder categorised by the raising and lowering of an individual's mood, such as depression and bipolar disorder. Mood disorder encompasses wide range of mood swings, such as major depressive disorder, dysthymic disorder, bipolar disorder (mania euphoric, restlessness, impractical optimism and over-inflated ego), persistent depressive disorder, cyclothymia and seasonal affective disorder (Campbell & Barlow, 2007).

2.5.3 Substance use disorder (SUD)

This is a disorder caused by the use of one or more substances leading to a clinically substantial deficiency or distress. This can also be explained to be recurrent use of narcotics and alcohol in a manner that could be detrimental, causing impairment, such as mental illness, health problems, inability to live a normal life and disability. The Diagnostic and Statistical Manual of Mental Disorders, Fifth edition (DSM-5) referred to what was initially termed as substance abuse to substances use disorder and categorised it as mild, moderate and severe depending on the diagnostic criteria met by individual. The criteria of diagnosis including: (a) Opioid use disorder (b) Hallucinogen use disorder,(c) stimulant use disorder, (d) cannabis use disorder,(e) tobacco use disorder, (f) alcohol use disorder (van Emmerik-van Oortmerssen, et al., 2013).

- I. Alcohol use disorder (AUD): This can simply be explained as problem drinking that becomes severe resulting to health problems. It is generally characterised by harmful result both mentally and physically. Alcohol use disorder is a patterned obsessive alcohol use and addiction to alcohol intake. People suffering from this disorder find it

difficult to control the urge to stop even when it is causing obvious health problems. The preoccupation with alcohol, craving to drink in excess or inability to function properly without alcohol is a pointer to alcohol use disorder. Binge drinking – a pattern of drinking where a person (male) guzzles more than five drinks within two hours or female guzzles more than 4 drinks within two hours with 45.1% among men and 17.1% among women (Peltzer et al, 2011). This pattern is considered harmful unfortunately this statistics fall short of pattern of alcohol consumption by an average South African as more than a quarter of alcohol consuming populace in the country are considered binge drinkers consuming at least 60 grams or more of unadulterated alcohol in one sitting within 30 days period (WHO, 2015). Alcohol is considered dominant substance of abuse in Eastern Cape, Northern Cape, Free-state, South-west and largely Mpumalanga (Stats SA, 2014). Alcohol use disorder can be mild, moderate or severe depending on the symptoms exhibited, which includes: inability to reduce the volume of alcohol intake, futile efforts in trying to reduce without much success, lack of productivity due to continuous alcohol intake, continuous intake despite health problems, consuming alcohol at a dangerous circumstances like while driving or swimming, experiencing nausea, sweating, unstableness with attempts to reduce intake (Schuckit, 2009). In 2015, alcohol consumption (per litre) in South Africa stood at 11.5 litres per capital year, making South Africa the 19th biggest alcohol consuming country in the world and 3rd in Africa, after Namibia and Gabon (WHO, 2015). It was also empirically stated that South African's alcohol consumption doubles the WHO African region average of 6 litre as compared to South Africans 11.5, with an estimated increase to 12.1 by the year 2025 (WHO, 2015). The challenge is enormous as South Africa was considered as the worst country in the world for drunk driving, where as much as 58% of deaths on South African roads are associated with alcohol consumption (WHO, 2015). Alcohol affects 17.5 million South Africans, over 30% have alcohol related problem or at risk of developing one, 122 of every 1000 grade 1 pupils in the Northern Cape of De Aar suffers foetal alcohol syndrome, considered as the highest incidence of the syndrome in one population in the world (CAS, 2016).

2.5.4 Intermittent explosive disorder (IED)

This is an instinct-controlled disorder categorised as abrupt incidents of unjustified rage. It involves repeated, hasty eruption of impetuous, belligerent, ferocious behaviour or irritated verbal outbursts in a proportion that is mostly unjustifiable. The disorder is typified by

hostility and recurrent aggressive outbursts. Persons with IED fundamentally “burst” into a fury notwithstanding lack of ostensible incitement or justification (Donovan, 2015). The suddenness eruption of unwarranted fury is a typical symptom of IED, recurrent eruption of anger may occur at close interval, or less frequently, there are instances where the level of aggression maybe displayed with less verbal tirade but individual suffering from IED are chronically angry people. Apparent symptoms include rage, increased energy, abrasive, palpitations, petulance, sprinting thoughts, vibrations and chest stiffness (Donovan, 2015). The display of these repulsive features care-less of the repercussions or aftermath damages the unwarranted rage produced. These set of people are easily identified by the magnitude of their tirade, temper tantrums, shouting, physical assaults, property damage, and violence against people or animal, threatening, shoving, slapping or pushing their victim without any provocation. These acts are ‘fuelled’ with delusional perceptions to justify the magnitude of destructions. Feelings of remorse or regret may ensue afterwards seeing the level of damage done and sometimes leads to embarrassment. There is evidence of high prevalence of IED in South Africa (Fincham et al, 2009). Van Zyl (2015) posit that distinctive unrestrained angry behaviour is accompanied by unnecessary yelling, intense verbal tirade, threats and physical assault, 5% to 7% of South Africans suffers from this syndrome. Evidence of lower serotonin turnover rates in the brain, is a pointer to this disorder which can be controlled by combined therapy.

We can infer from the above stated models, the impact of psychological distress on the South African economy especially relating to youths entrepreneurship. It is worthy of note the laudable efforts employed by various health facilities around the country to address these issues, however, there are instances where these efforts are frustrated by court rulings based on fundamental human right a clear example was the epic yet controversial ruling on cannabis prohibition in South Africa. In 2017, Western Cape High court declared rights of South Africans access to cannabis (IOL, 2017). Another example is the disbandment of South Africa Narcotic Bureau (SANAB) by government in 2004 despite achievement of some laudable successes. Substance abuse is one focal area that requires instant and more purposeful attention; this is in relation to multiplier effects it has on the economy, in the areas of resources expended by the addicts in procuring these drugs (R20 billion a year), to the criminality associated factors (60% of crime nationally are related to substance abuse), the generational productivity reduction (youths most affected, 15% of South African population have a drug problem) and the dangers of epidemical infections (CAS, 2016).

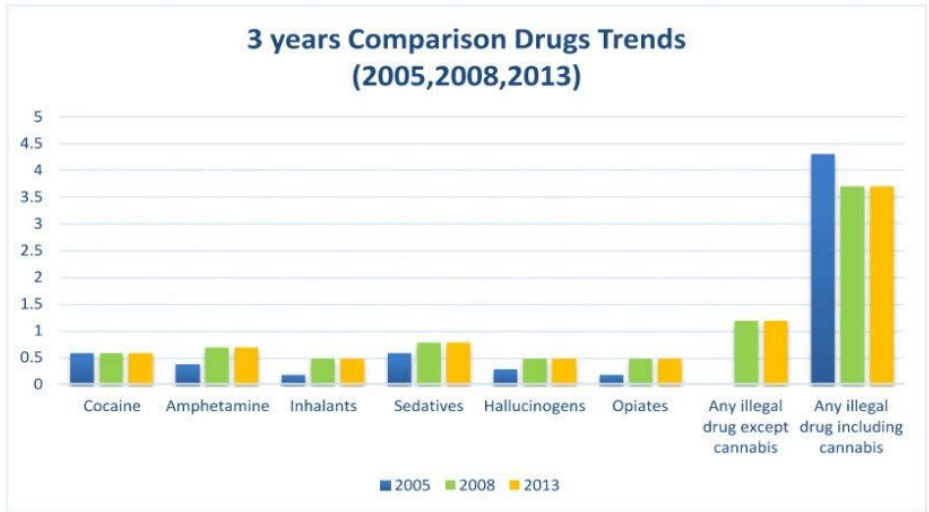


Figure 2.8: 3 years Comparison of Drug Trends in South Africa

Source: Christian Addiction Support (2016)

Figure 2.8 showed three years comparison of drug trends in South Africa, cocaine consumption remained relatively stable; this may be due to cost implication therefore restricted to the circle of people that can afford it, however, other drug trends witnessed increase as more youths possibly find solace in illicit drug consumption as a temporary relieve to multiple life challenges they contend with daily.

The need for government to show more willingness to solving psychological problems among South Africans in relation to substance abuse was further highlighted in South African Police Service (SAPS) report in 2014, on the surge in drug-related crimes which increased to 26.1% in one year (The South African, 2014).



Figure 2.9: Increase in Drug-Related crimes in South Africa in 2014

Source: The South African (2014).

However, there was a reduction in drug-related crimes as reported by SAPS in 2015-2016 fiscal year, partly due to under reporting, or loss of faith in Police, the report showed a 2.9% reduction in drug-related crime in 2016 (African Check, 2016).

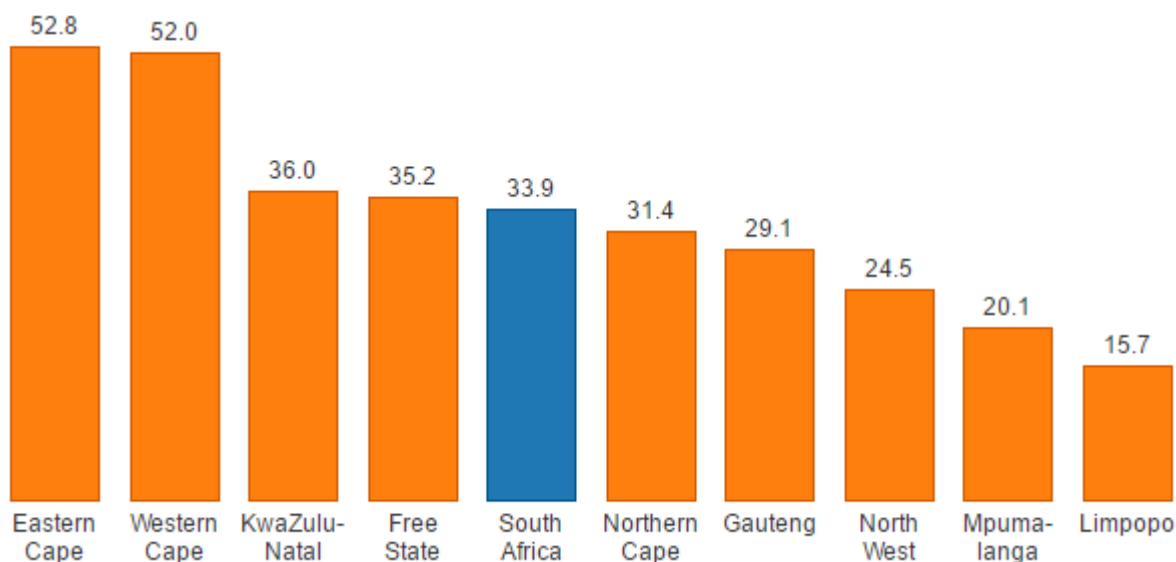


Figure 2.10: *National and provincial murder rate per 100,000 people*

Source: South African Police Service (2016).

The graphical representation of murder rates in South Africa as reported by SAPS should be a source of concern, most especially when report shows that 60% of crimes perpetrated in South Africa is drug-related (CAS, 2016), despite Mpumalanga murder rate showing below-average murder rate compared to national average (20.1 to 33.9) it is still a source of concern. Bearing in mind there are other psychological factors facilitating crimes in the province. Mpumalanga and Limpopo witnessed increased crime rate in 2016, despite showing least crime rate nationally (BusinessTech, 2016).

Priority accorded HIV treatment should be accorded one the sources of the disease, psychological disorder. HIV is considered terminal compared to mental illness, the question to be asked is, can a sane person have unprotected sex with multiple partners without protection despite all the awareness associated with HIV? It is important for government to set a straight priority as HIV prevalence has direct link with mental disorder which leads to poverty and eventually getting sick. The challenge of attracting qualified psychiatrist and psychologist into government health facilities should be examined, especially in a province like Mpumalanga where there is a huge disparity in

income between a professor of psychiatry employed in the private health sector earning up to R5 million per annum compared to his public counterpart earning approximately R1.5 million per annum (Timeslive, 2014). As at 2014, only 22 psychiatric hospitals are functional in South Africa, and 36 psychiatric wards in general hospitals, much changes has not been witnessed till date (Timeslive, 2014). The unfortunate incidence that claimed the life of 94 mentally challenged patients in 2017 when they were hurriedly moved from Life Esidemeni Hospital due to termination of contract between the hospital and Gauteng government (*Health MEC Qedani Mahlangu*) to various NGOs that does not have facilities to cater for such is a testament to government neglect of mental health disorders treatment in the country (eNCA, 2017). The cost of getting treatment is out of reach to average South African, as it was reported that an average of R2700 were spent per night to stay in private health facilities, this excludes cost of consultation (Tromp et al., 2014).

The stigmatisation of mental illness is another factor that needed urgent attention. Stoning of mentally derailed individual under the guise of demonic possession should be considered a crime; some of these heinous crimes were perpetrated against the mentally challenged people basically because their family does not have resources to cater for them. There are connections between children growing up to become psychologically imbalanced and losing of parents at childhood. The absence of ‘father’ figure in the home contributes in no small measure to what a child may grow up to be, although it is not in all cases that this absence has to do with demise of the father, as some are no longer living with their families. In 2011 there was 15.4% South African children without a father, although this percentage has reduced considerably by 2016 which only record 8.36% (Stats SA, 2016), the effect of this absence is unquantifiable in the development of these children. It is on record also, that 7.1% of South African children are without their mothers in 2011; this statistics also witnessed a reduction by 2016 to 5.4% which is also very significant to the upbringing of these children (Stats SA, 2016). A further review of the significance of absence of parenthood in relation to psychology disorder is greatly influenced by children without both parents. These kids often times had to fend for themselves leading to criminality and informal prostitution. There are 3.7% of such kids in South Africa in 2011, a minute number of this percentage was catered for by folks and orphanages around the country, but most affected children in the rural areas and some in township had to fend for survival,

exposing them to untold hardship and changing their orientation about life. It is however laudable that in 2016 the number reduced drastically to 1.7%. There are factors which may affect this figures, factors like unaccounted orphans, orphans staying with folks but are really mistreated without no one to cry to, orphans that see the whole world as ‘enemy’ based on the hard-life experienced for years, who therefore does not give government authorities opportunity to be accounted for, or be helped. (Stats SA, 2016).

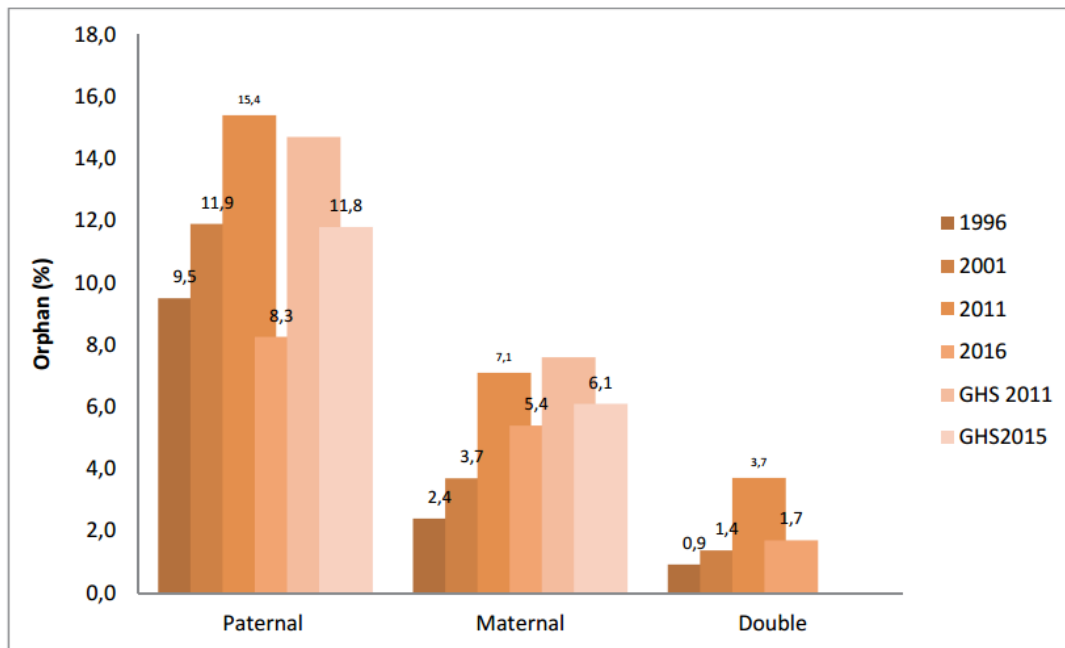


Figure 2.11: *Statistics of orphans in South Africa 1996-2016*

Source: Statistics South Africa (2016).

The significance of improper family structure and poverty has impacted on the rate of criminality witnessed in the country. Empirical study adduced 60% of crimes in South Africa to substance abuse, and the most vulnerable are orphans who in the quest to forget their problems embrace narcotics, to stay high (Stat SA, 2016).

The below national average murder rate in Mpumalanga province which was only bettered by Limpopo may look encouraging, however, this *premia facie* statistics may be misleading when crime in the province is put into perspective, it is therefore important to recognise that there are many challenges facing youths’ in Mpumalanga impeding their desire to live not to talk of making a living. Not necessarily in terms of physical death, or mental disorder but poverty and other life challenges. Studies on life-

time prevalence of DSM-IV/CID disorder placed Mpumalanga as the province with the lowest mental disorders in South Africa (Herman et al., 2009).

Crime rate in Mpumalanga is below the national average, mental disorder in Mpumalanga is equally better than other provinces in the country, there has been a reduction in unemployment in the province in 2016 compared to 2015, as unemployment percentage improved from 27.4% in 2015 to 25.7% in 2016 with an average job creation of 44,200 jobs per annum in the last four years. There was a noticeable improvement in academic performance in the province with improvement in pass rate of National Senior Certificate rate which was 5.4% points below the national average in 2011 to an impressive 7.9% points above the national average in 2016 as proclaimed by Mpumalanga province premier David Mabuza in his State of Province Address 2016. The question to be asked is what then is the factor or factors impeding successful entrepreneurial behaviour among youths in Mpumalanga province.

2.6 Theoretical framework

The theoretical framework enabled the explanation of each construct employed by the study by providing holistic measurement of the influence of independent variables (psychological factors, political environment and information awareness influence) on dependent variable (entrepreneurial behaviour). The study was framed into two distinguishing features comprising of external factors and internal factors. External factors focused on various constructs like political environment which includes government policies, structures, social, economic, unemployment, poverty, and society which influences entrepreneurial behaviour. While internal factors largely influenced by external factors (Babbie, 2004) was measured through stress theory-subdivided into physiological model (Walter, 2009), psychosomatic model and psychological model (Cox & Mackay, 1976) as discussed in detail in this chapter. In furtherance to this, other cognitive factors such as entrepreneurial watchfulness, business design-mind-set, entrepreneurial orientation, passion and practical intelligence related to psychology of entrepreneurship were used to give constructive explanations to the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour.

2.7 Summary of psychological factor and entrepreneurship

This chapter discussed in detail the influence of psychological factors on entrepreneurial behaviour using stress, optimism and mood to give constructive explanation on how these constructs influence entrepreneurial interest. Also, other factors of interest considered

relevant to influence entrepreneurial behaviour were also discussed; factors like binge drinking, alcoholism, poverty, drug abuse, prostitution and other social vices which has direct link to proper functioning of human brain and body were looked at, as it was considered to have influence on entrepreneurial behaviour.

2.8 HIGHLIGHT OF THEORIES OF PSYCHOLOGICAL DIMENSIONS IN ENTREPRENEURIAL FUNCTIONING

Stress theory	A theory used to elucidate pattern of behaviour in relation to entrepreneurial behaviour; facilitated by external and internal influence of stress on entrepreneurial interest and behaviour, measured by physiological model, psychosomatic model and psychological model. The aforementioned models helped in putting the influence of stress on entrepreneurial behaviour into perspective with the conclusion that stress has holistic influence on both physical and psychological ‘make-up’ of entrepreneurs.
Optimism	The construct is a cognitive factor that influences entrepreneurial behaviour; explained as a mental tool through which innovative solutions, decision to launch, planning and process towards innovations is built.
Mood (positive)	Mood is an essential factor in entrepreneurial process, which serves as a facilitator of entrepreneurial ingenuity. Entrepreneurial psychology is individualistic in nature therefore mood play crucial role in building entrepreneurial behaviour. Entrepreneurial watchfulness, entrepreneurial orientation, and knowledge were used to explain the influence of positive mood on entrepreneurial behaviour.
Mood (negative)	The impact of negative cognition on entrepreneurial functioning was explained through stress, depression, anxiety disorders, and mood disorders, which can result into substance use disorder, intermittent explosive disorders and other negative psychological issues with a negative impact on entrepreneurial behaviour.

Chapter 3

SOUTH AFRICA ECONOMY, POLITICAL ENVIRONMENT AND ENTREPRENEURSHIP

3.0 Introduction

Entrepreneurship and small business development is abysmally low for a developing nation like South Africa, which is cascaded down to provinces and municipalities (Szerb & Autio, 2017). Global entrepreneurship monitor 2018 report for South Africa showed a marginal movement in most entrepreneurial indices compared year on year basis. Established business ownership reduced to 2.2% from 2.47%, 43.2% in perceived business opportunities is an improvement from 40.9%, while perceived capacity reduced from 45.4% to 39.9%, 11.7% entrepreneurial intention and 31.3% fear of failure. The rate of business discountenance exceeds rate of business start-up causing a net loss in new business development (GEM, 2018).

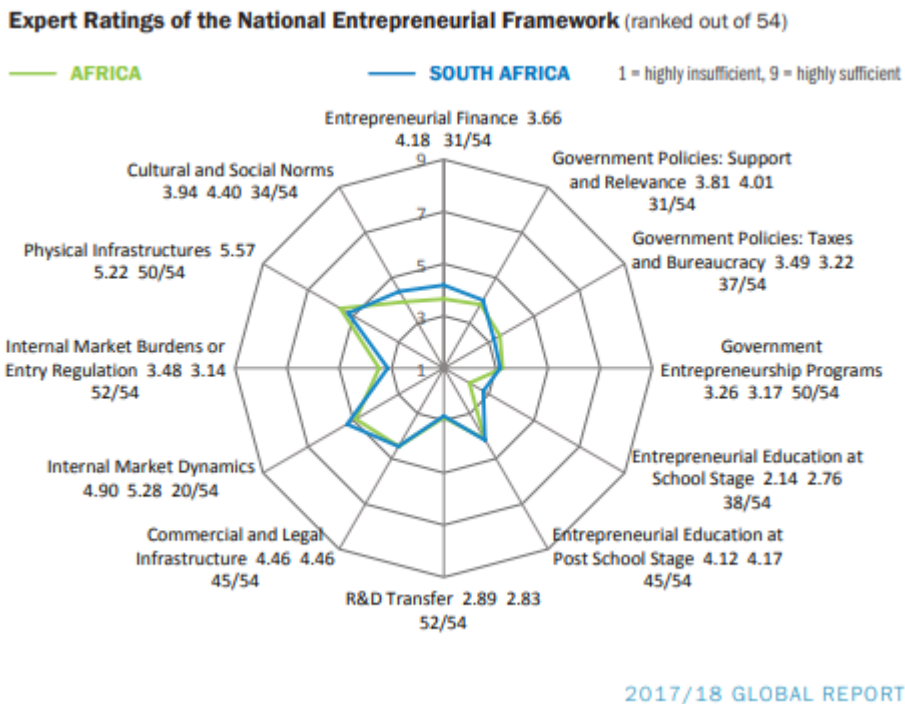


Figure 3.1 Ratings of entrepreneurial framework

Source: Global Entrepreneurship Monitor (2018)

Organised labour in South Africa especially in Mpumalanga is over-whelmed and therefore, cannot absorb the surge in the number of youths available to take up employment (Herrington

& Kew, 2009; Luiz & Mariotti, 2011). As a result of this, South Africa is still ranked as one of the lowest of all developing countries' participating in global entrepreneurship monitor (GEM). Furtherance to this is the negative effect of 2008 global economic crisis which changed the landscape of global economy as no country is completely immune to the harsh effect of the meltdown. There is also gradual shift on global economic view and ideology as globalisation is giving way to protectionism, although this is not yet a global phenomenon; however, recent occurrence is a testament to this movement. The United Kingdom's plan to exit the European Union termed (Brexit) and the election of Donald Trump with a message filled with protectionism rhetoric is seemingly an indication of the new world economic direction. It is pertinent therefore to reflect on the effect of the series of event on the political landscape and on the African economy, specifically South Africa. Also, the residual effect of negative economic policies of apartheid has put a daunting challenge on a country with huge part of its population in the age bracket of between 15 years and 34 years. Report shows that this age group constitutes 36% of the total population (Stats SA, 2017). In response to the enormous challenges of unemployment and poverty most developing economies are working against further slip while others are preventing an all-out meltdown. Therefore, emphasis is placed on fiscal policies, government spending, budgetary policy, international politics and most importantly growth in entrepreneurship and small businesses which is considered as the growth engine of the economy (Marais, 2005).

Petrakis (2005) posit that ability to start and sustain small businesses is vital to the economic development, survival and poverty reduction in South Africa. This assertion was supported by other authors that entrepreneurship serves as solution to the challenges of unemployment and the will to make small and medium sized businesses succeed (Mkhize, 2010; Kobia & Sikaleh, 2010). It is important therefore, that a developing economy like South Africa remove all obstacles impeding accelerated growth in small businesses and entrepreneurship. Involving youths in the whole process is crucial for a country with huge part of its population in youth's age bracket (Herrington, 2009). Youths' entrepreneurship in Mpumalanga and South Africa at large has impeding factors such as difficulty in securing finance, low availability of necessary skilled labour and technical know-how (Merwe & De Swardt, 2008; Herrington, 2009; Burger & Mahadea, 2004). More successes are needed to enhance the small business sector in South Africa (Hisrich & Brush, 1986; Jeppesen, 2005; Mkhize, 2010). Empirical studies showed that entrepreneurship development is the solution to poverty reduction and unemployment (Kroon, 2003; Kruger & Brazeal, 1994; Naudé & Krugell, 2003). Global Entrepreneurship Index (GEI) 2018 report ranked South Africa 57 out

137 countries on health of entrepreneurship ecosystem. Encouraging as this may seem, it has not translated to reduction in poverty and unemployment rates among youths in Mpumalanga. Meta-analysis of empirical studies on government policies aimed at reducing unemployment and boosting entrepreneurship among youths in South Africa were evaluated in line with the central question of the study to ascertain level of effectiveness and challenges associated with political environment as it relates to entrepreneurial behaviour. Several political induced policies were discussed to measure political environment influence on entrepreneurial behaviour, however, in as much as there are laudable and conscious politically motivated programs, some lacked impact because unemployment persists and youths entrepreneurial participation did not witness major improvement, necessitating further research on the influence of political environment on entrepreneurial behaviour (Stats SA, 2017).

3.1 Youth Enterprise Development Strategy (YEDS) 2013-2023

The unequivocal negative statistics on youths' unemployment rate and minimal participation in the economy prompted the Department of Trade and Industry (DTI) come up with YEDS as a response of government initiative to identify the cause of the anomaly and to proffer suitable solutions.

YEDS statistics put unemployment rate in South Africa at 25%, this significantly rose to 36% considering discouraged job seekers and youth unemployment is put at 73% of the total unemployment in the country (YEDS, 2013) Factors adduced to this includes, lack of skills needed by the economy, discouraged job seekers, lack of work experience, employers considering youths as inexperienced and the related cost of training new recruits, mismatch in the exponential growth rate of the population compared to the ability of the economy to absorb the growing job seekers, lack of business acumen, lack of finance, lack of collateral to secure facilities from financial institutions.

Pragmatic response to change the anomaly necessitated the development of this policy document, underlining the intention to provide support, structures, and enablement to young entrepreneurs; to create sustainable and efficient businesses capable of providing decent and long-term jobs. Other mediations included training and guidance, business gestation, removal of bureaucratic-red-tape in business registration and regulations, infrastructure supports, youth entrepreneurship collateral fund and development of system capable of tracking progress for evaluation purposes (Rogerson, 2011; Morrow et al., 2005).

The policy document highlighted some factors responsible for youths' seemingly lack of interest in entrepreneurship:

a. *High income inequality measured by generalised inequality index (Gini coefficient):*

This is measured varying from 0 to 1, with the understanding that, the closer to 1 the more the inequality in income distribution. World Bank Gini coefficient report of 2007 rate South Africa with second highest Gini index, 0.67 in the world, surpassed only by Namibia with 0.74. In 2015, World Bank gave a new report on South African Gini index to be 0.59 from the initial 0.67, although this is still a challenge but it is an improvement on the initial report. One of the factors considered to have caused the decrease in the index, apart from the pro-welfare fiscal policy in South Africa is the ability of the wealthy opting out of utilising public services like health and education. With reference to YEDS report, the effect of high Gini index is compounded by the parallel growth between GDP and Gini, translating to an uneven wealth distribution among South Africans, despite economic growth. This income inequality is a major factor impeding youth economic integration and development of entrepreneurship (Turok, 2017).

b. *Low GDP growth:* Stunted and unstable growth rate of the economy is another factor contributing to youth's low participation in the economy. Pursuing vibrant economic policies tailored towards growing the economy to generate business opportunities for youths and bringing down unemployment is of utmost importance. An analysis of South Africa GDP growth in the recent past showed a growth rate of 3.3% in the second quarter of 2016 a modest increase from the first quarter of 1.2%. The growth can be attributed to mining, manufacturing and real estate accomplishments. GDP growth rate averaged 2.9% from 1993 to 2016, with the highest growth of 7.60 in 1994 and lowest negative growth rate of 6.10% in 2009 (Stats SA, 2016).

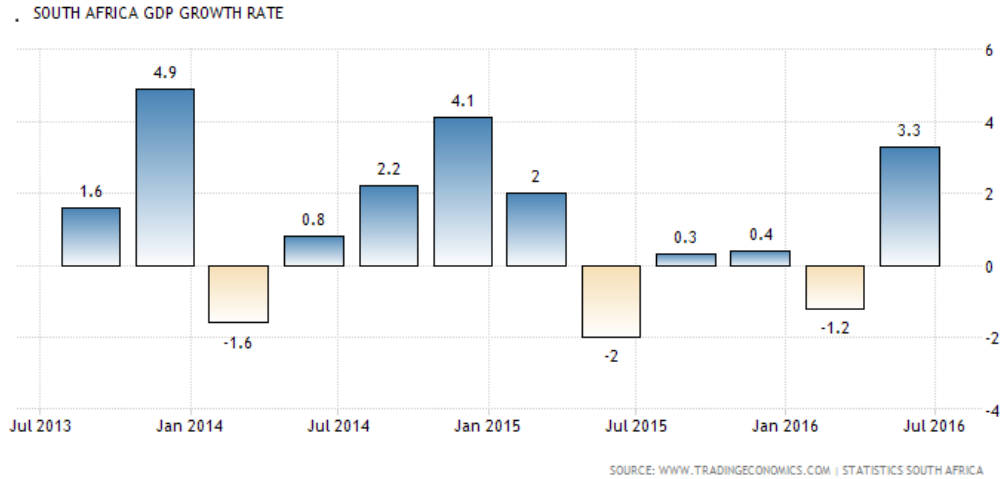


Figure 3.2: *South Africa GDP growth rate 2013-2016*

Source: [www.tradingeconomics.com/Stats SA](http://www.tradingeconomics.com/Stats-SA)

c. *Youth's lackadaisical attitude towards Economic Involvement:* The high rate of unemployment among youths in South Africa and the antecedent net loss in business creation can be adduced to youths' seemingly lack of interest in entrepreneurship.

Stats SA, (2016) report showed 36% of the population as youths. This can pose catastrophic effects on the country with youth's improper integration into the economic mainstream. Improvement in youth's economic well-being through employment or business ventures creation is of paramount importance. It is therefore important to address the socio-economical needs of this section of the population.

The parody is that after many years of abolishing apartheid, black youth's improper economic integration still persists. It is pertinent therefore, for government to look beyond external factors, and channel resources into understanding the psychological impediments to youths' economic participation. Total early-stage entrepreneurial activity Index for youth (TEA index) and youth unemployment rate are the two main factors used in measuring youths' low level of economic participation. TEA index increased from 8.9% in 2010 to 9.2% in 2015 (GEM, 2016). This is low compared to the expected 15%. Furthermore, South Africa TEA of 9.2% is inferior related to other efficiency-driven economies.

d. *Entrepreneurship and geographical dichotomy:* Entrepreneurial activities is widely divided and skewed in the direction of three major provinces, Gauteng, Eastern Cape and Kwazulu-Natal, leaving the remaining provinces with little or no entrepreneurial activity. The uneven spread is another factor responsible for youths' low level participation. Mpumalanga and Northern Cape has the least activity. Mpumalanga, a

province with 38.4% youth population (Stats SA, 2016), will most likely be affected by low entrepreneurial activity, with greater effects on the youths.

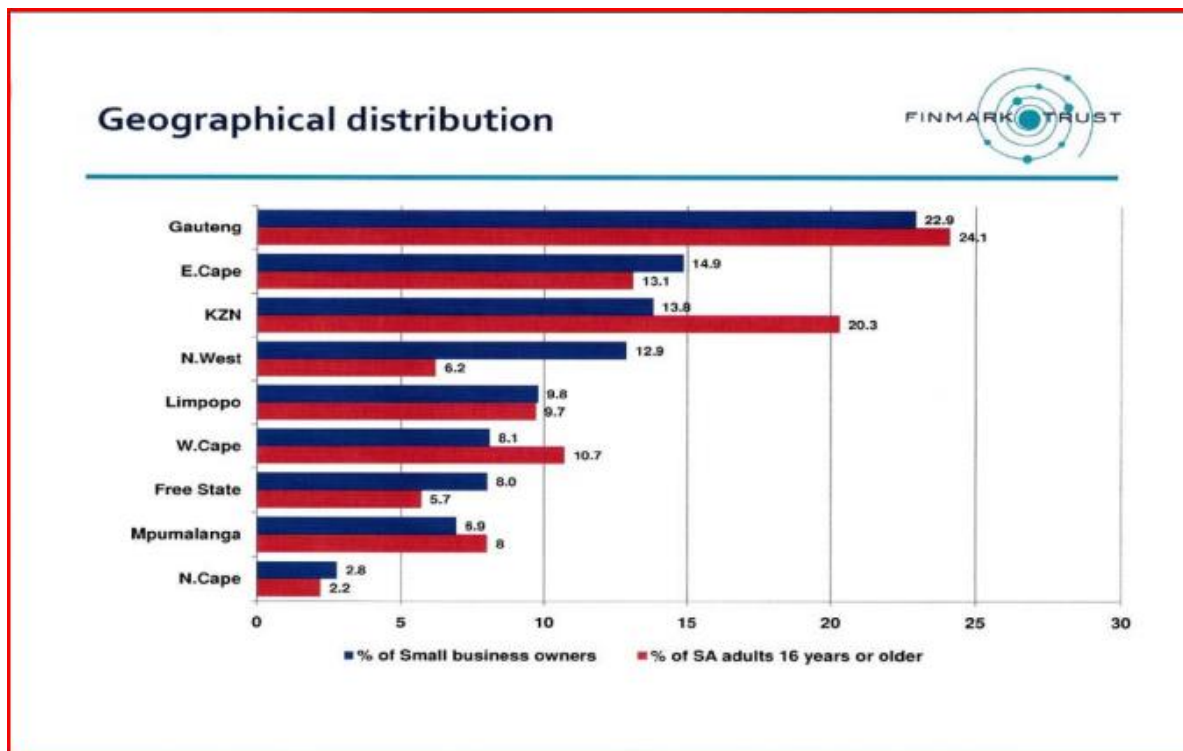


Figure 3.3: Geographical spread of small businesses in South Africa

Source: Youth Enterprise Development Strategy 2013-2023 /FINSCOPE

- e. *Lack of Administrative, Technical know-how and Business Skills*: Large percentage of black South African youths suffered from inferior education, lack of training and business technical know-how as a result of apartheid policy on Bantu education. Offering of deliberate inferior education contributed in no small measure to black youths' lack of interest in entrepreneurship. Lack of exposure to entrepreneurial activities at the formative stage is another contributing factor. African youths do not have the opportunity to learn the rudiments of entrepreneurship from home, unlike their white counterparts that gained these necessary skills by assisting folks in the family business. The lop-sidedness in entrepreneurship has been largely addressed post-apartheid era, as entrepreneurship has been added to the General Education and Training (GET) curriculum, however, business skills is far more learned by practical engagement. Figure 3 and 4 showed race and gender profile of small business owners as well as their educational profile. According to this policy, 83% of small business owners are black and more than two-thirds do not have grade 12 certificates,

emphasising the importance of practical skills as a major contributory factor to entrepreneurial success (Fatoki & Chindoga, 2011).

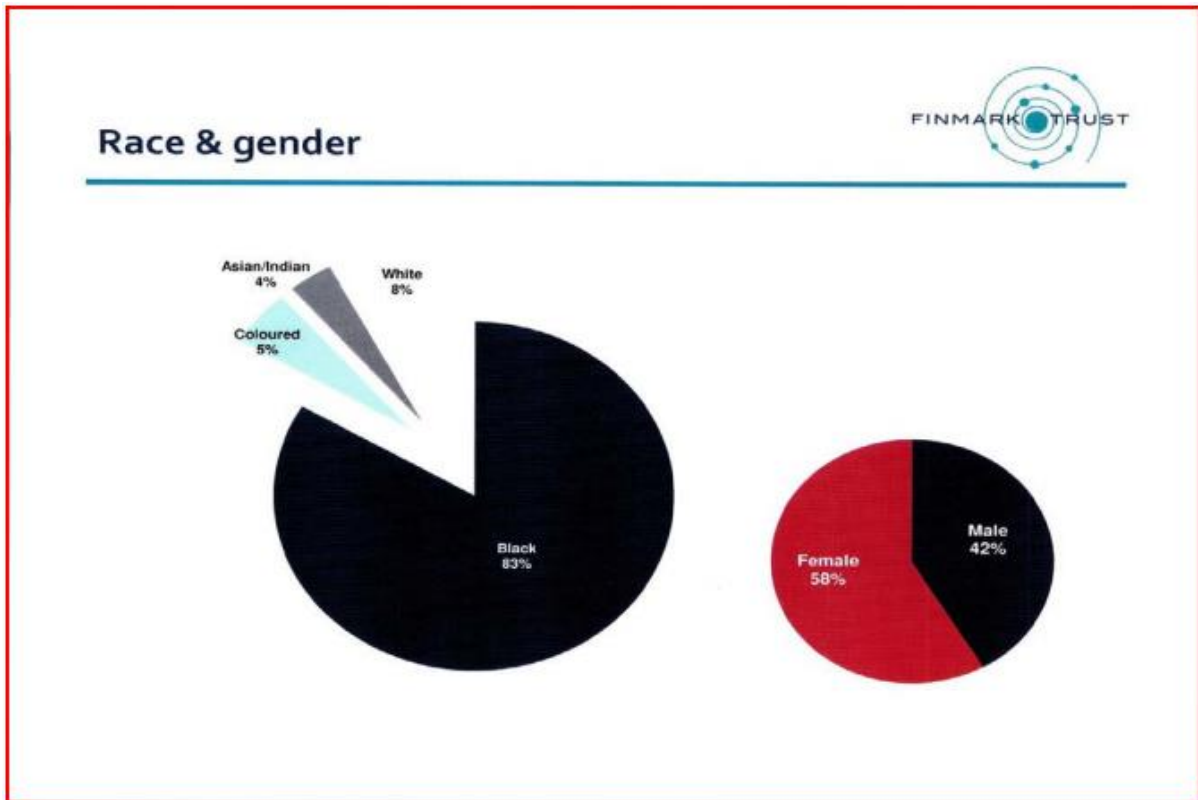


Figure 3.4: Race and gender profile of small business owners

Source: Youth Enterprise Development Strategy 2013-2023 /FINSOPE

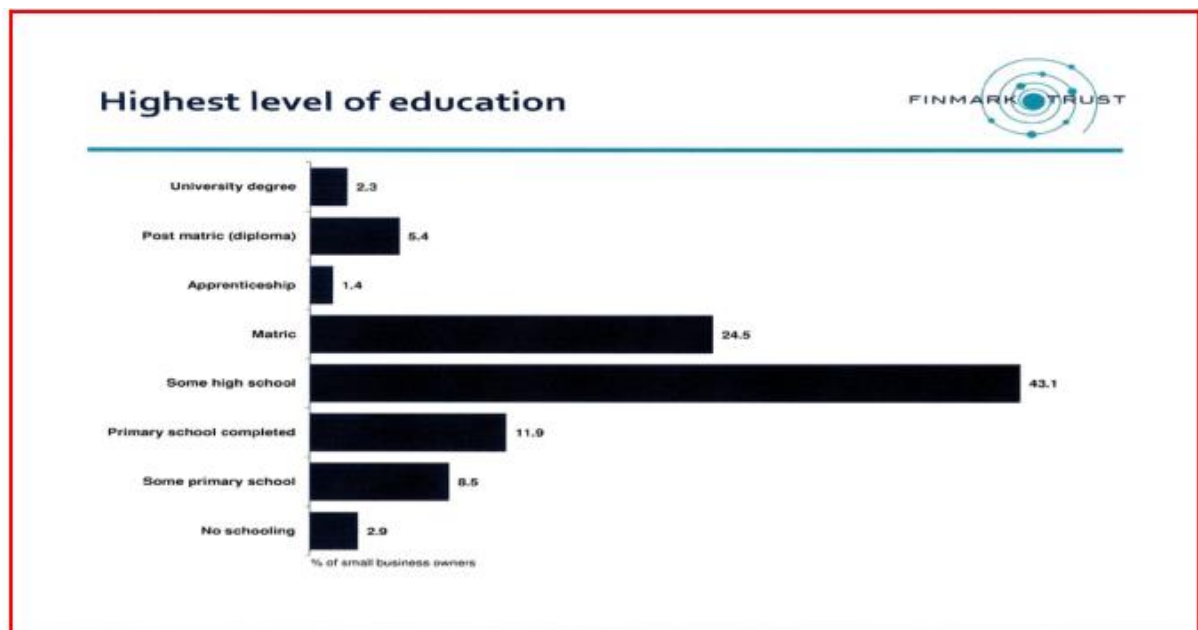


Figure 3.5: Educational profile of small business owners

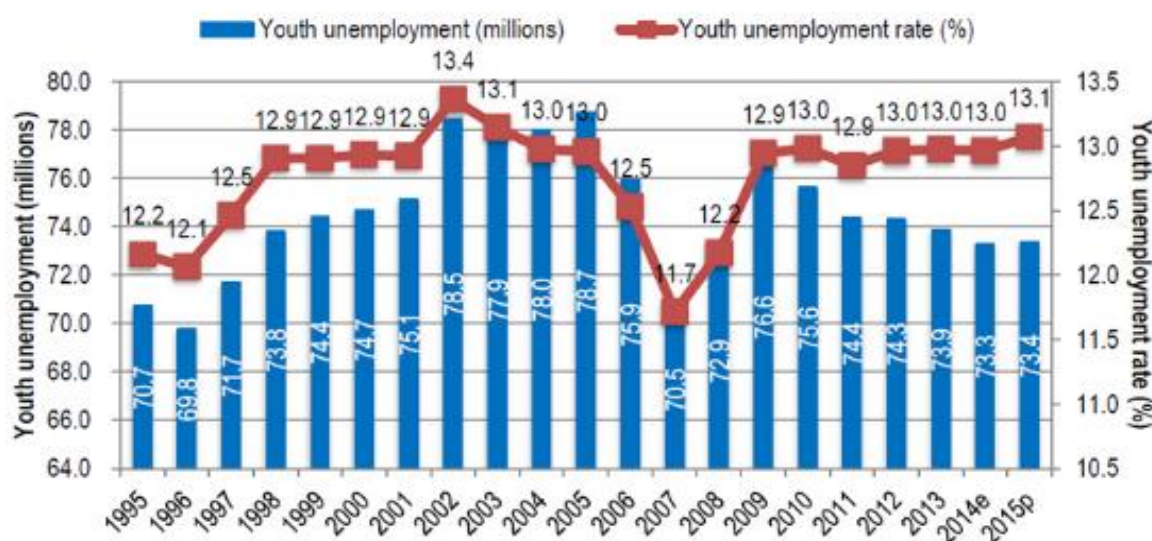
Source: Youth Enterprise Development Strategy 2013-2023 /FINSOPE

3.2 National Youth Policy (NYP) 2015-2020

This is a policy document enacted in line with the South African constitution. Enshrined by the United Nations World Economic Programme for Youth to the year 2000 and beyond, supported by the African Youth Charter (2006), the National Development Plan (NDP) 2012 and many other relevant policy documents developed to assist in creating enabling political environment to boost entrepreneurship. South Africa constitution anticipated a country that can be regarded as all-inclusive, flourishing, independent, non- racist and equal society by the year 2030, with a chart to produce a capacity and competence building citizenry.

It is based on this premise that National Youth Policy was developed to ensure the realisation of this projection with emphasis on youths as they occupy a huge percentage of the population. The policy seeks to build competence as a long-term solution among youths to foster their economic participation. The major impetus driving NYP is the ability to create a youth-targeted intervention programmes required to encourage active participation in the economy (Graham & Mlatsheni, 2015; Filmer & Fox, 2014; Rankin & Robert, 2011).

The challenge associated with unemployment among youths is not limited to South Africa but a global phenomenon. The International Labour Organisation (2013) reported that 73.4 million youths are in active search for a job.



e = estimate; p = projection
 Source: ILO, Trends Econometric Models, April 2015

Figure 3.6: Youths global unemployment rate 1995-2015

Source: ILO, Trends Econometric Model, April 2015

Youth unemployment rate hovered around 11.7% in 2007 shortly before 2008 global meltdown, but rose to 13% in 2010 and has remained within 13% threshold, the increase was as a result of a significant addition in the number of unemployed youths which rose from 70.5 million in 2007 to 75.6 in 2010, and stood at 78 million in 2015.

South Africa, as part of global community, is not immune to this challenge as Labour Force Survey of 2014 placed youth unemployment at 36.1% while adult labour absorption rate stood at 57.8% youths absorption rate stood around 30.8%. Young women are most affected with 34.5% unemployment rate compared to 29.9% for young men (Labour Force Survey, 2014). The psychosocial effect of youths' inability to secure decent jobs has put enormous burden on the society, and the economy at large. Parents are saddled with responsibilities of taking care of young adults with their pensions and youths cannot move out of their parents' houses, not to talk of starting a family of their own. This breeds many social vices as a way of expressing their frustration, indiscriminate sex, drug addiction, violent behaviour, diseases, poverty and general menace to the society.

Institute for Security Studies (2013) report gave credence to how unemployment contributes in no small measure to youths' social ills, putting crime rate at its peak between the age of 12-21, 69% and 59% of death due to assault and self-harm occurred mostly among 15-34 years, HIV prevalence at 36.8% most especially among women between age 30-34; transport related accidents and deaths among youths at 2515 of the total 5698 representing 44%; assault related deaths at 69% and self-harm at 59% among age 15-34 (ISS, 2013).

National Youth Policy strives to respond to psycho-social and health related issues concerning youths. NYP provides opportunities for previously disadvantaged youths, through inclusion into the system by empowerment and second-chance policies to assist them overcome the conditions that initially put them in that situation.

National Youth Policy 2009-2014 achieved one major feat, it changed government mind-set and emphasised the importance of youth development. It also enables deployment of government resources into planning and development of youth-related policies and programmes. The implementation of this policy in conjunction with other related policies showed an improvement in youth welfare in the last 5 years. The importance of NYP is the framework it provided for other policies within the period under review. However, one major hole was noticed in the policy-minimal private sector participation. It is a global standard that government alone cannot drive the economy in the present-day economic system; mixed-

economy requires both government and private sector participation. Therefore, the focal point of NYP 2015-2020 is the active involvement of private-sector driven youth development strategy.

Other impairments identified in NYP 2009-2014 include: (a) Youth entrepreneurship involvement strategies lacked impact. (b) There has been an improvement in health-related issues, especially reduction in teenage pregnancy. However, prevalence of HIV/AIDS is still a concern, increase in substance abuse, violent and risky behaviour, all undermined government effort in re-directing youths into the productive sector of the economy. (c) Youth participation in sport has brought about some needed social cohesion, but lack of adequate funding has minimised efforts to foster better racial relations. (d) Inability to finalise the Integrated Youth Development Strategy, assigned to provide blue-print for public sector, civil society and private sector to implement youth development programmes, is responsible for the lacklustre impact of NYP 2009-2014. (e) South African youth's orientation and treatment of political and economic participation as a prerogative of older people contributed to the minimal success of the policy.

National youth policy 2015-2020 aims to achieve the following: (a) to define and develop more effective interventions by coordinating government's strategies with private-sector and civil society participation, (b) to consolidate the core of youth development programmes in the country, (c) to develop evaluation procedures to monitor progress (d) and to develop improved interventions.

Intervention strategies of National Youth Policy 2030, among others involve: (a) to improve school system, with focus on entrepreneurship training and development, (b) to strengthen youth service programmes and encouraging youths to engage more in community service, which offers life-skills training, entrepreneurship training, social development training and enhancement of moral uprightness, (c) to place special focus on Technical and Vocational Education Training (TVET) by increasing the number and participation rate-increasing enrolment ratio to 25% and graduation ratio to 75%, (d) to provide funding assistance to children from poor families to enable them pursue their dreams through community centres, thereby, preventing them from going into crime, (e) to encourage employment of youths and inexperienced job seekers by companies through tax incentives to reduce the cost of hiring, expansion of apprentice-ship programmes and increases the capacity of graduate recruitment institutions for public service to attract skilled workforce, (f) to integrate ostracised youths' and ex-delinquents into productive sector by creating a special avenue void of status

discrimination to forestall re-offending tendencies (Graham & Mlatsheni, 2015; Filmer & Fox, 2014; Rankin & Robert, 2011).

3.3 The New Growth Path (NGP) 2011

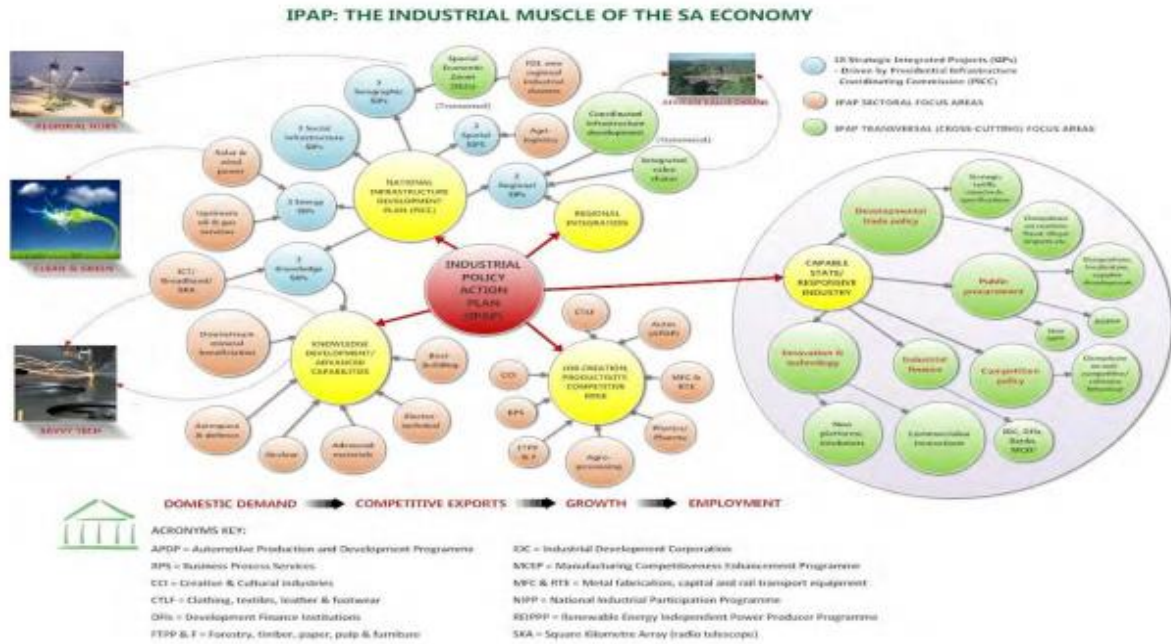
A policy adopted by the government in July 2011 as a blue-print for economic strategies and drivers of job creation. The focal point of the policy is aimed at: (a) Ascertaining areas where labour intensive employment generation is feasible, bearing in mind the nature, number and quality of jobs that can be created. (b) The policy is propelled to achieve a broad communal fairness and competitiveness. (c) It aimed to achieve its goals by combining macroeconomic and microeconomic intervention strategy. (d) Creation of jobs and employment opportunities will result in lower income inequality and poverty reduction. (f) Priority will be given to environmental-friendly jobs, which also are labour intensive. Example: Agriculture (Nattrass, 2011).

3.4 Industrial Policy Action Plan (IPAP) 2014/15 - 2016/17

Recognising the employment generating capacity of a vibrant industrial growth, the South African government developed policy with a core value of continuous industrial capacity, to analyse, organise and implement effective programmes featuring sound research, building strong partnership, revolutionary discoveries and general oversight of the industrial sector.

In-line with continuous development of the sector, IPAP has been reviewed six times with a mandate on how best the policy can delve into massive employment generation. Some further critical initiatives were adduced: (a) better coordination of industrial facing mechanisms, particularly the Industrial Development Corporation (IDC); The Export Credit Insurance Corporation of South Africa (ECIC); Industrial Development Incentives Administration Division (IDIAD) of Department of Trade and Industry. (b) Responsibility of sturdier ratification prerequisite in relation to industrial facing institutions. (c) Ability to tackle the current account deficit with the help of multiple control measures of export promotion, import restriction and replacement. (d) Enhancing trade relations with international communities.

IPAP IN ACTION: HOW IT ALL FITS TOGETHER



the dti | IPAP 2014/15 – 2016/17

Figure 3.7: IPAP functions

Source: The Department of Trade and Industry/IPAP2014/15-2016/17

It is important to note here that the Department of Trade and Industry's Industrial and Policy Action Plan and New Growth Path both recognised the importance of prioritising youths in job creation and entrepreneurship development (Rogerson, 2014; Hausmann, Rodik & Sabel, 2008; Bouwman, 2004; Geyer, 1989).

3.5 Youth Employment Accord (2013) and Skills Accord (2011)

Usually termed Accord 6, has six commitments aimed at achieving youths empowerment and job creation.

- a. Education and Training: bridging the gap between school leaving and first employment, by providing training designed to suit what is in demand; provision of second-chance matric programme to assist learners with poor result; improve enrolment into TVET colleges to boost vocational and technical skills; developing more encompassing roles for Sector Education Training Authority (SETA) to facilitate industrial-related training and work-place training and expand National Skills Accord.

- b. Work exposure: improvement on internship programme and aptitude building; linking youths to employment opportunities through work-predisposition preferment programmes and executing public-private sector partnership agreements in job identification and apt placement of youths.
- c. Public sector measures: increase the number of youth engagement in the public sector driven institutions
- d. through Community Work Programmes; the expanded Work Programme; Rural infrastructure preservations and construction; Green Brigade focusing on water and energy, fire and other environmental related programmes; Health Brigade to expand home-grown wellness; Literacy Brigade to assist in educating old uneducated and senior citizens and engagement in other areas of interest.
- e. Youth target set-aside: this strategy is employed to create avenues for employing youths particularly into new industries like Information Technology (IT); Solar water-heater installation programme mostly on Reconstruction and Development Programme (RDP) houses with an argument that this should be left exclusively to youths; also the accord aimed at securing 60% employment opportunities for youths in the Green economy; Infrastructure programme, and Business service sector which includes call-centres should absorb up to 80% of unemployed youths.
- f. Youth Entrepreneurship and Youth Cooperative: Public organisations providing funds and training to boost entrepreneurship among youths should be empowered more to meet the growing numbers of unemployed youths, Small Enterprise Finance Agency (SEFA), Small Enterprise Development Agency (SEDA) and other job fund will be empowered to support youth enterprise. The government will facilitate this support by simplifying business registration procedures; provide technical supports to youths enterprise, create a market for the products of such enterprise such as in school feeding programme; provide funding supports that can match private-sector funding.
- g. Private sector measures: work with private sector to increase the absorption rate of youths in the industry, provision of tax deductible training expense incentives to encourage young adult intake; and various tax holidays for youth related programmes.

There is a mandate to provide 60000 internship programmes in accordance to the Youth Skills Accord. The accord is a joint agreement between the government, labour, civil societies and NGOs with the aim to improve, equip and provide placement of youths in jobs by making the economy recognised the importance and the needs of youths (Blom, 2015).

3.6 Broad-based Black Economic Empowerment (B-BBEE) Act No 53 2003

B-BBEE is an act promulgated to enshrine fairness, equality, empowerment and economic rights of black people. The term black-people according to the act includes Africans, Coloured and Indians, while the broad-based is inclusive of youths, women, workers, rural dwellers and people with disabilities. The aim is to foster broad-based economic integration among people that were previously disadvantaged during apartheid and promote more equitable income/wealth distribution.

B-BBEE Act was enacted with unprejudiced mandate of addressing the mistakes of the past by ensuring the following: (a) to develop and promote economic transformational strategies that gives wide-range participation to the targeted populace, (b) to address the lop-sidedness in racial composition of business ownership and management capacity of public enterprises, (c) to encourage community-based management style and participation in public enterprise management through ownership by increasing access to economic activities, (d) to increase percentage of women and youth economic participation and business ownership through finance and training, (e) to stimulate investment platforms that leads to wide-range economic contribution by black people (Patel & Graham, 2012; Horwitz & Jain, 2011; Ponte, Robert & Sittert, 2007; Balshaw & Goldberg, 2005; BBBEE Act, 2004).

B-BBEE Evolution

Over the decade, B-BBEE has witnessed various amendments in order to be more effective and achieve the vision for which it was established. An extract credited to National Development Plan (NDP) on B-BBEE was employed as a critical evaluating factor ‘any progress chronicled in the area of de-racialization of business ownership and economic management without proliferating effect in poverty reduction and income inequality is artificial, similarly reduction in poverty and inequality without palpable change in ownership pattern in the country’s economy management is turbulent’. Employing this analysis as a benchmark for evaluating B-BBEE resulted in various amendments over the years as recorded by presentation made in the Amended B-BBE Act and Codes released February 24, 2016.

B-BBE E amendments since inception as captured in amended B-BBEE and Code, 2016 include the following:

- a. Legislative framework the B-BBEE Act No 53 of 2003
- b. Codes of Good Practice for B-BBEE 2007
- c. The Establishment of Presidential BEE Advisory Council 2009
- d. Recommendations to Cabinet by Presidential BEE Advisory Council 2010

- e. Amended B-BBEE Bill 2012
- f. Revised Codes of Good Practice for 60days Commentary 2012
- g. Amended Codes of Good Practice 2013
- h. Proclaimed Amendment ACT No46 2013, October 2014
- i. Implementation of the Amendment Codes of Good Practice 2015

Despite various amendments implemented over the years, there are noticeable challenges with B-BBEE. Some of which are: (a) B-BBEE fronting (deliberate evasion of B-BBEE mandate). (b) Improper synchronization of B-BBEE and other relevant pieces of legislation. (c) Lack of proper implementation monitoring and evaluation. (d) A step by step approach to implementation (coordinated implementation is more effective).

BBEE amendment focal points among others include: (a) Firm implementation of trumping clause (trumping clause gave B-BBEE Act precedence over any other law relating to empowerment. The clause made B-BBEE the primary Act, which made it superior to any other law relating to empowerment). (b) Creation and empowering B-BBEE Commission. (c) Develop holistic evaluation, monitoring and reporting mechanism. (d) Introduction of penalties for trumping. (e) Specification of qualifying criteria for procurement and other deliverables. (f) Clarifying minister's power in making regulations (Grobler et al., 2013; Patel & Graham, 2012; Horwitz & Jain, 2011; Ponte, Robert & Sittert, 2007; Balshaw & Goldberg, 2005; BBBEE Act, 2004).

International framework that supports National Youth Policy (NYP) 2020

3.7 African Youth Charter 2006

A political and legal document utilised as benchmark in giving direction to developing youths' empowerment and competence programmes, ratified by African Union (South Africa a member), with priority given to proficiency driven education; skills development; competence improvement; employment and viable livelihood; youths engagement in leadership programmes and decision making apparatus; youths welfare and health improvements; peace and security; environmental protection and up-keep of moral and cultural values (Panday, 2006).

3.8 Commonwealth Youth Charter 2005

This policy document gave direction within which youths oriented policies in all commonwealth countries should be developed. Its core values revolve the ambit of youth's creativity, innovations, skills and unleashing youth's potentials as productive and dynamic members of the society (Dombo & Gwamde, 2016).

3.9 South Africa fiscal policy 2016

South Africa government recognised that a strong and vibrant economy is built on diversified revenue stream and strong entrepreneurship base enhanced by a viable political environment. Therefore, the policy direction for 2016 fiscal year followed a middle course approach rather than asceticism measure to protect the vulnerable segment of the populace and to keep the economy afloat. Two pedals policy was employed, including fiscal consolidation and structural reforms.

- A. Fiscal consolidation – ensures debt is managed efficiently in order not to hamper public spending, also, it ensures South African debt profile is managed sustainably to ensure ability to repay. Presently, South African debt profile is close to 50% of GDP, although this is strategic to ensure sustenance as shown in the chart below (Fig 2.9). 2016 fiscal policy accelerates fiscal consolidation as compared to what was obtainable in the last quarter of 2015, when growth projection was better with the assumption that a primary excess (the fiscal balance before debt service cost) will be achieved in the 2016/2017 fiscal year. This is expected to further reduce to 2.4 % in 2018/2019 from the current 3.9 % (FIG 2.9).

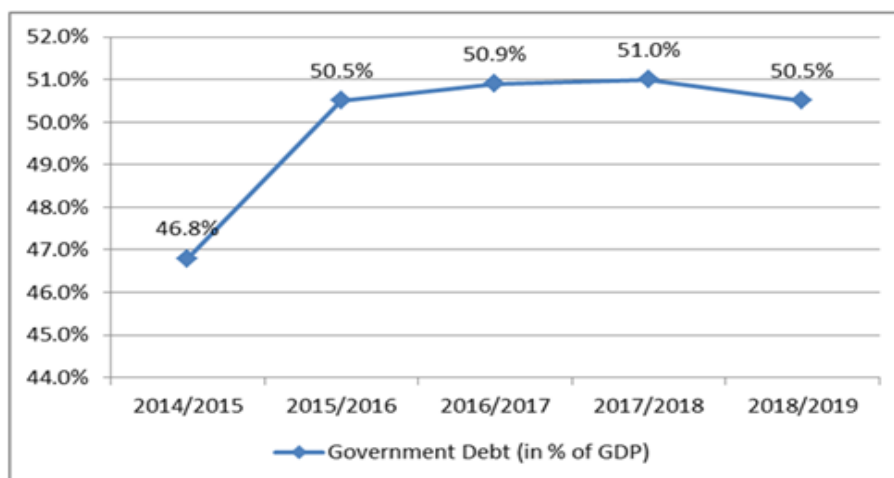


Figure 3.8: South Africa debt management profile in relation to GDP percentage

Source: National Treasury.

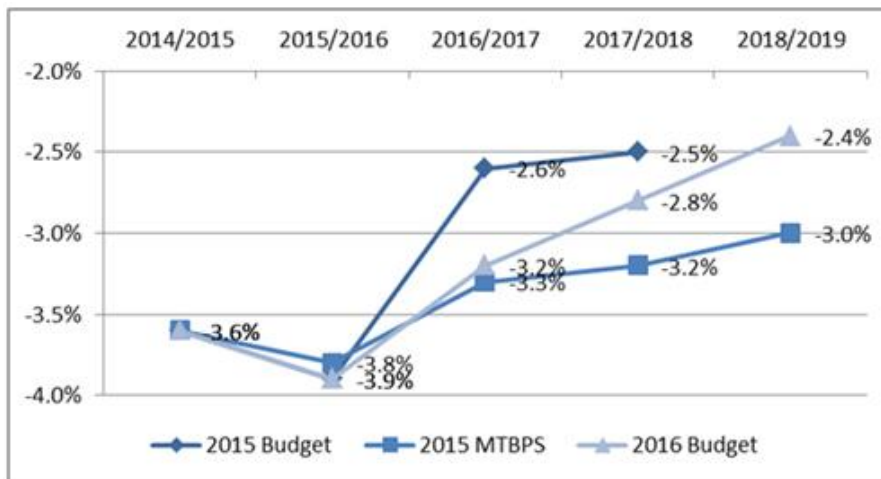


Figure 3.9: Strategic fiscal policy budget trend 2014-2018

Source: National Treasury.

Fiscal consolidation will be achieved on two fronts; one is proper management of expenses and second, is to increase revenue.

Expenditures: Government intends to keep a close tap on expenditures, in two major areas: (a) Civil service expenditure. An optimal and manageable government work force will be focused on, as it serves as a major expenditure for the government. (b) Reduction in expenditure ceiling. This is aimed at reducing frivolous spending peculiar to public service and to attain efficiency.

Revenue: The other side of fiscal consolidation will be on revenue. Government major source includes foreign exchange income (Forex) from export and taxation. On taxes, government has a strategy of increasing revenue without necessarily distorting the purchasing power of the people. This will be achieved by: (a) Value Added Tax (VAT) will remain unaffected to preserve the purchasing power and pattern of consumption. (b) Capital gain taxes will be increased, especially in the area of property sale exceeding R10 million. (c) ‘Sin Tax’ will also witness an increment, that is, tax on alcohol and tobacco products. (d) 30 % per litre increase on fuel levy. (e) Introduction of taxes on sweet drinks to address the issue of corpulence among South Africans.

B. Structural reforms – National Development Plan (NDP) is used to steer reforms in order to increase growth rate over a medium and long term. Government intends to improve on government spending in the area of investments and interventions, focusing on infrastructure overhaul. Major investment on energy, with focus on electricity supply and generation capacity. Eskom will invest R157 billion to expand

electricity generating capacity over the next three years. Also, government has committed R796 million to be spent on infrastructure, housing, water, roads and public transport.

Beyond infrastructure, government is focusing on eradicating regulatory restrictions in the sector that is labour intensive, prioritising on small businesses and entrepreneurship.

Reduction of government debt will improve public spending, improving the infrastructures, will facilitate business creation and bring down cost of funds, which will boost small businesses in the country and provinces.

In view of the credit rating report released in November 2016, by Fitch and Moody, retaining South Africa's credit rating at current level, Fitch at (BBB-) reason attributed to adherence to the country's budget fiscal consolidation (Mail & Guardian, 2016) and Moody at (Baa2) progress recorded in structural reforms to improve steady growth in medium and long-term developmental programmes (Eyewitness News, 2016). Judging from the reports one can attest to the fact that the fiscal consolidation and structural reforms strategies is impactful. However, Fitch and Moody downgrade of outlook from stable to negative is an avoidable challenge, considering the fact that the downgrade is largely attributed to political bickering in the ruling party.

In response to this ratings, further measure are been highlighted to further improve the ratings in future; some initiatives has been developed to ensure improved ratings in 2017. Which are listed as follows: (a) A programme to reduce youth unemployment by 1 million in the next three years, with a start-up date of first quarter 2017. (b) Labour market reforms that will pre-empt workers grievances and forestall workers going on strike, better conflict resolution management and review of national minimum wage. (c) Investment of R1.5billion funding to enhance small and medium enterprises growth. (d) Inventiveness to invigorate Vaal Triangle (heavy industrialised region in Gauteng area of South Africa). (e) Expansion of Agricultural Growth Fund to excite economic activities and create necessary labour in agriculture and agro-allied value chain businesses, by government and financial institutions. (f) Public/Private partnership in tourism as a net generator of foreign exchange.

The relevance of the above mentioned policies is the temporary positive result it yielded as youth unemployment which stood at 54.5% in the second quarter of 2016 reduced to 50.9% in the first quarter of 2017 representing a reduction of 3.6%,

however, the temporary relief witnessed was short-lived as the fundamental cause of unemployment was seemingly not addressed head-on, resulting in upward trend of youth unemployment from 50.9% it was in first quarter of 2017 to 52.4% in second quarter of 2018, an increase of 1.5%. Therefore, it is important to further investigate the cause of the anomaly, necessitating further evaluation of the influence of political environment (*especially on how international politics affect political environment*) on entrepreneurial behaviour among youths in South Africa and Mpumalanga specifically (Stats SA, 2018).

3.10 International politics and South African economy

The Nigerian economy plunged into recession in the third quarter of 2016, therefore enabling South African economy to take its first position as the largest economy in sub-Saharan Africa. Also, it is the 25th largest economy by GDP size in the world (IMF, 2015). It is also a regional power and has economic ties and relationship with other major economies in the world. South Africa is endowed with many natural resources in commercial quantity, including coal, platinum, gold, uranium, copper, steel and Agricultural products to mention few. Therefore, it maintains a healthy international relations and partnership in the area of politics and economy. The focus here is how international politics affects South African economy, especially with the recent event affecting European Union and United Kingdom a major trading partner with South Africa. June 23, 2016 was the day United Kingdom voted on a referendum to consider their continued membership of the European Union, a major world economic bloc. The 52 % leave campaign against the 48% stay showed United Kingdom's intention to part ways with Europe. The consequence of UK discountenance in any of EU's trade agreements will have consequential effects on the trade agreements with South African Customs Union (SACU). South Africa, a member of (SACU), enjoys unfiltered access to the UK market through the Trade and Development Co-operation Agreement (TDCA), which was recently modified to Southern Africa Development Community (SADC) economic partnership agreement (EPA). The access to UK as part European market may be affected as new trade deals needed to be brokered to sustain South African export commodities into the UK market.

3.11 Bilateral trade agreement

In 2015 fiscal year, exports from South Africa to UK was R41billion and imports of R35 billion, which implies South Africa enjoyed a favourable trade partnership with UK (National

Treasury, 2016). UK is the 8th largest trading partner of South Africa, according to the report released by the presidency in June 2016. Brexit therefore will have significant implication on South Africa economy as well as other trading partners. The concerns on the effects on South Africa trade agreements with Europe, (TDCA-EPA) and United Kingdom, a major trading partner, might be mitigated by the 2-year window given to UK to conclude its exit as new trade agreements can be developed, tailored between UK and South Africa.

Bilateral trade between South Africa and United Kingdom exceeded trade with Europe in 2012, although this trend covers the whole of sub-Saharan Africa. United Kingdom is the second largest trading partner with Africa in Europe after Germany. United Kingdom and South Africa annual bilateral trade volume is close to 10 billion pounds (UKTI, 2015), making South Africa, UK largest trading partner in Africa. United Kingdom has many business interests in South Africa, like BAE Systems, British Petroleum, British Airways, Shell, Unilever, Virgin, Vodafone and recent de-invested Barclays. South Africa’s exports to UK in 2015 amounted to 3.4 billion pounds, 4.4% of its overall exports (UKTI, 2015).

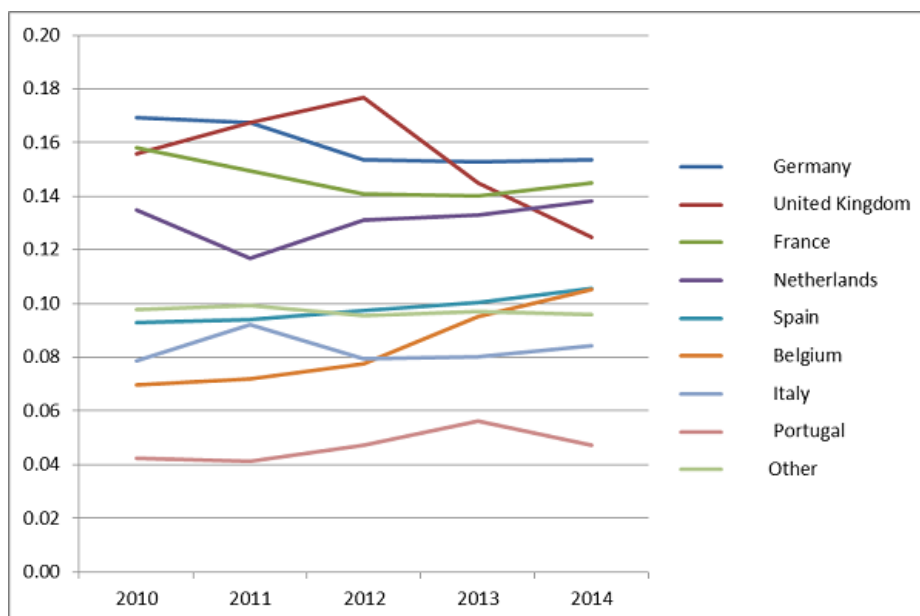


Figure 3.10: *European Union bilateral trade performance with Africa*

Source: United Nations Conference on Trade and Development. (UNCTAD)

3.12 Bilateral development assistance

United Kingdom is the 3rd largest contributor to European Development Fund (EDF), an appendage of European Union mandated to provide fund for developing countries. United Kingdom contributes 409 million pounds to \$585 million, representing 14.8% to the fund. Brexit means these funds will dry up, at least coming from EDF (Jacob et al. 2017)

The pie-chart below depicts the importance of UK contribution to European Union developmental fund. The importance of this funding in addressing challenges faced by developing countries is of utmost importance, fight against HIV/AIDS, malaria, tuberculosis and other diseases, provision of basic amenities and capital infrastructural projects, war against insurgency and terror, cannot be over emphasised.

South Africa benefited largely in the area of fight against HIV/AIDS. The reduction in funding means additional burden on the government, and the need to explore other avenues to sustain the fight against the menace. Discontinued contribution of UK to the fund would starve off funds previously budgeted for other critical areas of the economy to sustain the fight against the surge of HIV/AIDS.

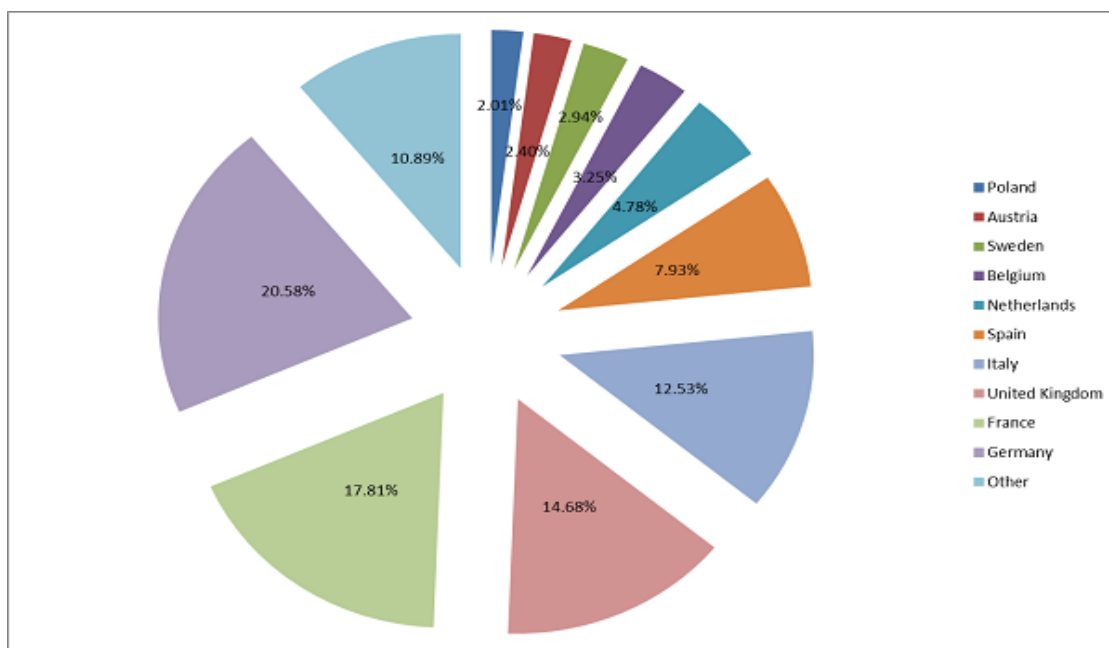


Figure 3.11: *European Development Fund (EDF) Contribution share per country*

Source: Overseas Development Institute (ODI)

3.13 International Development Association

IDA is a borrowing arm of World Bank, which provide developmental loans to developing countries in the area of infrastructural development, health and security. The impact of Brexit will demean the international substantiation of the association significantly, considering the fact that United Kingdom is the top contributor to this association (IDA17) with 13.2% shares.

United Kingdom will have less influence on G-8 being constituted by major European partners, this will affect responsiveness to global development and aid, considering the role

United Kingdom played in pushing for debt relief to poorest African countries, increased aid to developing countries by \$50 billion a year in 2010, peace keeping armed forces funding, educational research aid and most importantly fight against HIV/AIDS, other diseases.

There is a significant negative impact of Brexit on South African economy especially in the areas of trade and foreign aid as stated above, the long term implication on youth unemployment will be far reaching, however, there are gains attributed to Brexit on the economy.

3.14 South Africa equity inflows

Mendelz-Para, et al (2016) explained the effect of Brexit which caused global speculative quivering effects as global stock lost \$2 trillion in value, and a 31-year fall in value of pound sterling. However, South African economy, which witnessed a R30 billion outflow of investment in the first 5 months of 2016, rallied and gained R65 billion in June. Gold gained 4.7% as investors seek store of value on their investment to hedge the volatility in the global market. South Africa stocks witnessed a 7 year surge in terms of inflow as investors seek havens in gold producers and dollar earners. Investors procured a net of R4.22 billion of the country stock according to Bloomberg. The prospect of the continued appreciation of gold is however not guaranteed, however, it is a much needed relief for the country. Looking at the chart below, it is evident that there was a continued negative flow for most part of 2016, but the trend was reversed after Brexit.

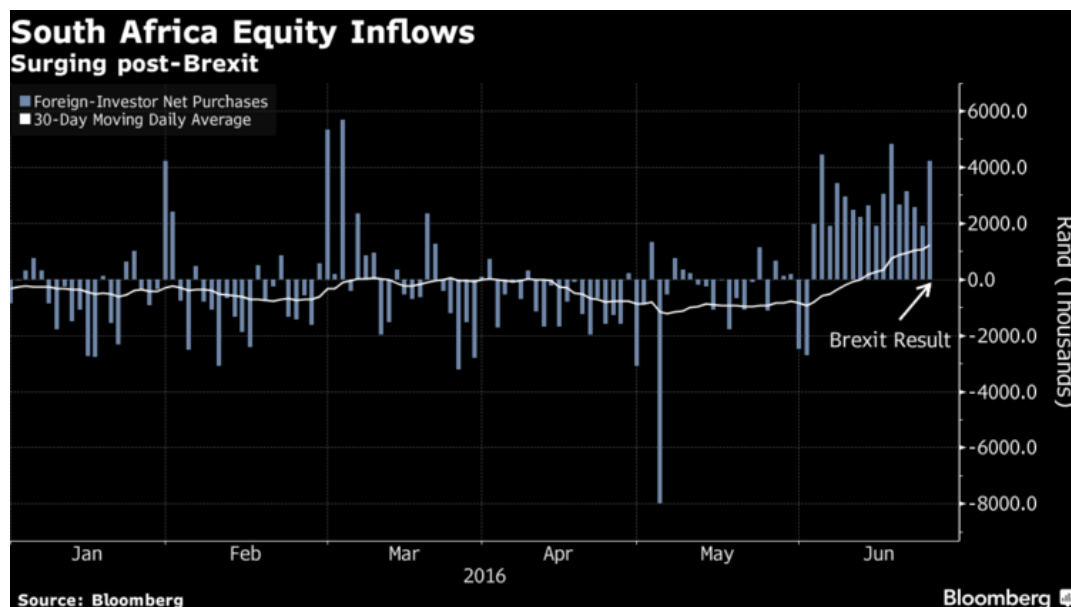


Figure 3.12: South Africa Equity Inflows

Source: Bloomberg (2016).

3.15 Economic significance of Tourism

Another important gain for South African economy is tourism, a net foreign exchange earner for the country. Tourism is an export produce that is expended at the destination, because it is a package that is created and expended concurrently. This result in the value gained domiciled in the country as opposed to exporting raw materials which is highly dependent on trade agreements and regulations. Mpumalanga province is a net beneficiary because, it boasts of many tourist attractions and destinations. Aside the foreign exchange inflows, tourism is a labour intensive industry, as investors are interested in South African stocks through gold, there will be more people visiting the country which will increase employment generation capacity of the industry. In all, there is a mixed feelings about how global politics impacts South Africa economy. It is believed that the country will be worse off, considering rand weakening against other major global currencies, and the worst performer after Naira and pounds after Brexit, declining by 8% against United States dollar following Brexit (Eyewitness News, 2016). The argument was the relative appreciation of rand which stood at R13.96 before Brexit, compared to the decline to R15.60 as at 29 November, 2016.

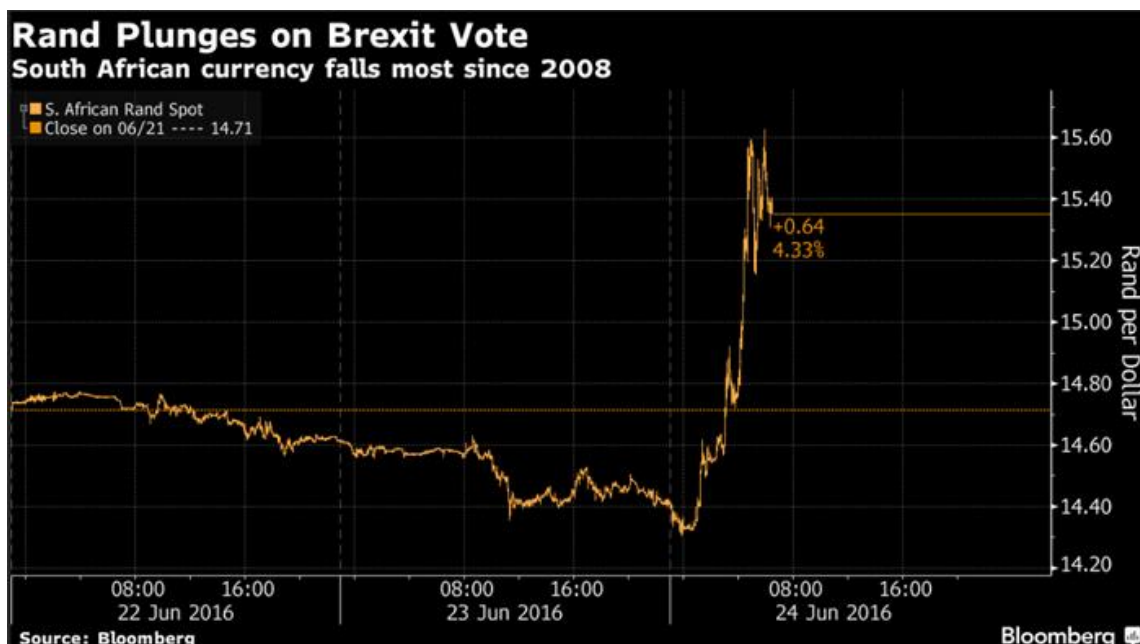


Figure 3.13: *Rand plunges on Brexit Vote*

Source: Bloomberg (2016).

3.16 Mpumalanga Province's Economic Outlook

Mpumalanga- 'the place where the sun rises', is a province full of enormous economic potentials and arguably the province with most diverse revenue stream in South Africa. It was

established 27 April, 1994 and divided into three major districts, Gert Sibande, Nkangala and Ehlanzeni, with Nelspruit (Mbombela) as capital. It covers 29,535 square meters and has an estimated population of 4,283,900. The three districts are sub-divided into 18 municipalities. (Stats SA, 2015).

Mpumalanga is blessed with enormous economic and natural resources, spread across the three districts. Gert Sibande boasts of the most active power stations in the country, the largest fresh water body in South Africa is in Emerlo, from Emerlo spanning to Nelspruit the province can boast of natural grazing reserves, large scale agriculture of edible crops and poultry. 68 % of Mpumalanga province is used for Agricultural purposes and 11% natural grazing areas. Nkangala district host about 80 % of coal in South Africa, situated at Witbank. The district is responsible for 83% of coal production in South Africa. Extensive mining is done and minerals are found in large reserves and in commercial quantity; including gold, silica, chromite, zinc, platinum group metals, veneniferous magnetite, antimony, copper, limestone, talc, shale, tin, coal and iron and many more. Ehlanzeni the third district, host South Africa's second largest citrus farm in Nelspruit. The district also occupies the most viable tourist attractions in South Africa, from Kruger National Park, to Sudwala Caves, Blyde River Canyon, Bourke's Luck Potholes and many others which generate substantial foreign exchange for the province and the country (Provincial Treasury Mpumalanga, 2015).

Mpumalanga province however does not rank among the top three provinces in terms of contribution to GDP. Gauteng the most vibrant province contributes 33.8% to the national GDP in 2015, and impressive 7% GDP to Africa. The second province in terms of GDP contribution to the economy is Kwazulu-Natal with 16% and Western Cape contributing 13.9%. Mpumalanga however sits in the fifth place with 7.6% GDP contribution, an improvement from 7% GDP in 2011. There has been an average growth rate of 2.9% in the last 10 years, although this is below the national average growth of 3.7% in the same period. Breakdown of Mpumalanga contribution to national GDP, includes, 21% in mining, 15% utilities, which includes electricity generation, 9% agriculture and 7% in both trade and manufacturing (SouthAfrica.info, 2015).

80% of Mpumalanga's GDP contribution is sub-divided to 25% mining, 15% community service (government services inclusive), 13% manufacturing and 12% finance (Provincial Treasury, 2015).

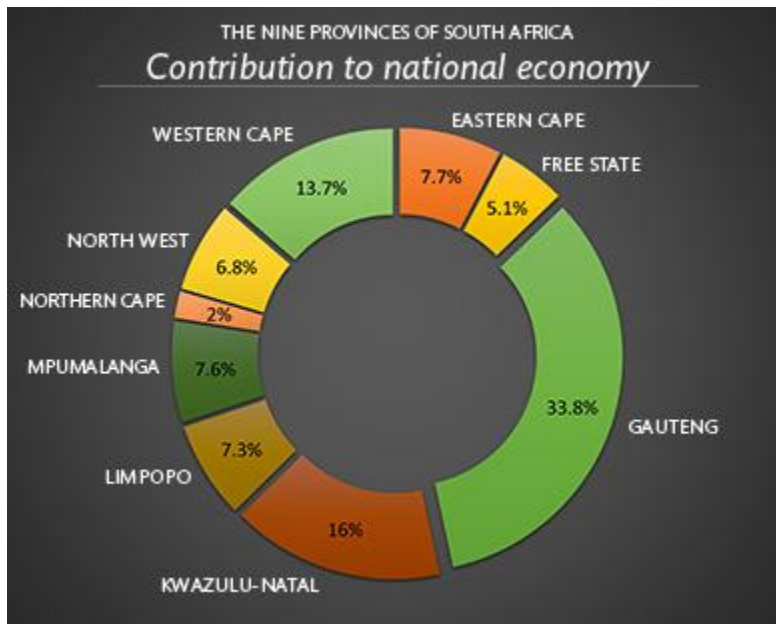


Figure 3.14: *Provincial contribution to national economy*

Source: (Southafrica.info)

It is expected that Mpumalanga GDP will increase to approximately 8.2% by 2017, making it fourth largest GDP contributor to the economy, but its segment weighting will tilt towards three major industries (mining, trade and public) which leaves the province susceptible to low spending growth (Stats SA, REX, FNB Economics, 2016). This assumption is depicted by figure 3.15.

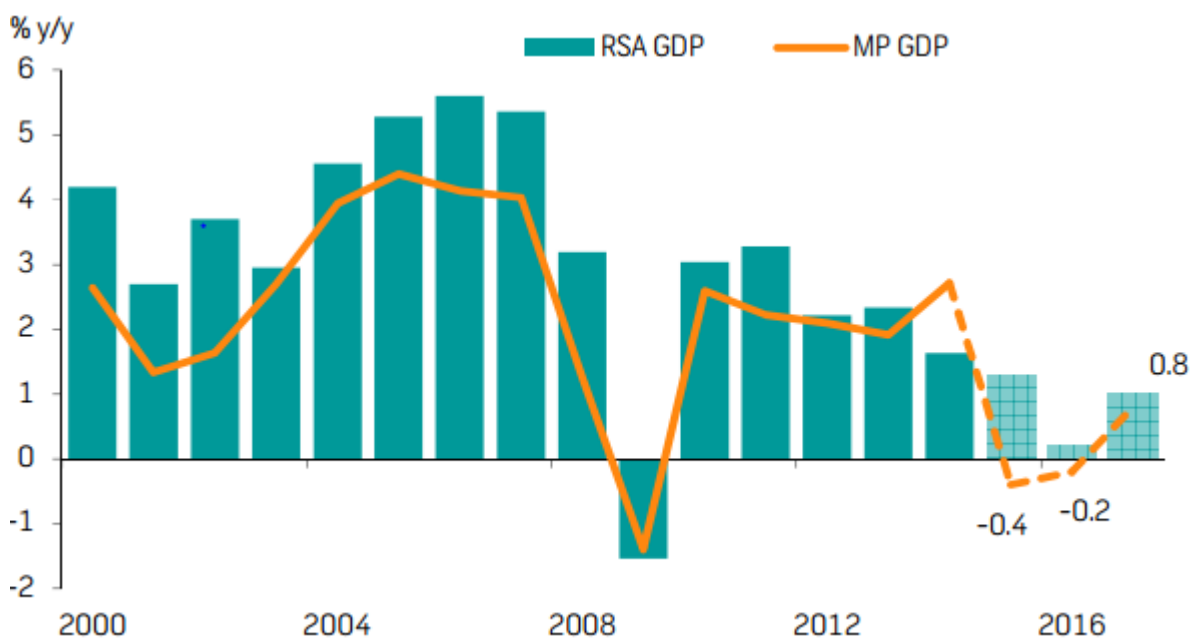


Figure 3.15 *Mpumalanga growth forecast, 2017*

Source: Stats SA, REX, FNB Economics (2016).

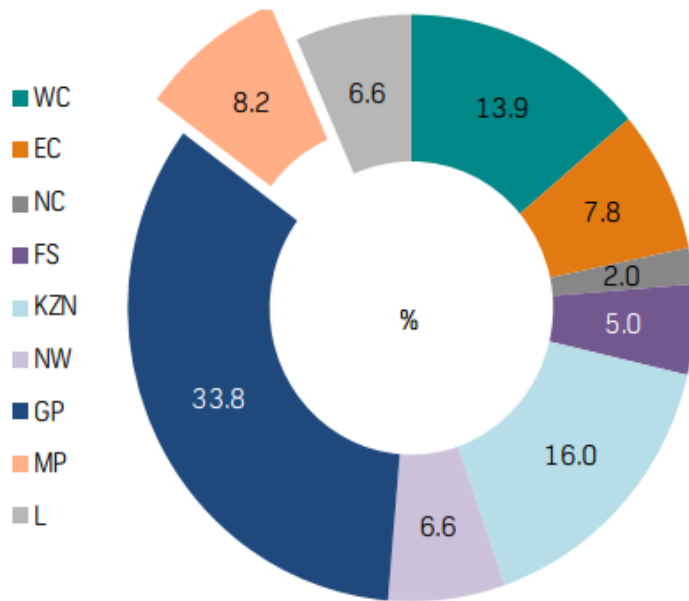


Figure 3.16 *Provincial GDP contribution forecast, 2017*

Source: Stats SA, REX, FNB Economics (2016).

Mpumalanga has not been able to leverage effectively on its enormous economic potentials and revenue streams; as a result, the province struggles with widespread poverty and unemployment. Most disturbing is the prevalence of low income jobs or outright unemployment among the youths in the province where they represent 58.6% (Stats SA, 2015). Review of employment generating capacity and reduction of poverty showed a sharp decline from 2008 to 2015 by 6%. The official unemployment rate in Mpumalanga in the first quarter of 2015 stood at 28.4%, a reduction of 2% from 30.4% in 2014; however, youths unemployment in 2015, stood at 39%. The most affected are the black youths in the province with increase in rate of unemployment from 34% in 2008 to 40.9% in 2015. There are also, 40.7% of discouraged work seekers in the last quarter of 2015 (Provincial Treasury Mpumalanga, 2015).

3.17 Mpumalanga’s fiscal policy 2016

In response to the challenges faced by the province, efforts were put in place to address some of the issues identified in 2016 provincial budget.

The policy direction of Mpumalanga provincial government is reflected in the budget by the allocation of resources to sectors that will boost business creation and subsequent reduction

in unemployment and poverty (MEDT, 2016). Empowering Mpumalanga Economic Growth Agency (MEGA) with R158million is very vital to the successful implementation of strategy developed to encourage youths into small business and entrepreneurship. Also, worthy of note is the R211million allocated for economic services integration. This is important as small businesses in the province will be assisted to gain access to larger markets, moving from local businesses to national businesses, thereby, enhancing their capacity to generate more employment. The removal of bureaucracy of government processes in facilitating business establishment, registration, and support through reduction of needless paper work, automation of government process and gathering of economic intelligence is paramount to the successful achievement of the provincial target in poverty reduction.

3.18 Mpumalanga's Economic Intervention Programmes:

Mpumalanga Economic Growth Agency (MEGA): The agency was established by Act 1 of 2010, with a clear mandate to fund and focus on sustainable development, especially on disadvantaged individuals in the province, which are largely black youths. Emphasis is placed on black economic empowerment as 90.7% of the populace is black (Provincial Treasury Mpumalanga, 2015). The agency is strategic in achieving the target reduction of unemployment and poverty in the province hence the allocation of R158 million in 2016 provincial budget.

Mpumalanga Economic Development and Tourism, 2016, reports on strategies aimed at generating employment and boosting local business through reforms in the energy sector includes the following:

- a. Green energy development: MEGA is courting potential investors for the building of wind energy farm in the province that will generate and then supply power to Eskom. The viability of this project is very important, as it will reduce cost of fund expended by small businesses in the province in the area of cost incurred in energy consumption. A major factor responsible for lack of interest in entrepreneurship.
- b. Establishment of Bio-Diesel technology incubator: Due to large agricultural resources in the province, the provincial government is facilitating the establishment of bio-diesel incubator in Dr. J.S. Moroka local municipality. Bio-Diesel otherwise known as 'Green Fuel' is diesel made from vegetable oil, animal fat. This green diesel is cheaper source of energy, and it is used to power any diesel engine, machinery or

vehicle. It's non-flammable, non-hazardous, minimal sulphur and production 80% less carbon dioxide emissions made the investment worthwhile. (green-diesel.co.za)

- c. Establishment of Biomass plant: another area of focus is the area of cheap and sustainable energy, partnering with private investors to establish biomass plant in the province. Biomass is organic material derived from organisms; its production is plant based, animal or waste. The major components include arboriculture activities from wood processing, energy crops, agricultural residues, food waste and industrial waste (biomassenergycentre.org). Generating biogas from waste is a major source of cheap energy, which will ultimately boost business and bring down cost of production.
- d. The province is also facilitating the establishment of the youth-owned electric bulb manufacturing plant in the province, targeting government retro-filling supply programme. This will not only create jobs but create ready market.

There are other intervention strategies by the province to boost local business and reduce unemployment. Among others is development of Agriculture/Agro-processing facilities, tourism, small business support-chain programmes.

- e. Agriculture/Agro-processing facilities: Department of Agriculture and Rural Development and Land Administration (DARDLEA) has devised a plan to utilise the arable land mass in Mpumalanga to stimulate business creation. The focus is not only on farming activities which are presently occupied by heavy-weights in the province but to focus on small business value chain in the sector. Facilitating value-chain investments in Agriculture and Agro-allied processing is an area that can encourage youths into small business. The plan includes the establishment of International fresh-produce market in the province as a platform to bring together, small holder farmers, entrepreneurs, buyers and sellers together to participate and have access to both local and international market. (DARDLEA, 2016)
- f. Tourism: as a net generator of foreign exchange, and labour intensive sector, the province is attracting investment through MEGA models, by encouraging private sector participation in delivering strategic tourism infrastructure projects, a good example is the cable car project in Blyde River Canyon.
- g. Promotion of technological innovations in ICT, mining, and establishment of special economic zone (SEZ) in Nkomazi to attract new investments.
- h. Mpumalanga Youth Entrepreneurship Programme: an initiative of South African Breweries (SAB) youth empowerment programme. SAB set aside R1 million to

empower youths in Mpumalanga, this is an initiative targeted specifically to train, mentor, monitor and support youths to develop innovative, and sustainable small businesses in the province. Youths in the age bracket of 18 -35 years are encouraged to start new business, or new businesses not older than 6 months are provided capital, training and mentorship. 50 young business owners is targeted, where only 9 will be shortlisted and provided with seed-capital, intensive training and mentorship and business development support for 4 months.

- i. The Department of Small Business Development has concluded plans to launch a centre for entrepreneurship at the Gert Sibande, Training and Vocational Education and Training College (TVET).
- j. Small business support programmes: A lot of efforts have been expended by the provincial government in the area of small business establishment and supports. The report released by Mpumalanga Economic Development and Tourism in 2016 highlighted some milestones achieved in small business support.
 - i. 192 SMMEs, 282 corporations were assisted with business registration and compliance with Companies and Intellectual Property Commission (CIPC) in 2015.
 - ii. 684 Mpumalanga founded businesses supported with access to commercial prospects in the Kusile power station project.
 - iii. 11 SMMEs and 19 corporations were given technical training with South African Bureau of Standards (SABS) to improve their competitiveness and product quality in the market.
 - iv. 30 youths successfully undergo tool making training, 10 completed on-the- job training programme, 18 youths were nurtured through Mpumalanga stainless steel initiative utilising programme.
 - v. Youth-owned-fly-ash brick manufacturing plant was established in Govan Mbeki; which will provide on-the-job training and supply bricks to government's human settlement and infrastructure projects.

In line with government interventions and measures, one would expect upward trajectory in youths participation in the entrepreneurial activities and reduction in unemployment; however, youths unemployment stood at 39% and as high as 40.9% among black youth in 2015 (Provincial Treasury Mpumalanga, 2015). Therefore, youths seemingly lack of

entrepreneurial behaviour may not necessarily be limited to external factors, but also psychological factors.

3.19 Entrepreneurship

There are many definitions of entrepreneurship. According to Stevenson (2013, p1), 'entrepreneurship is the pursuit of opportunity beyond resources controlled'. Entrepreneurship can also be explained as the capacity and willingness to conceptualise and develop, as well as organise and manage, a business venture along with associated risks in order to make profit (Gartner, 1989; Davidson, 2005).

The definition of entrepreneurship might sound simple as what is required is the ability to recognise there is a 'need' exploring the opportunity to meet the need, and the accompanied gains derived from such. However, it is a 'journey' (Ajay, 2015). Therefore, entrepreneurship development requires painstaking planning and orchestrated efforts by all stakeholders for an effective integration into provincial and national development. Recognition of youth's involvement and active participation in entrepreneurship borne out of self-belief is paramount to the success of small and medium scale business development (SMEs). As fundamental as youth's involvement is in national development, young people face herculean task trying to secure employment as the number of youths far exceeds employment opportunities available (Esim & Duron, 1999). Naturally, this challenge should lead to self-sufficiency by youths starting their own businesses but there are many constraints making this practically impossible (Fatoki & Smit, 2011).

In addition to these, South Africa needs to address resentment between the few rich whites and poor blacks. There is an uneasy feeling and mistrust between black South African youths and other foreign nationals as global village opened the door for brains from other countries to compete for already limited job opportunities. Black youths seem lost in the whole picture; few brave ones motivated enough to venture into small businesses are either frustrated out of such businesses by unfavourable and more powerful competition, policies and finance. Others see these frustrations and were scared away from trying out their business ideas.

3.20 Effect of apartheid on entrepreneurship

Apartheid policies not only discouraged old black South Africans' involvement in entrepreneurial endeavours, but also left negative legacy on future generation. This was achieved by banning black South Africans from skilled jobs, and deliberate provision of

inferior education system. A clear example is what transpired in the senate in 1954, where white politicians stated that teaching a Bantu child Mathematics is of no use because it is not applicable to the nature of their job description (Bantu Education Act, 1953). Acquisition of entrepreneurial skills was made impossible to black South Africans because, unlike young whites who learn the necessary skills by assisting their parents in the family business, young blacks have nothing to learn from home (Colour Bar Act, 1926). Blacks were not allowed to own or run businesses and own properties in the township (Black Land Act, 1913). This caused huge gap not only in acquiring skills as stated above but also increased poverty, which made it also impossible for blacks to own properties which can be used as collateral to secure much needed finance to start a business (Allen, 2005; Luiz, 2002; Saundes, 1988).

3.21 Other factors affecting entrepreneurship

Studies showed factors militating against the success of entrepreneurship development among youths as lack of saving culture, unstable currency rate, lack of finance, shortage of necessary skilled labour, minimal awareness of entrepreneurial opportunities available, fear of failure, theft, looting and lack of collateral to secure loans, among others. However, low participation in entrepreneurship and small business development can also be attributed to inadequate understanding of attitudes and perceptions among youths towards entrepreneurship (Stats SA, 2014). Understanding the attitudes as it relates to prospective entrepreneurs can be instrumental in assisting in policy direction and encouraging entrepreneurship within the country.

3.22 Saving culture

Nanziri, L. (2015) posited that ‘The lack of will and inability to save or postpone consumption to a future date, as well as consumer debt crisis is the most significant bane to economic emancipation among South Africans’. This can be traced to lack of financial knowledge, urge for instant satisfaction, inability to take advantage of financial opportunities, and limited knowledge on rights and responsibilities towards credit. It is of note, that South African youths lack the means and the knowledge to save, this can be construed to lack of stable source of income, effects of apartheid and other inequalities prevalent in South Africa. Youths struggle with multiple challenges in the area of gaining access to formal savings and investment apparatus and also do not have a good footing in understanding financial independence. Few youths opportune to have a source of income end up living above their income; rather than create wealth, accumulate liabilities and debts. Investigation conducted

by Debt Buster South Africa in 2013 affirmed youths' lack of willingness to save and high propensity for debt accumulation (Watson, 2013).

South Africa savings rate to its GDP stands at 16% in comparison to other countries, like China, whose savings rate is 52% of its GDP, India 37%, and Russia 22%. This is in affirmation of South Africans' lack of saving culture (SASI, 2013).

The article released by South Africa Savings Institute (SASI), chief strategist Gerald Mwandibira, further re-affirms the need to educate South African youths, on how to accumulate wealth through savings.

What is savings?

Savings can be defined as the income not spent or delayed consumption. It is a part of disposable income reserved and not expended on consumables but accumulated in physical assets, financial assets, or interest bearing investment (Nanziri, 2015). Savings can take many forms: cash kept in safe, deposit accounts, investment fund, or retirement annuity. It also involves decrease in spending and recurrent costs.

Types of savings:

Emergency funds – this can be short-term deposit ranging from demand deposit to 30-day notice deposit account. This type of savings can be informal (money kept in personal safe) or formal (money kept in deposit accounts). It is usually none or low interest bearing savings usually kept for emergencies.

Educational savings – these are monies kept to improve self-worth, it could be money set aside for further educational endeavours, diploma, degree, master degree, doctorate, or even vocational training.

Target savings – these are short-term savings kept to meet a specific goal, contributions to a particular fund or lay-backs for asset acquisition.

Investments – These are interest generated savings, fixed deposit with commercial banks, acquisition of shares, real estate investments, all geared towards accumulation of wealth through interests and returns.

Retirement funds- this type of savings can be administered in different ways, it could be monthly deduction from salaries paid into pension funds, personal savings with commercial banks for retirement purpose or tenured fund.

Government intervention to improve savings culture among South African led to the introduction of tax-free savings and investment accounts, aimed at encouraging savings. However, 2015 budget reflects there was not a noticeable change in the percentage of savings

to GDP, therefore, it can be said that lack of savings is broadly motivated by attitude of instant gratification and not necessarily tax. It is important therefore to address the attitude of South Africans and to expose youths to financial literacy (SASI, 2015).

Another important factor is the funds accumulated through informal savings (Stokvels) but not accounted for in the mainstream economy. There is R44billion per year savings accumulated through informal mechanism through Stokvels (African Response, 2012). There is a huge fund circulating outside the mainstream of the economy through Stokvels, which has evolved over the years among less educated population of the economy, encouraging members to save towards home improvement, children education, and traditional endeavours. This has a significant implication on the economy, as most of these funds are outside the formal financial sector. It is important structures are put in place to harness these funds into productive use by the economy (Arko-Achemfuor, 2012; Mashingo & Schoeman, 2010; Lukhele, 1990).

3.23 Unstable currency and Inflation

South Africa rand has witnessed a lot of movements in the last couple of years. Instability is caused more recently by the government's inability to settle the minimum wage dispute among different trade unions and their employers, causing many disruptions on the foreign exchange earnings, therefore, putting pressure on rand. Another factor is the seemingly uncertainty surrounding the political atmosphere in the country and most recently, the issue of Brexit. A year-on year analysis of the value of rand from January 2015 to January 2016 showed rand had a poor performance in 2016 (Trading Economics, 2016). However, in July 2016 rand witnessed a slight appreciation in value as against May 2016. This might be traced to uncertainty surrounding Brexit. As rand weakens, interest rate will continue to rise, hurting entrepreneurs, small businesses and indebted citizens, as more rand will be needed to settle debt. Also, weak rand will make imports more expensive (Trading Economics, 2016).

Another possible attributable factor to rand instability is the general sell-off of risky assets due to global economic outlook (Kiat, 2010; Jonsson, 2001).



Figure 3.17: *South African Rand instability*

Source: www.tradingeconomics.com / OTC INTERBANK (2016)

3.24 Inflation

Inflation is the broad upward price movement of goods and services in an economy at a specific period of time; often caused by increase in the supply of money, usually as measured by the consumer price index and producer price index. Inflation makes money lose its value and the purchasing power of the consumer is reduced by the level of inflation. The word inflation is believed not to have emanated from economics rather but ideas from political and popular use; therefore theoretically speaking the term inflation is an ambiguous concept. (Mises, 2012). South Africa witnessed inflation rate swing at various periods with an antecedent cause effect on the economy. As at May 2016, the inflation rate in the country stood at 6.1%, a five-year low rate, easing from 6.2% in April. A year-on-year comparison revealed that prices increased at a slower rate for food and non-alcoholic beverages, driven mainly by unprocessed food. An annual core inflation rate which excludes prices of food, non-alcoholic beverages, petrol and energy was recorded at 5.5% (Stats SA, 2016).

There are different types of inflation with each having unique effect on the economy, most prominent among all are:

- a. Demand-pull inflation: typical inflation caused by excess aggregate demand over aggregate supply. Increase in demand will force up prices of commodities thereby causing over-valuation of the prices of goods and services driven by excess demand. Demand-pull inflation mostly occurs in the era of economic boom, usually when the

economy out-performed projections. This type of inflation is flamed by excess liquidity and sudden economic prosperity.

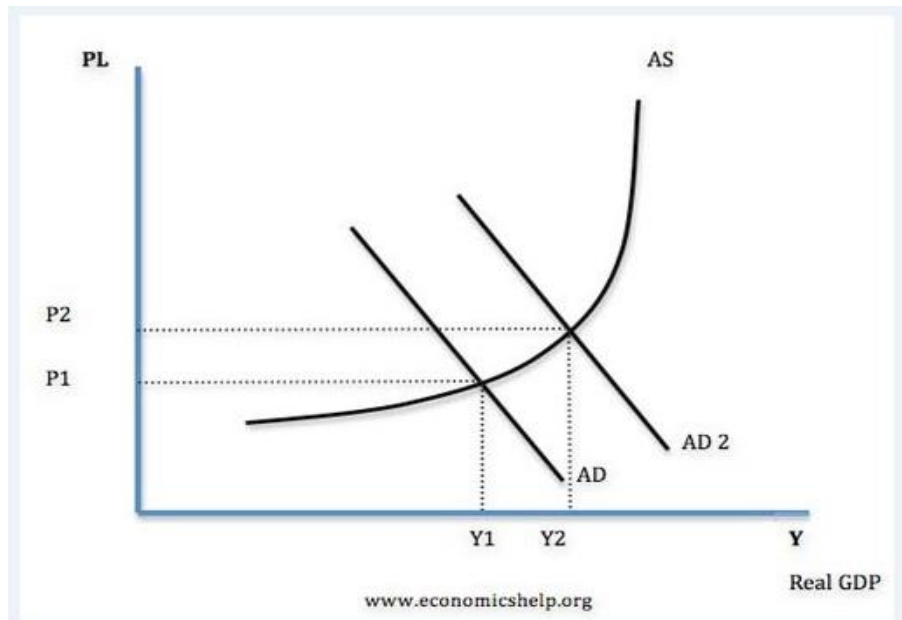


Figure 3.18 *Demand-pull inflation curves*

Source: www.economicshelp.com (2016)

The diagram depicts the effect of increase in demand with the antecedent increase in price of supply and demand exceed supply, businesses cash-in to maximise their gain occasioned by the artificial scarcity.

- b. Cost push inflation: is derived by the increase in cost of factors of production (labour, capital, entrepreneurship and land). It is a situation where cost of production increases thereby forcing producers to produce less quantity in relation procurement ability of raw materials or other factors of production. Cost push inflation is more visible in South Africa, forcing up prices of commodities and reducing the purchasing powers of consumers.

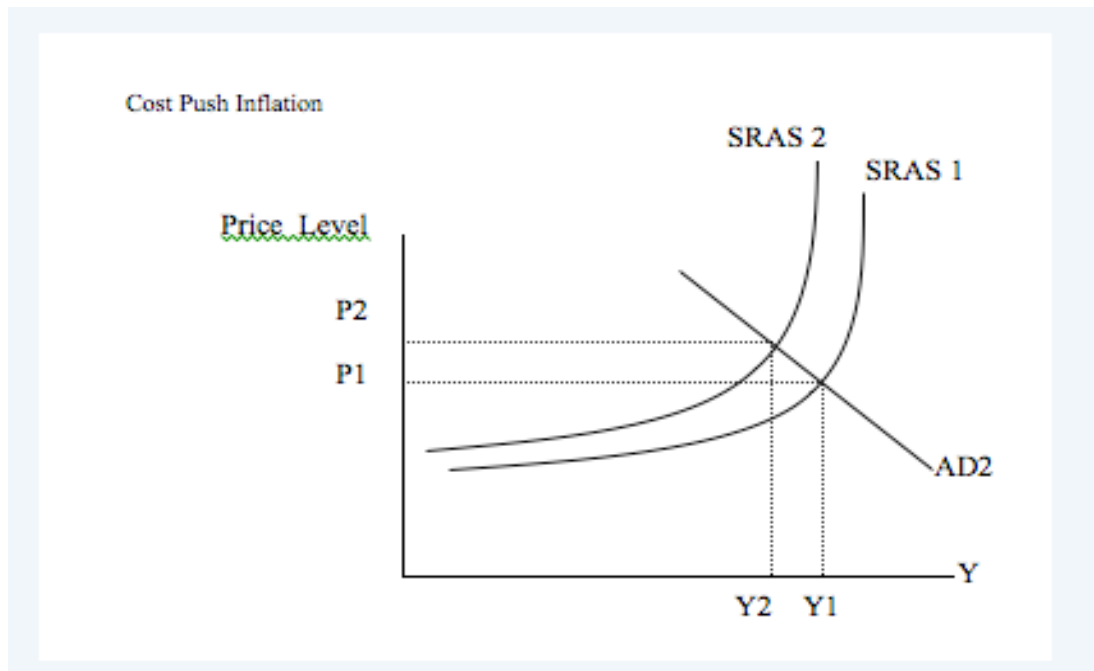


Figure 3.19 *Cost push inflation*

Source: www.economicshelp.com (2016)

A year-on-year comparison of South African core inflation rate, symbolized by figure 2.21 below:

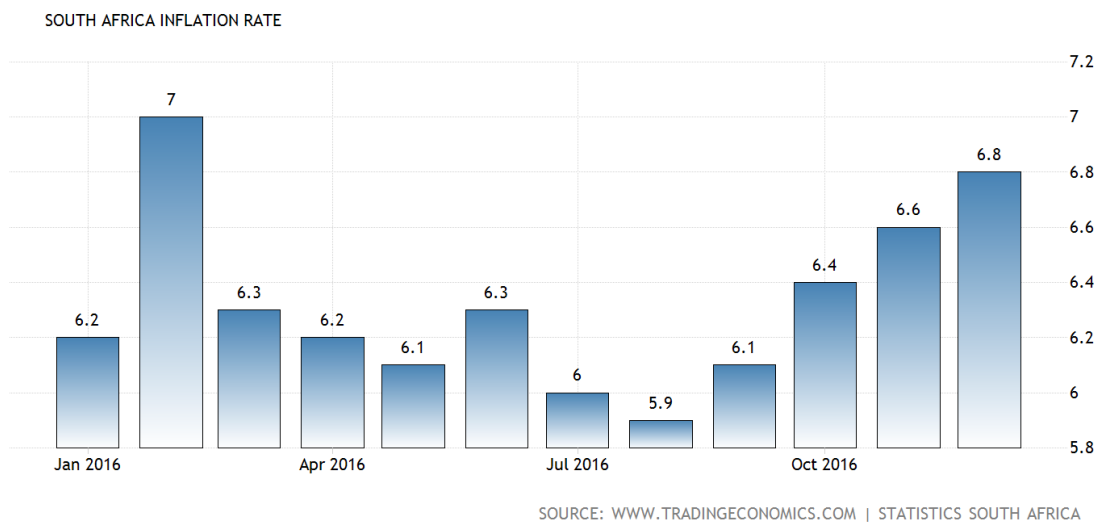


Figure 3.20: *South Africa inflation rate*

Source: www.tradingeconomics.com (2016).

There are many schools of thoughts advocating methods and systems that can be used to control inflation, two methods will be discussed.

3.24.1 Pure Inflation

Pure inflation is a condition where all incomes and all prices rise at the same pace. This may be a good thing as it allows value of money to fall until excess liquidity in the system is mopped up at higher prices (Government bonds) and higher income be allowed until conditions stabilise. A pure inflation condition might not change the spending pattern and wealth distribution in the economy, only inflation will be tackled with the mop-up. However it is expected that interest rate will rise (higher prices paid on bond) in the process of mop-up which may affect the economy through higher burden on government spending. Another factor that needed to be considered in trying to control inflation is that some organisations might increase salaries of their employee to lessen the effect of inflation, but this might not be the case for all organisations, therefore, some people will get pay rise before others, and also prices of commodities might not rise at the same time. This will definitely cause distortion in pure inflation tactics, so it is a bit difficult for pure inflation to stabilise the value of rand.

3.24.2 Wealth bond

Wealth bond is an investment bond that is interconnected to either GDP or average revenue (Shiller, 2016). A wealth bond can be explained, as savings account that is used to protect the wealth of an investor, this is possible, because it prevents inflation from altering the cost of borrowed fund, only the interest top-up might be affected. Wealth bond would take most interest rate and cost risk out of government borrowings, which will boost government borrowing ability as well as credit ratings, while setting the economy up with momentous financial stability. Financial stability is derived from the effects created by wealth bond, which stabilises value of savings and loans without major intervention. Ingram (2015) posited that stability is also achieved, because wealth bond is index-linked to average income/GDP, therefore, the volatility of rand is cushioned as the movement is measured against average income. It can also be used to reduce the arrears rate for businesses as it stabilise the cost of borrowing and lending. Wealth bond create a liquidity pool linked to income as well as pensions contributions, which gives a buffer zone for controlled movement of rand to curtail inflation (Shiller, 2016).

It is important to mention that rand depreciation has its benefits. As export becomes cheaper, rand being a commodity currency, gives small business owners the necessary impetus to gain market share in the local market as big establishment will find export more attractive.

Strategies deployed in curbing rand volatility and checking inflation is not limited to wealth-bond as there are other softer measures that the government can employ among which are: (a) Employment of capable and qualified persons into delicate government positions. (b) Cut down on re-current expenditure, and increase in capital expenditure to promote investment. (c) Timely resolutions to labour-related grievances and exigency plans. (d) Separation of politics from economic decisions. (e) Transparency and zero tolerance to corruption.

3.25 Lack of finance

Finance is one of the key elements of any business. It serves as good indicator of the health of the business and holds important role in the survival of the business and its growth. Growth in business is attributable to many factors but finance is the main enabler of such growth. Businesses require working capital to keep the business afloat. Working capital is the difference between current assets and current liabilities. While current assets are resources easily convertible to cash within a short period (usually a year), current liabilities are debt obligations that must be settled within a year. Therefore, working capital measures the efficiency, liquidity and short term financial health of a business. Businesses strive to keep a balance in their financial mix, being measured by debt-equity ratio. However, small business owners in South Africa find it difficult to access loans from the financial institutions based on inability to meet the conditions precedent to loan disbursement.

A survey conducted by The world economic forum on the global competitiveness for 2013/2014 rate South Africa second out of the 148 participating countries with readily available finances to service businesses (WEF, 2014). However, a further look into this report confirmed that while established businesses enjoy series of accessible financial services, evidence suggest that small businesses do not necessarily enjoy such. Small entrepreneurs' access to finance is critical to the subsistence and growth of their businesses (Turton & Herington, 2013). A minute percentage of small businesses have had opportunity to ever borrow money from established financial institutions (FinMark Trust, 2010).

Small businesses are categorised into three major groups based on Finscope survey of 2010:

- i. Survival Enterprise- these are basically informal businesses, usually established with someone with little or no business acumen, and it serves its immediate environment. The monthly turnover revolves around R4000.00. An estimated 3.35million of such businesses are in South Africa constituting 60% of total small businesses in the country.

- ii. Micro Enterprise- unlike survival enterprise, these have a well-defined framework, and are more established. The monthly turnover is about R4000.00-R27,500.00, and about 1.68 million of such businesses are in South Africa, representing 30% of total small businesses.
- iii. Small Businesses- these are more established formal businesses, managed by well organised and business oriented persons, the monthly turnover is around R10,000.00 – R27,500.00.

The small businesses categorised by Finscope survey are either self-funded or have limited access to finance from established financial Institutions. It is common to source funds from friends and families to avoid rigid conditions of financial institutions. There is however, a consensus that access to loans from these financial institutions is crucial to the survival and growth of their businesses. The challenge with finance according to Finscope Report is not unavailability of it, but misalignment between supply and demand of credit to SMMEs in South Africa.

3.26 Shortage of skilled labour

Skill deficiency is a nebulous perception that encapsulates many explicit components. But the crux of the issue is that demand for certain skills exceeded supply. In the discourse of labour economics, labour supply refers to the synchronisation of individual participation in the labour market with given endowment of human capital; while labour demand refers to private/public institutions need to employ individual.

The challenge associated with mismatch of labour demand and supply is magnified in South Africa as large percentage of South African youths either fall in the category of school leavers or first time job seekers, which obviously created a vacuum in the acquisition of the necessary skills demanded by the economy. Lack of work experience and minimal exposure to technical skill is a challenge the government is saddled with since abolition of apartheid regime. Various policies and programmes have been developed over the last decade but the impact is low. Business owners shy away from the responsibilities of having incurred expenses in training inexperienced recruits as it hit their bottom-line. Also, businesses have zero tolerance for margin of error, which is inevitable with new recruits. There has been some progress with tax incentives introduced by government to businesses to encourage

recruitment of youths and engaging them in on-the-job training to garner necessary skills and experience. Skill definition is fluid in relation to the area of demand.

Skill is the ability to demonstrate and deliver expertise performance in line with expectation; it is the infusion of qualification and experience in relation to productivity.

There are critical/scarc skills and generic skills both in demand by the economy but in different proportions.

- a. Critical/Scarce skills refers to professions in which there is insufficiency of competent and knowledgeable persons, presently or projected in the future, either because such capable persons are not readily available or because they are available but does not meet employment standards (SETA, 2005)

There are also absolute scarcity and relative scarcity. Absolute scarcity exist where required skills are unavailable and this is mostly common with new or emerging occupations, like clean energy, information technology, robotics and many innovative businesses. Lack of sufficient workers with the required specific skills, or either insufficient number to satisfy replacement demand is considered as absolute scarcity.

Relative scarcity is assumed where suitable and qualified persons exist but do not meet employment standard. Factors like catchment area, B-BBEE criteria, gender exclusiveness and age-limit contribute to relative scarcity.

- b. Generic skills as the name implies are day-to-day skills necessary to make businesses functional, these are low-end skills that does not require rigorous or specialised training. These are categorised as problem solving; language proficiency; numerical literacy and many more, it is considered as a particular occupational skill required to performing in a defined occupation.

The efficacy of critical skills demand is magnified in the Adcorp labour market survey for 2015/2016. It was recorded that South African economy shed 36,290 jobs in January 2016 alone, while highly skilled professions created jobs, 4.7% in professional skills and 2.1% in management. 470,000 vacancies are said to be available in the private sector if the required skills are available (Adcorp labour market survey, 2016).

It is a conventional belief that tertiary education remains the most successful indicator of finding employment but sadly 90% of graduate are unemployed as most do not possess the qualifications and skills required by employers. Department of Education (2016) hosted on its webpage the challenges faced by tertiary institutions as undergraduate's enrolment is heavy

on mid-level professional graduate like teachers, nurses while employers are in need of managers and high level professionals.

There are other possible factors attributable to skill shortage in South Africa which are emphasised by Sector Education and Training Authority (SETA). Some common factors are enumerated as follows: (a) improper alignment and placement of trained personnel with area of need. (b) Underperformance of Sector Education and Training Authority (SETA) in providing required trainings to unemployed. (c) Poor coordination between Department of Education and Department of Labour.

3.27 Skills Development Act (SDA) 1998

The Act successfully established a single regulatory framework to harness the efforts of various institutions in relation to skill development. National Skills Authority (NSA) and Sector Education and Training Authority (SETA), this in effect linked training programmes at national level with those at sectorial level, by promulgating guidelines to businesses, institutions and firms on expected reporting and feedbacks to gauge progress in skills development. SETA was an improvement on Industrial Training Board (ITB) and National Training Board (NTB) by its ability to define national skills development policy and approving allocation of funds to National Skill Training Fund.

Daniels (2007) explained the process of Skill Development Act (SDA) through Skill Development Levies Act (1999) as endorsed by national levy system appropriate to all enterprises based on taxing 1% of their payroll expenditure. The Kings Commission's (King's Code) recommended 4% of payroll expenditure on training, while Department of Labour's National Skill Development Strategy (Daniels, 2007) restated the importance of learner-ship as a complement to internship; an important prerequisite for skill improvement for high intermediate and low-level skills. Other note-worthy effort to improve skill is the linkage of skill up-grade with the National Qualifications Framework (NQF), by categorising skills at NQF levels, with the coordinated effort of SETA and Department of Education.

National Qualifications Framework (NQF) Act 67, 2008 categorised applied competence into three major phases:

- a. Foundational competence (intellectual and or academic skills)
- b. Practical competence (operational experience)
- c. Reflective competence (incorporates learners autonomy)

There are NQF levels one to ten in line with applicable competence (Ensor, 2003).

CHAPTER 4

INFORMATION AWARENESS AND ENTREPRENEURIAL BEHAVIOUR

4.0 Introduction

South Africa economy is acclaimed the biggest economy in Africa with GDP size of \$302 billion at rand exchange rate in 2016 (Bloomberg, 2016). A GDP per capital income of \$6,482, SME contribution to GDP at 45% and World Economic forum on Global competitiveness rating of 49 out of 140 countries (GCR, 2016). South Africa is adjudged third in most transparent budget in the world after New Zealand and Sweden (OBI, 2015), Mo Ibrahim foundation regarded South Africa as sixth overall on the quality of African governance (IIAG, 2016). The country also boasts of a robust and dynamic tax system, measured by tax revenue increase from R417 billion in 2005 to over R1trillion in 2016 (Davis Tax Committee, 2016). Johannesburg Stock Exchange (JSE) ranked first in terms of regulations in the 2014/15 Global competitive report and sixteen in terms of ‘largest market capitalisation’ (IOL, 2015).

Table 4.1 *Analysis of the Tax System and Inclusive growth in South Africa*

R billion	Actual collections										MTEF estimates		
	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Persons and individuals	125.6	140.6	168.8	195.1	205.1	226.9	250.4	275.8	309.8	353.0	393.9	433.8	479.2
Companies	98.4	134.3	160.7	185.4	150.4	150.1	173.6	179.0	194.6	206.2	224.5	242.1	262.4
Taxes on property	11.1	10.3	11.9	9.5	8.8	9.1	7.8	8.6	10.5	12.5	13.7	14.8	16.1
Value-added tax	114.4	134.5	150.4	154.3	147.9	183.6	191.0	215.0	237.7	261.3	283.8	313.7	346.7
Excise duties	15.7	17.7	19.7	21.4	22.6	24.6	27.2	30.6	31.4	35.3	38.0	39.2	40.5
General fuel levy	20.5	21.8	23.7	24.9	28.8	34.4	36.6	40.4	43.7	48.5	55.7	57.1	58.8
Taxes on international trade	18.2	24.0	27.1	22.9	19.3	27.0	34.1	39.5	44.7	41.5	42.6	47.2	52.5
Other	13.2	12.4	10.5	11.7	15.7	18.5	21.9	24.8	27.6	28.2	29.2	31.2	33.6
TOTAL TAX REVENUE (gross)	417.2	495.5	572.8	625.1	598.7	674.2	742.6	813.8	900.0	986.3	1 081.3	1 179.2	1 289.7
Non-tax revenue	15.6	14.3	14.5	20.8	15.3	16.5	24.4	28.5	30.6	29.2	19.0	23.3	21.1
Less: SACU payments	-14.1	-25.2	-24.7	-28.9	-27.9	-15.0	-21.8	-42.2	-43.4	-51.7	-51.0	-36.5	-45.4
TOTAL MAIN BUDGET REVENUE	418.7	484.6	562.6	617.0	586.1	672.8	745.3	800.1	887.3	963.8	1 049.3	1 166.0	1 265.4

Source: DAVIS Tax Committee, 2016

South Africa global competitiveness index in 2017 improved to 47 from 49 in 2016. The ranking is done in consideration of long term growth, recent developments, changes in commodity prices and effects of Brexit are considered in the ranking, if such developments have impact on the country’s economy (Global Competitive Report, 2016).

Table 4.2 the Global Competitiveness Index 2016-2017

Economy	Score ¹	Prev. ²	Trend ³	Economy	Score ¹	Prev. ²	Trend ³	Economy	Score ¹	Prev. ²	Trend ³
1 Switzerland	5.81	1		47 South Africa	4.47	49		93 Lao PDR	3.93	83	
2 Singapore	5.72	2		48 Bahrain	4.47	39		94 Trinidad and Tobago	3.93	89	
3 United States	5.70	3		49 Latvia	4.45	44		95 Tunisia	3.92	92	
4 Netherlands	5.57	5		50 Bulgaria	4.44	54		96 Kenya	3.90	99	
5 Germany	5.57	4		51 Mexico	4.41	57		97 Bhutan	3.87	105	
6 Sweden	5.53	9		52 Rwanda	4.41	58		98 Nepal	3.87	100	
7 United Kingdom	5.49	10		53 Kazakhstan	4.41	42		99 Côte d'Ivoire	3.86	91	
8 Japan	5.48	6		54 Costa Rica	4.41	52		100 Moldova	3.86	84	
9 Hong Kong SAR	5.48	7		55 Turkey	4.39	51		101 Lebanon	3.84	101	
10 Finland	5.44	8		56 Slovenia	4.39	59		102 Mongolia	3.84	104	
11 Norway	5.44	11		57 Philippines	4.36	47		103 Nicaragua	3.81	108	
12 Denmark	5.35	12		58 Brunei Darussalam	4.35	n/a		104 Argentina	3.81	106	
13 New Zealand	5.31	16		59 Georgia	4.32	66		105 El Salvador	3.81	95	
14 Taiwan, China	5.28	15		60 Vietnam	4.31	56		106 Bangladesh	3.80	107	
15 Canada	5.27	13		61 Colombia	4.30	61		107 Bosnia & Herzegovina	3.80	111	
16 United Arab Emirates	5.26	17		62 Romania	4.30	53		108 Gabon	3.79	103	
17 Belgium	5.25	19		63 Jordan	4.29	64		109 Ethiopia	3.77	109	
18 Qatar	5.23	14		64 Botswana	4.29	71		110 Cape Verde	3.76	112	
19 Austria	5.22	23		65 Slovak Republic	4.28	67		111 Kyrgyz Republic	3.75	102	
20 Luxembourg	5.20	20		66 Oman	4.28	62		112 Senegal	3.74	110	
21 France	5.20	22		67 Peru	4.23	69		113 Uganda	3.69	115	
22 Australia	5.19	21		68 Macedonia, FYR	4.23	60		114 Ghana	3.68	119	
23 Ireland	5.18	24		69 Hungary	4.20	63		115 Egypt	3.67	116	
24 Israel	5.18	27		70 Morocco	4.20	72		116 Tanzania	3.67	120	
25 Malaysia	5.16	18		71 Sri Lanka	4.19	68		117 Paraguay	3.65	118	
26 Korea, Rep.	5.03	26		72 Barbados	4.19	n/a		118 Zambia	3.60	96	
27 Iceland	4.96	29		73 Uruguay	4.17	73		119 Cameroon	3.58	114	
28 China	4.95	28		74 Croatia	4.15	77		120 Lesotho	3.57	113	
29 Saudi Arabia	4.84	25		75 Jamaica	4.13	86		121 Bolivia	3.54	117	
30 Estonia	4.78	30		76 Iran, Islamic Rep.	4.12	74		122 Pakistan	3.49	126	

Source: Global Competitiveness Report 2017

In terms of doing business, South Africa overall rank stood at 74 (Doing Business Report, 2017). A joint World Bank, International Finance Corporation's (IFC) Doing Business, 2016 publication reported South Africa as 70th country out of 183 for ease of doing business.

South African's infrastructure stands enviable in the sub-Saharan African's region. It can boast as 19th largest producer of energy, the country with 9th longest road network in the world and is 6th country with longest rail network in the world (Economist, 2015). Life expectancy improved from 54 in 2009 to 62 in 2016, a testament to improved health facilities (The Lancet Health Journal, 2016).

However, like many developing economies, South Africa is not immune to the menace of corruption as it is rated 64 out of 176 countries ranked in the 2016 corruption perception index (Transparency International, 2017) which rate corruption from 100 (Clean) to 0 (Highly corrupt), South Africa's 45 out of 100 showed the significance of corruption in the country. South Africa is regarded as having a better corruption rating than regional average,

with various anti-corruption institutions but the laws guiding these institutions are not adequately enforced. Public procurement in particular is regarded as conduit-pipe to siphon tax payers' money, bribery and kick-backs thrives among most public officials (GAN Integrity, 2015). Aside corruption, World Bank Report (2015) enlisted some other challenges facing the country, issues like youths' high rate of unemployment, HIV/AIDS prevalence, substance abuse, risky behaviours among youths, income inequality and fall in commodity prices as bane to South Africa's potential growth. It is projected that the country is expected to grow its GDP from little less than \$300billion as at end of November 2016 to \$420billion in 2020 according to econometrics model. This prognosis is given employing autoregressive integrated moving average (ARIMA) model, relying on historical data and by adjusting the coefficients of econometric model, and taking cognisance of future projections (Trading Economics, 2016).

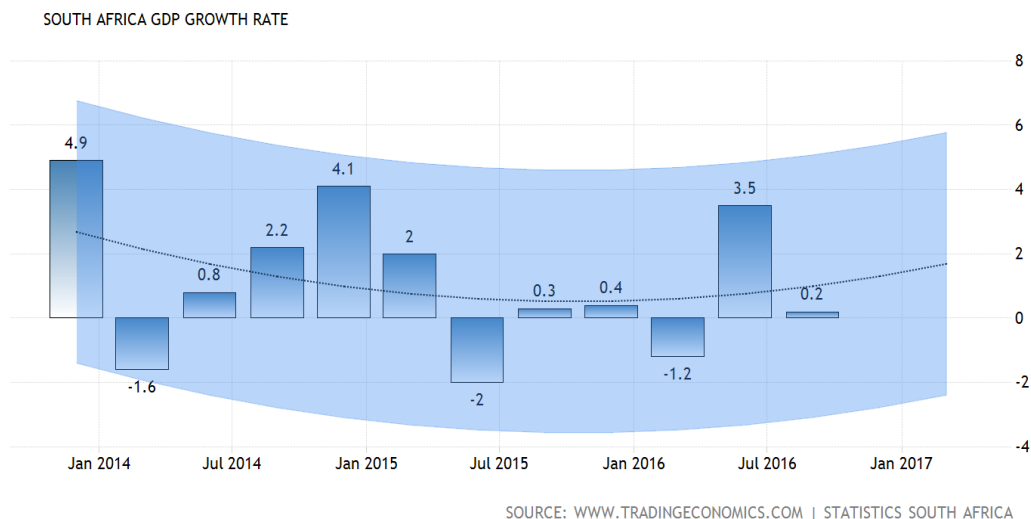


Figure 4.1 *South Africa GDP Growth Rate*

Source: Adapted from Trading Economics (2016).

4.1 Meta analytic review of the effect of information awareness on entrepreneurship

Empirical studies showed that high unemployment persist among large population of South African youths as many of them are ambivalent on the steps to take in realising their entrepreneurial interest because there a dearth of nexus between helpful information and entrepreneurial opportunities. Situations which prevent youths' get access to information that could enhance their entrepreneurial intention. Figure 4.2 shows how lack of information affects youths' awareness of government interventions thereby affecting their entrepreneurial behaviour. Most youths do not know where to get help necessary to jump-start their

businesses, in the area of finance and acquisition of skills. Unemployed youths are discouraged to look for work due to glaring factors mentioned earlier; this would have been largely mitigated if there is adequate awareness of government and financial institution interventions. Financial institutions’ recognition of the need to commit funds into developing and financing small businesses to boost savings, a definite advantage in the area of cheap cost of funds (deposits), necessitated the need to develop products with main focus on micro-finance. However, majority of small business owners cannot access these funds due to lack of collateral; this is one area government intervention is very important. A mechanism to guaranty these loans by the government will boost access with a multiplier effect on job creation and reduction in unemployment (Olawale & Garwe, 2010; Fatoki, 2010; Fatoki & Chindoga, 2011; Preisendorfer, 2012; Fatoki & Asah, 2011; Abor & Quarty, 2010).

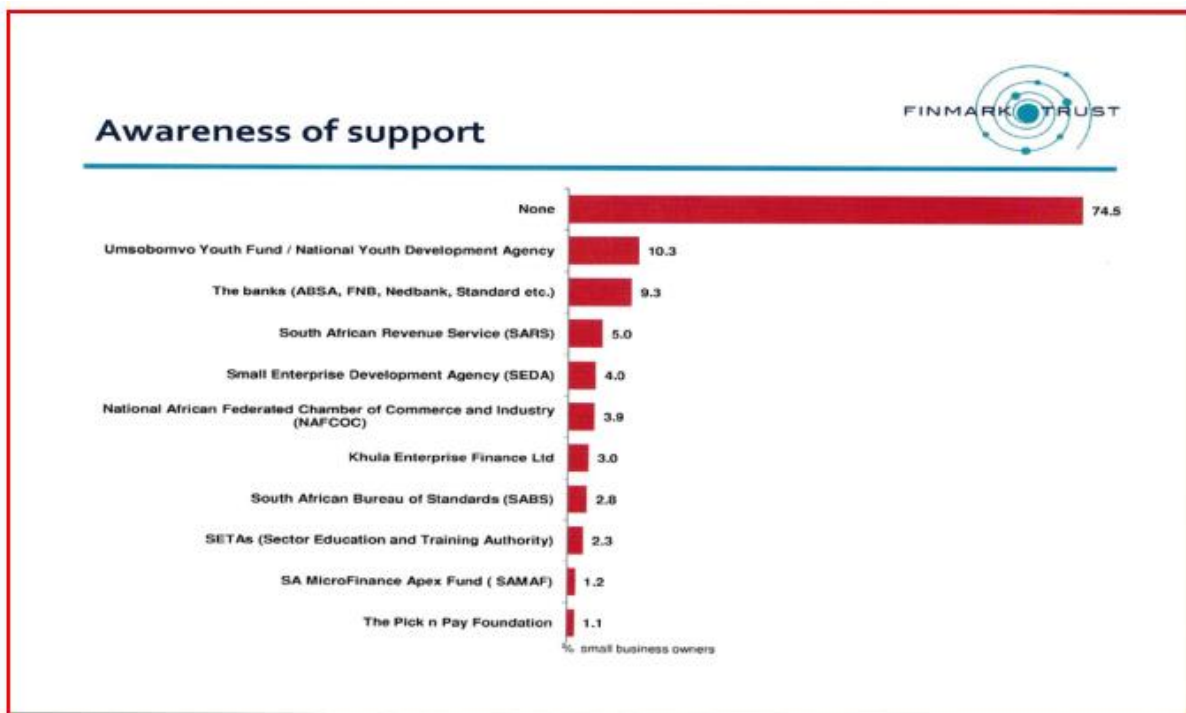


Figure 4.2: Youth awareness of government and financial institution intervention

Source: Youth Enterprise Development Strategy 2013-2023 /FINSCOPE

It is of great concern that 74.5% of youths have no knowledge of numerous government intervention strategies. Perhaps one reason for this anomaly is the inability of government to take advantage of effective information dissemination tools as successful entrepreneurship is tied to many factors among which practical skills is of paramount importance, which is acquired through information and training. Practical business skills are a major feature that distinguishes a successful business from a failed business. Sun-Tzu ‘Art of war’ mentioned

some important practical skills necessary for a successful business, skills relating to assessing competition, product development skills, intensity and commitment. Issues like, know-your-customer (KYC), your competitor and your-self, are gained through practical learning. 67% of these skills are self-taught; 11% from family; 8.4% are acquired on the job; 6% from previous job experience; 3% from training programmes and only 0.6% acquired from formal education. Skills gained from home with the help of family business as well as skills acquired through personal experience, revolves around 78%, to emphasise the importance of skills acquisition at a formative stage. This type of skill is infused both psychologically and mentally to prepare youths for the dynamics of running a successful business as shown in figure 4.3.

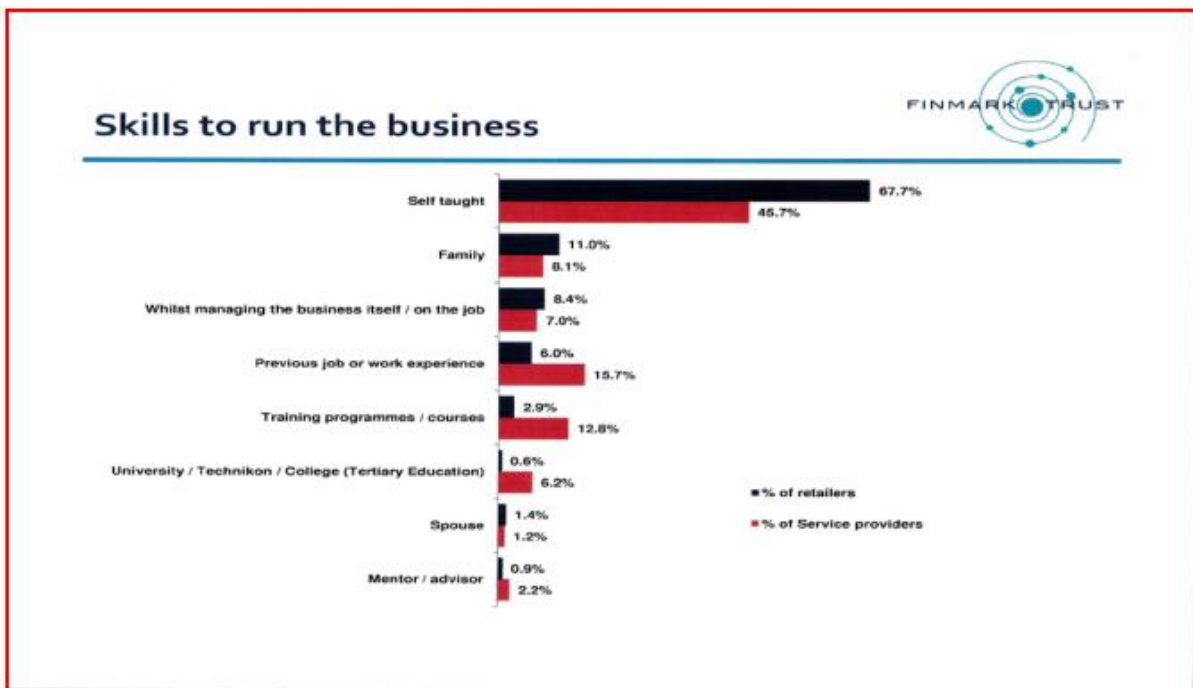


Figure 4.3: *Business skill acquisition channels*

Source: Youth Enterprise Development Strategy 2013-2023 /FINSCOPE

It will be fool hardy not to mention a very basic but effective entrepreneurial knowledge acquiring mechanism facilitated by information sharing, which has been in practice for many decades yet still relevant and effective in building entrepreneurial knowledge. ‘Apprenticeship scheme’ is a system that came to prominence in the middle ages where a master craftsman is allowed to employ young adults as a form of cheap labour where the apprentice in turn render their services in exchange for food, clothing and shelter while gaining the necessary technical know-how of the trade which usually span for seven years period. This system is beneficial to both master and apprentice and it does not require any

form of basic formal education, the system also avail the apprentice to practise as a journeyman after graduation to test waters before finally setting up his own business or trade (Wallis, 2008; Minns, et al, 2013). It is a world-wide system of entrepreneurship training being practised till date in many parts of the world like Australia which has approximately 475,000 apprentices in-training as at 2012, Austria which has 40 percent of teenagers in apprenticeship programs, Czech Republic which infuse apprenticeship program into their school curriculum implemented through Education Act (skolsky zakon) which allows youths to work two or three days a week and spend other days in vocational schools (Richard, 2005; Heikkinen & Suktana, 1997).

Switzerland is another country with a well-defined apprenticeship program similar to what is obtainable in Austria and Germany, the educational system is ternar which means it is a dual education system with compulsory practical courses. In Canada the apprenticeship program is decentralised into each province but an avenue to centralise practice at graduation is achieved through Interprovincial Standard exam (Minns et al, 2013). France was one of the earliest countries to apply apprenticeship program through guilds structure until 1791 when guild was suppressed. Germany, India, Pakistan and Turkey have a defined system of apprenticeship. As for United Kingdom and United States of America they both have long tradition on apprenticeship dating back to 12th century, usually the parents of the ward embarking on such training have some sort of formal agreement with the master and the period of service and training ranges from five to nine years, in some very tasking and highly skilled vocational trainings the parents are required to pay premium or a fee to the craftsman (Morgan, 2010; Dunlop, 1912, Withington, 2005).

The evolution of apprenticeship program in UK in the 1950s and in later years cumulated into the award of Higher National Certificate (HNC) and Higher National Diploma (HND) awarded after attainment of an advanced technical competence which helps the awardee to further his education by obtaining Bachelor's degree (Morgan, 2010; Withington, 2005).

UK apprenticeship program became so advanced and organised to the extent that reputable academic institutions manage and regulate the implementation of the program. The City and Guilds of London Institute is a typical example where vocational education like hairdressing, plumbing, art and craft and many basic skills are gained through apprenticeship, the offering went all way up to qualifications equivalent to university masters degrees and doctorates (Morgan, 2010; Withington, 2005). Individuals that have attained the very highest level of competence are recognised through peer review and awarded fellowship. The current

apprenticeship system in practice in the UK as recent as 2013 is largely managed by group of employers referred to as ‘trailblazers’ which develop new apprenticeships infused with design apprenticeship standard approaches as reported by Department for Business, Innovation and Skills and Department for Education publications in 2015 (Newton et al, 2015). In line with Public sector apprenticeship targets of 2017 which rolled out further regulations where an apprenticeship levy was put in place to fund apprenticeships and legislation mandating public bodies to statutorily employ 2.3 percent of their staff as new start apprentices from 1 April 2017 to 31 March 2021 (Powell, 2017; White, 2017; Coole et al., 2017).

To sum up apprenticeship scheme evolution in the UK, it is important to mention the revitalisation of the scheme from 1990s where policy documents were modified to accommodate ever increasing scope of apprenticeship, for example the ‘Modern Apprenticeship’ program introduced by UK government in 1994 was changed to ‘Apprenticeship in England, Wales and Northern Island’ to bring the whole United Kingdom under one umbrella for seamless integration, implementation and control of the program (Minns et al, 2013, Dunlop, 2012; Haxby & Parkes, 1989). In 2009 Apprenticeship Services was founded to ease the coordination of apprenticeship in England with a framework containing distinct certified elements like knowledge-based element certified by technical certificate, competence-based element certified by National Vocational Qualification (NVQ), functional skills with minimum qualification level of Mathematics and English, Employment Rights and Responsibilities (ERR) to show the apprentice is fully inducted and lastly a part with parity reserved for university education. Similarly USA apprenticeship programs are regulated as obtainable in the other developed countries, Smith-Hughes Act (1917), The National Industrial Recovery Act (1933) and National Apprenticeship Act which is also referred to as Fitzgerald Act are examples of legislations governing the system. United States of America enjoys the most successful apprenticeship program as evident by the swell in the number of willing participants which rose from 375000 in 2014 to an estimated 750000 in 2019 due to the inclusion of white-collar occupations like information technology (Krupnick, 2016).

USA apprenticeship program evolved over time similar to UK apprenticeship program by linking academic education to careers, programs like job shadowing, on-the-job-training, learning by observation (observe a real worker perform the task) among others. Attention was given to the issue of child-labour with legislation limiting the apprenticeship program to high

school students, this was done in the early 20th century making it easy to prepare youths to be self-sufficient rather than having pure academic qualification restricting them only to paid employment (Shaw, 2007). Another factor that distinguished American apprenticeship program is the tracking mechanism, National Centurion Education and Economy (NCEE) was saddled with monitoring progress of the program and to ensure all American children have equal access to benefit from the program through legislation where criterion-referenced tests is used to select beneficiaries. ‘No Child Left Behind Act’ was enacted to ensure the success of the program. The relevance of this is to identify the distinct difference in accessibility of obtaining skills through apprenticeship scheme comparing UK and USA in the early stages, as mentioned early in this study in UK parents are sometimes required to pay a fee to craftsmen to enable their wards acquire the necessary skills while in US all child has equal right, one major reason the scheme is considered very successful in the US. During construction boom in the US the apprenticeship scheme came handy as ‘joint apprenticeship programs was administered by construction employers and unions, as at 2007 US Department of Labour reports showed 74,164 new apprentices were accepted (U.S. Department of Labour, 2007).

Similarly International Union of Painters and Allied Trades (IUPAT) established the Finishing Trades Institutes (FTI) which was accredited to offer associate and bachelor’s degrees thereby integrating academics with conventional apprentice programs. There are several associations unique to each vocation established which made supervision, standardisation, skill advancement and discipline among members easily attainable. The likes of International Brotherhood of Electrical Workers and National Electrical Contractors Association invites interested public with no prior electrical background to join their association where such persons undergo the required training through apprenticeship, no gender discrimination, no maximum age only minimum age is given at 18. National Joint Apprenticeship and Training Committee are in charge of the association in training its members. Under this arrangement apprentice electricians work on the average of 34 hours per week under the supervision of a journeyman wireman and get paid for the labour. They are also allowed to spend 8 hours every other week in classroom training spanning for 5 years or less to attain the title of a journeyman wireman. The other catch to this system is the affordability as the trainings is offered free only cost of books is paid for within the range of \$200 to 600 per year. At completion such individual is considered highly skilled by employers which attract high pay and benefits. As stated earlier this kind of apprenticeship

scheme cut across different associations and unions in the US, other unions like the United Association of Plumbers, Fitters, Welders and HVAC services Tech, United Brotherhood of Carpenters and Joiners of America, Operating Engineers Plasterers, Bricklayers, Ironworkers, Sheet Metal Workers and others operate under similar scheme (Rodriguez, 2017). In recognition of producing self-reliant youths in the country to reduce unemployment, increase expertise, create wealth and improve GDP, youth apprenticeship strategy engages youths with career linked learning which in turn reduces school drop-out rate, reduces skills gap and encourage youth further education which guarantees their progression into high paying jobs or enable them start their own companies. Recently youth apprenticeship program modified specifically for youths was piloted and successfully tested in some American states like Colorado, South Carolina and Wisconsin where sizeable number of youth engage in classroom technical training and paid on-the-job training across high end industries.

In Africa apprenticeship scheme is equally practised, a typical example is obtainable in the south-eastern states of Nigeria predominantly occupied by the Igbo tribe, under the scheme there are informal arrangements among kinsmen, friends, neighbours and tribes-men who are established entrepreneurs in the region to allow young adults from verifiable backgrounds usually kinsmen, friends, family or tribes-men become apprentice in their line of business, sometimes this is done through referrals based on successful completion and establishment of previous apprentices. Unlike what is obtainable in more developed countries, these apprentice schemes usually does not involve formal education (school curriculum) rather the strength of its success is based on the 'master' wealth of entrepreneurial experiences. All the rudiments and rules (written or unwritten) involved in the chosen line of business are taught and learned during the apprenticeship period, while the established entrepreneur showed the skills and technical-knowhow involved in the business, the apprentice serves him in return. A distinct difference between this schemes compared to what is obtainable in Europe and America is that the master is responsible for total welfare of the apprentice, feeding, accommodation even health-wise unless the illness is a major one not connected in any way with the business. Also, the apprentice is expected to serve the master in 'every' capacity even if it has no connection with the training and the business-the belief that informed this decision is the ability of the apprentice to learn not only the business but also some real life characters and morals necessary to survive in a very competitive entrepreneurship world. The training period varies depending on the type of business; for market related businesses like trading and marketing of a particular type of product-for example, selling of vehicle parts

(Auto spare-part business); medical related business (Chemist) or food stuffs it takes five to seven years of training, while manufacturing of consumer goods like (clothing, shoes, bags, computer and phone accessories) takes longer years, but as for service industries like hairdressing salon, barbing salon, tailoring, make-up, manicure or pedicures usually takes between one to three years respectively (Ogundele, 2007; Enukwu, 2005). Overly the establishment and wide practice of this scheme by the Igbos distinguished them as the most successful entrepreneurially inclined tribe in Nigeria (Ogundele, 2007; Enukwu, 2005).

South Africa was not left behind in the scheme of things regarding apprenticeship scheme used to inculcate entrepreneurial skills and knowledge. This practice has been in existence for years in South Africa where local artificians train wards in the art of making weapons and tools. Department of Labour modified these schemes by enacting new laws to build skills and entrepreneurial knowledge among South Africans. Skills Development Act, 1998 and Skills Development Levies, 1999 were introduced to assist in funding the scheme by employers where they are expected to contribute money tagged skills levy. In addition to this was the introduction of new learning programmes to broaden the apprenticeship program in existence backed by legislation- Manpower Training Act, 1981. Trades and manufacturing skills considered as scarce skills were included in the new program such as plumbers, welders, mechanics, instrument mechanicals and filters. Infusing these scarce skills with apprenticeship scheme was seen as a way of dignifying the skills to encourage youth's involvement. It is worthy of note to mention the importance of Manpower Training Act, 1981 due to the protection it affords both the apprentice and the employer respectively. Under the new arrangement apprentices are exposed to on-the-job training as well as classroom related instructions and activities, which avails the apprentice the opportunity of learning both practical and theoretical aspects of the chosen line of trade. Moreover, apprentices are expected to sit for a competence test at their end of their program at the Institute for the Development of Learnership and Learnership Assessment (INDLELA), after which a certificate of competence will be issued on the successful completion of Competence Based Modular Training (CBMT) system, which includes relevant modular and phases tests, and final trade test, it is after this the apprentice will be recognised as artificians within the relevant industries to help them bargain a favourable terms employing applicable Bargaining Council agreement. South Africa has a unique implementation of apprenticeship scheme as explained for each country reviewed above, for South Africa the minimum age limit is fifteen years and one can only enrol for apprenticeships if an employer has a vacancy and ready to employ.

What this imply is that for an unemployed persons to have access to apprenticeship he/she must find an employer willing to employ and train him/her in the process, inability to find such greatly limits the chances of such individual (Wedekind, 2013; Rasool & Botha, 2011).

4.2 Other factors of influence

A critical look at the figures of unemployment reduction in the province as reported by the premier in the State of Province Address (SOPA) 2016 which stated a decline of unemployment percentage from 27.4% to 25.7%, looking at this; it shows a reduction of 1.7%. Comparing these figures in relation to the number of unemployed youths in the province which stood at 69.9% (Stats SA, 2015) of the total unemployed persons in the province in 2015 will give a clear picture that poverty (facilitated by lack of information of entrepreneurial opportunities) is a significant factor influencing entrepreneurial behaviour in the province. A comparative analysis of this challenge is further explained by comparing the deterioration in youths unemployment in the province from 2008 to 2015 which stood at 38.8% this is a 5.9% reduction in the years under review. To show the gravity of this challenge the rate of unemployment of black youths in the province rose from 34% in 2008 to 40.9% in 2015, most affected in this sub-group is female which is 1.4% higher than male (Stats SA, 2015). In a province with more than 80% black populace the effect or unemployment in relation to poverty cannot be over-emphasised.

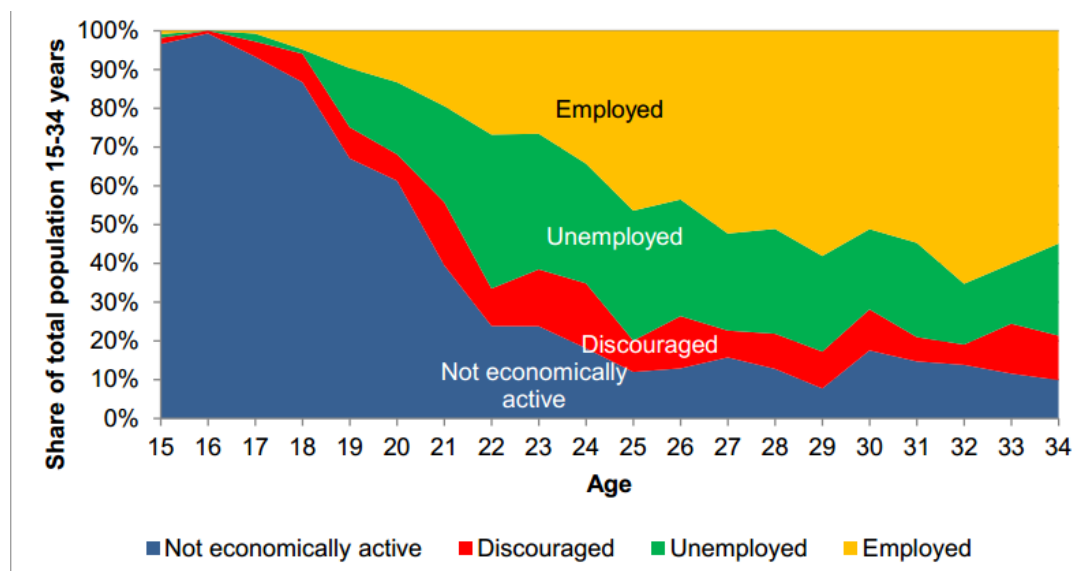


Figure 4.4: Status of youths in Mpumalanga in 2015

Source: Statistics South Africa –QLFS 2015

Figure 4.4 depicts the contribution of youth’s unemployment in Mpumalanga as compared to adult unemployment in the province. It is important to mention that youths represent 58.9% of the total working population in the province (Stats SA, 2015).

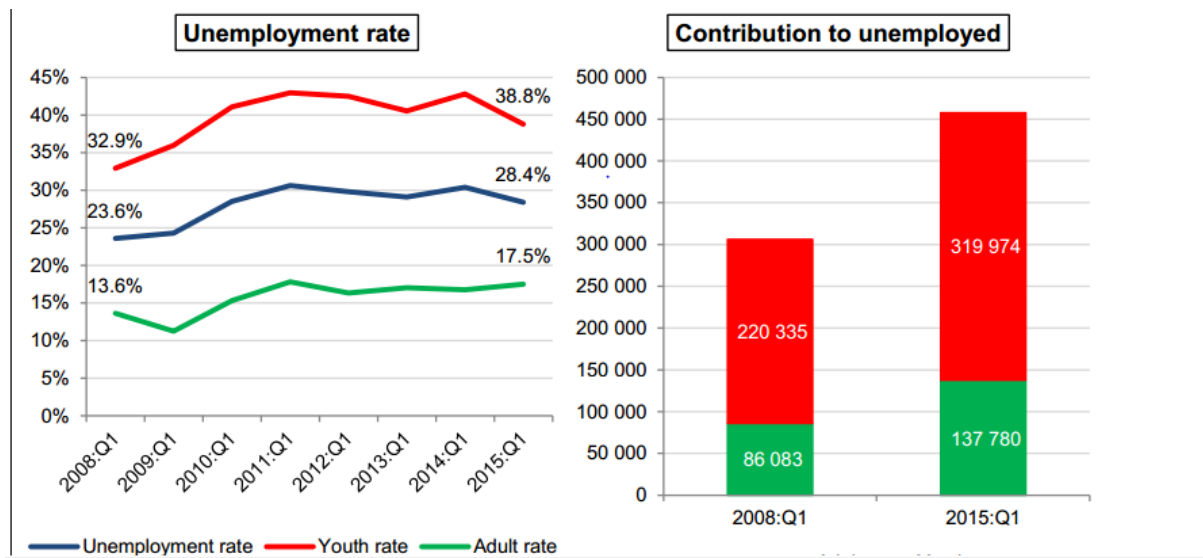


Figure 4.5: Youths unemployment rate in relations to total unemployment in Mpumalanga 2008-2015

Source: Statistics South Africa-QLFS 2015

In furtherance to the challenge of unemployment by youths which has close relationship with poverty and other psychological factors, female youths are worse off as they are been discriminated against in terms of few available jobs in the province thereby exposing them to many social vices and dangerous living. The increase in HIV prevalence in the province with higher percentage of affected people being young girls in the province can be traced back to this abnormally. Also, there is a dangerous trend among adults in the region, who resigns their appointments, claims their pension and got re-employed immediately as against the labour law thereby denying youths opportunity to be employed (*Subject to further research*).

Figure 4.6 showed the increase in unemployment among young male in the province rose from 27.8% in 2008 to 33.2% in 2015 as compared to female which rose from 39.5% in 2008 to 46.9% in 2015. This is an indication of widespread poverty among young female in the province, lack of money is associated with many mental disorders, teenage pregnancy and teenage motherhood without much supports from folks and

partners resulting to improper upbringing of the affected child, stress of the young mother, and eventual exhaustion (untimely death).

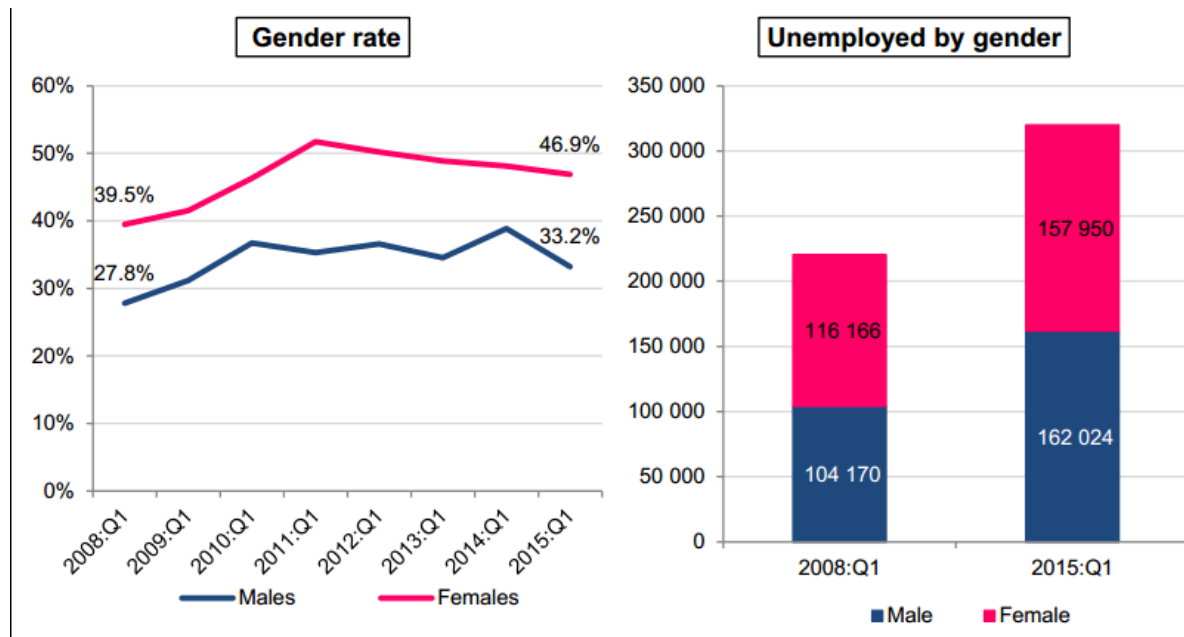


Figure 4.6: Male and female youth unemployment in Mpumalanga

Source: Statistics South Africa-QLFS 2015

Figure 4.7 depicts the unemployment contribution of youths as compared to adults in the province, furthering the exposure and vulnerability of youths in the province. Youth's unemployment rate is above the provincial average of unemployment. As youth unemployment rose by 5.2% from 2008 to 2016, adult unemployment rate in the province rose by 6.3 which is largely superficial considering the numbers involved. The provincial increase stood at 5.5% in the years under review. Therefore, the celebration of unemployment reduction in the province may not have effect in the lives of the youths. Lack of jobs leads to poverty, and poverty is associated with many psychological stresses, one of which is intermittent explosive disorders (IED) the anger bottled from frustration erupts at slightest provocation and cause monumental acts of destruction and violence.

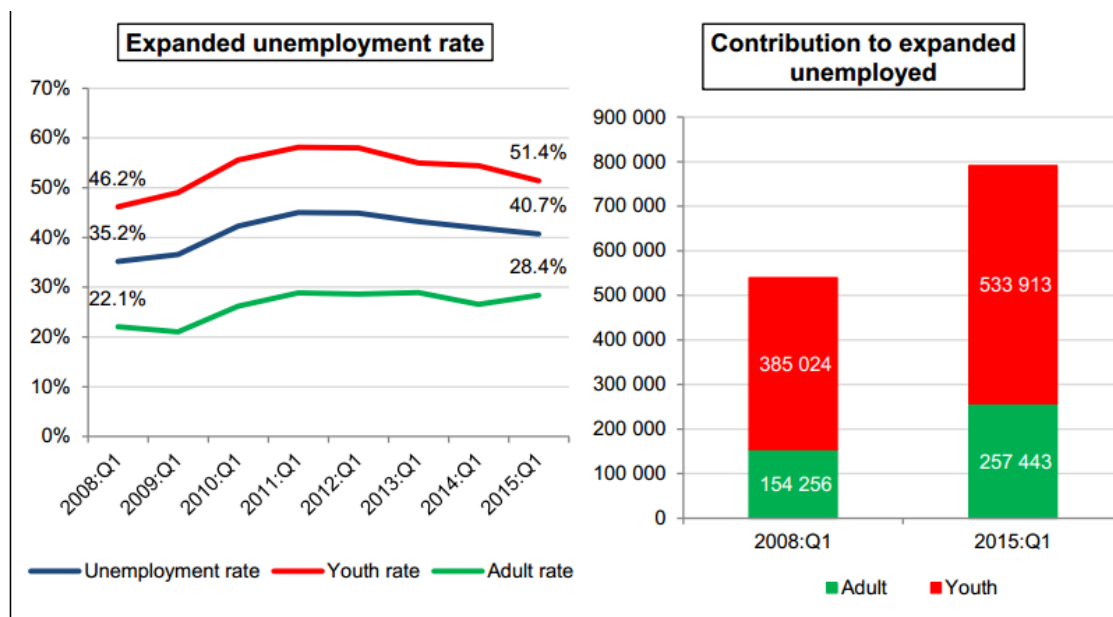


Figure 4.7: Youths unemployment rate contribution as compared to adult unemployment rate in Mpumalanga 2008-2015

Source: Statistics South Africa-QLFS 2015

Figure 4.8 gave a graphical representation of the lop-sidedness of employment opportunity among the youths in the province in relation to race. The impact of unemployment on black youths in the province is enormous considering they represent more than 80% of racial groups in the province. While Indians and coloured youth unemployment nose-dived from 2008 to 2015, black youths unemployment rose by 6.9% in the same period. White youths unemployment rose but with a smaller margin. It is important to note that attitudinal disposition of some of these black youths may be a contributory factor, as some are not interested in education despite government efforts, but this group of people represent small percentage of black youths in the province. There are underlying factors which may be attributed to some of these behaviours, poverty, some black youths does not have what can considered home, they walk very long distance to get to school on empty stomach, some parents are absolutely irresponsible and careless about the well-being of these lads preferring to use their money on alcohol than take care of the kids, some are genuinely unemployed and have no means. Black youths contend with all these challenges giving them little or no chance to be educated enough or acquire necessary skills therefore remain unemployable.

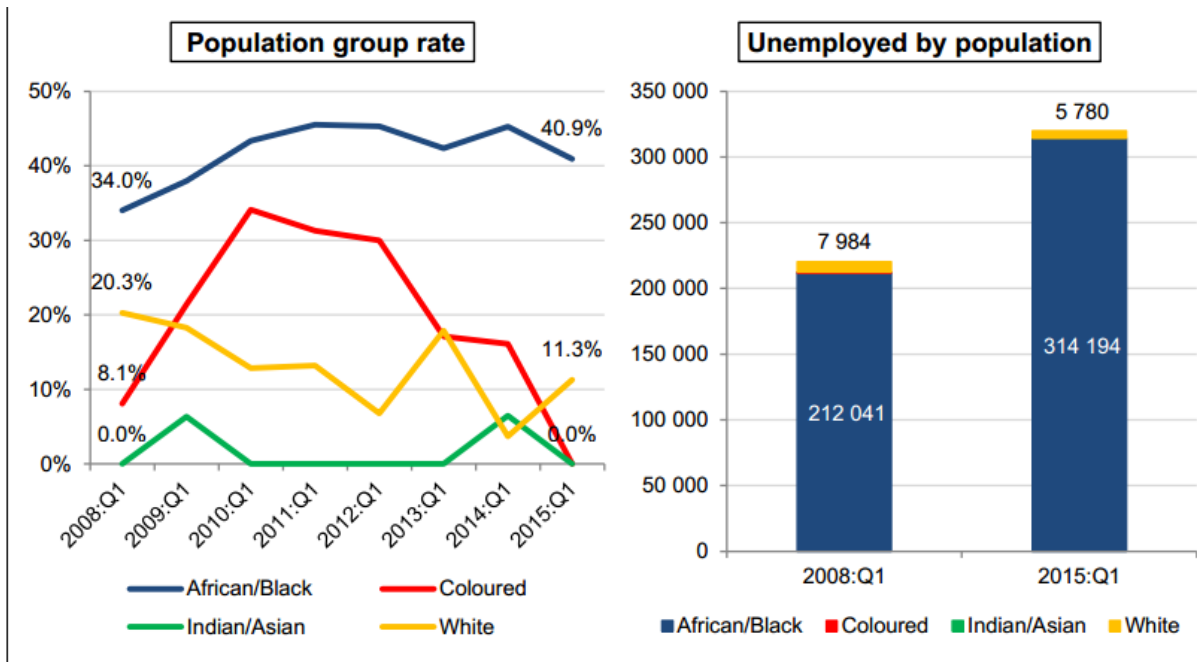


Figure 4.8: Youths unemployment by race in Mpumalanga

Source: Statistics South Africa-QLFS 2015

Figure 4.9 highlighted how lack of skill contributed to youth's unemployment in the province. Many employers shy away from training expenses and cannot indulge the errors associated with inexperienced employees. Resulting in loss of jobs and contributing to youth's unemployment in the province.

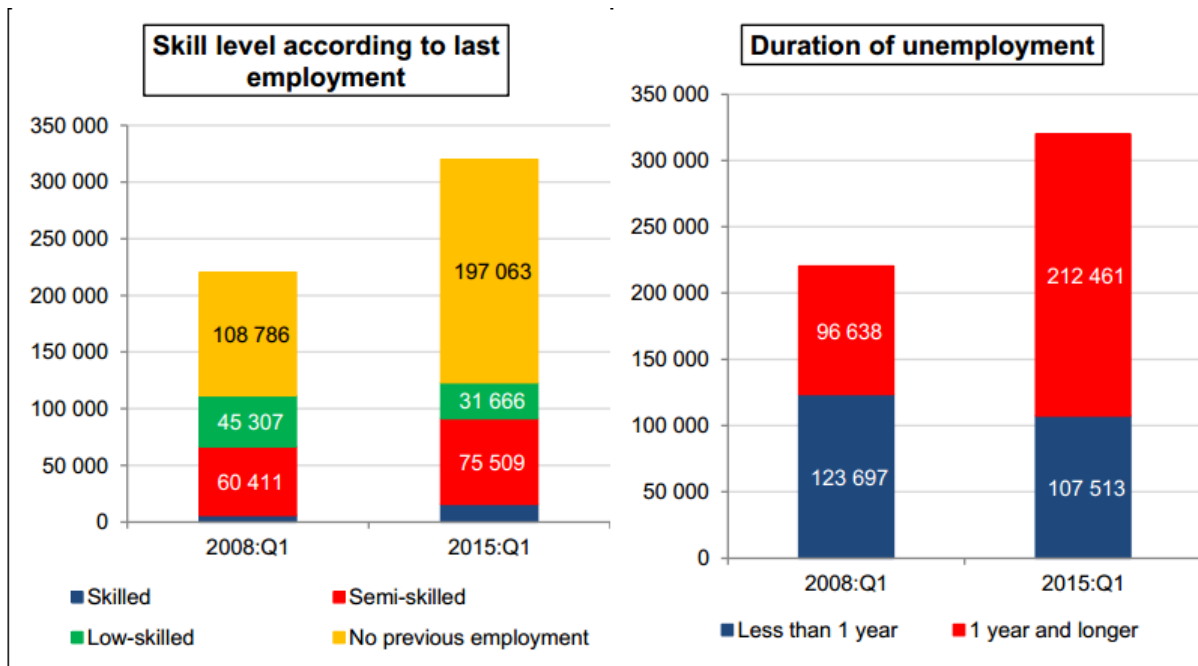


Figure 4.9: Youth unemployment contribution by skills and duration

Source: Statistics South Africa-QLFS 2015

4.3 Summary of literature review

Review of relevant literatures gave insights into what is known on the matter of discourse, psychological factors focused on stress, optimism and mood as mediating variables. Subsequently, political environment was discussed to examine the relevance of different government legislations and policies enacted to create enabling political environment in order to facilitate business growth and lastly information awareness and its relevance to entrepreneurship was examined. However, it is worthy of note to mention the following:

Mental disorders: We can safely assume that this factor may not have a big impact on the youths in the province, however one cannot rule out the significance of such important factor. Statistics showed Mpumalanga has the lowest mental disorder in South Africa as compared to other province but the fact that there are cases of mental disorders howbeit small should not be waved off with hand. Persons with mental disorders might not be interested in entrepreneurial endeavours.

Secondly, Poverty- This is a significant factor in the province, it must be stated here that poverty is not limited to lack of financial or material resources, poverty in this context cut across both physical and psychological spheres. A typical example is a young adult that spends his day lazing around in the hope of getting grant at the end of the month only to lavish all on alcohol within two days (mental poverty). Although there was an improvement in the poverty head count in the province in 2016 compared to 2015, an improvement of 1%, as poverty rate declined from 7.9% in 2015 to 7.8% in 2016. 273886 households in the province reported lack of money in the last one year, while 14.8% of the household missed meal in the same period under review (Stats SA, 2016). Unemployment has direct relationship with poverty, and the report of unemployment reduction in Mpumalanga may not necessarily be cheerful news to the youths in the province.

In conclusion, the following factors were considered contributory factors to lack of entrepreneurial behaviour

- I. Profligate: An act of wastefulness which is largely a psychological attitude towards money. There is a sense of wastefulness among South African youths with preference to acquire liabilities (*not capable of maintenance*) to acquiring assets. The New Age 2014 publication addresses the misconceptions of South African youths towards money, focusing on a caption “money is a means to an

end". It is worrisome that youths' tends towards wasteful spending, accumulating liabilities few months after employment. The urge to show-off, or announce to 'haters' that one has arrived clouded any sense of rational behaviour, a good example is someone earning R15,000.00 per month buying a 2017 Audi on credit, a full settee on account, clothes and jewelleries on account all in a bid to show-off thereby digging holes of indebtedness. This is a trend among many young South Africans necessitating government efforts to increase financial literacy. Various methods were employed to educate youths on wealth accumulation as opposed to debt accumulation one of which is a short movie sponsored by STANLIB Asset Management in 2012 titled 'Smartbucks mind your moolah' (Stanlib, 2012). The 'show-off' syndrome which makes savings practically impossible is a factor affecting youths entrepreneurial interest, in as much as one is unable to postpone expenditure of non-essentials till future date such might not be able to raise initial start-up capital necessary to start a business, bearing in mind that most organisations including government would like to see the entrepreneur's stake in the business before providing additional capital.

- II. Negative perception of government: Lauren (2016) gave a vivid explanation on how youths in South Africa are expressing their grievances towards government, she posit that 'millennial in South Africa are not apathetic' as they take issues into their hands in an explosive manner. The aggravation is ultimately on economic emancipation as they challenge status quo head-on. A typical example was 2015 #FeeMustFall protest that brought government to her knees. It is important to address these negative perceptions as such protest can only get worse as youths' are becoming restless and their frustrations reaching boiling point a trend that has continued since 2004 (SCR, 2015). The lip-service on entrepreneurship as solution to nagging youth's unemployment can only be viable and effective if enabling environment to support young South Africans to becoming entrepreneurs is provided (Lauren, 2016). The number of youths entrepreneurs reduced from 609,000 in 2009 to 543,000 in 2014 (Stats SA, 2014) a critical look at this gave an impression that youths tried to start their own businesses but without adequate supports and proper orientation some ran into losses thereby instilling fears into others, which brought about resentment

towards government apparatus that was perceived for insincerity and not supportive enough. It is of paramount importance to harness the vigour, passion, lack of fear of failure and exhilaration inherent in youths as a resource to entrepreneurship development in South Africa, failure of which can cause catastrophic repercussions to the safety and viability of the economy (Chetty, 2016). Provision of infrastructures and enacting policies is not enough, physical engagement of youths and total overhauling and change of mind-set is a critical ingredient to successful entrepreneurial behaviour among youths in South Africa.

- III.* Deficiency of relevant information: information is ‘king’, access to correct and relevant information not only change perception but also gingers appropriate actions. Government needs to do more to get in the ‘head’ of youths as this will play a crucial role in achieving the level of performance needed to boost interest in entrepreneurship and subsequent reduction of poverty and violence.

Chapter 5

RESEARCH METHODOLOGY

5.0 Introduction

This chapter explains in detail the research method adopted for this study to empirically investigate the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga province. It is pertinent to choose and employ appropriate research method in executing this research to avoid inappropriate and ineffective method that might give ambiguous result that cannot be proved scientifically. It is also important to adopt suitable method in research design, population, population sampling techniques, research instruments, and statistical data tools for data analysis which will give credence to the validity and reliability of the research.

Adoption of the research methodology employed by this study was done after a painstaking study was conducted on research methodology literatures to arrive at the most suitable method for this study. Alignment of the study objectives and questions served as a benchmark for the methodology adopted. It is therefore imperative to restate the research objectives and questions of this study.

5.1 Research objectives

The challenges associated with starting and nurturing a business successfully may be the cause of minimal youth's participation in entrepreneurship (Naudé & Krugell, 2007), although, there are concerns and scepticisms about starting a business which may not be accurate. Government identified some of the challenges but there are still many factors impeding successful entrepreneurial behaviour in Mpumalanga. Despite many studies analysing entrepreneurial development challenges, the area of how psychological factors, political environment and information awareness influences entrepreneurial behaviour among youths in Mpumalanga province and what suitable model should be developed and adopted in causing a paradigm shift in mental and behavioural entrepreneurial behaviour among the youths has not been adequately harnessed. Barely had any of these observed investigations addressed the effect of the mental state that result in pattern of behaviour regarding entrepreneurial development among the youths. Finding answers to how these constructs (*psychological factors, political environment and information awareness*) influences entrepreneurial behaviour and developing a suitable model to enhance entrepreneurial

behaviour among the youths in the province is the objective of the study which serves as the theoretical framework of the whole study.

Objectives: The objectives are to:

1. determine the influence of psychological factors on entrepreneurial behaviour among youths in Mpumalanga
2. investigate how political environment influences youths' entrepreneurial behaviour among youths in Mpumalanga
3. measure the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour
4. develop a strategy to influence youth's information awareness on the economic potentials and resources in Mpumalanga

5.2 Research philosophies

Philosophy of research has to do with divergent beliefs and world-views on chosen enquiry, which informs the designs, procedures, strategies and systems of investigation or further research of a phenomenon (Saunders, Lewis, & Thornhill, 2009). It can also be explained as the belief about the way in which data about a phenomenon should be collected, investigated and used, with clear reference to epistemology (what is known to be true) as opposed to doxology (what is believed to be true), which includes the adaptation of a particular research philosophy (Saunders, Lewis, & Thornhill, 2009). Creswell (2009) posited that the adaptation of a particular philosophy depends on whether the study intends to investigate natural or scientific occurrences as against a construct or phenomenon applicable to social or management science research. This study reviewed various research philosophies and discussed each in detail in order to make an informed decision on the best suitable philosophy for the study. Research onion depicted below explained the philosophies, choices, strategies, approaches, techniques and procedures necessary in conducting a good research. Research philosophy within the scope of business related discipline is basically four including positivism, realism, interpretivism and pragmatism.

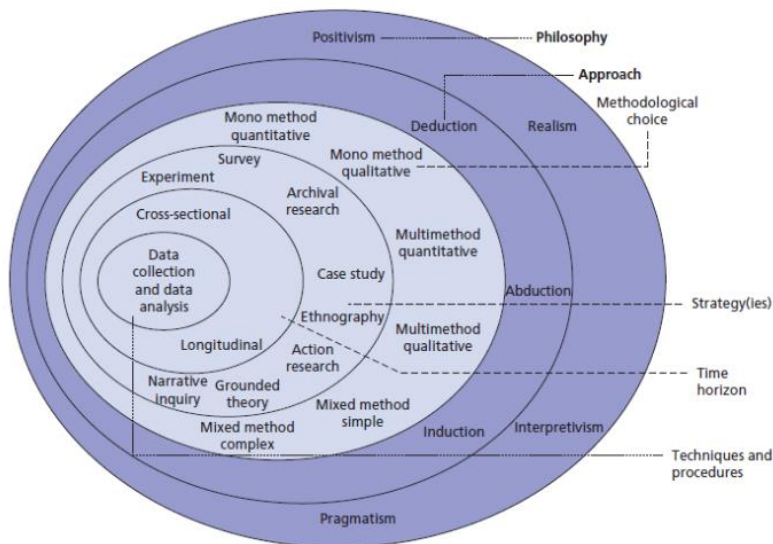


Figure 5.1 Research onion

Source: Adapted from Saunders et al., (2012)

5.2.1 Positivism

This is a research philosophy inclined by natural scientists; it adopts observable social reality mediated by law-like generalisation of variables similar to physical scientist (Remenyi et al., 1998; Mc Manus, 2017). It is a philosophy that gave credence to data that can be verified physically as against what is measured emotionally. The adoption of this philosophy is informed by developing hypotheses from similar research, these hypotheses will then be verified or be contested in whole or in part, leading to further development of theories, which will be verified by additional research, hence the accolade of being regarded as objective research strategy (Saunders, et al, 2009). Positivists, from epistemological viewpoints, assert that objects, which are visible and measurable, can be regarded as factual knowledge. It was concluded that the object being reviewed and the significance attached to such object have a distinct existence different from the researcher's (Bryman, & Bell, 2015). The adoption of physical objects distinct from the researcher's perspective enhanced the objectivism position of positivism philosophy, objectivism from the viewpoint of ontology upholds that social phenomena and their considerations possess a veracity that is external to that of the researchers (Becker, 2012). To buttress this, factors influencing youths' desires on entrepreneurship might not be limited to youths 'feelings', but rather, prevailing circumstances which they neither caused nor can control, some of these influences are social factors whose reality is distinct from the social actors.

5.2.2 Realism

This is another epistemological locus, which is basically scientific in nature. The core of realism is that truth is relative to what can be seen, touched or sensed; objects that are physical or devoid of human sentiments are deemed real. The theory of realism emphasised there is a reality fairly autonomous of the mind. Realism is similar to positivism as it considers two of its main characteristics: a supposition that scientific and social science research must adopt an even technique of data collection, and a mandate of complete independence of the objects under investigation from the social actors (Bryman & Bell, 2015). As a result realism is different from idealism, the theory that supports emotional underlay and concepts in investigating phenomena. Therefore, realism adopts a scientific approach to the advancement of knowledge. This supposition reinforces its data collection method and the interpretation. There are two types of realism; the first type of realism is direct/empirical realism. Direct realism believed we can correctly gauge the world around us by our senses, which can lead to development of proper techniques to assist in knowledge progression on a particular phenomenon (Bryman & Bell, 2015). The second type of realism is critical realism. Saunders (2009) posits that critical realists believed human interpretation of reality is based on sensations, the phantasmagorias of things that are real as opposed to the things directly; therefore, human interpretation of reality is supported by training and experience and which cannot be expected without the involvement of social actors' learning process. Adoption of direct realism might be insufficient to give in-depth explanation of the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga as perception is often times different from reality. Critical realism also might pose a challenge as social events are dynamic and requires continuous improvement of knowledge which might be practically impossible (cost and time factors) in relation to developing a suitable model in investigating the influence of the aforementioned factors on entrepreneurial behaviour among youths in the province.

5.2.3 Interpretivism

Interpretivism is an epistemology that believes in the essentiality of knowledge regarding understanding the differences between persons in their role as social actors. The significance of people termed as social actor is the bedrock of this philosophy as research is conducted amongst people and not inanimate objects. The metaphoric suggestion to this philosophy is

the part humans play in events of life which is synonymous to how humans give interpretation to everyday social events. In addition, there is tendency of interpreting the social roles of others in accordance with one's own set of connotations (Goulding, 2005; Saunders et al., 2009).

Interpretivism is opposed to the positivism tradition by contending the simplicity of positivism in the sense of the complexity of social world of business, entrepreneurship and management which lend itself to hypothesising by definite 'laws' in the same way as the physical sciences (Goulding, 2005; Welch 2013). It is believed that positivism skips deep insights into complex world by reducing it to series of law-like simplifications. The tradition of interpretivism originated from two intellectual traditions: phenomenology and symbolic interactionism. Phenomenology refers to how social actors perceive their world; it is a world-view perception of events (Saunders et al., 2009; Goulding, 2005; Welch, 2013). In symbolic interactionism however, there is an effort of conscious continuous process of understanding the social world, in that interpretation is given to the actions of others through interactions and subsequent interpretations which leads to alteration and adjustment in meanings and actions (Boksberger & Melsen, 2011; Saunders et al., 2009). As appropriate as interpretivism is to researching phenomena in business, entrepreneurship and management, the presence of uniqueness of business structures and complexities associated with human behaviours raises questions about the generalisability of research that intend to examine the rich complexity of social situations. However, interpretivism may have addressed this challenge in that generalisability may have little effect on this philosophy due to the ever-changing world of business organisations. The dynamism of business world in itself renders generalisation less valuable. The suitability of interpretivism in business, entrepreneurship and management research is conventionally acceptable, however, the quest to gain full understanding of the social phenomenon may cause overbearing influence of the researcher's point of view on interpretation and discussion findings from the study, the reason why Kelliher (2011) emphasised the challenges related to reliability and validity of the study.

5.2.4 Pragmatism

Pragmatism can be regarded as an inclusive philosophy in that it relates each research question to the best suitable method of getting unbiased outcome. It relies on schedules, circumstances and significances which differentiate it from other research philosophies (Creswell, 2009). Pragmatism relies on compound approaches to provide answers to research

questions. Freshwater & Cahill (2013) posit that pragmatism affords the researcher the liberty of selecting appropriate methods in-line with the requirements necessary to produce an appropriate outcome. This was further emphasised by Guba and Lincoln (1994) whose argument favours epistemology and ontology as more important than questions of method, as some believe preference of one philosophy over the other is seemingly unrealistic in practice. Pragmatists perceive the world as a complex entity with unique demands which necessitates different approaches and techniques in finding suitable answers to its challenges (Hanson et al., 2005; Johnson & Onwuegbuzie, 2004). The core value of this philosophy is the importance it attaches to research question in appropriating suitable research approach for answering each research questions. In furtherance to the argument above the unambiguity of each research question lay to rest the preference of either positivism or interpretivism philosophy as pragmatism confirms the possibility of employing both philosophies. Therefore, employment of mixed methods of both qualitative and quantitative is possible and suitable, within one study. Tashakkori and Teddlie (2009) suggested the adoption of philosophy as a continuum rather than contesting positions by researchers. They furthered their view by suggesting what should motivate researcher’s adoption of philosophy as what is of value and appropriate in deriving an unbiased result.

Table 5.1: *Tabular representation and comparison of four research philosophies in business and management*

Research Philosophies	Positivism	Realism	Interpretivism	Pragmatism
Epistemology- the study of knowledge	It is a philosophy that gave credence to data that can be verified physically as against what is measured emotionally.	It is a philosophy that believes truth is relative to what can be seen, touched or sensed, objects that are physical or devoid of human sentiments are deemed real.	Interpretivism believes in the essentiality of knowledge regarding understanding the differences between persons in their role as social actors	an inclusive philosophy that relates each research question to the best suitable method of getting unbiased outcome
Ontology- the Researcher’s acuties of what establishes the nature of truth	Objects which are visible and measurable can be regarded as factual knowledge.	It is an unbiased view of objects which is different from the feelings, and beliefs of social	Social constructs developed into social relations. Interpreting the social roles of others in	Employment of compound approach to provide answers to research questions.

		actors; its understanding comes from social events.	accordance with one's own set of connotations.	
Axiology - this is the researcher's judgement about values.	Values are placed on objectivity of research variables alienating bias.	Researcher's experience and values play an important role, which is largely subjective to his perception with great influence on the outcome of the research.	Value is considered the core of the research as the researcher is part of the research variable to give an in-depth meaning to research outcome.	The importance of value is magnified in the interpretation of result, as both subjective and objective perceptions are employed based on the research questions.
Data collection methodology	Largely organised, huge Samples size, measurement, Employment of quantitative, however qualitative as sometimes utilised.	Data collection techniques must be in line with research questions, irrespective of quantitative or qualitative data.	Employment of small samples of qualitative data, with profound examination and analysis.	Mixed method of data collection based on each research questions. Employment of both quantitative and qualitative data.

Source: Adapted from Saunders et al. (2009)

5.2.5 Research philosophy adopted for the study

The significance of investigating the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga using psychology of entrepreneurship in relation to stress factors (external and internal) as mediating variables, informed the decision to adopt pragmatic philosophy as the most suitable philosophy for this study. It is on this premise that quantitative research method was adopted, which allows quantitative data collection approach and analysis.

Pragmatic philosophy avails the opportunity to adopt multiple approaches and assumptions which results into optimal data collection, which are not only relevant to the study but are

insightful (Creswell, 2009). This statement was supported by Morgan (2007) who posits that employment of numerical and non-numerical source of data is best combined using pragmatic philosophy. Therefore, the integration of numerical and non-numerical information and analysis were supported by this study. Babbie, (2010) maintained that quantitative research methods is very suitable when analysing numerical data through mathematical computations which influences the quality of research outcomes well suited for investigating the influence of the aforementioned factors on entrepreneurial behaviours among youths in Mpumalanga. As this study investigates these factors, pragmatic philosophical stance was adopted in a bid to ensure in-depth and reliable data was collected to give a valid outcome. Therefore the adoption of Pragmatism philosophy with quantitative research method will enhance the ability to find answers to each research questions separately and objectively which justifies data collection and analysis as it was explained above. Each research question in this study was carefully examined to determine the suitable method employed.

5.3 Research approaches

There are three basic research approaches which are deduction, abduction and induction approaches; however only deduction and induction will be discussed in this study due to their stark contrast and relevance to the study. Integration of the two approaches gives a balanced system of developing research theories.

5.3.1 Deduction: Testing Theory

Deduction or what is regarded as deductive approach is broadly scientific in nature. These theories are developed and made to pass through rigorous tests to form hypotheses. It is an approach that is mostly adopted by positivist philosophy and largely acceptable in natural science where established rules are used to explain and anticipate phenomena, envisage occurrence and provides allowance for control (Saunders et al., 2009). The hypothesis developed through deduction will be tested by collecting data and analysing such to interpret, accept or reject the hypothesis (Bryman & Bell, 2015). Robson (2002) gave five sequential steps used in deductive approach, which includes: (a) developing a testable proposal around the connection between two or more variables. This assumption was supported by Minner, Levy, & Century, (2010), (b) develop provable method of measuring the hypothesis, by

explaining in clear terms how the variables will be measured (Bryman & Bell, 2015; Minner et al., 2010; Saunders et al., 2009) (c) test each hypothesis, (d) verify each outcome to confirm or accept the hypothesis, or reject and state the need for more tests, or modification of the hypothesis. Verification as posited by Maylor and Blackmon (2005) is the process of developing data into hypotheses to formulate theory. Most scientific investigation employs quantitative approach to obtain information which sometimes poses a challenge necessitating the adoption of mixed method involving qualitative, (e) modify hypothesis if the need arise as a result of the outcome. This process is a continuum until appropriate hypothesis is developed, tested and a phenomenon established. The acceptability of deductive approach is borne out of its objectivity (Saunders et al., 2009). The approach employs stringent scientific methods of data collection, which is subjected to in-depth statistical analysis to deductively improve knowledge on a phenomenon (Bryman & Bell, 2015). This approach is without some criticism based on the complex scientific methods which may not capture the essence of factors influencing the social actors' behaviours in management science.

5.3.2 Induction: Building Theory

Induction or otherwise known as inductive theory is a research approach closely related to interpretivism. This approach helps to understand the phenomenon under investigation by participation and involvement of the researcher as part of the social actors, thereby formulating theories from personal experience and views of the researcher to build a case for investigation that will assist to give in-depth understanding to a phenomenon. It is a stark contrast from deductive approach which base its outcome on hypotheses developed through deductions, aligning its theories into law-like generalised variables (Kelliher, 2011; Thomas, 2006). Induction builds theories that follow data unlike deduction that use data deductions to test theories. Due to the emergence of social sciences in the 20th century and the complexity of humans diverse ways of interpreting phenomena, coupled with the dynamism associated with entrepreneurship and business management, researchers in this field became critical of a method that permitted a cause–effect relationship to be made between certain variables without an empathetic way in which humans construed their social world. Emergence of such understanding is the crux of inductive research. It is also important to mention here that the rigid methodology associated with deduction which does not permits alternative explanations to phenomena makes induction more appealing to social science researchers as there is sense of finality about the choice of theory and explanation of the hypothesis with regards to

deduction, although alternative theories may be proposed by deduction, however, these would be within the ambit set by the extremely structured research design. Inductive theory approach gives preference to methods of data collection to record first-hand information on phenomena; therefore qualitative approach is favoured in an inductive inquiry. Interviewing respondents and observing them in their natural environment assists in gaining in-depth understanding about a social phenomenon in order to denote inductive knowledge (Kelliher, 2011; Saunders et al., 2009; Grouding, 2005; Easterby-Smith et al., 2008). It is pertinent to understand why inductive approach is suitable for business research as proposed by Easterby-Smith et al. (2008). There are three major reasons for this adoption, which are (a) it helps to take a more knowledgeable decision on the research design, (b) it helps to align the research strategies and approaches that is suitable for the study and, importantly, those that are not suitable, (c) knowledge of the diverse research traditions permits adoption of a suitable research design to cater for constraints. Take for example, the constraint involving limited access to data, or lack of prior knowledge of the subject may put the researcher in an awkward position to frame a hypothesis due to insufficient understanding of the topic. Comparison of the diverse approaches to qualitative study as suggested by Thomas (2006) is offered in Table 5.2.

Table 5.2 *Comparison of qualitative analysis*

	Universal Inductive Approach	Conventional Theory	Dissertation Analysis	Phenomenology
Diagnostic strategies and questions	Highlights relevant identifiable elements that meet the research objectives.	Employ axial coding and theoretical sampling to generate theory.	Recognition of social practices and rhetoric through text and sound	Gives meaning to experiences garnered to convey understanding through words.
Result of analysis	Themes of the research objectives Identified	A theory that includes themes are developed	Text and sounds meanings are identified and Described	Experiences garnered are given vivid description
Presentation	Highlight the	Describe theory	Descriptive	A comprehensible

of Results	most relevant themes.	of core themes	explanation of various meanings in text	narrative about the experience
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Source: Adapted from Thomas (2006).

With the above description, we can attest to the rigorous techniques involved in inductive approach of data collection using qualitative method which gives in-depth information directly from the source (Thomas, 2006). The major weakness of this approach is its subjective tendency as the researcher's perceptions of the phenomenon have a significant effect on data interpretation and discussion of the findings (Saunders et al. 2009). Combination of both approaches was recommended by different scholars as a way of alleviating the obvious identified weaknesses of both approaches (Franz et al., 2013; Creswell & Clark, 2011; Morgan, 2007).

5.3.3 Combining deductive and inductive approaches

The identified rigid divisions between deductive approach and inductive approach which is influenced by objective and subjective procedures in developing new knowledge, inhibit the ability to provide comprehensive explanations of the important variables, a challenge which therefore, necessitated the combination of the two approaches in social/management research. The possibility of combining deductive and inductive approach was mentioned based on the experiences gained from previous researches, which proved that such combinations are advantageous and significant (Ali & Birley, 1999 cited by Mengting 2015; Saunders et al., 2009). The combination of deduction (quantitative) and induction (qualitative) methods within the confine of a single study in line with research questions is referred to as mixed methods (Creswell, 2009). It is however imperative to mention here that even though the study employed quantitative research methods in collecting data it recognise the importance of integrated approach which featured in the process of developing the questionnaire for the study. The researcher believed it is a sensible thing to do in designing the questionnaire as integrated approach is acceptable in management sciences research, due to the dynamism and peculiarity associated with business activities which needed to be researched in multiple phases.

5.3.4 Research approach adopted

Research objective helps to determine research approach, in that, if the research objective is to find the relationship between variables- like in this case of this research determining the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour, highly structured and consistent data collection process will be used with a closed-ended questions forming the bulk of the questionnaire's structure. This will facilitate statistical analysis and interpretation of numerical data collected through survey necessitating the adoption of quantitative research methods for this study (Creswell, 2013; Szafranski, 2009; Vogt, 2006, 2012). The choice is made based on the strengths inherent in quantitative research approach in explaining relationship between constructs to find correlations and significant differences in the constructs; which will also assist in finding cause and effect relationships to make suggestions. Also, quantitative research method helps to explain structured numerical and non-numerical data collection and examination processes resulting in dependable research conclusions (Franz, 2013; Evans et al., 2011).

5.4 Research choices

Peeling the research onion by layers necessitated discussing research choices at this juncture. This can be explained as the various techniques of data collection and analysis, which includes 'mono method (quantitative or qualitative), multiple methods (quantitative/qualitative), and mixed methods (Saunders et al., 2009). The mono method involves the adoption of a data collection technique and a compliant data analysis procedure. Multiple methods employ two or more data collection procedures and conforming data analysis procedures (Saunders et al., 2009). Adoption of different data collection techniques and data analysis procedures in either qualitative (multi-method) or quantitative (multi-method) approaches facilitates multiple methods. Mixed methods represents a consolidation of qualitative and quantitative methods of data collection and analysis processes either simultaneously, concurrently and consecutively in a study.

5.4.1 Mono Method

A mono method is the implementation of a data collection system and a compatible data analysis process (Saunders et al., 2009). Simply put as the adoption of a single system of data collection either quantitatively or qualitatively. Adoption of quantitative research methods

will enable data collection and analysis through numerical (quantitative) form which are subjected quantitative data analysis techniques to report the findings in numerical form (Saunders et al., 2009, p. 151). The main limitation of employing mono-method is that it lacks data triangulation. More so, it breeds questionable validity and reliability of the research instrument (Saunders et al., 2009). However, this study adopted, a conventionally tested and acceptable research instruments measuring tools (*general efficacy scale, perceived stress scale and readiness for entrepreneurship*) which possess acceptable level of validity and reliability to develop the research instrument used by the study. Hence, the researcher find mono-method suitable to measure the relationship between the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga province.

5.4.2 Mixed methods

Mixed research methods can be explained as the process of gathering, examining and explaining quantitative and qualitative data in a single study. It involves the integration of both quantitative and qualitative data, findings and processes which are analysed either sequentially or concurrently in a single study (Saunders et al., 2009; Creswell et al., 2009). Hanson et al. (2008) suggest the essence of mixed methods as (a) Enriched findings (b) In-depth analysis (c) Ability to test a model or theory (d) Magnified participants' inputs (e) Acceptable validity and reliability which improves general trustworthiness of the study. Hanson et al., (2008) & Creswell et al., (2009) listed the types of mixed methods design as (a) Sequential Designs (sequential explanatory, sequential exploratory and sequential transformative designs) and (b) Concurrent Designs (concurrent triangulation, concurrent nested and concurrent transformative designs).

5.4.2.1 Concurrent mixed designs

Concurrent mixed designs enables research data to be applied simultaneously. It is the combination of numerical and non-numerical techniques applied to data collection system and equivalent analysis of the data (Cameron, 2009). Combining methods concurrently gives the necessary impetus and basis to adequately answer research questions comprehensively. Wilson (2010) explained that the paradigm behind cross-sectional survey of combining a structured questionnaire and unstructured questionnaire in a single study is to establish the effectiveness of concurrent mixed design to answer research questions (Creswell, 2009, 2017). Concurrent mixed designs allows the researcher the luxury of structuring the

questionnaire in a way to align responses towards pre-determined scope of his investigation while the unstructured part gives in-depth insights to critical areas that further explains the emphatic feelings of respondents. Three concurrent methods designs will be highlighted here to further explain its relevance to research choices.

5.4.2.1.1 Concurrent Triangulation method design- This applies to a research choice where both quantitative data and qualitative data are collected simultaneously. The theoretical lens views is by implication, while both quantitative and qualitative data are collected concurrently, it is analysed separately howbeit concurrently interpreted, result is afterwards compared to arrive at a conclusion. Figure 4.5 gives a pictorial description of concurrent triangulation.

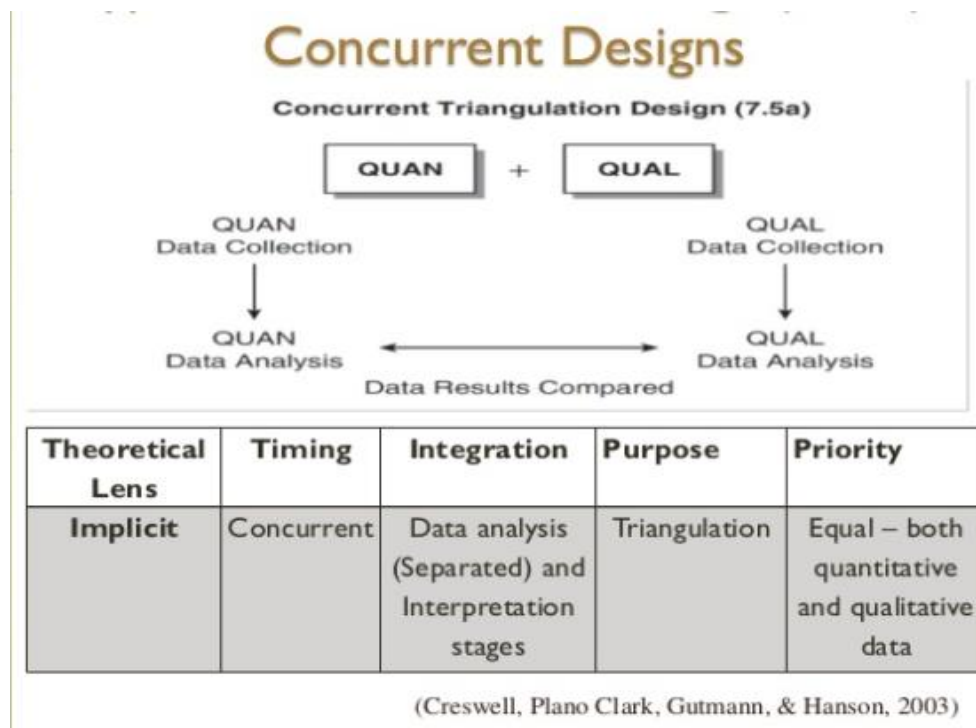


Figure 5.2 *Concurrent Triangulation Design*
Adapted from *Designing a Mixed Methods Research* (Phillip Adu, 2013)

5.4.2.1.2 Concurrent Nested method Design- Nested method is similar to triangulation method as data are collected concurrently; however, there is a distinct difference on the applicability of data analysis and interpretation. Nested method is similar to a ‘bird nest’ that is usually woven together to arrive at a desired outcome. The key word here is integration. Theories can be developed implicitly or explicitly depending on which approach the researcher decided to start with, quantitative data and qualitative data are collected concurrently and integrated before it is analysed. Data collected are merged and analysed

together to give a complimentary interpretation of outcome. Figure 4.6 below is a graphic depiction of Nested design.

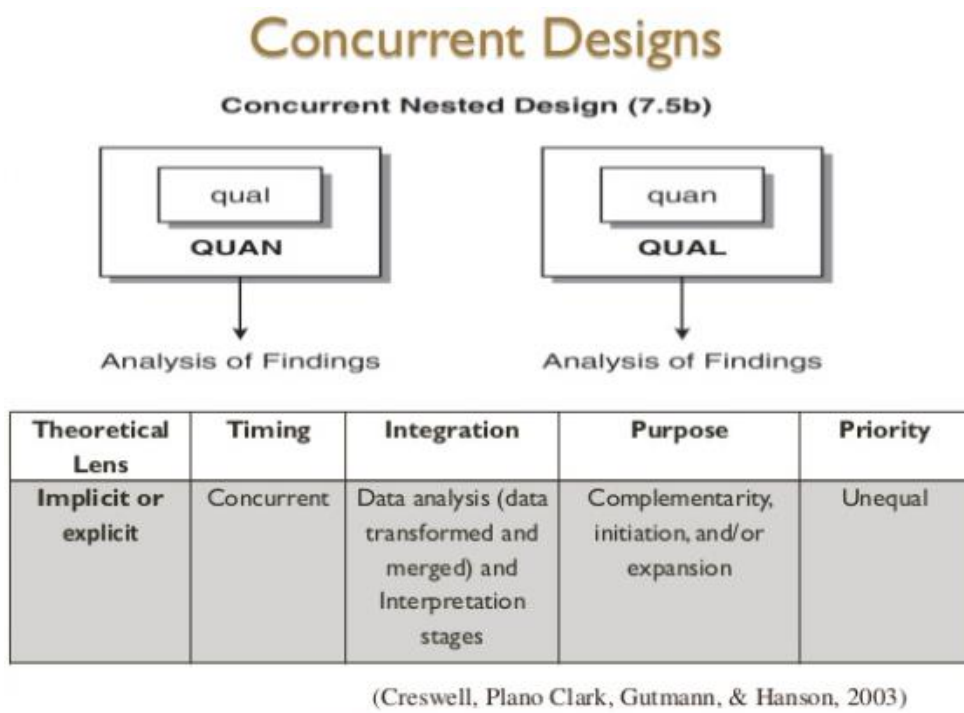


Figure 5.3 *Concurrent Nested Designs*

Adapted from *Designing a Mixed Methods Research* (Phillip Adu, 2013)

5.4.2.1.3 Concurrent Transformative Design- This method facilitates numerical and non-numerical data collection and analysis concurrently based on the statement of problem and the research objectives (Hanson et al., 2005). Theories are developed through explicit advocacy lens to develop framework of the study. Though data are collected concurrently different priority may be accorded to one method of data collection and analysis above the other sometimes they may be accorded equal priority (Creswell, 2017). Data analysis are done separately but are integrated at the interpretation stage. The importance of transformative mixed methods was explained by Hanson et al. (2008) where they posited that transformative mixed methods enable access to information from various worldviews inspiring respondents' insights of the construct to enable better conceptualisation of a phenomenon from the respondents' emphatic position in relation to the theoretical suggestions. Figure 4.7 explains concurrent transformative design.

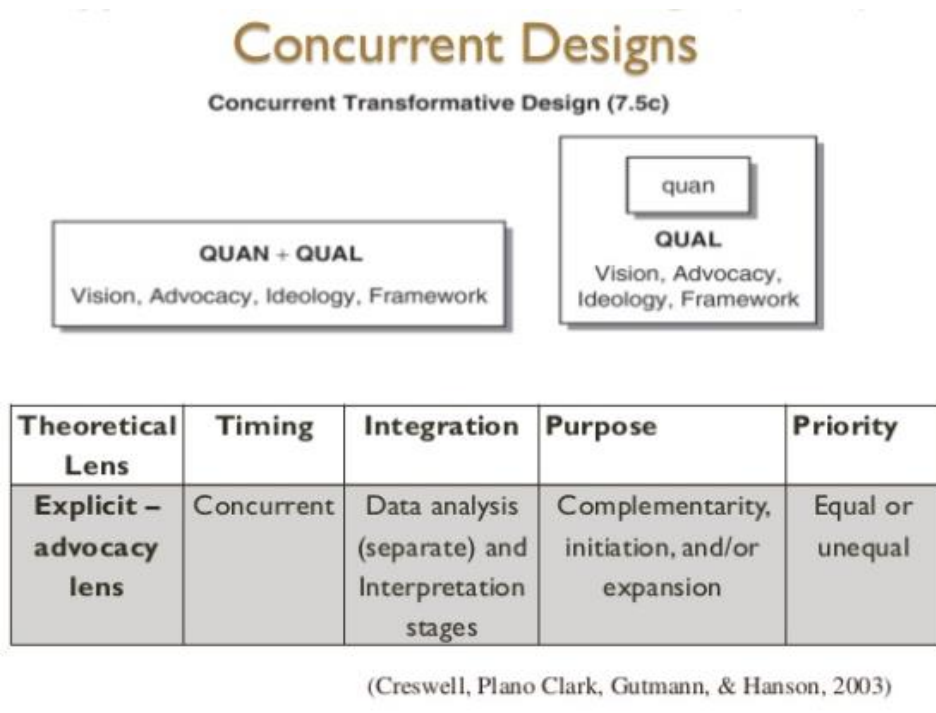


Figure 5.4 *Concurrent Transformative Designs*
Adapted from *Designing a Mixed Methods Research* (Phillip Adu, 2013)

Mixed methods in summary combines numerical and non-numerical data, analysed and interpreted to establish a phenomenon. The option of transforming numerical data into narrative format (non-numerical data), analysed and interpreted, as well as conversion of non-numerical data into numerical codes for statistical analysis is opened to a researcher, which facilitates validity and reliability of researched problems.

5.4.3 Research design adopted for the study

Having reviewed different philosophies, strengths and weaknesses of several research approaches and designs deliberated above; this study adopted the most suitable strategy being guided by the objectives of the study. Therefore non-experimental research strategy was adopted supported by cross-sectional data collection approach utilising descriptive designs accompanied by some exploratory, survey, and archival features. This was necessary due to the need to collect data at different locations and at different points in time (Edmonds & Kennedy, 2012) from selected youths at designated locations from each district using several variables in order to validate the relationship between variables (Walker & Greene, 2009). The adoption of the approach facilitated access to data collection from different categories of unemployed youths in Ehlanzeni, Gert Sibande and Nkangala districts of Mpumalanga province. Although, the study adopted a quantitative research method in data collection, there

was an open-ended section of the questionnaire which was designed to further gather quantitative data among participants from the three districts in order to get a general consensus on what the youths feel influences psychological factors, political environment and information awareness on entrepreneurial behaviour in the province; while the closed ended led respondents to a predetermined direction to infer causation and general perception. The design also, allowed insights into the impact of government intervention strategies (*political environment*) and how this has not adequately arrived at a lasting solution. Review of related literature that adopted this approach serve as a basis for adopting this approach.

5.5 Target population

Target population is the entire group from which researchers' generalised conclusions and inferences of outcome is based out of the sample size selected (Saunders et al. 2009). Vonk (2016, p.1) posit "*it is the people who meet our operational definition of the target population*" while Sekaran and Bougie (2013) explained it is as the complete group of people, happenings or objects that forms the framework of the researcher's investigation. In line with these definitions, the target population in the context of this study refers to the entire set of individuals selected from the three different locations in Mpumalanga. The choice of Mpumalanga province as study location is borne out of the fact that its unemployment rate cited in quarterly labour survey stands at 40.5% (Stats SA, 2014) and this figure has not changed much till date.

Gert Sibande FET College, Sibanesetfu campus was selected due to students' diverse population which are drawn from all spheres of Mpumalanga; Kriel from Nkangala district selection was due to the cosmopolitan nature of the town and the racial mix while Barberton was selected because of its proximity to Nelspruit, the capital of Mpumalanga province.

The three locations selected are in the three districts of the province to ensure proper coverage of the entire province with the aim to investigate the influences of psychological factors, political environment and information awareness on entrepreneurial behaviour in order to examine youths' interest in entrepreneurship despite glaring government inability to provide adequate employment opportunities. There was a consensus on the importance of entrepreneurship in reducing unemployment and poverty levels in the province (Mkhize, 2010; Kobia & Sikaleh, 2010).

5.5.1 Sample size

Sample size for this study was selected based on the objective of the study, the precision of desired outcome, cost factor and time frame. The research was conducted in the three districts of Mpumalanga to ensure proper coverage of the province; three locations were selected from each district due to the concentration of youths, proximity to Mpumalanga capital (Nelspruit), and level of unemployment. 500 unemployed youths were considered at these locations as advised by Department of Labour local offices and the administrative department of GS-College in the selected locations. Krejcie and Morgan sample size table was used to determine appropriate sample size from the population. In addition to this, the sample size was calculated using the formula to calculate size when population size is known, thereby removing any form of ambiguity in sample size calculation.

FORMULA FOR DETERMINING SAMPLE SIZE WHEN POPULATION SIZE IS KNOWN

$$\text{SIZE} = \frac{X^2 NP (1-P)}{d^2 (N-1) + X^2 P (1-P)}$$

Where:

X^2 = table value of Chi-Square @ d.f. =1 for desired confidence level

.10 = 2.71 .05 = 3.84 .01 = 6.64 .001 = 10.83

N = population size

P = population proportion (assumed to be .50)

d = degree of accuracy expressed as a proportion (.05)

Illustration: If the population size of unemployed youths in Barberton population equals 120 then to get sample size for Barberton:

$$\begin{aligned} \text{SIZE} &= \frac{X^2 NP (1-P)}{d^2 (N-1) + X^2 P (1-P)} \\ &= \frac{(3.84) (120) (0.5) (1-0.5)}{(0.05)^2 (120-1) + (3.84) (0.5) (1-0.5)} \\ &= \frac{115.2}{0.2975 + 0.96} \\ &= \frac{115.2}{1.2575} \\ &= 91.61 \\ &= 92 \end{aligned}$$

Therefore if the population size is equal to 120 the sample size will be 92, which is the same figure obtained on Krejcie and Morgan sample size population table. In line with this, Barberton population of 120 equals 92 samples, Gert-Sibande population of 146 equals sample size of 108 and Kriel population of 260 gave sample size of 155. In total, the population equals 500 and sample size equals 355.

A total of 355 unemployed youths were randomly selected from the three locations as an appropriate sample size for primary data collection purposes facilitated by questionnaires.

5.5.2 Sampling designs

Sampling is a means of choosing a subset of components from a target population with the aim of getting information and drawing inferences from the information about the entire population (Statistics Canada, 2015). There are two types of sampling: probability and non-probability sampling. Non-probability sampling adopts a subjective approach in selection of components from the population, because it is relatively easy and quick approach, it is best suited for preliminary studies or follow-up studies. It includes quota, convenience sampling and snowball (Wilson, 2010). Probability sampling on the other hand is best suited to draw inferences from the entire population and quantify the error of estimates, therefore more acceptable for statistical programs. There are three principles that must be observed in probability sampling according to Stats Canada, (2003 modified in 2015), (a) randomisation-selection of units at random, (b) positive possibility selection of all the units from the target population, (c) the probability can be calculated- which facilitates the calculation of sampling error (Sekaran & Bougie, 2013).

5.5.3 Simple random sampling

A simple random sampling gives equal opportunity of selection to every unit in the population thereby reducing bias. A simple illustration of how participants were selected from each location using random sampling was explained below.

Formula to select participants randomly = $\text{INT}(N * \text{RAND}()) + 1$ using Microsoft excel sheet. Where N is the sample size needed, therefore to select participants randomly in Barberton with sample size of 92, = $\text{INT}(92 * \text{RAND}()) + 1$, which gave series of random numbers. Prospective participants were numbered from 1 to 120 (*population of unemployed youths in the location*), out of which only 92 were needed, so as the table generates random numbers like 91, 29, 87, 65, 36, 10, 19, 27, 8, 66, 23.....51, each persons with such numbers were

picked until 92 participants were completely selected thereby reducing biases as every prospective participants have equal chance of being picked.

This approach gives equal chance to every participant in the target population to be selected, which makes selection largely objective and reduces biases, increase reliability and produces a balanced subset that represents the entire target population (Wilson, 2010; Bryman & Bell, 2015).

It important to mention some of the difficulty associated with simple random, which are (a) time factor- it takes time to get a complete list of a target population- researcher travelled to the different locations in Mpumalanga before list of unemployed youths were made available. (b) It is expensive – the associated cost is high. (c) Biases –although simple random sampling is supposed to be largely unbiased to give adequate inference of the entire population however, where selected sample is too small the outcome will not represent the entire population. This study used Krejcie and Morgan (1970) sample population table to calculate sample size and selected the exact number from the population.

Table 5.3 *Sample size population*

Name of Institution	Population size	Sample size
Barberton (Ehlanzeni)	120	92
FET College Sibanesetfu N6 Students (Gert Sibande)	146	108
Kriel (Nkangala)	260	155
Total	500	355

Sourced and adapted from Krejcie and Morgan (1970)

After determining the study locations as stated above, and calculating the sample size of 355, simple random sampling was used to select the sample size per location, for Kriel of 260 populations, 1 in every 2 was used to select 155 respondents, and this applied to other locations too to minimise bias. Questionnaires were distributed to the selected respondents at designated location and at a predetermined date.

5.6 Research strategies

Creswell, (2017) explained research strategy as methods employed in a research to collect data which are analysed and interpreted in order to arrive at an acceptable conclusion. It is a

plan progressively laid out in steps which gives direction to the execution of a systematic investigation of a problem and the provision of answers to such problems in an acceptable way. Sekaran and Bougie, (2013) posited that methodology is effected through different designs. Research design is the strategy used to investigate the root of a particular problem by employing techniques, instruments and tools to find answers to the identified problem (Maylor & Blackmon, 2005). In furtherance to the various designs mentioned under research choices, further explanation will be given on research strategies relevant to this study which include exploratory research, descriptive, survey and archival.

5.6.1 Exploratory research

Exploratory research is defined as the preliminary investigation into a hypothetical or notional idea. It is the initial groundwork upon which a more detailed research is built. It is a study embarked on to increase the body of knowledge on a phenomenon (Sekaran & Bougie, 2013). Exploratory research helps the researcher to ‘explore’ or undertake to investigate a phenomenon especially where little is known of the case being investigated. It usually comes in two main forms; a new topic or a new angle, a new topic can be developed to create essence of investigating what is considered ‘cloudy’ or a new angle can be considered to gain further understanding of an initial topic. This research strategy requires introductory acquaintance with the main subject to access better understanding on the cause and effect of the problem before developing critical research questions and development of hypotheses (Sekaran & Bougie, 2013). Therefore employing qualitative data collection approach is most suitable for exploratory research such as interviews or observations, which opens up matter of discourse that can be further investigated. It is on this premise that Sekaran & Bougie, (2013) suggested that exploratory research is the most suitable research strategy when knowledge about a phenomenon is rare and adequate understanding is essential. There are three main steps required in conducting an exploratory research, which includes literature review, interviewing relevant selected respondents and organising a focus group where issues identified can be discussed in detail (Saunders et al., 2009). Generally the researcher views the researched phenomenon holistically but this is pruned as further investigation is conducted to arrive at a desired result, which authenticates its contribution to body of knowledge. Some basics of exploratory research were employed by this study by reviewing literature relevant to the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga province.

5.6.2 Descriptive research

Descriptive research is a research strategy used to portray an event, phenomenon or situation in an accurate manner. It enables precise description of the characteristics of variables in the manifestation of interest (Sekaran & Bougie, 2013). It can also be simply defined as vivid explanation of the features of the social actors in a study (study.com, 2014). Descriptive research provides essential information on the characters of a social group and explains in detail the phenomenon being investigated. Saunders et al., (2009) posited that it is a research design that builds on the findings of exploratory research to provide a robust basis of discussions. There are three effective ways descriptive research can be conducted, which includes observations, case study and surveys. This study built on the exploratory research conducted by Department of Trade and Industry South Africa, through Youths enterprise development strategy 2013-2023 (YEDS) to describe the influences of external factors (political environment and information awareness) and psychological factor influence on entrepreneurial behaviour among youths in South Africa. Holistic reviews of the factors identified in the policy documents were pruned to describe the influences of the investigated independent variables on entrepreneurial behaviour among Mpumalanga youths.

5.6.3 Survey research

This is a method of sampling individual units from a population by a quantitative approach to collect data using probability sampling procedures to select a suitable sample size from the population of the study to allow a numerical expression and description of inclinations or attitudes of participants (Creswell, 2017). Survey method uses large samples for the purpose of getting reliable largely unbiased results. Questionnaires are mostly used to collect data after proper determination of the appropriate sample size from the universal population. The feedbacks from the questionnaires are usually converted to codes (numeric data) which enable its subjection to statistical analysis using both descriptive and inferential statistics to provide proper interpretation of outcomes to draw conclusion and proffer recommendations. Survey method was used to collect data by this study after proper calculation of sample size from the population using Krejcie and Morgan (1970) sample size population table, and respondents selected using simple random sampling. Quantitative research approach was adopted as both open ended and closed ended questionnaire was administered which gives both structured pre-determined responses and deep open responses. This gives the researcher insights into the feelings of respondents (unemployed youths in Mpumalanga) as the

influence of the factors on entrepreneurial behaviour among youths in the province was largely identified and discussed. It is important to mention survey method sub-divisions which are cross-sectional and longitudinal studies as explained by Edmonds & Kennedy, (2012). While cross-sectional studies involves collection of data from a location at a particular time, from a selected respondents to answer research questions as explained by Wilson, (2010) longitudinal involves collection of data more than once from same location at different times. A researcher may adopt cross-sectional approach due to various reasons ranging from cost factor, timeframe, or his intention to manipulate independent variables in the study which means there is no need to collect data in more than once. However, it is pertinent to mention here that cross-sectional studies employ structured data collection instruments to produce numerical and non-numerical data concurrently using quantitative data collection technique (Hanson, Creswell, Clark, Petska, & Creswell, 2009, 2017). Longitudinal studies- involves collection of data from location multiple times, it is considered more tedious and expensive as multiple data are collected from different groups to establish the level of variations between two or more variables in the study (Saunders, et al., 2009; Sekaran & Bougie, 2013). cross-sectional studies was employed by this research as respondents were drawn from the three major districts of Mpumalanga to give a proper coverage of the province, samples were drawn from Nkangala, Gert Sibande and Ehlanzeni and questionnaires were administered at different point in time and at different occasions.

5.6.4 Archival research

Archival research involves getting information from primary sources held in repository facilities; these might include hard or soft copy documents held in libraries museum or other archives which gives a researcher a rich source of relevant information that may assist in further investigation of phenomenon (Pearce-Moses, 2005). It facilitates access to records or documents of both private and public institutions which serves as sources of data collection in conducting researches (Saunders et al., 2009). Although these documents are primary but for a researcher utilising it for a further research it is considered as a secondary source of information used to answer research questions and to investigate how much changes has occurred to the investigated phenomenon over a period of time. In order to successfully adopt this strategy, it is pertinent to consider the availability and accessibility of such data. Maylor and Blackmon (2005) suggested four important things to be considered before adopting this strategy which are (a) Accessibility- is it free or requires some form of payments? (b) Availability-is the available data format processed or raw? (c) Relevance-is the data focused

on the subject matter of the research? (d) Accuracy- how accurate is the sourced data? If these four critical questions are adequately answered then the strategy will be suitable for the study. Although, like other strategies mentioned earlier archival research has some of its shortcomings especially in relation to business research due to dynamism of business environments as some data may have changed from present realities, which makes it irrelevant. Some strengths and weaknesses of archival research are listed below.

Table 5.4 *Strength and weaknesses of archival research*

STRENGTH	WEAKNESS
<p>Cost factor- it is cheaper than other sources of data collection.</p> <p>Rich form of data availability within the confine of a source (e.g. manuscripts collection).</p> <p>Comparison of different ideologies on the same subjects gives better evaluation, analysis and interpretation.</p>	<p>The cheapness is related as it might become expensive depending on the type of data sourced and payments required.</p> <p>Ability to sieve irrelevant data from large volume of data might be time consuming.</p> <p>Lack of control on reliability of the data to eliminate bias.</p>

Source: Adopted from Maylor and Blackmon (2005).

5.7 Data collection processes

The process of data collection is the system of collecting data for the purpose of investigation, measuring and establishing phenomena or to provide answers to the research questions (Creswell, 2017; Saunders et al., 2009). The objective of this study informed the process of data collection which included both primary and secondary data sources. Open-ended and close-ended questionnaires were employed to gather primary data and some relevant policy documents were reviewed which serves as secondary data. The review of these policy documents serves as a rich source of information on the efforts put in place by government to address unemployment among youths in Mpumalanga and also it helped to measure the impact which necessitated further research on the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour as these influences have not been adequately captured which resulted in developing mitigating approaches which lacked impact. Primary data was collected by approaching Gert-Sibande

TVET College campus manager at Sibanesetfu campus and career counsellors at Barberton and Kriel department of labour offices for permission to conduct research by administering necessary instruments. Dates were fixed for each location and questionnaires were distributed accordingly after proper orientation of the selected participants.

5.7.1 Data collection

This study relied largely on primary data to elicit cogent information on the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga province. Review of related literatures showed much has not been done on investigating youths' psyche in relation to their seemingly lack of interest in entrepreneurship, it was on this basis that the research questions and research objectives were developed to design a structured questionnaire which contains open-ended and close-ended questions. The questionnaire was used to gather salient factors which affect most unemployed youths in the province. Meetings were held with selected participants to educate them on the need to express their opinions freely without fear or favour; this was to ensure unemployed youths' mind-set is adequately captured. Also, the researcher ensured that only unemployed youths are selected without restriction on level of education, this is to determine 'first-hand' the feelings and frustrations of these classes of youths. Close-ended questions however are more generic and are structured to direct response to predetermined focal points. This is to streamline responses to significant factors that might be responsible for lack of entrepreneurial behaviour among youths in the province. Secondary data was also relied on to justify the objectives of the study by reviewing related but relevant literatures; it was obvious that much has not been done in investigating the influence of these independent variables on entrepreneurial behaviour thereby impeding youths from tapping into the enormous entrepreneurial opportunities in the province, which forms the theoretical frame of the study. As discussed under literature review secondary data sources employed by this study include textbooks, e-books, online journals, conference papers and other PhD theses. The data collected through this means provided necessary justification for relating the outcome of the study to previous literatures facilitating comparison between primary and secondary data collected. This method helped in reducing biases that might arise in the course of data collection and analysis.

5.7.2 Data collection techniques adopted for the study

Quantitative research method was adopted by this study for data collection and appropriate subsequent data analysis processes. This method was considered appropriate to properly describe the relationship between the influence of psychological factors, political environment and information awareness with entrepreneurial behaviour across demographic categories in the province. Furthermore it helps to measure the influence of independent variables (*psychological factors, political environment and information awareness*) on the dependent variable (*entrepreneurial behaviour*) among youths in Mpumalanga province. Quantitative research method adaptation is justified based on its ability to measure, analyse and describe research objectives statistically employing computational techniques. Also, it avails the opportunity for generalising numerical data across demographic categories in order to provide explanations to a phenomenon (Babbie, 2010; Muijs, 2010). Therefore, quantitative data which is non-experimental research design with descriptive strategy was employed. It should also be noted that a quantitative research method enables classification of characteristics by numbering them to develop statistical models in a bid to give constructive explanations to the observed phenomena (Babbie, 2010; Brians, Craig Leonard et al. 2011; McNabb & David, 2008; Singh, 2007).

Quantitative research method also gives the opportunity to consider information from different angles enriched by participants' acuties of the construct for better conceptualisation of the investigated phenomenon better explained through different data collection techniques as adopted by this study employing both open-ended and closed-ended questionnaire to gather data in relation to theoretical proposition (Brians, Craig Leonard et al. 2011). In furtherance to other reasons given above, this design method mitigates against the shortcomings of non-experimental research design. Collection of data was done employing both numerical and non-numerical approaches which includes a structured questionnaire containing closed and open-ended questions, and other relevant documentary evidence (YEDs, Stat SA), these are categorised as secondary data. This avails the opportunity to consider the efforts of the government in addressing the unemployment and associated challenges.

5.8 Research instrument

Questionnaire is the main research instrument adopted for this study divided into two broad sections of open-ended and close-ended parts. The close-ended part contains multiple choice numerical questions and the open-ended non-numerical part facilitating respondents' free expression of opinion. The rationale was to use concurrent transformative mixed methods to achieve the aim of the study through collection and analysis of collected data. Creswell, (2017) explained questionnaire as a survey instrument used for collection of research data. A questionnaire is a suitable survey research instrument which captures the beliefs, conduct and characteristics variables. The beliefs of respondents shape their opinions which affect their judgement of reasoning and conducts. The conducts variable gathers information on the participants' reaction to government past, present and future policies. And characteristic variable captures participants' distinctive features shown in demographic section of the questionnaire (Saunders et al., 2009). These variables were considered in designing the questionnaire. Belief variable measures participants' perception of events and challenges impeding their entrepreneurial interest in line with the objective of the study, conduct helped in coining the wordings of the questionnaire, hence expressing the questions in a simple easily understandable and generic language and the characteristic variable addresses the population features (unemployed youths) and the coverage (the three districts of Mpumalanga). The questionnaire contains a total of 45 questions and a section soliciting participants suggestions on what they think government can do to encourage entrepreneurship among Mpumalanga youths which served as the open-ended section of the questionnaire.

Section 'A' of the questionnaire was used to gather demographic information of participants; this section was divided into five questions with options to match participants' most suitable description which includes gender, age-group, race, highest level of education attained and marital status. The essence is to adequately measure the effects of demographic issues on essential areas of the study in line with determining the significant influence of psychological factors, political environment and information awareness on entrepreneurial behaviour to each class of participants.

Section 'B' included questions designed to gather relevant information in relation to these independent variables (psychological factors, political environment and information awareness) on entrepreneurial behaviour (dependent variable). 5 point Likert-type rating scale was employed with 1 (strongly disagree) to 5 (strongly agree) with a neutral option to accommodate some questions which some youths might not have sincere answer to, this is to ensure free and honest expression of opinion within the context of the questionnaire. Rensis

Likert, an American psychologist, designed the rating scale in 1932 (Wilson, 2010). Likert-like rating scale was adopted as it simplifies interpretation of responses (Hartley, 2014; Treiblmaier & Filzmoser, 2011). Mega analytic studies confirmed the preference of 5-point Likert scale rating above 4-point Likert scale because it produces better data quality, internal consistency and discriminative validity (Statistics Norway, 2006).

In developing the measuring instruments for the study *General Efficacy Scale (GES)* concept designed by Jerusalem and Schwarzer (1981) was modified in constructing the questionnaire to elicit information on the general state of self-belief and optimism to cope with difficulties of life. Perceived Stress Scale (PSS) designed by Cohen, Kamarck and Mermelstein (1983) concept too was modified to design the questionnaire to draw information relating to degree of stressful encounters witnessed by Mpumalanga youths at home front (which includes family responsibilities, monetary challenges (poverty), and stress tolerance (disorders) and also perception of youths on stressors regarding the community (stress factors outside home). Section 'C' is an open-ended section of the questionnaire, it avails the researcher the opportunity to capture other relevant information not captured in the close-ended section of the questionnaire. Section 'C' is non-numerical data capturing tool employed concurrently with the close-ended section of the questionnaire. The need for further elicitation of information is borne out of the need to capture deep rooted concerns of unemployed youths, which are impeding their desires to becoming entrepreneurs. The open-ended section was analysed using content analysis used as part of the recommendations from the study.

5.8.1 Research instruments metiers

The research instrument employed possessed some strong points which facilitated unbiased data collection from respondents. These strengths include: (a) Generic nature and simple wording of the questionnaire gives unambiguous meaning and understanding to each question. (b) Respondents' confidentiality was maintained in the design of the questionnaire. (c) Respondents' consent was sought in line with the provisions laid down by The University of KwaZulu-Natal. (d) The use of acronyms, management and other professional related languages was avoided to forestall ambiguity. (e) The questionnaire captured the research questions and research objectives of the study. (f) The questionnaire gives the opportunity to collect primary data from large group of participants and facilitates the presentation of the results in tabular form, charts and percentages enabling proper interpretation of results gathered from such primary data. (g) Although crosssectional approach was used for data collection, still adopting questionnaire as a means of collecting primary data is reasonably

cost effective considering both quantitative and qualitative data were collected concurrently from different locations.

5.8.2 Research Instrument administration

The questionnaire was validated and approved by the Humanities and Social Science Research Committee of the University of KwaZulu-Natal after a pretest of the questionnaire was done before full deployment. Aligning the questionnaire with the objectives and research questions and ensuring the lay-out of the questions is sequentially arranged to give a proper capture of the essence of the subject to affirm the validation of the questions is of utmost importance (van Teijlingen & Hundley, 2013). Field work commenced from August 2016 to December 2016. Questionnaires were distributed in person to respondents at designated locations at the agreed period to avoid disrupting academic lectures and also, at Department of Labour office at Barberton and at the town hall in Kriel monitored by Department of Labour officials. A detailed orientation was given to each respondent on the need to answer the questionnaires honestly as their identity is treated strictly confidential. Questions and answers session were allowed to clear any form of ambiguity and each respondent were allowed to read and understand the confidentiality clause included in the questionnaire before appending their signatures to the consent form which clearly stated the participants' voluntary participation without any form of reward and the option of withdrawal at any stage. It was only after these processes that the survey commenced.

Three hundred and fifty-five (355) questionnaires were distributed based on the principle of random and systematic sampling, each location with different number of participants in accordance to the population at each location covering the three districts in Mpumalanga. As suggested by Sekaran and Bougie (2013), the researcher ensured questionnaires were distributed in person to allow further interaction with respondents and availing the opportunity of instant clarity of any area of confusion. Although it was observed that most participants found the questions straight and understandable as not many questions were asked, this gives the opportunity to collect questionnaires immediately it is filled and to check if each was properly filled. The 355 questionnaires were properly filled as participants selected through random sampling felt 'special' and excited to be involved in the survey. A total of 355 questionnaires were also returned. While the close-ended section of the questionnaire got a 100% response rate. There was a challenge in terms of cost and associated field work expenses as the researcher had to travel personally to the three locations, but this

was necessary to ensure the validity of the survey and to adhere to the concurrent transformative mixed method of data collection adopted (Sekaran & Bougie, 2013; Wilson, 2010).

5.9 Data analysis processes

Descriptive analysis was used to analyse demographic section of the questionnaire labelled section 'A'. The descriptive statistics included mean, standard deviation, frequency counts and percentages, which are presented in frequency tabular format and charts. Responses from section 'B' of the questionnaire were converted to codes and analysed using both descriptive and inferential statistics with the help of IBM Statistical Package for Social Sciences (SPSS), version 24. This software package facilitated the running of descriptive statistics of section 'A' and the inferential statistics used in section 'B' such as Analysis of variance (ANOVA), one-sample *t*-test, independent one-sample *t*-test, Kruskal-Wallis and Spearman's correlation coefficient tests (Lehman, 2005; Myers et al., 2003; Hauke, and Kossowski, 2011). Section 'C' of the questionnaire contains non-numerical data collection which are analysed using content analysis.

5.9.1 Descriptive statistics

Descriptive statistics are ephemeral illustrative coefficients that recapitulates a given set of data which either represent the entire population of study or a given sample (Wilson, 2010; Stamler et al., 2003). It is used to measure central tendency, which include (mean, median, mode) and also to measure variability otherwise known as spread (standard deviation, variance, and skewness); a reason why it is conventional to start data analysis chapter of dissertation with descriptive statistics. In line with what is conventionally acceptable, this study considered descriptive statistics for the presentation and analysis of the demographic data collection of section 'A' of the questionnaire before detailed analysis was discussed. The measure of central tendency applied by the study is the mean defined as the "central value of a set of numbers" (mathsisfun.com, 2014) or "arithmetic average of a frequency distribution" (Wilson, 2010).

5.9.2 Inferential statistics

Inferential statistics explains the inferences about a population from the data selected from the entire population (study.com, 2017; Wilson, 2010). Cooper and Schindler (2008) explained inferential statistics as the estimation of population value in line with statistical

confirmation of data through probability testing, hypothesis or correlation testing. Parametric statistics tests are used to explain the probability distribution and correlation testing of data through numeric where there is a normal distribution of data set (Saunders et al., 2009; Wilson 2010). One sample *t*-test, Analysis of variance (ANOVA) and Independent sample *t*-test were employed by the study while nonparametric statistics are used where it is not mandatory for data to fit into a normal distribution. Non-parametric test are suitable when ranking data or where categorisation of data does not rely on numeric (Saunders et al., 2009; Cerny & Kaiser, 1977). Spearman's correlation coefficient ranking and Kruskal-Wallis test were adopted for analysis of data that does not fit into a normal distribution in the study (Lehman, 2005; Myers et al., 2003; Hauke, and Kossowski, 2011).

5.10 Content analysis

Content analysis is a technique used to make inferences from data by coding and interpretation, focusing on the valuation of the background inferences of a record (Krippendorff, 2012). Hsieh and Shannon (2005) posit that it is a non-numerical process of data analysis generally acceptable in examining narrative information (Twycross & Shields, 2008). Content analysis avails the opportunity of evaluating both the background and content of the records examined (Ritchie, et al., 2003), in addition, Kerlinger (1986) explained it to be method of logical studying and analysing communication, objective in a quantitative manner for the purpose of measuring variables. The open-ended part of the research instrument avails the opportunity to analyse quantitative content. Data collected under this section sub-headed into three groups. Grouping of information into themes or patterns facilitates the analysis and interpretation of non-numerical data. Section 'C' of the questionnaire was analysed using content analysis; this is a section that allows participants to come up with relevant information not captured by the close-ended part of the questionnaire.

The relevance of this section is to rate what participants deem as influential factors of psychological factors, political environment and information awareness to entrepreneurial behaviour among youths in Mpumalanga province. It avails the researcher the opportunity to explore the phenomenon using documented response from the background to arrive at logical preference among the youths in terms of what they considered the most important factor to encourage youths' entrepreneurial behaviour in Mpumalanga province.

5.11 Reliability

Reliability is the scale to which an assessment instrument produces a stable and consistent result (Carmines and Zellers, 1979; Wilson, 2010). In order for a research instrument to be considered reliable, it must be able to produce similar result under similar circumstances repeatedly (McBurney & White, 2007). In a nutshell, reliability is viewed as consistency, steadiness and trustworthiness of assessment instrument employed by a study. Cronbach's alpha coefficient was adopted to measure the consistency and reliability of the instrument used by this study. It is an acceptable statistical instrument used to test the level of reliability of a data set (Cronbach, 1971; Pallant, 2011; Matkar, 2012). Sekaran and Bougie (2013) further explained Cronbach's alpha coefficient as being able to measure or ascertain the degree of correlation of items presented in an instrument.

Therefore, to determine the reliability, consistency and dependability of the measuring instrument used in this study, Cronbach's alpha was adopted. Cronbach's alpha measures from zero (0) to one (1), with the understanding that the closer an instrument measures close to one the higher the degree of internal consistency of such instrument (Matkar, 2012). Meta-analysis from considerable studies accepted a coefficient range from 0.65 and above as acceptable (Goforth, 2015; Moss et al. (1998); Stats.stackexchange.com, 2014; Lance et al., 2006; Shoukri & Edge, 1996; Sekaran, 1992; Pallant, 2011) Cronbach's alpha scaling - $\alpha \geq 0.9$ Excellent; $0.7 \leq \alpha < 0.9$ Good; $0.6 \leq \alpha < 0.7$ Acceptable; $0.5 \leq \alpha < 0.6$ Poor; $\alpha < 0.5$ Unacceptable (Stats.stackexchange.com, 2014). In line with this, this study accepted coefficient alpha from 0.65 to 1 as reliable to establish internal consistency, dependability, stability and reliability of the adopted research instrument. Data triangulation was arrived at by employing several sources of data collection through numerical and non-numerical data analytic systems. It is pertinent to know that reliability and validity goes hand in hand; to establish the reliability of a research instrument it must be proficient in measuring what it was intended to measure (Sekaran & Bougie, 2009).

5.12 Validity

Validity in research indicates how much meaning can be adduced on a set of test results (Shuttleworth, 2009). Validity also states whether or not the research instrument measured what was intended by incorporating the connection between constructs and indicators (Wilson, 2010). Content validity which estimates the degree of measurement attained on each element of a construct was achieve by evaluating the research instrument through the

opinions of experts in the field of study and most importantly with the approval of my supervisors. In addition, the instrument's content (questionnaire) was validated by aligning the constructs and objectives of the study with the research instrument. While construct validity which defines the extent to which a research instrument measures what was intended was assured in this study by constructing the instrument in line with similar constructs designed by expert in the field of study. The construct validity of the suggested model in this study was achieved by principal axis factoring (PAF) extraction method (this is equivalent to what is called Factor Analysis) with Oblimin rotation with Kaiser Normalisation (Floyd & Widaman, 1995; Costello et al., 2005). PAF is required as the rotation methods is oblique which means that there is a tendency of correlations between the factors found in the structure of the data, the researcher found this a sensible assumption since the questions are meant to measure the psychological factors, political environment and information awareness influence on entrepreneurial behaviour. And the comparison of the outcomes of the study with similar related studies conducted on youths' lack of entrepreneurial behaviour in South Africa confirms the external validity of the instrument employed.

5.13 Measurement instruments used in the study

Sekaran and Bougie, (2013) explained measurement instrument as the tool used in allocating figures or qualitative characteristics to entities using a specific rule. Questionnaire served as the major data collection instrument simplified by a Likert type rating scale system.

5.13.1 General Efficacy Scale (GES)

This is a ten-item psychometric scale developed to assess optimistic self-belief to cope with diverse real-life challenges, designed by Schwarzer and Jerusalem (1995). GES is a reliable measuring instrument that facilitates the assessment of perceived self-efficacy, which enables the prediction of the individual's stress tolerance in coping with daily life hassles and adaptation after experiencing challenging and stressful events. The construct of perceived self-efficacy reflects on self-beliefs and the confidence that one can cope with life difficult situations.

It is however, important to clarify here that the study adopted some characteristics of GES as a measuring tool, not on a scalar value as GES was originally designed but tends to assess explicit personal belief that success is attributable to personal efforts and that individuals have greater influence on their level of success. Constructs like perseverance, effort-

investment, goal setting, recovery tendency, stress, depression, health, family, societal expectation, quality of life and financial independence are assessed by GES. The reliability test and internal consistency measured by Cronbach's alpha coefficient ranges from 0.76 to 0.90 and its validity was enhanced by its correlation to emotional positive expectation, self-independence, behavioural changes and work satisfaction, while the adverse factors were found in depression, stress, anxiety, exhaustion, and stress health related issues (Jerusalem & Schwarzer, 1992; Zhang & Schwarzer, 1995; Reuter et al., 2010; Komarraju et al., 2017). In view of this, GES was considered suitable by this study to assess psychological factors impeding successful entrepreneurial behaviour among youths in Mpumalanga.

Focusing on stress as mediating variable; the questionnaire was designed to contain 10 questions each in line with the design of GES with 5-point Likert scale of 1 (strongly disagree) to 5 (strongly agree) rating above 4-point Likert because it produces better data quality, internal consistency and discriminative validity, which is considered important to draw honest response in a situation where respondents do not have a straight answer (Streiner & Norman, 2003; StatisticsNorway, 2006).

The close-ended part of the research instrument in section 'B' was sub-divided into four parts with 10 questions each, with GES applied in developing each question to assess self-belief, optimism, self-efficacy, entrepreneurial traits, knowledge, skills, stress, fear and other psychological factors contained in general question parts and psychological factors impediments parts of the questionnaire (Luszczynska, Gutierrez-Dona & Schwarzer, 2005; Mitlag & Schwarzer, 1993; Reuter et al., 2010).

5.13.2 Perceived Stress Scale (PSS)

PSS was developed by Cohen, Kamarck and Mermelstein (1983) to assess the extent to which a condition in one's life is considered stressful. Discussions under literature review of this study explained potency of perceived stress and its impact on both physical and psychological state of health of individual. PSS was employed to assess what respondents perceived stressful, the extent to which these perceived stress is associated between psychological, psychiatric and physical disorders, with questions focusing on perceived family stress, self-worth, general view of life, anger and exhaustion captured to assess the gravity of perceived stressful situations among youths in Mpumalanga province (Cohen et al., 1983; Holzel et al., 2010; Lee, 2012).

PSS reliability was measured for internal consistency by Cronbach's alpha coefficient ranging from 0.84 to 0.86. Robert et al., (2006) and Taylor (2015) had similar reliability score 0.82 and 0.85 in a university sample for scores on perceived helplessness and perceived self-efficacy scale. However, as this study modified PSS to measure perceived stress not only on a scalar value and adopted several measuring instruments to ensure a proper capture of several militating issues among youths in the province, there is likelihood the score might not be as high but will fall within the acceptable threshold. PSS validation was tested by its correlation to other similar symptoms ranging from 0.52 to 0.76 (Cohen et al, 1983, Holzel et al., 2010; Robert et al., 2006; Taylor, 2015). It is a 10-question measuring instrument with Likert scale 1 (strongly disagree) to 5 (strongly agree) adopted to suit the study. PSS was considered suitable hence adopted in developing the questionnaire to assess the degree of perceived stress among Mpumalanga youths. Questions like (a) *I sometimes feel I cannot cope with life*, (b) *I feel as if the whole world is against me*, (c) *I think I am not ready for the stress/challenges that comes with starting a new business*, are specifically drawn to assess perceived stress among youths in the province as this is considered as a major factor impeding entrepreneurial behaviours.

5.13.3 Measuring Readiness for Entrepreneurship

Meta-analytic reviews suggested there is wide-range of issues needed to be considered to properly measure this construct; however, it is more scientifically acceptable to adopt some specific constructs in designing an acceptable instrument (Conduras et al., 2016). In designing an entrepreneurship related assessment instrument, what should be paramount is 'readiness for entrepreneurship' and this construct is explained as union of personal abilities that differentiates a person with inclination for entrepreneurship particularly capable of detecting and evaluating their environment in such a way that they harness their inventive and conscientious potential, so they may deploy their capability to challenge and need for achievement (Conduras et al., 2016). In view of this, the study identified five important factors necessary in assessing the construct: (a) age (Harms et al, 2014; Hatak, Harms & Fink, 2015) (b) family (Özcan, 2011; Dunn & Holtz-Eakin, 2000) (c) entrepreneurial education (Chen et al., 2015; Jimenez et al., 2015; Oehler, Hofer & Schalkowski, 2015) (d) need for achievement (Begley & Boyd, 1987) and (e) balanced entrepreneurial skills (Lazear, 2004).

The remaining two sub-divisions of the total four close-ended questions of section 'B' were used to assess the following constructs: (3) *Lack of information on economic and natural resources in Mpumalanga* and (4) *Influence of political environment on entrepreneurship*. It is important to mention here that part of the above constructs was also assessed in the first two questions (Question 1& 2). A 10-question measuring instrument with Likert scale rating of 1 (strongly disagree) to 5 (strongly agree) was developed for each and ANOVA and Welch was used to compare the responses of youths from each district on these questions to draw inferences.

5.14 Methodology limitations

The administration of the instrument among less educated youths was a challenge as the researcher was viewed as an outsider (foreign national) and the belief that talking about private issues is politically motivated to undermine the ruling party in the country.

The adoption of cross-sectional approach instead of longitudinal approach in data collection was another limitation encountered as Morin (2011) suggested that adopting cross-sectional approach in data collection has limited capacity to give direct conclusion through fundamental inference (Škerlavaj et al., 2010). However, adopting longitudinal approach might pose some bigger problems in the area of what is being measured in relation to dynamic nature of entrepreneurship. Also, time constraints do not permit longitudinal approach which left the researcher with no choice than to adopt cross-sectional approach to data collection.

Cost factor is another limitation to the study. Mpumalanga is a vast province with each district far-fetched; the need to collect data from each district to ensure proper coverage of the province was expensive and time consuming.

Obtaining Gate-Keepers' permission from Department of Labour was extremely challenging largely due to government bureaucracy necessitating several trips and meetings alongside exchange of mails for several months with the attendant cost implications.

The outcome of the study was limited to comparing significant differences of the highlighted psychological factors to successful entrepreneurial behaviour among youths from the three districts to establish correlation and significance to make inference on the province as a whole. A similar study should be conducted to examine the significance of cultural background among different tribes in the province towards entrepreneurial behaviour as South Africans are considered deeply cultural people.

5.15 Ethical requirements

The need to adhere to the University of KwaZulu-Natal's ethical guidelines in order to ensure the validity and reliability of this study was a major consideration in conducting this research. The University's Ethical Clearance was applied for and approved in line with best practices. Letter of approval was received from the Humanities and Social Science Research Committee of the University of KwaZulu-Natal with an approval letter (HSS/0949/016D) dated 27th July 2016. Field work commenced from August 2016 to December 2016. Questionnaires were distributed in person to respondents at designated locations.

Total adherence to best practices was ensured by complying with all ethical requirements and laid down rules highlighted in the University's ethical clearance form and listed below: (a) the importance of obtaining Gate Keeper's permission letter was strictly followed and ensured, as permission was sought from various institutions and approved before administering research instruments. (b) The adherence to confidentiality clause was upheld and data collected was strictly used for the purpose of the study. (c) Deployment and administration of research instruments followed the time-table given by each institution to avoid disruption of academic calendar as well as the availability of Department of Labour monitoring teams in each location. (d) Rights of participants were ensured first in terms of willingness to participate, avoidance of sensitive and uncomfortable questions, confidentiality of responses, and option of withdrawal from the survey at any given time. (e) Personal distribution of research instrument by the researcher to allow interaction and avail instant clarity to areas of concerns among the participants which paid off with 100% turn-out and feedback. (f) A clearly worded confidentiality clause was attached to the covering letter, so also consent letter which unequivocally expressed participants liberty in the area of voluntary participation and withdrawal. (g) Data collected in the course of the study has been packaged and will be deposited with Graduate School of Business and Leadership University of KwaZulu-Natal for safekeeping. (h) Proper citing and referencing was done on all secondary data utilised by this study in line with best international practice.

5.16 Conclusion

This chapter discussed in detail the methodology of this study; peeling the research onion layer after layer to explain different philosophies strengths and weaknesses in relation to the suitability to different studies before adopting pragmatism philosophical stance as the most suitable for the study. Discussion also focused on different approach and choices where

integrated approach and mixed methods were considered appropriate for this study. Research strategies and techniques were also discussed with justification. Concurrent transformative mixed methods was adopted using advocacy lens where both numerical and non-numerical data was considered appropriate with precedence given to numerical data and the employment of quantitative and qualitative data collection concurrently to minimise the shortcomings of non-experimental design. A non-experimental research design with descriptive strategy permitted data triangulation to give holistic explanation to the phenomenon discussed. Different sampling techniques was reviewed to determine the study population and sample size was determined using Krejcie and Morgan (1970) sample size population table along-side choices of locations spread across the three districts of Mpumalanga province with reference to the significance of each location to the study, willingness of participants, recommendation of department of Labour youths counselling unit directors, level of unemployment among youth populace and cosmopolitan status of each location. This chapter also explained the processes involved in designing the research instrument for primary data collection ensuring the psychometric properties of the instrument was carefully thought-out and the processes of administering the research instruments strategized. The statistical software used in analysing primary data was explained in detail with justification and suitability to the study. The limitation of the research methods was highlighted while adherence to ethical code of conducts in line with University of KwaZulu-Natal Graduate School of Business and Leadership was expressly stated.

Chapter 6

RESULTS

6.0 Introduction

This chapter gives detailed analysis of the results founded on the outcome of the data collected from participants from the field of study. Statistical Package for the Social Sciences (IBM SPSS 24) was used to analyse data collected. SPSS facilitated the preliminary data screening to ascertain the correctness of data entry, outliers, missing data and normality. It also assisted in analysing demographic data collected using descriptive statistics and the inferential statistics in the areas of correlations and measuring of significant differences with regression analysis enabling the measurement of independent variables influence on dependent variable.

This study investigated the question of ‘*if*’ and ‘*how*’ that is, if truly psychological factors, political environment and information awareness influences entrepreneurial behaviour among youths in Mpumalanga province and how much influence they have on pattern of behaviour among the youth. Thereafter, develop a suitable model to address these factors to cause a paradigm shift in youths’ entrepreneurial behaviour in Mpumalanga province.

6.1 Response rate

A total 355 samples were selected from the total population of 500 unemployed youths from three locations based on the inputs from the Department of Labour, youths counselling unit and the Technical and Vocational Education and Training (TVET) College, Sibanesetfu Don Donald Gert Sibande students’ body unit. The selected sample figure was arrived at using Krejcie and Morgan sample size population table and the use of Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy to test if the sample size is large enough to reliably extract factors. While Bartlett’s test of sphericity was used to examine if there is sufficient correlation present between each item for a successful factor extraction approximating chi-square using the SPSS 24 software.

6.2 Reliability of the instrument

Cronbach’s alpha coefficient was used to measure the reliability of the research instrument through IBM SPSS. Cronbach's coefficient alpha is regarded as the most acceptable measure of scale reliability; in line with this general efficacy scale showed a reliability of 0.76

likewise readiness for entrepreneurship and perceived stress scale with 0.84 to show reliability coefficient that measures the degree of positive correlation of data. Internal consistency of items scaling of alpha coefficients ranging from 0.65 and 1 with the understanding that the closer to 1.0 the better.

6.3 Demographic data analysis

The questionnaire was designed to elicit five different categories of demographic data from participants covering the three districts of Mpumalanga. These include gender, age group, race, highest level of education attained and marital status. The analysis of the variables is thereby interpreted thus:

6.3.1 Gender

The distribution of participants in terms of gender is shown in figure 6.1 with (66%) female participants representing majority.

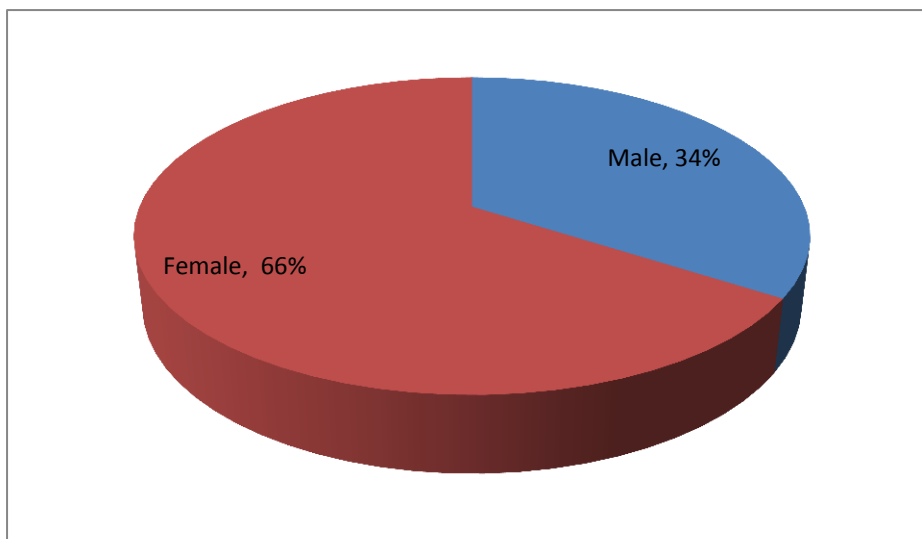


Figure 6.1: Distribution of participants by gender

6.3.2 Age-group

Figure 6.2 shows the age group distribution of participants from the three districts of Mpumalanga province, bearing in mind that the survey is targeted at youths from the three districts. A total of 355 participants were surveyed from the districts distributed along different age groups. Age 19-21 stood at 113 representing 31.8%, age 22-25 stood at 145 representing 40.8% constituting majority of participants. Age 26-29 stood at 54 representing 15.2% and lastly age 30-34, which are 43 representing only 12.1% of the total participants.

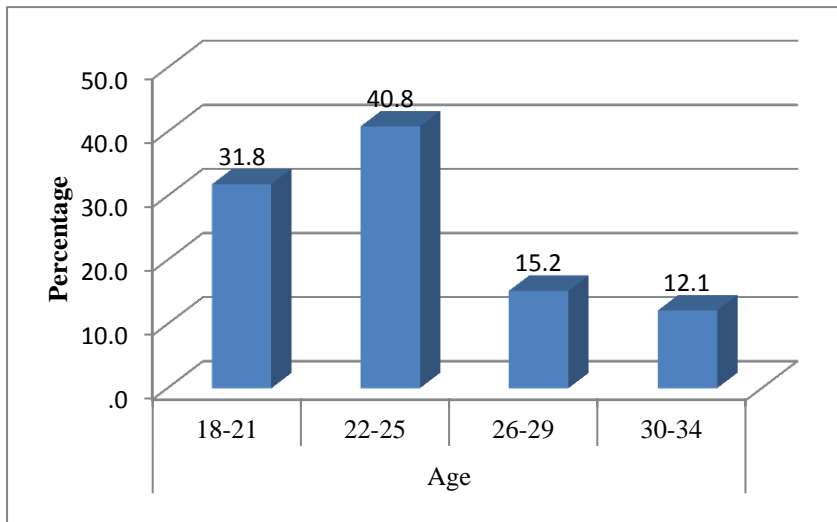


Figure 6.2: Distribution of participants by age

6.3.3 Race

Participants were categorised by race to effectively describe the relevance of each construct as it relates to race. It is important however to note that 90.7% of the populace in Mpumalanga is black. It is expected that black youths will form the bulk of the racial distribution in the province. Figure 6.3 showed the frequency distribution of youths per race in the three districts of the province thereby giving confirmation statistics on racial distribution in the province with black youths representing 345 of the total 355 participants representing 97.2% while coloured youth populace stood at 10 representing only 2.8%, but whites' youth population in these locations is totally insignificant, so, are not reported.

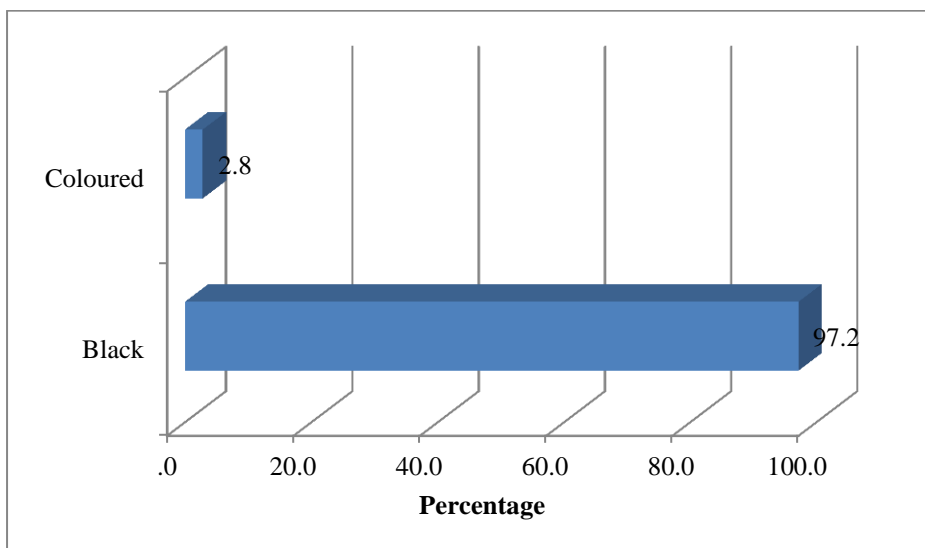


Figure 6.3: Distribution of participants by race

6.3.4 Highest level of education attained

The distribution of participants based on the highest level of education attained is to determine whether or not the youths in the province have basic education criteria, and if so, at what percentage. It is necessary to determine this to know one of the possible reasons there is high prevalent of unemployment among the youths and also to determine youths' level of investment in self from each district surveyed. Figure 6.4 shows 178 unemployed youths from the locations surveyed had Matric qualification (50.1%) representing the majority, while only 4 respondents have Degree qualification (further degrees e.g. Master) representing 1.1%. 90 participants have some form of schooling, which represents 25.4% of the respondents, 72 Diploma holders represents 20.3%, while only 3.1% possess an undergraduate degree.

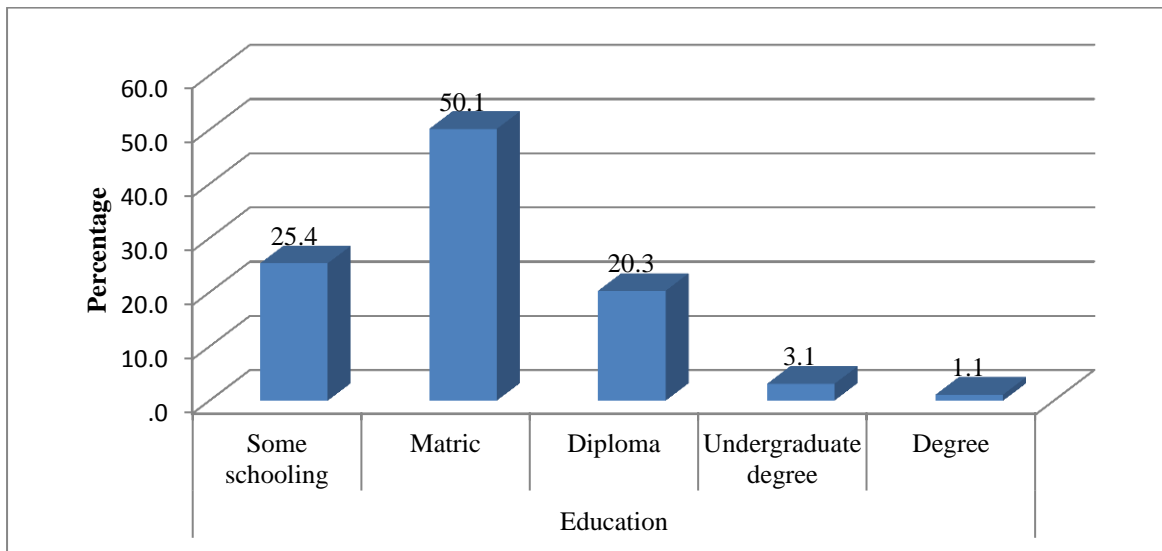


Figure 6.4: Distribution of participants by level of education

6.3.5 Marital status

The distribution of participants based on marital status is expected to tilt towards single as youths are being surveyed. Expectedly, the frequency distribution of participants as depicted by figure 5.5 affirmed this as singles amounted to 335 of the total 355 surveyed representing 94.4% and 19 participants are married representing 5.4%, while only 1 is divorced with 0.3%.

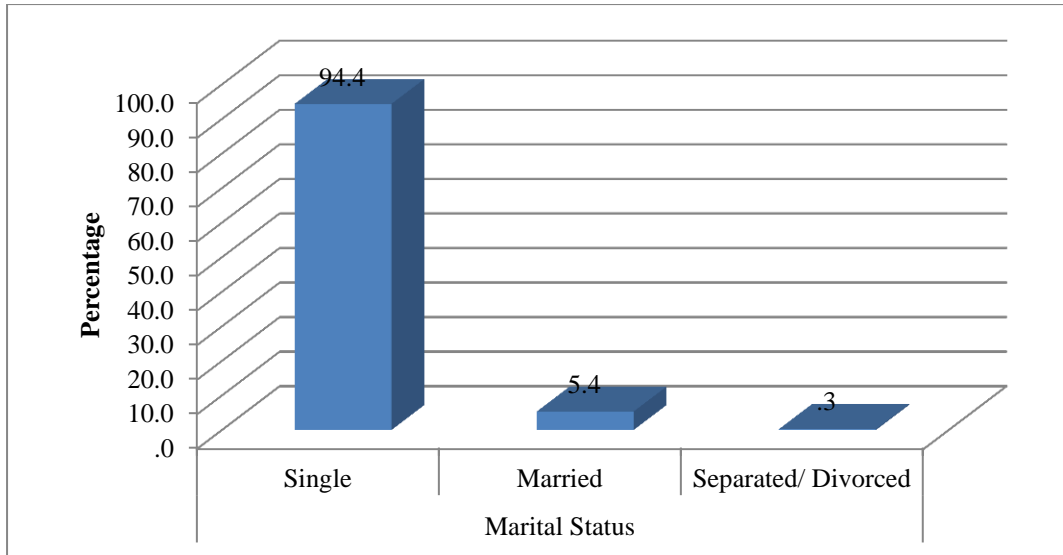


Figure 6.5: Distribution of participants by marital status

6.3.6 Location

In line with sample size population table, Kriel has 155 population representing 44% of the participants, Gert Sibande with 108 is 30% while Barberton is 92 with 26% respectively. See Figure 6.6.

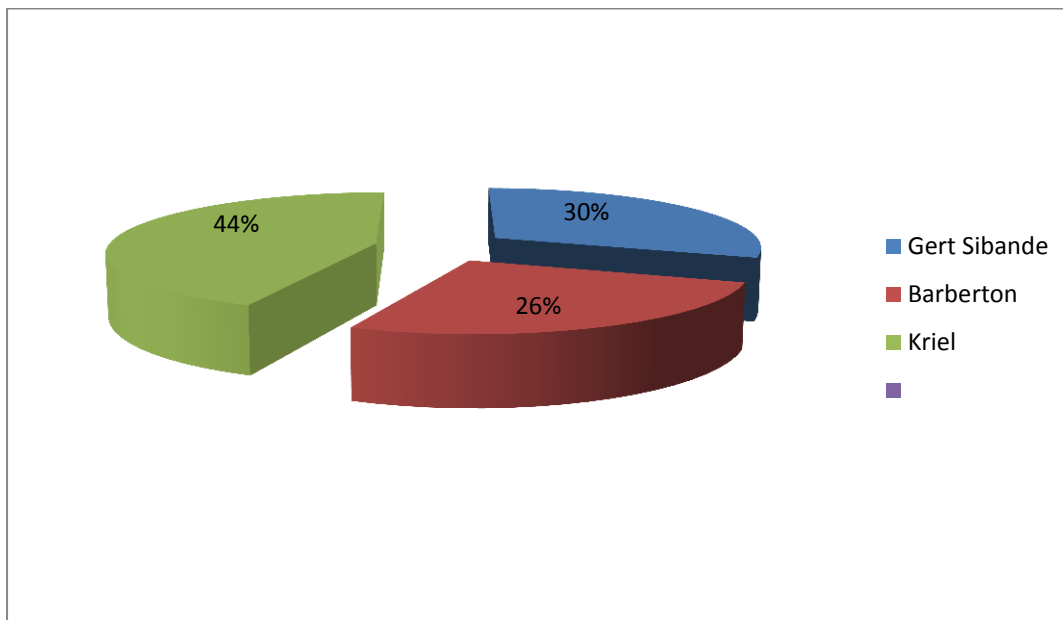


Figure 6.6: Distribution of participants by location

6.4. Entrepreneurial behaviour

The construct entrepreneurial behaviour combined measuring instruments by adopting *readiness for entrepreneurship* and *General Efficacy Scale (GES)* to measure youths' self-belief to cope with real life challenges like (unemployment) and entrepreneurial behavioural tendency. While the construct self-belief was being tested among the youths in the province, basic entrepreneurial knowledge in line with effort-investment and goal setting constructs under GES was also investigated. Likert-scale was used to measure responses from strongly disagree to strongly agree to further elucidate the construct of self-belief and entrepreneurial behaviour

6.4.1 Analysis of entrepreneurial behaviour

Entrepreneurial behaviour was analysed using descriptive and inferential statistics to justify outcome of findings under this construct.

Table 6.1: Mpumalanga youths' entrepreneurial behaviour

S/N	Item	SD (%)	D (%)	N (%)	A (%)	SA (%)	M	ST.D	T
1	I am a proud South African	2.3	1.1	2	25.9	68.7	4.58	.789	37.649
2	I have knowledge about business management	4.2	11	27	44.2	13.5	3.52	.998	9.785
3	I am excited with the idea of owning a business	2.8	6.5	11.8	47.6	31.3	3.98	.973	18.990
4	I have basic knowledge on entrepreneurship	3.4	15.8	29	37.5	14.4	3.44	1.027	8.011
5	I can develop a business plan	3.4	11	20	45.6	20	3.68	1.022	12.522
6	I have had opportunity to learn how to run a business	3.4	17.2	15.2	43.9	20.3	3.61	1.093	10.442
7	I have a mentor in the business world	7.9	31	17.7	31.3	12.1	3.09	1.191	1.381
8	I believe apartheid does not affect my decision to become an entrepreneur	3.1	7.3	8.5	41.4	39.7	4.07	1.025	19.724
9	I believe I have what it takes to own a business	2.8	4.2	10.1	47.6	35.2	4.08	.934	21.827
10	I am self-motivated to produce result	0.8	3.9	7.6	45.6	42	4.24	.821	28.442

SD-Strongly Disagree, D-Disagree, N-Neutral, A-Agree, SA-Strongly Agree, M-Mean and SD-Standard Deviation. Mean score (-) SD > 3 in bold represent significant agreement and Mean score (+) SD < 3 disagreement.

Majority of the respondents (94.6%) agree to be a proud south African, 3.4% disagreed and 2% were neutral. While one sample t test result shows ($M = 4.58$, $SD = .789$), $t(354) = 37.649$, $p < .0005$). This is an indication that the youths surveyed in this study are proud of their country signifying a start-point in developing interest in solving large scale unemployment challenge in the province which is one of the core characteristics of an entrepreneur (problem solving). The survey also asked questions relating to the young respondents' knowledge of business management and entrepreneurship. Approximately 58% of the respondents agreed to have knowledge about business and basic knowledge of entrepreneurship respectively while 42% claimed they either do not have knowledge or they are less concerned (neutral), with t test result in the affirmative ($M = 3.52$, $SD = .998$), $t(354) = 9.785$, $p < .0005$). 27% and 29% of the respondents neither agreed nor disagreed to having knowledge about business management and basic entrepreneurship respectively. Optimism, one of the cognitive factors that propel desire to becoming entrepreneur was tested with excitement in owning a business with majority of the respondents (78.9%) responses to the affirmative, 11.8% neither agreed nor disagreed with the idea, while the other 9.3 disagreed with the idea. One sample t test shows a mean greater than 3 signifying a positive response to the question ($M = 3.98$, $SD = .973$), $t(354) = 18.990$, $p < .0005$). Same applies to self-belief and motivation to become entrepreneurs tested with question 9 and 10 as it reveals the level of optimism among youths in the province, a critical factor in entrepreneurial behaviour. The survey showed an interesting outcome regarding the psychological effects of apartheid on the 'born-free' as there is a significant agreement that apartheid does not affect their decision to become entrepreneurs. 81% of the respondents agreed to the statement with 10.4% responded to the contrary, while 8.5% neither agreed nor disagreed. T test shows a significant agreement with ($M = 4.07$, $SD = 1.025$), $t(354) = 19.724$, $p < .0005$). Finally ability to develop a business plan a major characteristic of entrepreneurs was examined to establish entrepreneurial behaviour which showed (65.6%) positive response, 20% were neutral in their opinion, while 14.4% disagreed, t test shows significant agreement ($M = 3.68$, $SD = 1.022$), $t(354) = 12.522$, $p < .0005$). Regarding issue of mentorship there is a seemingly inadequate mentoring activity among youths in Mpumalanga province as responses is evenly distributed; this might affect their entrepreneurial behaviour as mentors are a critical component in building entrepreneurial behaviour 43.3% of the respondents agreed that they have a mentor, 38.9% disagreed, while 17.7% maintained neutrality an indication there is no significant agreement that majority of the youths have mentors in business world t test shows ($M = 3.09$, $SD = 1.191$), $t(354) = 1.381$, $p < .0005$). Further analysis was conducted on the

construct entrepreneurial behaviour to get a concise position of Mpumalanga youths entrepreneurial behaviour utilising descriptive statistics by calculating mean score of responses.

TABLE 6.2 Overall responses of participants on entrepreneurial behaviour by Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Variance
Entrepreneurial Behaviour	355	1.10	5.00	3.8279	.57694	.333

Mean score (-) SD > 3 in bold represent significant agreement and Mean score (+) SD < 3 disagreement.

Table 6.2 shows participants entrepreneurial behaviour measured using descriptive statistics. Mean score of 3.8279 (76.6%) shows that participants significantly agreed to have entrepreneurial behaviour, while 23.4% participant's responses shows disagreement. Using a simple calculation of (Mean /5 point scale x 100) that is $3.8279/5 \times 100 = 76.6\%$ shows significant agreement to the construct.

6.5 Psychological factors

This section is designed to address research question 1 – *What is the influence of psychological factors on entrepreneurial behaviour among youths in Mpumalanga?* In providing answers to this question *Perceived Stress Scale (PSS)* was adopted to consider real life conditions that the youths considered stressful. It is believed that PSS is a potent perceived stress-measuring instrument, which determines stress effects on physiological and psychological state of health of an individual. Therefore, PSS was employed to evaluate what participants perceived to be stressful, and also to measure the degree to which it influences psychological and psychiatric disorders in relation to family, finance, self-confidence, and general view of life. Anger, exhaustion and other perceived stressful situations among youths in Mpumalanga province. PSS reliability was measured for internal consistency by Cronbach's alpha coefficient ranging from 0.84 to 0.86. However, as this study mixed several measuring instruments to ensure a proper capture of several militating issues among youths in the province, there is likelihood the score might not be as high but expected to fall within the acceptable threshold. PSS validation was tested by its correlation to other similar symptoms ranging from 0.52 to 0.76. It is a 10-question measuring instrument with Likert scale 1 (strongly disagree) to 5 (strongly agree) adopted to suit the study.

To give a proper evaluation to the statement, data collected from participants was analysed using both descriptive statistics and inferential statistics. Factor analysis was used to see if the 10 questions fall into a few latent factors.

6.5.1 Analysis of psychological factors

Psychological factors influence on entrepreneurial was analysed using descriptive and inferential statistics.

Table 6.3: Psychological factors influence on entrepreneurial behaviour

S/N	Item	SD (%)	D (%)	N (%)	A (%)	SA (%)	M	ST.D	T
1	I do not have business background, nobody close to me is running a business	15.8	29.3	12.1	33	9.9	2.92	1.283	-1.200
2	I am afraid to start a business because I think it might fail	20	34.1	16.3	23.4	6.2	2.62	1.217	-5.933
3	I struggle and worry about responsibilities of my dependants	13	26.8	18	31.3	11	3.01	1.242	.085
4	I have seen people I considered well equipped in running a business fail	11	26.5	18.9	35.8	7.9	3.03	1.175	.497
5	Lack of money stresses me a great deal	6.5	13.2	13.2	42.5	24.5	3.65	1.172	10.505
6	I get easily angry when I cannot get what I need	19.7	23.9	16.1	27	13.2	2.90	1.350	-1.376
7	I blame the Government for lack of jobs	18	27.6	16.1	21.4	16.9	2.92	1.373	-1.160
8	I sometimes feel I cannot cope with life	23.1	34.4	15.2	19.7	7.6	2.54	1.251	-6.873
9	I feel as if the whole world is against me	28.5	36.1	13.8	16.1	5.6	2.34	1.207	10.242
10	I think I am not ready for the stress/ challenges that comes with starting a new business	23.1	30.7	15.2	23.1	7.6	2.61	1.275	-5.710

SD-Strongly Disagree, D-Disagree, N-Neutral, A-Agree, SA-Strongly Agree, M-Mean and SD-Standard Deviation. Mean score (-) SD > 3 in bold represent significant agreement and Mean score (+) SD < 3 disagreement.

Table 6.3 presents the responses of the respondents on psychological factors that influence their entrepreneurial behaviour. Responses on the Agree and Strongly Agree item-response were merged to represent Agree, Disagree and Strongly Disagree merged to form Disagree and Neutral remained. Analysis was also done on each question based on the outcome of one-

sample statistics and one-sample test to show questions with a significant agreement or disagreement to each question, question 2.2, 2.8, 2.9 and 2.10 showed significant disagreement while question 2.5 showed significant agreement and other questions did not show agreement or disagreement significantly, therefore are not reported here. The researcher decided to separate questions not showing significant agreement/disagreement under inferential analysis unlike the combined descriptive analysis of statement questions.

The major psychological factor influence on entrepreneurial behaviour relates to stress caused by lack of money. As a matter of fact, lack of money is the biggest stressor among youths in the province. Majority of the respondents (67%) agreed to the statement that lack of money stresses them a great deal, 19.7 % disagreed, while 13.2% were neutral, *t* test shows a significant agreement to lack of money as a major stressor ($M = 3.65, SD = 1.172$), $t(354) = 10.505, p < .0005$). 43.7% of the respondents strongly agreed that they have seen people they considered well equipped in running a business fail, 37.5% of the respondents disagreed, while 18.9% were neutral. However, *t* test did not show significant agreement but judging from observation, a deeper interpretation to this question was arrived at as respondents adduced some insights to the business failure owing to two factors: (i) lack of proper financial literacy (acquisition of liabilities instead of assets – instant gratification tendencies among young entrepreneurs) and (ii) lack of government support. Lastly, most respondents do not feel as if the whole world is against them, while 21.7% felt so, others (13.8%) were neutral. A significant disagreement from *t* test result confirmed the feeling among youths ($M = 2.54, SD = 1.251$), $t(354) = -10.242, p < .0005$). It is pertinent to get the overall position of participants on the construct psychological factors on entrepreneurial behaviour; therefore a similar calculation was done using descriptive statistics to calculate mean and standard deviation.

TABLE 6.4 Overall responses of participants on psychological factors influence on entrepreneurial behaviour by Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Variance
Psychological Factors	355	1.00	5.00	2.8543	.75933	.577

Mean score (-) $SD > 3$ in bold represent significant agreement and Mean score (+) $SD < 3$ disagreement.

We can infer from table 6.4 that psychological factors on entrepreneurial behaviour showed significant disagreement with a mean score of 2.8543 which is significantly less than 3 on the 5 point Likert scale used, signifying that majority of participants believed that psychological

factors is not a major influencer of entrepreneurial behaviour. Although the result shows that psychological factors do influence entrepreneurial behaviour just that it is not the major influencer. Mean score of 2.8543 (57%) shows significant disagreement to the construct that psychological factors is a major influencer of entrepreneurial behaviour while 43% agreed it influences their entrepreneurial behaviour.

6.5.2 Factor analysis of psychological factors

The researcher used Principal Axis Factoring (PAF) extraction method (this is equivalent to what is called Factor Analysis), with Oblimin rotation with Kaiser Normalization. This rotation method is used because it is suspected that there is a correlation between the factors found in the structure of the data. This is a sensible assumption since these questions are all measuring psychological factors of youths in Mpumalanga.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Adequacy.	Measure of Sampling	.859
Bartlett's Sphericity	Test of Approx. Chi-Square	802.257
	Df	45
	Sig.	.000

The KMO (measure of sampling adequacy) value of .859 indicates that the sample size is large enough to reliably extract factors. In addition, the significant result of Bartlett's test sphericity indicates that there is sufficient correlation present between items for a successful factor extraction.

Table 6.5: Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings ^a
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	3.712	37.116	37.116	3.115	31.146	31.146	2.578
2	1.100	10.999	48.115	.562	5.616	36.762	2.641
3	.888	8.880	56.995				
4	.795	7.947	64.942				
5	.752	7.523	72.465				

6	.684	6.843	79.309			
7	.622	6.221	85.529			
8	.561	5.607	91.136			
9	.494	4.941	96.077			
10	.392	3.923	100.000			

Extraction Method: Principal Axis Factoring.

a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.

The table above indicates that 2 factors have been extracted – using the rule of retaining factors with an eigenvalue > 1 (numbers in bold). The first factor accounts for 37.116% of the total variance and the second for 10.999%. Together, they account for 48.115% of the variance.

Table 6.6: Pattern Matrix^a

	Factor	
	1	2
2.3 I struggle and worry about responsibilities of my dependants	.766	
2.2 I am afraid to start a business because I think it might fail	.612	
2.1 I do not have business background, nobody close to me is running a business	.458	
2.5 Lack of money stresses me a great deal	.371	
2.4 I have seen people I considered well equipped in running a business fail	.337	
2.8 I sometimes feel I cannot cope with life		-.899
2.9 I feel as if the whole world is against me		-.630
2.7 I blame the Government for lack of jobs		-.456
2.6 I get easily angry when I cannot get what I need		-.370
2.10 I think I am not ready for the stress/ challenges that comes with starting a new business		-.322

Extraction Method: Principal Axis Factoring.

Rotation Method: Oblimin with Kaiser Normalization.

a. Rotation converged in 11 iterations.

A good factor extraction would have several strong loadings (> .5) on each factor. In this case, there are only 2 strong loadings on each factor. No items with cross-loadings (since none have loadings >.32 on more than one factor). Conventionally .32 is accepted for minimal loading of an item which equates approximately 10% overlapping variance. Finally, table 6.7 shows that these factors correlate with $r = -.605$ – strong correlation.

Table 6.7: Factor Correlation Matrix

Factor	1	2
1	1.000	-.605
2	-.605	1.000

Extraction Method: Principal Axis Factoring.

Rotation Method: Oblimin with Kaiser Normalization.

To further elucidate the extracted factors, Factor 1 is named Home Stressor and Factor 2 is named Community Stressor respectively for easy identification. Home stressors focus on anxiety related to family, money, failure (these are all very close to the home); and community stressors is a more general worry – as others are involved (government, community, societal expectations). Relating these factors to research question 1 (*What is the influence of psychological factors in impeding entrepreneurial behaviour among youths in Mpumalanga?*) to provide a reliable measure, Cronbach’s alpha is applied as a test of reliability. An alpha value of .7 is considered as showing good reliability, however meta-analysis from considerable studies accepted a coefficient range from 0.65 and above as acceptable, therefore, Cronbach’s Alpha of .675 on the extracted home stressor is considered acceptable.

It is important to note that single measure for home stressor and community stressor are calculated by averaging scores across nth items included in the factors. Hence, analysis was done on these as individual and composite measures using one sample *t*-test.

Table 6.8: One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
HOME STRESSORS	355	3.0451	.80352	.04265
COMMUNITY STRESSORS	355	2.6632	.90831	.04821

Table 6.9: One-Sample Test

	Test Value = 3					
					95% Confidence Interval of the Difference	
	t	Df	Sig. (2-tailed)	Mean Difference	Lower	Upper
HOME	1.057	354	.291	.04507	-.0388	.1289

Table 6.9: One-Sample Test

	Test Value = 3					
					95% Confidence Interval of the Difference	
	t	Df	Sig. (2-tailed)	Mean Difference	Lower	Upper
HOME	1.057	354	.291	.04507	-.0388	.1289
COMMUNITY	-6.986	354	.000	-.33676	-.4316	-.2419

6.5.3 Home stressors- analysis

Table 6.6 of pattern matrix showed a good factor extraction with strong loading for home stressors, as factors are calculated by averaging scores across n^{th} term denoted by one sample-statistics and one-sample test with an average mean score ($M = 3.0451$, $SD = .80352$), $t(354) = 1.057$) and Cronbach's alpha coefficient of .675, which is acceptable to show internal consistency. By implication, this shows that there is an agreement that youths in the province experience stress closely related to family and most significantly money – a major stressor among all the youths in the province. The mean score of 3.65 which is significantly greater > 3 on lack of money shows the statistical implication of this stressor among youths in the province. Lack of money is closely linked to unemployment and unstable source of income among the youth population, which is prevalent in the province and this permeates stress in other emotional closely related issues dear to the youths such as worries about the well-being of dependants – aged parents, children and many more.

6.5.4 Community stressors-analysis

A further analysis of community related stressors with average mean score of 2.66 [$M = 2.6632$, $SD = .90831$], $t(354) = -6.986$] also showed agreement howbeit less than home stressors to how psychological factors influence their entrepreneurial behaviour. A Cronbach's alpha coefficient of .744 showed a reliable internal consistency to this factor. Youths in the province do not put all the blame for lack of jobs on the government as revealed by Q 7 (*I blame Government for lack of jobs*), which returned a mean score of 2.92, $SD = 1.373$ and $t(354) = -1.160$. This can be analysed as youth's recognition of government efforts to stem the tide of unemployment, which is a major cause of lack of money. Also, it shows that youths are determined not to solely rely on government to help them become entrepreneurs and their consideration that both home related stressors and community stressors influences their entrepreneurial behaviour. We can also infer from community

related stressors that youths' psychological state of mind tends towards 'putting their destiny into their own hands' to affirm reason why they are not too bothered about government's effort. Disagreement to question 6, 8, 9 and 10 expressed youths' preparedness to venture into business if there is an enabling environment by being enthusiastic about life and having a positive world-view about the society they found themselves.

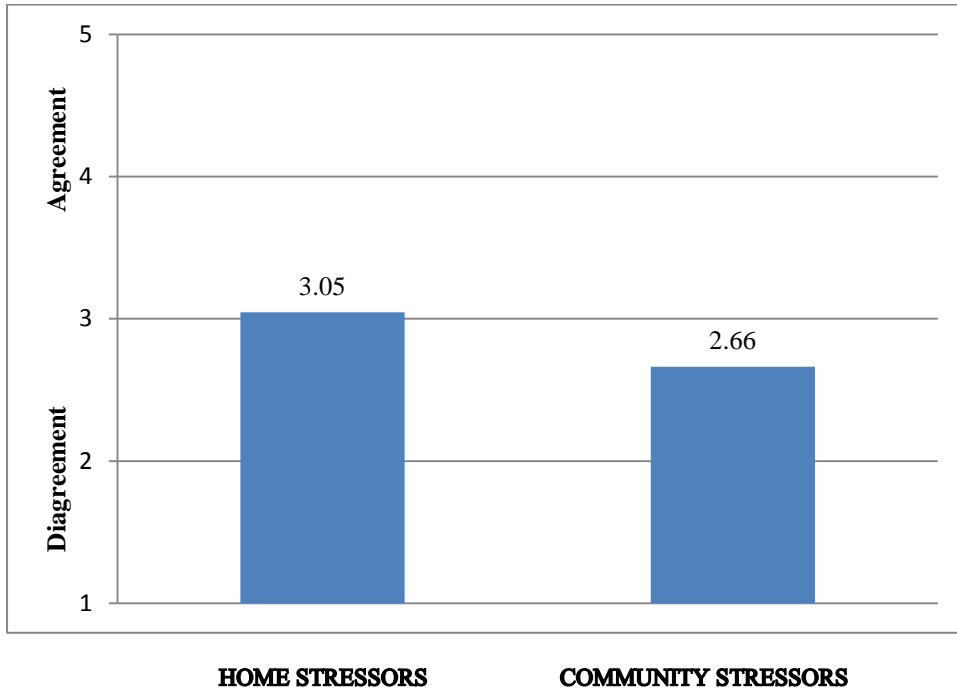


Figure 6.7: Distribution of analysed factors

6.6 Political environment

Analysis of research question 2 – *does political environment influence youths' entrepreneurial behaviour?* This is analysed based on the outcome of the survey conducted among the selected youths in the three districts of Mpumalanga. The measuring instrument was drawn based on the meta-analysis discussion on readiness for entrepreneurship which considered critical elements such as convergence of personal qualities, recognition of politically motivated openings towards entrepreneurship and capacity to evaluate the environment in such a way to harness creative and industrious potential. The questionnaire was designed to extract information from youths based on their perception of political environment influence on entrepreneurship. Analysis was done to test for significant

agreement and disagreement to each statement and comparison of mean score to test the extent of political influence on youths.

6.6.1 Analysis of political environment

Analysis of political environment was done using descriptive and inferential statistics

Table 6.10: Political environment influence on entrepreneurial behaviour

S/N	Item	SD (%)	D (%)	N (%)	A (%)	SA (%)	M	ST.D	T
1	I believe political office holders are more interested in winning elections than boosting small businesses especially among youths	6.8	10.7	10.7	40.6	31.3	3.79	1.190	12.490
2	I would endeavour to start my own business if there is a clear direction on government support to help my business grow	1.7	5.1	11	51.5	30.7	4.05	.879	22.411
3	If government can educate me on what I stand to gain by becoming an entrepreneur it will encourage me to give it a try	1.7	4.2	9.9	45.4	38.9	4.15	.887	24.534
4	If government can encourage financial institutions to allocate their resources to help small businesses it will motivate me to start my own business	1.4	3.1	8.7	51.8	34.9	4.16	.815	26.763
5	I believe if government can reduce interest on loan it will encourage me to start/run my own business	2.8	3.7	13	54.4	26.2	3.97	.891	20.620
6	I will be more interested in starting a business if business registration procedures are made simpler	2.5	4.2	14.6	49.6	29	3.98	.914	20.260
7	I think if government can introduce tax holiday for youth entrepreneurs it will encourage me to start my own business	2	6.5	18.3	51.8	21.4	3.84	.901	17.619
8	If I get assurances that my products will be protected from similar products of big companies especially from								

	abroad it will encourage me to start my own business	2.3	3.7	17.5	49.3	27.3	3.96	.893	20.205
9	I would consider starting a new business if adequate infrastructures can be provided to reduce high cost of doing business	0.8	6.2	15.2	54.9	22.8	3.93	.837	20.858
10	I believe exchange rate (Rand) against other major world currency (Dollar) is not favourable to small business	4.2	11	23.7	43.9	16.9	3.58	1.029	10.689

SD-Strongly Disagree, D-Disagree, N-Neutral, A-Agree, SA-Strongly Agree, M-Mean and SD-Standard Deviation. Mean score (-) SD > 3 in bold represent significant agreement and Mean score (+) SD < 3 disagreement.

Table 6.10 describes respondents' opinion on political environment influence on entrepreneurial behaviour. The responses under the strongly agree and agree response option was collapsed into 'Agree', and strongly disagree and disagree collapsed into 'Disagree' and inferential analysis will enable the comparison of mean score of each statement to ascertain whether or not youths significantly agreed or disagreed to each statement and it will assist in measuring the extent of influence of each construct to draw inference. One-sample statistics and one-sample test will facilitate these comparisons.

A look at responses on the construct political environment shows the significance of having a favourable political climate in creating enabling atmosphere for business creation; this was confirmed by participants responses with agreement of (86.7%) that if government can encourage financial institutions to allocate resources to help small businesses, it will motivate them to start their own business. 8.7% of the respondents were neutral in their response, while 4.5% disagreed likewise one-sample *t* test shows significant agreement that if government exercise her political will to encourage financial institutions to be committed in allocating more financial resources to support young entrepreneurs, it will influence youths' participation in entrepreneurship ($M = 4.16$, $SD = .815$), $t(354) = 26,763$, $p < .0005$). The role of government in educating young people on the need for engaging in entrepreneurial activities resounded as 84.3% of the respondents agreed to the statement that if government provide them with education on the benefits of becoming an entrepreneur, it will encourage them to try it out. However, 9.9% of the respondents were neutral in their response and 5.9% disagreed. It is important to note that proper entrepreneurial orientation is achieved through education irrespective of formal (*schooling*) or informal (*mentoring*) type of education provided it is geared towards providing rudimentary or continuous trainings supported by

government to make an affordable and reachable training accessible to large spectrum of youths in the province as shown by *t* test ($M = 4.15$, $SD = .887$), $t(354) = 24.534$, $p < .0005$). The need for the government to provide a clear direction of support to businesses was affirmed by 82.2% of the respondents who agreed that they would endeavour to start their own business if there is a clear direction on government support to help business grow. 11% of them were neutral in their response, while 6.8% disagreed this statement was further confirmed by one-sample *t* test result of ($M = 4.05$, $SD = .879$), $t(354) = 22.411$, $p < .0005$). The government's role in reducing interest's rate seemed important to the youths surveyed, as 80.6% of them agreed that if there could be reduction on interest on loan, they will be encouraged to start their own business. 13% were neutral while 6.5% disagreed with the statement. Likewise one-sample *t* test shows youths significantly agreed that reduction of interest rates on loan will minimise cost of funds which will encourage entrepreneurship among youths in Mpumalanga ($M = 3.97$, $SD = .891$), $t(354) = 20.620$, $p < .0005$). Majority of the respondents (78.6%) responded positively to the statement that they would be more interested in starting a business if business registration procedures are made simpler. This is an indication that complex bureaucratic procedures involved in business registration could deter youth's involvement in entrepreneurship. However, 14.6% of the respondents were neutral in their opinion, and 6.7% disagreed. This also is in line with *t* test result ($M = 3.98$, $SD = .914$), $t(354) = 20.620$, $p < .0005$).

Another factor that may encourage young people entrepreneurial behaviour is if adequate infrastructures are in place to reduce high cost of doing business. This is based on the premise of the positive response of majority of the respondents (77.7%), 15.2% of the respondents were however neutral, while 7% of them disagreed. In furtherance to this, one-sample *t* test result affirmed this position because of the multiplier effect investment in infrastructure will cause in creating enabling environment for business ($M = 3.93$, $SD = .837$), $t(354) = 20.858$, $p < .0005$. Furthermore, most of the respondents (76.6%) agreed that if there are assurances that their products will be protected from similar products from big companies, especially from abroad, they will be encouraged to start their own business. 17.5% of the respondents were neutral in their response, and 6% disagreed. As *t* test rightly affirmed ($M = 3.96$, $SD = .893$), $t(354) = 20.205$, $p < .0005$). Introduction of tax holiday for young entrepreneurs will influence their entrepreneurial behaviour as shown by participants responses (73.2%) with agreement to the notion. 18.3% of them did not agree or disagree with the statement while 8.5% disagreed. One-sample *t* test result confirms the position of youths in this regard ($M = 3.84$, $SD = .901$), $t(354) = 17.619$, $p < .0005$). Majority of the respondents (71.9%) agreed

that political office holders are more interested in winning elections than boosting young people's small businesses, however, 17.5% of the respondents disagreed and 10.7% were neutral in their response, this was also confirmed by one-sample t test ($M = 3.79$, $SD = 1.190$), $t(354) = 12.490$, $p < .0005$). Lastly, most of the respondents (60.8%) agreed that the Rand exchange rate against a major currency like the United States Dollar is not favourable to small businesses. However, 23.7% of them neither agreed nor disagreed and 15.2% disagreed. Likewise one-sample t test shows ($M = 3.58$, $SD = 1.029$), $t(354) = 10.689$, $p < .0005$).

It can be deduced from the analysis above that the influence wielded by political environment on entrepreneurial behaviour in the province is very significant. Although, there is a significant agreement to all the questions asked, comparing the mean score for each statement, two statements are considered the most influencing factors that will encourage entrepreneurial behaviour and boost participation among youths in the province. They are: (i) Q4.3: *If government can educate me on what I stand to gain by becoming an entrepreneur it will encourage me to give it a try* and (ii) Q4.4: *If government can encourage financial institutions to allocate their resources to help small businesses it will motivate me to start my own business*. Subsequently, proper exchange rate mechanism influence tested by Q4.10 has the least influence on youths' entrepreneurial participation. This can be traced to the fact that most young entrepreneurial businesses might not have the expertise and financial muscle to operate internationally, hence youths' focus is on production targeted at the local market. It is pertinent to mention that youths still consider this a significant factor that can influence entrepreneurial participation in the province.

Further analysis was done to determine the overall position of participants on the construct political environment influence on entrepreneurial behaviour using descriptive statistics to calculate mean and standard deviation to generate total response.

TABLE 6.11 Overall responses of participants on political environment influence on entrepreneurial behaviour by Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Variance
Political Environment	355	1.50	5.00	3.9416	.54293	.295

Mean score (-) $SD > 3$ in bold represent significant agreement and Mean score (+) $SD < 3$ disagreement.

Table 6.11 shows there is a significant agreement to political environment influence on entrepreneurial behaviour. Mean score of 3.9416 (78.8%) is a testament to the influence of political environment influence on entrepreneurial behaviour in the province. Only 21.2% disagreed that political environment does not significantly influence their entrepreneurial behaviour.

6.7 Information awareness

This construct was tested with research question 4 – *does the youth in Mpumalanga have information on the enormous economic potentials and resources in the province?* To find answers to this question and to measure it adequately the study adopted the result of meta-analysis conducted on Readiness for entrepreneurship; with focus on entrepreneurial education, need for achievement and balanced entrepreneurial skills in designing the questionnaire with Likert rating scale ranging from 1 (Strongly Disagree) to 5 (Strongly Agree) to gauge participants' responses in line with the questions asked.

6.7.1 Analysis of information awareness

Descriptive and inferential statistical methods were used to analyse data on the construct information awareness influence on entrepreneurial behaviour.

Table 6.12: Information awareness influence on economic resources and entrepreneurial behaviour

S/N	Item	SD (%)	D (%)	N (%)	A (%)	SA (%)	M	ST.D	T
1	I think Mpumalanga province lacks necessary economic resources to boost business compared to other provinces in South Africa	10.1	18	14.1	39.4	18.3	3.38	1.255	5.668
2	I think businesses in Mpumalanga only favours big and established companies	9	21.1	16.9	35.5	17.5	3.31	1.238	4.760
3	I only know of my immediate environment I have no knowledge of other places in Mpumalanga	9.9	25.6	17.5	36.3	10.7	3.12	1.196	1.952
4	I do not know how I can be assisted by Government in starting a business	9	25.6	10.1	40.3	14.9	3.26	1.245	4.006

5	I do not know where to get raw materials for my proposed products	7	18	14.4	45.9	14.6	3.43	1.151	7.054
6	I do not know where or how to get information on my business interest	9.9	26.5	12.7	38.6	12.4	3.17	1.231	2.630
7	I am not aware I can get loan without collateral to start a business from various Government Agencies (NYDA), (IDC), (SEFA)	12.4	19.7	14.6	39.4	13.8	3.23	1.262	3.364
8	I do not know of any established business that is willing to partner with me to help me grow my business	9.9	16.3	16.9	42.8	14.1	3.35	1.196	5.501
9	None of the subjects I learnt in school taught me on how to start and run a business	35.2	24.8	10.1	21.1	8.7	2.43	1.379	- 7.736
10	I do not know of any programme on Television, Radio or any social media that explains to me in simple terms on how to run a business	26.8	30.4	10.7	21.1	11	2.59	1.365	- 5.637

SD-Strongly Disagree, D-Disagree, N-Neutral, A-Agree, SA-Strongly Agree, M-Mean and SD-Standard Deviation. Mean score (-) SD > 3 in bold represent significant agreement and Mean score (+) SD < 3 disagreement.

Table 6.12 presents the respondents' level of agreement with statements relating to the awareness of information on the economic potentials and resources in Mpumalanga province. Most of the respondents (60.5%) agreed that they do not know where to get raw materials needed for their proposed products, 25%, on the other hand, knew how to get the needed raw materials, while 14.4% were neutral in their response. In the same vein one-sample *t* test shows ($M = 3.43$, $SD = 1.151$), $t(354) = 7.054$, $p < .0005$) which is a confirmation of the significance agreement to the statement. Majority of the youths surveyed (57.7%) indicated agreeing with the statement that the province lacks the necessary economic resources to boost business compared to other provinces in South Africa; 28.1% disagreed, while 14.1% were neutral while *t* test result shows ($M = 3.38$, $SD = 1.255$), $t(354) = 5.668$, $p < .0005$). The outcome of responses on this statement is an indication that if youths in the province are aware of the enormous economic resources in the province their entrepreneurial behaviour would have been enhanced. On the statement questioning the respondents' knowledge of established business that is willing to partner with them to grow their business, majority of

the respondents (56.9%) do not know, 26.2% do know and 16.9% were neutral. While *t* test shows ($M = 3.35$, $SD = 1.196$), $t(354) = 5.501$, $p < .0005$) an indication youths do not have information on technical partnership. In addition, most of the respondents (55.2%) have no knowledge of how they can be assisted by the government in starting a business, while 34.6% agreed to know how, while 10.1% were neutral. Likewise *t* test result affirms lack of information awareness in this regard ($M = 3.26$, $SD = 1.245$), $t(354) = 4.006$, $p < .0005$). When asked about their awareness of getting a loan without collateral to start a business from various government agencies, 53.2% of the respondents agreed to not knowing, 32.1% responded on the contrary, while 14.6% were not sure. This is a continuum to the challenges agreed to from each statement above; lack of information awareness in securing loans without stringent conditions of conventional banks as business start-up capital or business expansion funding at a prime rate of less than 3% from R1000 up to R100,000.00, specifically set aside by government to encourage young entrepreneurs – a programme that has been in existence for years managed by National Youth Development Agency (NYDA), Industrial Development Corporation (IDC), and Small Enterprise Finance Agency (SEFA), ($M = 3.23$, $SD = 1.262$), $t(354) = 3.364$, $p < .001$).

Also, most of the respondents (53%) agreed that businesses in Mpumalanga only favours big and established companies, 30.1% responded contrarily, while 16.9 registered a neutral response, *t* test result shows ($M = 3.31$, $SD = 1.238$), $t(354) = 4.760$, $p < .0005$). Most of the respondents (51%) agreed to not having knowledge of where or how to source for information relating to their business interest, another 36.4% agreed to have knowledge, while 12.7% were neutral in their response. This was in line with *t* test result ($M = 3.17$, $SD = 1.231$), $t(354) = 2.630$, $p < .009$). Majority of the respondents (57.2%) disagreed to not knowing of programme on Television, radio or social media that explains to them in simple terms on how to run a business, 32.1% agreed to know, while 10.7 are unsure. Likewise one-sample *t* test result shows ($M = 2.59$, $SD = 1.365$), $t(354) = -5.637$, $p < .0005$). Lastly, most of the respondents (60%) disagreed to the statement that none of the subjects they learnt in school taught them on how to start and run a business, while 29.8% agreed, 10.1% recorded a neutral response. This was also confirmed by *t* test result ($M = 2.43$, $SD = 1.379$), $t(354) = -7.736$, $p < .0005$).

Analysing overall response of participants similar to what was done under the other analysed constructs, descriptive statistics was used to determine if there is a significant agreement or disagreement to the construct, information awareness influence on entrepreneurial behaviour.

TABLE 6.13 Overall responses of participants on information awareness influence on entrepreneurial behaviour by Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Variance
Information awareness	355	1.00	4.90	3.1282	.72638	.528

Table 6.13 shows there is an agreement, howbeit not significant on the construct, information awareness influence on entrepreneurial behaviour. Mean score of 3.1282 (62.5%) agreed that information awareness influences entrepreneurial behaviour while 37.5% disagreed.

6.7.2 Exploratory factor analysis of measurements

Factor analysis was applied to the set of questions asked to see if there is a structure in the data and the result are shown below:

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.815
Bartlett's Test of Sphericity	Approx. Chi-Square	806.011
	Df	45
	Sig.	.000

The KMO (measure of sampling adequacy) value of .815 indicates that the sample size is large enough to reliably extract factors. In addition, the significant result of Bartlett's test indicated that there is sufficient correlation present between items for a successful factor extraction. The decision to adopt Principal Axis Factoring (PAF) was arrived at after several neoclassical factoring models were reviewed to ascertain the most suitable in extracting factors from the collected data. Classical factoring model was considered unsuitable because it does not allow rotation of extracted factors which helps simplify data interpretation; therefore, Principal Axis factoring method was adopted because it helps in uncovering assumptive factors that are estimated from the observed data which may not be completely defined by the data. Moreover, it avails rotation of the extracted factors which simplifies data interpretation.

Table 6.14: Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings ^a
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	3.497	34.972	34.972	2.936	29.364	29.364	2.676
2	1.261	12.609	47.581	.733	7.328	36.693	1.465
3	1.053	10.527	58.108	.512	5.115	41.808	1.664
4	.916	9.165	67.272				
5	.703	7.032	74.304				
6	.618	6.177	80.482				
7	.578	5.778	86.260				
8	.520	5.198	91.458				
9	.477	4.771	96.229				
10	.377	3.771	100.000				

Extraction Method: Principal Axis Factoring.

a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.

Table 6.15: Pattern Matrix^a

	Factor		
	1	2	3
3.5 I do not know where to get raw materials for my proposed products	.734		
3.7 I am not aware I can get loan without collateral to start a business from various Government Agencies (NYDA), (IDP), and (SEFA).	.696		
3.6 I do not know where or how to get information on my business interest	.650		
3.8 I do not know of any established business that is willing to partner with me to help me grow my business	.513		
3.4 I do not know how I can be assisted by Government in starting a business	.455		

3.1 I think Mpumalanga province lacks necessary economic resources to boost business compared to other provinces in South Africa		.751	
3.2 I think businesses in Mpumalanga only favours big and established companies		.573	
3.3 I only know of my immediate environment I have no knowledge of other places in Mpumalanga			
3.10 I do not know of any programme on Television, Radio or any social media that explains to me in simple terms on how to run a business			.800
3.9 None of the subjects I learnt in school taught me on how to start and run a business			.368

Extraction Method: Principal Axis Factoring.

Rotation Method: Oblimin with Kaiser Normalization.

a. Rotation converged in 6 iterations.

Factor 1 and 2 will be analysed further because of their considerable strong loading.

6.7.3 Analysis of extracted factors

Factor 1 measures lack of knowledge. Therefore, analysis was done on this factor as a single construct. Cronbach's alpha coefficient applied to Factor 1's items is given below as .773, which shows it is a reliable measure ($\alpha > .7$).

Factor 2 measures youths' perception of Mpumalanga economic potentials. This was analysed as a single construct also employing Cronbach's alpha coefficient of .613. This can also be considered acceptable reliability. However, due to the low Cronbach's alpha loading, the factor may be unstable therefore; much reliability will not be placed on the outcome. Still, the researcher believes that the responses to the questions are relevant enough to be mentioned, hence the analysis of Factor 2.

Table 6.16 One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
KNOWLEDGE	355	3.3451	1.05830	.05617
MPUMALANGA	355	3.2885	.88129	.04677

Table 6.17 One-Sample Test

	Test Value = 3					
					95% Confidence Interval of the Difference	
	T	Df	Sig. (2-tailed)	Mean Difference	Lower	Upper
KNOWLEDGE	6.143	354	.000	.34507	.2346	.4555
MPUMALANGA	6.167	354	.000	.28845	.1965	.3804

6.7.3.1 Factor 1 (Knowledge) analysis

The pattern matrix shown in Table 6.15 indicates a good factor extraction with strong loading for Factor 1, as factors are calculated by averaging scores across n^{th} term denoted by one sample-statistics and one-sample test with an average mean score ($M = 3.3451$, $SD = 1.05830$), $t(354) = 6.143$, $p < .0005$ and Cronbach's alpha coefficient of .773, which is considered reliable to show internal consistency. This result confirms that there is a general significant agreement that youths in the province lack information awareness (*captured as knowledge*) on the economic and entrepreneurial opportunities which influence their entrepreneurial behaviour. Most notably is their lack of knowledge on the enormous natural resources that can serve as raw material for their proposed products, likewise youths' inability to take advantage of cheap funding provided by government largely caused by unawareness and the significance of their inability to 'cash-in' on the value chain business opportunities attached to established businesses in the province to harness the much-needed technical partnership. Therefore, it is reasonable to attest to the fact that lack of information is a major bane to youths' entrepreneurial behaviour in Mpumalanga province.

6.7.3.2 Factor 2 (Mpumalanga) -analysis

The average mean score for Factor 2 ($M = 3.2885$, $SD = .88129$), $t(354) = 6.167$, $p < .0005$ showed there is a significant agreement that the youths think the businesses in Mpumalanga province favours established companies without much consideration and supports for nascent entrepreneurial businesses. Also, the youths' perception of the province's economic potential is another major impediment with a significant agreement that Mpumalanga lack necessary economic resources compared to other provinces in South Africa. This perception may be enhanced by the youths' lack of information of the economic potential of the province.

6.8 Analysis according to demographic profile

Analysis of variance (ANOVA) and Welch's test were applied on all the parametric statistical data while Kruskal-Wallis's test and Spearman correlation coefficient test were used on non-parametric data to analyse significant effects on demographic categories of responses to the questions and factors found. The analysis was restricted only to significant results for proper interpretation and Table 6.18 shows the mean score and standard deviation of responses on the statements per location in the three districts, showing significant results. It should be noted that only responses with significant agreement or significant disagreement was selected in analysing demographic variables as shown in table 6.18 (*neutral responses (3) were disregarded to ease interpretation*) and same applies to other demographic variables analysed in the study.

6.8.1 Analysis by Location

Table 6.18: Descriptive statistics – location (a)

		N	Mean	Std. Deviation
1.2 I have knowledge about business management	Gert Sibande	108	3.68	.975
	Barberton	92	3.61	.925
	Kriel	155	3.35	1.037
	Total	355	3.52	.998
2.7 I blame the Government for lack of jobs	Gert Sibande	108	2.57	1.320
	Barberton	92	3.00	1.406
	Kriel	155	3.10	1.354
	Total	355	2.92	1.373
3.6 I do not know where or how to get information on my business interest	Gert Sibande	108	2.87	1.216
	Barberton	92	3.32	1.148
	Kriel	155	3.30	1.260
	Total	355	3.17	1.231

Analysis of variance was used to determine how each group's response varies per location to evaluate the significance of each statement on the youths in the province. This is considered relevant to draw inference from the total population of youths and how youths considered these statements to be true in causing impediments to their entrepreneurial behaviour.

		Sum of Squares	Df	Mean Square	F	Sig.
1.2 I have knowledge about business management	Between Groups	7.577	2	3.788	3.865	.022
	Within Groups	345.054	352	.980		
	Total	352.631	354			
2.7 I blame the Government for lack of jobs	Between Groups	18.709	2	9.354	5.076	.007
	Within Groups	648.756	352	1.843		
	Total	667.465	354			
3.6 I do not know where or how to get information on my business interest	Between Groups	14.126	2	7.063	4.759	.009
	Within Groups	522.392	352	1.484		
	Total	536.518	354			

From Table 6.19, there is a significant difference in agreement to the statement that there is knowledge about business management [$F(2,352) = 3.865, p = .022$]. Agreement is greater for those from Gert Sibande ($M = 3.68, SD = .975$) than for those from Kriel ($M = 3.35, SD = 1.037$). Also, there is a significant difference in agreement on youths' perception on government intervention strategies in the province as youths in Kriel significantly agreed to the statement that government is to be blamed for lack of jobs in the province [$F(2,352) = 5.076, p = .007$]. Agreement is greater for those in Kriel ($M = 3.10, SD = 1.354$) than those from Gert Sibande ($M = 2.57, SD = 1.320$). Finally, there is a significant difference in agreement that there is lack of information on business interest in the province [$F(2,352) = 4.759, p = .009$]. Agreement is greater among youths in Barberton ($M = 3.32, SD = 1.148$) than youths from Kriel ($M = 3.30, SD = 1.260$) and youths from Gert Sibande ($M = 2.87, SD = 1.216$). To further analyse significant difference in agreement to statements in the research material, Welch test was used where ANOVA was not suitable. Figure 6.21 shows the robust tests of equality of means using Welch tests.

Table 6.20: Descriptive statistics – location (b)

		N	Mean	Std. Deviation
1.5 I can develop a business plan	Gert Sibande	108	3.85	.830
	Barberton	92	3.82	.994
	Kriel	155	3.48	1.124
	Total	355	3.68	1.022
2.6 I get easily angry when I cannot get what I need	Gert Sibande	108	2.85	1.439
	Barberton	92	3.18	1.204
	Kriel	155	2.77	1.352
	Total	355	2.90	1.350
3.1 I think Mpumalanga province lacks necessary economic resources to boost business compared to other provinces in South Africa	Gert Sibande	108	3.54	1.195
	Barberton	92	3.52	1.124
	Kriel	155	3.18	1.346
	Total	355	3.38	1.255
3.4 I do not know how I can be assisted by Government in starting a business	Gert Sibande	108	2.89	1.321
	Barberton	92	3.41	1.150
	Kriel	155	3.44	1.196
	Total	355	3.26	1.245
3.5 I do not know where to get raw materials for my proposed products	Gert Sibande	108	3.15	1.266
	Barberton	92	3.48	1.084
	Kriel	155	3.60	1.073
	Total	355	3.43	1.151
3.9 None of the subjects I learnt in school taught me on how to start and run a business	Gert Sibande	108	2.07	1.258
	Barberton	92	2.50	1.434
	Kriel	155	2.65	1.385
	Total	355	2.43	1.379

Table 6.21: Robust Tests of Equality of Means

		Statistic ^a	df1	df2	Sig.
1.5 I can develop business plan	Welch	5.378	2	217.897	.005
2.6 I get easily angry when I cannot get what I need	Welch	3.319	2	214.954	.038
3.1 I think Mpumalanga province lacks necessary economic resources to boost business compared to other provinces in South Africa	Welch	3.298	2	220.234	.039
3.4 I do not know how I can be assisted by Government in starting a business	Welch	6.685	2	211.066	.002

3.5 I do not know where to get raw Welch materials for my proposed products	4.592	2	207.425	.011
3.9 None of the subjects I learnt in Welch school taught me on how to start and run a business	6.244	2	211.151	.002

a. Asymptotically F distributed.

Table 6.21 show that there is a significant difference in agreement to the statement that youths are able to develop a business plan [Welch (2, 217.897) = 5.378, $p = .005$]. While table 6.20 shows agreement is greater for those from Gert Sibande ($M = 3.85$, $SD = .830$) and Barberton ($M = 3.82$, $SD = .994$) than for those from Kriel ($M = 3.48$, $SD = 1.124$). Also, there is a significant difference in agreement to the statement that participants easily get angry when they cannot get what they need. These statements measure *psychological disorders* [Welch (2,214.954) = 3.319, $p = .038$]. Respondents from Barberton agreed more to this statement ($M = 3.18$, $SD = 1.204$) than respondents from Kriel ($M = 2.77$, $SD = 1.352$). In furtherance to this, there is a significant difference in agreement to the statement that Mpumalanga province lacks necessary economic resources to boost business compared to other provinces in South Africa [Welch (2,220.234) = 3.298, $p = .039$]. Agreement is greater for participants from Gert Sibande ($M = 3.54$, $SD = 1.195$) and for participants from Barberton ($M = 3.52$, $SD = 1.124$) than those from Kriel ($M = 3.18$, $SD = 1.346$). Likewise, there is a significant difference in agreement among participants to the statement that they do not know how to get information on government's assistance in starting a business [Welch (2,211.066) = 6.685, $p = .002$]. Agreement is greater for youths from Barberton ($M = 3.41$, $SD = 1.150$) and among youths in Kriel ($M = 3.44$, $SD = 1.196$) than from those youths in Gert Sibande ($M = 2.89$, $SD = 1.321$). Similarly, on the challenges associated with knowing where to source for raw materials for proposed products, participants' responses to the statement showed a significant difference in agreement [Welch (2,207.425) = 4.592, $p = .011$]. Agreement is greater for participants from Kriel ($M = 3.60$, $SD = 1.073$) than for participants from Gert Sibande ($M = 3.15$, $SD = 1.266$). Finally, youths' responses to the statement on not been taught on entrepreneurship and business management at school shows a significant difference in disagreement [Welch (2,211.151) = 6.244, $p = .002$]. Disagreement is greater for youths from Kriel ($M = 2.65$, $SD = 1.385$) than for youths from Gert Sibande ($M = 2.07$, $SD = 1.258$).

6.8.2 Analysis by Gender

Table 6.22: Descriptive statistics – gender

1.8 I believe apartheid does not affect my decision to become an entrepreneur

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Male	121	3.92	1.100	.100	3.72	4.12	1	5
Female	234	4.15	.977	.064	4.03	4.28	1	5
Total	355	4.07	1.025	.054	3.97	4.18	1	5

Table 6.23: ANOVA

1.8 I believe apartheid does not affect my decision to become an entrepreneur

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	4.461	1	4.461	4.283	.039
Within Groups	367.635	353	1.041		
Total	372.096	354			

From Table 6.22, there is a significant difference in agreement among female gender that apartheid does not affect their decision to become entrepreneurs [$F(1,353) = 4.283, p = .039$]. Agreement is greater for female gender across the three locations in the province ($M = 4.15, SD = .977$) than for their male counterparts ($M = 3.92, SD = 1.100$).

6.8.3 Analysis by Race

Table 6.24: Descriptive statistics – race (a)

		N	Mean	Std. Deviation
2.2 I am afraid to start a business because I think it might fail	Black	345	2.59	1.210
	Coloured	10	3.50	1.179
	Total	355	2.62	1.217
2.4 I have seen people I considered well equipped in running a business fail	Black	345	3.00	1.165
	Coloured	10	4.00	1.155
	Total	355	3.03	1.175

3.1 I think Mpumalanga province lacks necessary economic resources to boost business compared to other provinces in South Africa	Black	345	3.41	1.250
	Coloured	10	2.30	.949
	Total	355	3.38	1.255
3.5 I do not know where to get raw materials for my proposed products	Black	345	3.41	1.151
	Coloured	10	4.20	.919
	Total	355	3.43	1.151

Table 6.25: ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
2.2 I am afraid to start a business because I think it might fail	Between Groups	8.025	1	8.025	5.491	.020
	Within Groups	515.874	353	1.461		
	Total	523.899	354			
2.4 I have seen people I considered well equipped in running a business fail	Between Groups	9.662	1	9.662	7.121	.008
	Within Groups	478.997	353	1.357		
	Total	488.659	354			
3.1 I think Mpumalanga province lacks necessary economic resources to boost business compared to other provinces in South Africa	Between Groups	11.946	1	11.946	7.731	.006
	Within Groups	545.474	353	1.545		
	Total	557.420	354			
3.5 I do not know where to get raw materials for my proposed products	Between Groups	6.085	1	6.085	4.640	.032
	Within Groups	462.974	353	1.312		
	Total	469.059	354			

Table 6.24 shows descriptive analysis of mean score and standard deviation of responses to each statement and Table 6.25 shows analysis of variance used to interpret youths' responses to each statement by race.

There is a significant difference in disagreement to the statement that youths are afraid to start a business because they think it might fail [$F(1,353) = 5.491, p = .020$]. Disagreement to this statement is greater among black youths ($M = 2.59, SD = 1.210$) while coloured youths significantly agreed to the statement ($M = 3.50, SD = 1.179$). However, there is a significant difference in agreement to the statement that youths have seen people they considered well equipped in running a business fail [$F(1,353) = 7.121, p = .008$]. Agreement to this statement

is greater among coloured youths in the province ($M = 4.00, SD = 1.155$) than blacks ($M = 3.00, SD = 1.165$). On the statement regarding youths' perception on economic potential of Mpumalanga as compared to other provinces in South Africa, responses showed that there is a significant difference in agreement to the statement [$F(1,353) = 7.731, p = .006$] where agreement to the statement is greater among black youths ($M = 3.41, SD = 1.250$) compared to coloured youths in the province ($M = 2.30, SD = .949$). Finally, there is a significant difference in agreement to the statement that youths do not know where to source for raw materials for their proposed products [$F(1,353) = 4.640, p = .032$] with a greater agreement to the statement among coloured youths ($M = 4.20, SD = .919$) compared to black youths in the province ($M = 3.14, SD = 1.151$).

Welch test was used to analyse statements not suitable for ANOVA. Table 6.26 shows significant difference in agreement to responses from participants on each statement.

Table 6.26: Descriptive statistics – race (b)

		N	Mean	Std. Deviation
1.10 I am self-motivated to produce result	Black	345	4.27	.788
	Coloured	10	3.30	1.337
	Total	355	4.24	.821
3.3 I only know of my immediate environment I have no knowledge of other places in Mpumalanga	Black	345	3.10	1.198
	Coloured	10	3.90	.876
	Total	355	3.12	1.196
3.4 I do not know how I can be assisted by Government in starting a business	Black	345	3.24	1.245
	Coloured	10	4.10	.994
	Total	355	3.26	1.245
3.6 I do not know where or how to get information on my business interest	Black	345	3.14	1.230
	Coloured	10	4.10	.876
	Total	355	3.17	1.231
3.7 I am not aware I can get loan without collateral to start a business from various Government Agencies (NYDA), (IDC), (SEFA).	Black	345	3.20	1.266
	Coloured	10	4.10	.738
	Total	355	3.23	1.262

Table 6.27: Robust Tests of Equality of Means

		Statistic ^a	df1	df2	Sig.
1.10 I am self-motivated to produce result	Welch	5.172	1	9.182	.048
3.3 I only know of my immediate environment I have no knowledge of other places in Mpumalanga	Welch	7.890	1	10.002	.019
3.4 I do not know how I can be assisted by Government in starting a business	Welch	7.145	1	9.836	.024
3.6 I do not know where or how to get information on my business interest	Welch	11.254	1	10.059	.007
3.7 I am not aware I can get loan without collateral to start a business from various Government Agencies (NYDA), (IDP), (SEFA).	Welch	13.708	1	10.599	.004

a. Asymptotically F distributed.

From Table 6.27, there is a significant difference in agreement to the statement that youths are motivated to produce result [Welch (1, 9.182) = 5.172, $p = .048$] where agreement is greater among black youths ($M = 4.27$, $SD = .788$) than coloured youths in the province ($M = 3.30$, $SD = 1.337$). On the statement regarding youths' knowledge of their immediate environment without knowing other places in Mpumalanga, there is a significant difference in agreement among participants (Welch (1, 10.002) = 7.890, $p = .019$) where agreement is greater among coloured youths ($M = 3.90$, $SD = .876$) than blacks ($M = 3.10$, $SD = 1.198$). Likewise, there is a significant difference in agreement to the statement that youths are not aware of government intervention strategies and assistance in starting a business [Welch (1, 9.836) = 7.145, $p = .024$] with agreement to this statement greater among coloured youths ($M = 4.10$, $SD = .994$) than black youths in the province ($M = 3.24$, $SD = 1.245$). In furtherance to these statements, there is a significant difference in agreement to the statement that youths do not know where to get information on their business interest [Welch (1, 10.059) = 11.254, $p = .007$]. Agreement to this statement is greater among coloured youths ($M = 4.10$, $SD = .876$) than blacks ($M = 3.14$, $SD = 1.230$). Finally, on the statement regarding youths not aware of government intervention fund as start-up capital which allows youths to get 'soft' loans without collateral from government agencies like NYDA, IDC and SEFA to start or expand youth's entrepreneurial businesses, there is a significant difference in agreement among the youths [Welch (1, 10.599) = 13.708, $p = .004$] where agreement to the statement is

greater among coloured youths ($M = 4.10$, $SD = .738$) than their black counterpart ($M = 3.20$, $SD = 1.266$).

6.8.4 Analysis by Education

Table 6.28: Descriptive statistics – level of education (a)

		N	Mean	Std. Deviation
2.10 I think I am not ready for the stress/ challenges that comes with starting a new business	Some schooling	90	2.79	1.320
	Matric	178	2.54	1.281
	Diploma	71	2.39	1.165
	Undergraduate degree	11	3.36	1.027
	Degree	4	3.75	1.258
	Total	354	2.61	1.275
4.2 I would endeavour to start my own business if there is a clear direction on government support to help my business grow	Some schooling	90	3.83	1.030
	Matric	178	4.06	.831
	Diploma	72	4.24	.741
	Undergraduate degree	11	4.09	.944
	Degree	4	4.50	.577
	Total	355	4.05	.879
4.9 I would consider starting a new business if adequate infrastructures can be provided to reduce high cost of doing business	Some schooling	90	3.98	.834
	Matric	178	3.93	.756
	Diploma	72	3.96	.956
	Undergraduate degree	11	3.09	1.044
	Degree	4	4.25	.500
	Total	355	3.93	.837

Table 6.29: ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
2.10 I think I am not ready for the stress/ challenges that comes with starting a new business	Between Groups	18.513	4	4.628	2.908	.022
	Within Groups	555.467	349	1.592		
	Total	573.980	353			
	Within Groups	639.472	350	1.827		
	Total	659.775	354			

4.2 I would endeavour to start my own business if there is a clear direction on government support to help my business grow	Between Groups	7.563	4	1.891	2.491	.043
	Within Groups	265.715	350	.759		
	Total	273.279	354			
4.9 I would consider starting a new business if adequate infrastructures can be provided to reduce high cost of doing business	Between Groups	8.415	4	2.104	3.072	.017
	Within Groups	239.681	350	.685		
	Total	248.096	354			

From Table 6.29, is a significant difference in agreement to the statement that youths are not ready for the stress and challenges that comes with starting a new business [$F(4,349) = 2.908, p = .022$]. While participants with some level of schooling disagreed to the statement ($M = 2.79, SD = 1.320$) and also participants with matric and diploma in disagreement ($M = 2.54, SD = 1.281$) and ($M = 2.39, SD = 1.165$), undergraduate and degree participants agreed to the statement ($M = 3.36, SD = 1.027$) and ($M = 3.75, SD = 1.258$). In furtherance to this, there is a significant difference in agreement to the statement that youths will endeavour to start their own business if there is a clear direction on government supports to help such businesses grow [$F(4,350) = 2.491, p = .043$]. Agreement is greater among youths with diploma ($M = 4.06, SD = .831$) than participants with some schooling ($M = 3.83, SD = 1.030$). There is also a significant difference in agreement to the statement that youths will consider starting their own business if adequate infrastructure are provided to reduce high cost of doing business [$F(4,350) = 3.07, p = .017$]. Agreement is greater among matric and diploma holders ($M = 3.93, SD = .756$) and ($M = 3.96, SD = .956$) than undergraduate participants ($M = 3.09, SD = 1.044$).

Table 6.30: Descriptive statistics – level of education (b)

		N	Mean	Std. Deviation
1.1 I am a proud South African	Some schooling	90	4.29	1.063
	Matric	178	4.63	.726
	Diploma	72	4.76	.428

	Undergraduate degree	11	4.73	.467
	Degree	4	4.75	.500
	Total	355	4.58	.789
2.6 I get easily angry when I cannot get what I need	Some schooling	90	3.02	1.430
	Matric	178	2.74	1.267
	Diploma	72	3.14	1.407
	Undergraduate degree	11	2.45	1.368
	Degree	4	4.25	.500
	Total	355	2.90	1.350
2.9 I feel as if the whole world is against me	Some schooling	90	2.70	1.328
	Matric	178	2.16	1.105
	Diploma	72	2.17	1.075
	Undergraduate degree	11	2.64	1.286
	Degree	4	4.75	.500
	Total	355	2.34	1.207
3.6 I do not know where or how to get information on my business interest	Some schooling	90	3.21	1.337
	Matric	178	3.07	1.179
	Diploma	72	3.22	1.224
	Undergraduate degree	11	3.64	1.120
	Degree	4	4.50	.577
	Total	355	3.17	1.231
3.10 I do not know of any programme on Television, Radio or any social media that explains to me in simple terms on how to run a business	Some schooling	90	2.51	1.471
	Matric	178	2.61	1.285
	Diploma	72	2.46	1.383
	Undergraduate degree	11	3.18	1.328
	Degree	4	4.50	.577
	Total	355	2.59	1.365

Table 6.31: Robust Tests of Equality of Means

		Statistic ^a	df1	df2	Sig.
1.1 I am a proud South African	Welch	3.555	4	18.786	.025
2.6 I get easily angry when I cannot get what I need	Welch	7.894	4	20.111	.001

2.9 I feel as if the whole world is against me	Welch	23.769	4	19.547	.000
3.6 I do not know where or how to get information on my business interest	Welch	5.428	4	19.400	.004
3.10 I do not know of any programme on Television, Radio or any social media that explains to me in simple terms on how to run a business	Welch	10.192	4	19.641	.000

a. Asymptotically F distributed.

Analysing significant difference in agreement by education using Welch test, Table 6.31 shows that there is a significant difference in agreement to the statement that youths in Mpumalanga are proud South Africans [Welch (4, 18.786) = 3.555, $p = .025$]. Agreement to the statement is greater among participants with matric and diploma holders ($M = 4.63$, $SD = .726$) and ($M = 4.76$, $SD = .428$) than participants with some schooling ($M = 4.29$, $SD = 1.063$). Furthermore, there is a significant difference in agreement to the statement that youths in the province easily get angry when they cannot get what they need [Welch (4, 20.111) = 7.894, $p = .001$]. Agreement to the statement is expectedly greater among degree holders who feels frustrated by lack of jobs and business opportunities despite their academic qualifications ($M = 4.25$, $SD = .500$) than youths with some schooling, matric and undergraduates ($M = 3.02$, $SD = 1.430$); ($M = 2.74$, $SD = 1.267$) and ($M = 2.45$, $SD = 1.368$). Statement testing youths' perceived stress scale to determine what is considered as stressful condition and youths' state of mind shows significant difference in agreement to the statement that youths feel as if the whole world is against them [Welch (4, 19.547) = 23.769, $p = .000$]. Agreement to the statement is greater among participants with degree whose frustration is enhanced by lack of employment and business opportunities despite their qualification ($M = 4.25$, $SD = .500$) than all other participants with less qualifications, matric ($M = 2.74$, $SD = 1.267$), undergraduate ($M = 2.64$, $SD = 1.286$).

To sum up, the study shows that there is a significant difference in agreement to the statement that youths do not know any programme on television or other social media that explain to them in simple terms on how to run a business [Welch (4, 19.641) = 10.192, $p = .000$]. Surprisingly, agreement to the statement is greater among degree holders ($M = 4.50$, $SD = .577$) while other participants with less qualifications disagreed on the statement.

6.8.5 Analysis by Marital status

It is pertinent to mention here that Kruskal-Wallis test was applied to the construct to derive accurate outcome; this is a one-way ANOVA on ranks test considered suitable to draw inference from responses of participants by marital status. Kruskal-Wallis H Test is a rank-based non-parametric test that can be employed to ascertain the possibility of statistical significant differences between groups of independent variables either continuously or through ordinal dependent variable (Statistics.laerd.com, 2013).

Table 6.32: Ranks by marital status

	Marital status	N	Mean Rank
1.1 I am a proud South African	Single	335	180.68
	Married	19	127.82
	Separated/divorced	1	233.50
	Total	355	
1.2 I have knowledge about business management	Single	335	176.10
	Married	19	220.39
	Separated/divorced	1	8.00
	Total	355	
1.10 I am self-motivated to produce result	Single	335	180.88
	Married	19	121.87
	Separated/divorced	1	281.00
	Total	355	
3.3 I only know of my immediate environment I have no knowledge of other places in Mpumalanga	Single	335	176.06
	Married	19	220.63
	Separated/divorced	1	18.00
	Total	355	

Table 6.33: Kruskal-Wallis Test

	1.1 I am a proud South African	1.2 I have knowledge about business management	1.10 I am self-motivated to produce result	3.3 I only know of my immediate environment I have no knowledge of other places in Mpumalanga
Chi-Square	7.698	6.856	8.374	6.284
Df	2	2	2	2
Asymp. Sig.	.021	.032	.015	.043

Table 6.33 shows that people of different marital status differ significantly in their agreement that they are proud South African's ($\chi^2 (2) = 7.698, p = .021$). The mean rank agreement for single people is greater than for married people. Likewise, there is a significant difference in agreement to the statement that participants have knowledge on business management [$\chi^2 (2) = 6.856, p = .032$]. The mean rank showed that single participants agreed more to the statement than their married counterparts. The same applies to the statement on self-motivation which shows a significant difference in agreement [$\chi^2 (2) = 8.374, p = .015$]. The mean rank for single participants is greater than for married participants.

6.8.6 Analysis by Age

Spearman's correlation will be applied to this demographic data to see if age is correlated with agreement since they are both at least ordinal variables. This is rank correlation coefficient named after Charles Spearman; it is a non-parametric measure of rank correlation used to measure the degree of relationship between two variables being described using a monotonic function. Spearman's correlation is denoted by (rho). Table 6.43 shows the correlation coefficient to each statement surveyed.

Table 6.34 Spearman's rank correlation coefficient table

		Age
Spearman's rho Age	Correlation Coefficient	1.000
	Sig. (2-tailed)	.
	N	355
1.10 I am self-motivated to produce result	Correlation Coefficient	-.168**
	Sig. (2-tailed)	.001
	N	355

2.5 Lack of money stresses me a great deal	Correlation Coefficient Sig. (2-tailed) N	.109* .040 355
2.7 I blame the Government for lack of jobs	Correlation Coefficient Sig. (2-tailed) N	.185** .000 355
3.4 I do not know how I can be assisted by Government in starting a business	Correlation Coefficient Sig. (2-tailed) N	.106* .045 355
3.5 I do not know where to get raw materials for my proposed products	Correlation Coefficient Sig. (2-tailed) N	.132* .013 355
3.6 I do not know where or how to get information on my business interest	Correlation Coefficient Sig. (2-tailed) N	.184** .000 355
3.7 I am not aware I can get loan without collateral to start a business from various Government Agencies (NYDA), (IDP), (SEFA).	Correlation Coefficient Sig. (2-tailed) N	.120* .024 355
3.9 None of the subjects I learnt in school taught me on how to start and run a business	Correlation Coefficient Sig. (2-tailed) N	.182** .001 355
3.10 I do not know of any programme on Television, Radio or any social media that explains to me in simple terms on how to run a business	Correlation Coefficient Sig. (2-tailed) N	.108* .042 355
4.6 I will be more interested in starting a business if business registration procedures are made simpler	Correlation Coefficient Sig. (2-tailed) N	.156** .003 355

Significant correlation at 0.05 level is indicated by * and significant correlation at 0.01 level by **

Table 6.34 shows that there is a significant negative correlation between age and self-motivation to produce results ($\rho = -.168$; $p = .001$). Younger participants' has a better correlation to high level of self-motivation. Lack of money and stress has a significant positive correlation with age ($\rho = .109$; $p = .040$) which confirms that older participants are more stressed due to lack of money. Also, there is a significant positive correlation between age and frustration with government for lack of jobs ($\rho = .185$; $p = .000$). Older participants' frustration with government incapacity to provide adequate jobs increase with age; possibly due to family obligations and societal expectations. In furtherance to this, there is significant positive correlation between age and lack of information on how government assistance can be sought to assist in starting a business ($\rho = .106$; $p = .045$). Older participants' has a better correlation on lack of information on government's entrepreneurial intervention programmes. Similarly, the challenge associated with lack of information on how to source for raw material for participants proposed products has a significant positive correlation with age ($\rho = .132$; $p = .013$). Older participants' has a better correlation to the statement. There is also a significant positive correlation between age and lack of information on business interest ($\rho = .184$; $p = .000$). The lack of information prevalence among older age-group youths in the province shows a significant positive agreement between age and unawareness of government intervention through provision of loan without collateral to start a business from various government agencies ($\rho = .120$; $p = .024$). Expectedly, older youth age-group has a correlation that shows agreement to the statement that they do not know of any start-up capital funding or youth entrepreneurial business expansion loan provision by the government. There is a positive correlation between age and lack of entrepreneurial education ($\rho = .182$; $p = .001$). Older participants' has a better correlation to the statement that they were not taught about business and entrepreneurial studies in school. The introduction of Economics and Management Studies to grade (7-9) in 2013 might be responsible for this anomaly. There is also a positive correlation between age and unawareness of entrepreneurship inclined programmes on television and other social media ($\rho = .108$; $p = .042$). Older participants' shows a better correlation to the statement that they are not aware of any programme on the social media that explains to them in simple terms how to run a business. Lastly, there is a positive correlation between age and interest in entrepreneurship if business registration procedures are simplified ($\rho = .156$, $p = .003$). Older participants' shows more agreement that they are more interested in entrepreneurial activities if business registration is made simple.

6.9 Factor analysis of significant differences in agreement across demographic categories

Analysis was done for four constructs (Home stressor, Community stressor, Mpumalanga and Knowledge) to show significant differences as follows:

6.9.1 Analysis by race

Table 6.35: Descriptive statistics of factors and constructs by race

		N	Mean	Std. Deviation
HOME	Black	345	3.0296	.79734
	Coloured	10	3.5800	.87661
	Total	355	3.0451	.80352
COMMUNITY	Black	345	2.6575	.90730
	Coloured	10	2.8600	.97091
	Total	355	2.6632	.90831
MPUMALANGA	Black	345	3.3609	1.06384
	Coloured	10	2.8000	.67495
	Total	355	3.3451	1.05830
KNOWLEDGE	Black	345	3.2696	.88188
	Coloured	10	3.9400	.58157
	Total	355	3.2885	.88129

Table 6.36: ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
HOME	Between Groups	2.944	1	2.944	4.607	.033
	Within Groups	225.614	353	.639		
	Total	228.559	354			
COMMUNITY	Between Groups	.398	1	.398	.482	.488
	Within Groups	291.664	353	.826		
	Total	292.063	354			
MPUMALANGA	Between Groups	3.057	1	3.057	2.743	.099
	Within Groups	393.422	353	1.115		

	Total	396.479	354			
KNOWLEDGE	Between Groups	4.368	1	4.368	5.699	.018
	Within Groups	270.574	353	.766		
	Total	274.943	354			

Analysis by race in Table 6.36 shows that there is a significant difference in agreement towards home stressors [$F(1,353) = 4.607, p = .033$]. Agreement is greater among coloured youths in the province with an average mean score ($M = 3.5800, SD = .87661$) than their black counterparts ($M = 3.0296, SD = .79734$). This is an indication that both predominant races in the province agree that they experience stress related to family responsibilities, lack of money and worry about the general well-being of their dependants. In furtherance, the knowledge construct shows a significant difference in agreement to youths' entrepreneurial knowledge base and business opportunities awareness in Mpumalanga province [$F(1,353) = 5.699, p = .018$]. Agreement to lack of knowledge about entrepreneurial opportunities in Mpumalanga is greater among coloured youths ($M = 3.9400, SD = .58157$) than black youths in the province ($M = 3.2696, SD = .88188$). However, it is important to note that lack of knowledge on business and entrepreneurial opportunities cut across the dominant racial lines in the province.

6.9.2 Analysis by Education

Table 6.37: Descriptive statistics of factors and constructs by education

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum	
					Lower Bound	Upper Bound			
HOME	Some schooling	90	3.0644	.91766	.09673	2.8722	3.2566	1.00	5.00
	Matric	178	2.9966	.76401	.05727	2.8836	3.1096	1.00	4.80
	Diploma	72	3.1167	.74890	.08826	2.9407	3.2926	1.40	4.60
	Undergraduate degree	11	3.0000	.82946	.25009	2.4428	3.5572	2.00	4.40
	Degree	4	3.6000	.71181	.35590	2.4674	4.7326	2.60	4.20
	Total	355	3.0451	.80352	.04265	2.9612	3.1289	1.00	5.00
COMMUNITY	Some schooling	90	2.8956	1.04429	.11008	2.6768	3.1143	1.00	5.00
	Matric	178	2.5213	.82373	.06174	2.3995	2.6432	1.00	5.00
	Diploma	72	2.6340	.86529	.10197	2.4307	2.8374	1.00	4.80
	Undergraduate degree	11	2.8545	.86760	.26159	2.2717	3.4374	1.40	4.20
	Total	351	2.7113	.91500	.03300	2.6443	2.9783	1.00	5.00

	Degree	4	3.7500	.44347	.22174	3.0443	4.4557	3.20	4.20
	Total	355	2.6632	.90831	.04821	2.5684	2.7581	1.00	5.00
MPUMALANG A	Some schooling	90	3.2722	1.15185	.12142	3.0310	3.5135	1.00	5.00
	Matric	178	3.3764	1.01062	.07575	3.2269	3.5259	1.00	5.00
	Diploma	72	3.3542	1.08912	.12835	3.0982	3.6101	1.00	5.00
	Undergraduate degree	11	3.2273	.71985	.21704	2.7437	3.7109	2.00	4.00
	Degree	4	3.7500	1.50000	.75000	1.3632	6.1368	2.00	5.00
	Total	355	3.3451	1.05830	.05617	3.2346	3.4555	1.00	5.00
KNOWLEGDG E	Some schooling	90	3.3556	.87089	.09180	3.1732	3.5380	1.00	5.00
	Matric	178	3.2180	.86783	.06505	3.0896	3.3463	1.00	5.00
	Diploma	72	3.3028	.93988	.11077	3.0819	3.5236	1.40	5.00
	Undergraduate degree	11	3.5091	.72864	.21969	3.0196	3.9986	2.40	4.40
	Degree	4	4.0500	.80623	.40311	2.7671	5.3329	3.20	5.00
	Total	355	3.2885	.88129	.04677	3.1965	3.3804	1.00	5.00

Table 6.38: Robust Tests of Equality of Means

		Statistic ^a	df1	df2	Sig.
HOME	Welch	.874	4	18.372	.498
COMMUNITY	Welch	7.774	4	19.176	.001
MPUMALANGA	Welch	.253	4	18.404	.904
KNOWLEGDGE	Welch	1.420	4	18.478	.267

a. Asymptotically F distributed.

There is a significant difference in agreement to community stressors outside the confines of home, government policies and global views [Welch (4, 19.176) = 7.774, $p = .001$]. Participants with some schooling have a greater mean score ($M = 2.8956$, $SD = 1.04429$) than participants with matric qualification ($M = 2.5213$, $SD = .82373$). Agreement is greater among degree holders ($M = 3.7500$, $SD = .44347$) than for participants with diploma and undergraduates ($M = 2.640$, $SD = .86529$) and ($M = 2.8545$, $SD = .86760$). Invariably, we can deduce that participants with higher level of education see the need for more government intervention in influencing their entrepreneurial behaviour.

6.9.3 Analysis by Location

Table 6.39: Descriptive statistics of factors and constructs by location

		N	Mean	Std. Deviation
HOME	Gert Sibande	108	2.9833	.80843

	Barberton	92	3.1000	.63834
	Kriel	155	3.0555	.88583
	Total	355	3.0451	.80352
COMMUNITY	Gert Sibande	108	2.5097	.86685
	Barberton	92	2.8304	.87149
	Kriel	155	2.6710	.94463
	Total	355	2.6632	.90831
MPUMALANGA	Gert Sibande	108	3.4074	1.06812
	Barberton	92	3.4837	.93600
	Kriel	155	3.2194	1.11087
	Total	355	3.3451	1.05830
KNOWLEGDGE	Gert Sibande	108	3.0148	.88633
	Barberton	92	3.3391	.82953
	Kriel	155	3.4490	.86770
	Total	355	3.2885	.88129

Table 6.40: ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
HOME	Between Groups	.706	2	.353	.545	.580
	Within Groups	227.853	352	.647		
	Total	228.559	354			
COMMUNITY	Between Groups	5.126	2	2.563	3.144	.044
	Within Groups	286.936	352	.815		
	Total	292.063	354			
MPUMALANGA	Between Groups	4.637	2	2.319	2.083	.126
	Within Groups	391.842	352	1.113		
	Total	396.479	354			
KNOWLEGDGE	Between Groups	12.320	2	6.160	8.256	.000
	Within Groups	262.623	352	.746		
	Total	274.943	354			

There is a significant difference in agreement on community stressors outside the confines of home, government policies and global views by location [$F(2,352) = 3.144, p = .044$]. Responses showed youths in each of the study location perceive stressors outside the confines of home as being less influential in their lack of entrepreneurial behaviour, which corresponds with the outcome from each statement testing this construct. However, lack of knowledge on entrepreneurial potential in Mpumalanga showed a more significant difference in agreement by location [$F(2,352) = 8.256, p = .000$]. Agreement is greater among youths in Kriel ($M = 3.4490, SD = .86770$) than Gert Sibande youths ($M = 3.0148, SD = .88633$). The analysis showed no significant difference in agreement for gender and marital status, hence it will not be analysed further.

6.9.4 Comparison of mean score of demographic variables on entrepreneurial behaviour

Table 6.41: Descriptive statistics of demographic variables on Entrepreneurial Behaviour

Entrepreneurial Behaviour		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Location	Gert Sibande	108	3.8602	.43961	.04230	3.7763	3.9440	2.70	4.80
	Barberton	92	3.8804	.54233	.05654	3.7681	3.9927	2.70	5.00
	Kriel	155	3.7742	.67216	.05399	3.6675	3.8808	1.10	5.00
	Total	355	3.8279	.57694	.03062	3.7677	3.8881	1.10	5.00
Gender	Male	121	3.8008	.58317	.05302	3.6959	3.9058	1.70	4.90
	Female	234	3.8419	.57445	.03755	3.7679	3.9159	1.10	5.00
	Total	355	3.8279	.57694	.03062	3.7677	3.8881	1.10	5.00
Age	18-21	113	3.8549	.52082	.04899	3.7578	3.9519	2.60	5.00
	22-25	145	3.8655	.50241	.04172	3.7830	3.9480	2.60	5.00
	26-29	54	3.9426	.51637	.07027	3.8016	4.0835	2.60	4.90
	30-34	43	3.4860	.85845	.13091	3.2219	3.7502	1.10	4.70
	Total	355	3.8279	.57694	.03062	3.7677	3.8881	1.10	5.00
Race	Black	345	3.8322	.57772	.03110	3.7710	3.8934	1.10	5.00
	Coloured	10	3.6800	.55737	.17626	3.2813	4.0787	2.70	4.90
	Total	355	3.8279	.57694	.03062	3.7677	3.8881	1.10	5.00
Education	Some Schooling	90	3.7944	.67896	.07157	3.6522	3.9366	1.10	5.00
	Matric	178	3.8343	.51978	.03896	3.7574	3.9112	2.60	4.90
	Diploma	72	3.8778	.54675	.06444	3.7493	4.0063	1.80	4.90
	Undergrad Degree	11	3.5818	.63058	.19013	3.1582	4.0055	2.70	4.50
	Degree	4	4.0750	.92871	.46435	2.5972	5.5528	2.90	5.00
	Total	355	3.8279	.57694	.03062	3.7677	3.8881	1.10	5.00

Marital Status	Single	335	3.8346	.57912	.03164	3.7724	3.8969	1.10	5.00
	Married	19	3.7526	.52743	.12100	3.4984	4.0068	2.70	4.80
	Separated/Divorced	1	3.0000	3.00	3.00
	Total	355	3.8279	.57694	.03062	3.7677	3.8881	1.10	5.00

Table 6.42 ANOVA

Entrepreneurial Behaviour		Sum of Squares	df	Mean Square	F	Sig.
Location	Between Groups	.814	2	.407	1.224	.295
	Within Groups	117.020	352	.332		
	Total	117.834	354			
Gender	Between Groups	.134	1	.134	.403	.526
	Within Groups	117.699	353	.333		
	Total	117.834	354			
Age	Between Groups	6.023	3	2.008	6.302	.000
	Within Groups	111.811	351	.319		
	Total	117.834	354			
Race	Between Groups	.225	1	.225	.675	.412
	Within Groups	117.609	353	.333		
	Total	117.834	354			
Education	Between Groups	1.197	4	.299	.898	.465
	Within Groups	116.636	350	.333		
	Total	117.834	354			
Marital Status	Between Groups	.808	2	.404	1.216	.298
	Within Groups	117.026	352	.332		
	Total	117.834	354			

Table 6.43: Robust Tests of Equality of Means

Entrepreneurial Behaviour		Statistic ^a	df1	df2	Sig.
Location	Welch	1.108	2	219.907	.332
Gender	Welch	.399	1	239.571	.528
Age	Welch	3.151	3	122.227	.027
Race	Welch	.723	1	9.569	.416
Education	Welch	.628	4	18.054	.649

a. Asymptotically F distributed.

b. Robust tests of equality of means cannot be performed for Marital Status on Entrepreneurial Behaviour because at least one group has the sum of case weights less than or equal to 1.

Comparison was made on demographic variables of participants on entrepreneurial behaviour

to ascertain how demography influences dependent variable. This was considered important to know further analyse factors influencing entrepreneurial behaviour, ANOVA and Welch tests were ran concurrently on each demographic variable and the outcome shows there is significant difference in agreement of participants in the age-group of 30-34 years on entrepreneurial behaviour [$F(3,351) = 6.302, P = .000$]. Agreement is greater in the age-group of 20-26 years ($M = 3.9426, SD = .51637$) than age-group of 30-34 years ($M = 3.486, SD = .85845$). In furtherance to this Welch test was done as mentioned earlier with an outcome consistent with ANOVA [Welch (3, 122.227) = 3.151, $p = .027$]. Participants in the age-group of 30-34 return same mean score as discussed earlier.

We can therefore infer from the analysis above that there is significant difference in level of influence exercised by age on entrepreneurial behaviour.

6.9.5 Correlation test for all constructs

Correlation test was done for all constructs to determine how each independent variable correlated with dependent variable.

Table 6.44: Descriptive Statistics

	Mean	Std. Deviation	N
Entre Behaviour	3.8279	.57694	355
Psych Factors	2.8543	.75933	355
Information	3.1282	.72638	355
Pol Env	3.9416	.54293	355

Table 6.45 Spearman's rank correlation coefficient table

		Entrepreneurial Behaviour	Psychological Factors	Information Awareness	Political Environment	
Spearman's rho	Entrepreneurial Behaviour	Correlation	1.000	-.285**	-.176**	.223**
		Sig. (2-tailed)	.	.000	.001	.000
		N	355	355	355	355
	Psycholog	Correlation	-.285**	1.000	.531**	.120*

Psychological Factors	Coefficient				
	Sig. (2-tailed)	.000	.	.000	.024
	N	355	355	355	355
Information Awareness	Correlation Coefficient	-.176**	.531**	1.000	.231**
	Sig. (2-tailed)	.001	.000	.	.000
	N	355	355	355	355
Political Environment	Correlation Coefficient	.223**	.120*	.231**	1.000
	Sig. (2-tailed)	.000	.024	.000	.
	N	355	355	355	355

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Table 6.45 shows there is a negative correlation between psychological factors and entrepreneurial behaviour ($\rho = -.285$; $p = .000$). The inverse relationship can be interpreted to be ‘the higher the level of stress, the lower the interest in entrepreneurship’. This is a reasonable assumption as high level of stress (psychological factors) brings about less productivity. In the same vein, information awareness has inverse correlation with entrepreneurial behaviour ($\rho = -.176$; $p = .001$). This is because availability of information does not necessary result into interest in entrepreneurship; information awareness relies on other factors to have positive correlation with entrepreneurial behaviour. However, information awareness has a positive correlation with psychological factors ($\rho = .531$; $p = .000$) and political environment ($\rho = .231$; $p = .000$) because if youths are in the right frame of mind coupled with enabling political environment their ability to process information and turn it to positive use is high. Finally, political environment has a positive correlation with all the other three factors which attests to the importance of creating enabling environment to boost entrepreneurial behaviour country-wide.

6.10 Analysis of influence of independent variables on dependent variable

Regression analysis was used to explain the influence of each independent variable on dependent variable to answer research question 3: *What is the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour?* While relative contribution will compare the level of influence of each independent variable on dependent variable.

Table 6.46 Regression Analysis of Psychological Factors, Political Environment and Information Awareness on Entrepreneurial Behaviour (N = 355)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	18.788	3	6.263	22.194	.000
	Residual	99.046	351	.282		
	Total	117.834	354			
R = 0.399		R Square = .159		Adjusted R Square = .152		

Table 6.47 Relative contribution of Psychological Factors, Political Environment and Information Awareness on Entrepreneurial Behaviour (N = 355)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.265	.222		14.732	.000
	Psychological Factors	-.188	.045	-.247	-4.156	.000
	Information Awareness	-.081	.049	-.102	-1.648	.100
	Political Environment	.343	.055	.323	6.271	.000

Table 6.46 shows the result of a multiple regression analysis conducted to ascertain the influence of the independent variables (psychological factors, political environment and information awareness) on the dependent variable (entrepreneurial behaviour). The result reveals that psychological factors, political environment and information awareness jointly influence entrepreneurial behaviour of youths in Mpumalanga ($R = .399$, $F_{3,351} = 22.194$, $P = 0.000$). In addition, the table shows that psychological factors, political environment and information awareness jointly accounts for 15.9% of the total variance in entrepreneurial behaviour. Furthermore, the result as shown in Table 6.47 reveals the relative contribution of each of the independent variables on the dependent variable. Political environment ($\beta = .323$, $t = 6.271$, $p < 0.05$) significantly contributes more to entrepreneurial behaviour than psychological factors ($\beta = -.247$, $t = -4.156$, $p < 0.05$). However, information awareness ($\beta = -.102$, $t = -1.648$, $p > 0.05$) did not contribute significantly to entrepreneurial behaviour. This in line with the outcome from descriptive analysis and other inferential analysis conducted above which shows political environment with significant agreement on all questions asked.

Table 6.48 Regression Analysis of Psychological Factors and Political Environment on Entrepreneurial Behaviour (N = 355)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	18.022	2	9.011	31.779	.000 ^b
	Residual	99.812	352	.284		
	Total	117.834	354			
R = 0.391 ^a		R Square = .153		Adjusted R Square = .148		

Table 6.49 Relative contribution of Psychological Factors and Political Environment on Entrepreneurial Behaviour (N = 355)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.226	.221		14.604	.000
	Psychological	-.229	.038	-.301	-6.066	.000

Factors						
Political	.318	.053	.300	6.037	.000	
Environment						

Further analysis was done to ascertain the causal relationship of constructs (independent variables) on entrepreneurial behaviour if information awareness which recorded an insignificant contribution to entrepreneurial behaviour is removed as shown in table 6.48. The outcome shows both psychological factors and political environment jointly influence entrepreneurial behaviour ($R = 0.391$, $F_{2352} = 31.779$, $P = .000$). In furtherance to this, we can infer from the table that psychological factors and political environment jointly accounts for 15.3% of the total variance in entrepreneurial behaviour a result that shows marginal change in the total percentage despite removing information awareness in its entirety to further illustrate the insignificance of its contribution to entrepreneurial behaviour. The study investigated the relative contribution of the remaining independent variables to determine if there will be a change in the most influential variable on entrepreneurial behaviour and the outcome shows psychological factors ($\beta = .301$, $t = -6.066$, $p < 0.005$) have a marginal influence on entrepreneurial behaviour than political environment ($\beta = .300$, $t = 6.037$, $p < 0.005$). In summary judging from the adjusted r square psychological factor and political environment explained 14.8% of the variance in entrepreneurial behaviour (Adjusted r square 0.143, $p < 0.001$).

6.11 Analysis of open-ended section of the questionnaire

This section presents the analysis of responses to the open-ended part of the questionnaire under section ‘C’ of this study. The section solicited for ideas and comments from respondents on what they think government should do to encourage youths’ entrepreneurship participation in the province. Three broad headings were adopted based on responses for easy interpretation and these include: (1) youths entrepreneurial training, (2) provision of financial assistance to youths’ entrepreneurial businesses in the province and (3) mentorship encouragement and technical partnership.

Participants were not restricted to a set of options in closed-ended form; rather, the frequency of responses formed the basis for the categorisation of the three headings. Analysing this set of qualitative data provided insight into other aspects youths considered important in influencing entrepreneurial behaviour.

Majority of youths who responded to the open-ended section of the question cited entrepreneurial training as a major influencer to entrepreneurial behaviour and are of the belief that government conscious intervention in this area will result into paradigm shift in improving behaviour towards entrepreneurship in the province. The importance of this construct was revealed by the number of participants who suggested it as a major factor of influence on entrepreneurial behaviour in the province. A total of 173 respondents suggested this factor across the three locations surveyed, 73 participants from Kriel (representing 42% of total participants), 65 from Gert Sibande (38%) and 35 from Barberton (20%). It is pertinent to mention here that youth's entrepreneurial training was adopted for all participants that suggested training.

Secondly, Provision of financial assistance for youths' entrepreneurial businesses in the province was considered as another major influence on entrepreneurial behaviour, 56 participants mentioned this as a factor, which could assist in improving entrepreneurial behaviour among youths in the province, despite the fact that 'lack of money' has been captured under closed-ended section of the questionnaire, citing this factor again by participants under open-ended gives an indication of the severity of this construct. Out of the total 56 participants that suggested this, 22 participants from Gert Sibande district (representing 39% of participants) suggested this as a major factor, followed by Kriel with 20 participants (36%) and Barberton with 14 participants (25%) respectively.

Lastly, mentorship and technical partnership should be encouraged, 27 responses were collected from the three locations with 12 participants from Gert Sibande (representing 44%), Kriel with 8 participants (30%) and 7 from Barberton (representing 26%). The low response can also be attributed to youths' lack of knowledge of what a business mentor is or perhaps due to the fact that large percentage of participants are favourably disposed to close-ended questions where their responses is limited to choosing from available options. Another factor from keen observation is that some of the youths are not educated enough to put their thoughts into writing.

6.12 Conclusion

In conclusion, this chapter presents in detail the analysis of the quantitative data employing appropriate data analysis procedures. Demographic data was presented and analysed using descriptive statistics methods via pie charts and bar charts respectively. Each research question was analysed, utilising both descriptive and inferential statistics. Specifically, one-

sample *t* test, ANOVA, Kruskal-Wallis, and Spearman's correlation coefficient tables were employed in analysing the research questions.

The statistical reliability, internal consistency and validity of each construct or factors involved in the study were examined via IBM SPSS statistics. Research questions were examined using correlations and variances through ANOVA and one sample *t*-test, and where ANOVA is found to be inappropriate, Welch test table, Kruskal-Wallis and Spearman's coefficient was employed to extract variances of response in line with demographic data, KMO was used to measure sampling adequacy and Bartlett's test was employed to measure correlation between items for successful factor extraction. Principal Axis factoring method was employed to extract factors on each research question. Regression analysis and relative contribution was used to confirm the influence of each independent variable on the dependent variable to ascertain level on influence with political environment showing highest level of influence on entrepreneurial behaviour. The study also revealed that government needed to allocate resources into entrepreneurial training to increase youths' awareness into the benefit of becoming entrepreneurs. In addition, is noted that private-public partnership is critical in providing the necessary finance, technical partnership and mentoring to encourage youths into entrepreneurial activities. Lastly, it is critical for government to encourage family culture via empowerment through which youths can have access to informal business training which will go a long way in addressing the lack of skills presently experienced among youths in the province.

CHAPTER 7

DISUCSSION OF FINDINGS

7.0 Introduction

This chapter presents a comprehensive explanation of findings presented in the results chapter in relation to the study's objectives and the research questions. In furtherance to this, explanation will be offered to examine the extent to which the findings corroborated with previous literatures on the influence of psychological factors, political environment and information awareness on entrepreneurial behaviours. It is important to verify if the objectives of the study have been accomplished and also to show that answers have been provided to the research questions. The discussion on the findings emanating from the analysed results of the survey provides explanations on the influence of the independent variables (psychological factors, political environment and information awareness) on entrepreneurial behaviour (dependent variable) among youths in Mpumalanga province measured along demographic profile of participants from the three districts of the province. So also was the level of influence of each independent variable measured on dependent variable to ascertain the significance of influence on entrepreneurial behaviour. Subsequently a model was developed which if adequately implemented can cause a paradigm shift in youths' entrepreneurial behaviour in the province.

Psychological factor was tested using stress factor as mediating variable. Participants were asked questions associated with stress-of-every-day-life to measure the influence of psychological factors in relation to entrepreneurial behaviour with a result that showed stressors closely related to home (home stressor) and stressors not closely linked to home front (community stressor) have influence on entrepreneurial behaviour. So also were the influences of information awareness on entrepreneurial behaviour measured and political environment-basically in terms of political-will in addressing youths' entrepreneurial interests in the province.

This chapter also helps to prove that the aforementioned constructs have significant influence on entrepreneurial behaviour, not limited to acknowledgement of significant agreement or disagreement of statements discussed in the previous chapter but offers more indebt explanations to the effects and influence of the constructs to youths' entrepreneurial behaviours. Furthermore it is important to mention here the justification for gender make-up of the participants even-though random sampling methods was used to select participants. Female represent (66%) of the total participants because the percentage of female

unemployed youths compared to their male counterparts in Mpumalanga is high, while female youths unemployment rate increased from 40% in 2008 to 46.7% in 2015, male unemployment in the same period hovers around 38% in 2015 (Provincial Treasury Mpumalanga, 2015), therefore, it is expected that the selection of unemployed youths using random sampling will skew towards higher female participation.

7.1 Discussions in relation to research questions and objectives of this study

The research questions and objectives employed in this study were constructed to connect one another in the sense that when research questions are answered automatically the research objectives will be met simultaneously. Discussions on the findings in relation to the formulated research questions, and objectives of the study are presented accordingly.

7.1.2 The connection between psychological factors and entrepreneurial behaviour

The connection between psychological factors and entrepreneurial behaviour will be discussed under two broad headings – a. Home/community stressors (Lack of money/finance), b. inadequate entrepreneurial education and training.

7.1.2.1 Relationship between home/community stressors (lack of money/finance) and entrepreneurial behaviour

There is a correlation between the two constructs showing a significant statistical relationship between psychological effects of lack of money and entrepreneurial behaviour among youths in Mpumalanga province. In providing answers to the first research question- *What is the influence of psychological factors on entrepreneurial behaviour among youths in Mpumalanga?* Stress factors were used as mediating tools divided into ‘Home stressors’ and ‘Community stressors’. We can infer from the outcome of the survey that both categories influence entrepreneurial behaviour. Having established that there were correlations between home/community stressors and entrepreneurial behaviour research objective one was met. American Psychological Association (APA) 2016 publication on chronic stress revealed that stress closely related to home front significantly affect pattern of behaviours among which include monetary stress, conjugal difficulties and unstable income (Lewis, Porcelli & Delgado, 2014; Berland, et al., 2008; Jaremka & Lindgren, 2013; Reamy et al., 2011; Yin, Zhou & Bashford, 2002) chronic stress revealed the significant impact such stressors have on the well-being and psychological behaviour of individuals-chiefly among them is stress related to ‘care-giving’ of dependents. Statistics South Africa 2016 report in line with the

other research outcomes mentioned above also shows the stress associated with poverty in relation to pattern of behaviour especially among youths in South Africa.

Further investigation of the community stressors in relation to entrepreneurial behaviour showed that there are correlations which are statistically significant at $p < 0.0005$, lack of money being the greatest factor impeding entrepreneurial behaviour among youths in the province as revealed by the descriptive analysis of outcome from the questionnaires with 67% of participants' responses to the affirmative. A further analysis of the survey also revealed that participants' worry about the well-being of their dependants with 42.3% responses agreeing to it as a major influence on entrepreneurial behaviour. In addition to this, the open-ended section of the questionnaire corroborated the other outcomes in relation to the effect of lack of money on entrepreneurial behaviour (*this was tested under lack of finance*), 56 participants believed lack of money/finance has a major influence on entrepreneurial behaviour among youths in the province and so suggestions from majority of participants revolved around impactful government intervention in this regard.

One can infer from the discussion that the influence of psychological factors on entrepreneurial behaviour caused by stressor like lack of money/finance, care-giving, marital challenges were considered by both primary and secondary data as having influence on entrepreneurial behaviour.

7.1.2.2 Relationship between entrepreneurial orientation (training) and entrepreneurial behaviour

Rosebush et al. (2013) explained the importance of entrepreneurial orientation gained through education and entrepreneurial training as a catalyst for a successful entrepreneurial venture. Lumpkin and Dess (1996), Krauss et al. (2005), Rauch et al. (2009), all posited that there are cognitive factors necessary to harness right entrepreneurial orientation which facilitates interest in entrepreneurship, among which are knowledge, education, training, practical intelligence and optimism, absence of any of these factors significantly influences entrepreneurial behaviour (Stenberg, 2009). Entrepreneurial education is not limited to theoretical training in a formal school setting but includes experiences built in the course of practical engagements, encounters and challenges; some of which results into what is termed 'street smartness' explained by Baum et al. (2011) as ability to recognise business opportunity, precise definition of a challenge and provision of timely solutions. Discussion on developing the right entrepreneurial orientation through education and training

was further supported by Simon and Shrader (2012) as it builds cognitive bias like optimism needed to forge ahead with identified business opportunities and maintaining positive mindset in the face of challenges enabling flexibility to constantly evolve the business model to suit the market which will eventually boost the passion to survive and thrive in the chosen business venture (Cardon et al., 2009; Baum, 2004). The absence of these necessary cognitive biases gained mainly through entrepreneurial training and education influences entrepreneurial behaviour; relating this to the situation of youths in Mpumalanga one can infer that youths lack of exposure to practical entrepreneurial trainings influences entrepreneurial behaviour.

In furtherance to this, Q4.3 *If government can educate me on what I stand to gain by becoming an entrepreneur it will encourage me to give it a try* got a resounding 84.3% response rate among participants with a significant agreement to the statement which confirms inadequate entrepreneurial training and education significantly influences entrepreneurial behaviour among youths in Mpumalanga province. In addition to this is the outcome of the open-ended section of the questionnaire with 173 responses from participants in this regard coined from the three districts of Mpumalanga, showing a breakdown of 73 participants from Kriel citing entrepreneurial orientation through trainings as an influencing factor on entrepreneurial behaviour representing 42% of the total responses, similarly 65 participants from Gert Sibande districts agreed that lack of proper entrepreneurial education influences entrepreneurial behaviour representing 38% of total responses and finally 35 respondents from Barberton equally cited the same factor as an influence showing a 20% in the affirmative.

Therefore we can infer from both primary and the secondary data above that inadequate or lack of entrepreneurial orientation through training and education psychologically influence entrepreneurial behaviour among the youths in Mpumalanga province.

7.1.3 Relationship between information awareness and entrepreneurial behaviour

This construct was tested with research question 4 - *does the youth in Mpumalanga have information on the enormous economic potentials and resources in the province?* Analysis of secondary data from Youths Enterprise Development Strategy (YEDS 2013-2023) revealed youth's lackadaisical behaviour towards entrepreneurship could be as a result of lack of information on the economic potentials and lack of information on government intervention strategies to foster entrepreneurial behaviour. An exploratory research conducted by FINSCOPE and released by YEDS as discussed under literature review, showed the impact

of lack of information on youths entrepreneurial behaviour; the outcome of the research showed 74.5% of the youths surveyed do not know of any government intervention strategy nor have information on economic potentials that could boost their interest in entrepreneurship.

In furtherance to this are the provisions in the Youth Employment Accord (2013) policy document which opened opportunities of corporate private and public partnership in providing funds, training, and general supports to would-be youth entrepreneurs, so also is Mpumalanga Economic Growth Agency (MEGA) which was set up by Mpumalanga provincial government to facilitate interest in entrepreneurship and boost entrepreneurial behaviour among youths by providing funds and supports, focused on sustainable entrepreneurial and economic development. Special area of focus was the creation of supports in labour intensive ventures not only to promote entrepreneurship but to provide employment opportunities for youths –green energy development; bio-diesel technology development and technical know-how are typical examples. The government also facilitated the creation of value-chain businesses in the area of tourism which is a major foreign exchange earner for the province to empower youths (Rogerson, 2011, 2009, 2007, 2001; Ndabeni, 2008; Mpumalanga Economic Development and Tourism 2016).

DARDLEA (2016) discussed the establishment of international fresh produce supply market which will serve as a platform to connect small business owners, entrepreneurs in agriculture, agro-allied and agriculture-value chain businesses together to facilitate a ready market for youth's entrepreneurs produce. These and many more were intervention strategies put in place to foster entrepreneurship in the province but youths are largely unaware of these opportunities. We can therefore infer from the explanations that information awareness is critical in developing entrepreneurial behaviour among youths in the province and lack of it has a negative influence entrepreneurial behaviour.

Outcome of primary (quantitative) data findings corroborated with secondary data obtained from the discussions above, which showed the influence of information awareness on entrepreneurial behaviour among youths in Mpumalanga province. Questions asked in this section of the questionnaire returned a significant agreement to most of the questions asked, confirming youths seemingly lack of entrepreneurial behaviour can be adduced to lack of information awareness on critical issues relating to entrepreneurial development.

Except for question 3.9 and 3.10 all other questions relating to information awareness showed significant agreement. Descriptive statistics outcome on lack of information awareness returned a response rate of 86.7% to further confirm the outcome of the inferential statistical outcome which also corroborated with the outcome of research conducted by FINSCOPE/YEDS in the secondary data.

Factor analysis outcome on information awareness of economic potentials and economic resources in Mpumalanga among youths showed by pattern matrix with strong loading calculated by averaging scores across n^{th} term denoted by one sample-statistics and one sample test and Cronbach's alpha coefficient of .773 confirmed there is a general significant agreement that youths in the province lack information/knowledge on the economic and entrepreneurial opportunities which significantly influences entrepreneurial behaviour among youths in the province.

In furtherance to the outcome of analysis of closed-ended part of the questionnaire, the open-ended analysis outcome showed 56 participants from the three districts agreed that information awareness influences entrepreneurial behaviour among youths in the province.

One can infer from the research outcomes discussed above that research question 4 *does the youth in Mpumalanga have information on the enormous economic potentials and resources in the province?* Was met and confirmed through both primary data analysis and secondary data.

7.1.4 Relationship between political environment and entrepreneurial behaviour

Review of various policy documents developed by South African government to address high unemployment rate among youths in South Africa is an attestation to the importance of creating a politically stable enabling environment to foster entrepreneurship development in the country and provinces. The impact of these policies and government intervention strategies were reviewed to ascertain their influence on youths' entrepreneurial behaviour. Department of Trade and Industry (DTI) developed Youth Enterprise Development Strategy (2013-2023) to address various spheres of challenges facing youths' entrepreneurial behaviour in the country; so also were National Youth Policy (2015-2020), The New Growth Path (2011), Youths Employment Accord (2013), Skills Accord (2011), Broad-based Black Economic Empowerment (B-BBEE) Act No 53 2003 and other various policy documents, however these policies have had minimal impact in addressing youths entrepreneurial behaviour resulting in prevalent high unemployment rate (Stats SA, 2016). This necessitated

investigation as to whether political environment influences entrepreneurial behaviour among youths in Mpumalanga province, in examining this, the study focused on youth's perception of government political will to foster entrepreneurial behaviour through legislation and intervention strategies to create an enabling environment to boost entrepreneurship. The aforementioned policies were further examined to measure their impact on youth's entrepreneurial behaviour aside prevalent high unemployment rate as revealed by Stats SA, 2016. Institute for Security Studies report of 2013 (*which has not witnessed any major difference till date*) as shown by Tracey (2016) report on youths various protests across the country on different issues of interests as published by ISS, (2016) showed the multiplier effects of youths improper absorption into productive sector of the economy either through education, employment or entrepreneurial engagements. Crime rate is believed to peak between the age of 12-21; HIV prevalence at 36.8% most especially among women between age 30-34; transport related accidents and deaths among youths at 2515 of the total 5698 representing 44%; assault related deaths at 69% and self-harm at 59% among age 15-34 (Managa, 2012; Buhlungu, 2006; Daniel, 2005; ISS, 2013), one can infer from the report that it is pertinent for government to show political will by creating enabling environment through youths engagement into productive sector to foster entrepreneurial behaviour. This is evident on the responses from research question two on the influence of political environment on entrepreneurial behaviour. A typical example is Q4.4 *if government can encourage financial institutions to allocate their resources to help small businesses it will motivate me to start my own business*. Moreover, another major contributor is lack of impact of the various policies documents which can be attributed to youths' perceptions; there is a general feeling of mistrust towards government among youths in the area of economic emancipation therefore it is important for government to show empathy and prioritise developmental policies and programmes which might cause a paradigm shift in Mpumalanga youths entrepreneurial behaviour. Youth's perception of the influence of political environment on entrepreneurial behaviour showed an interesting outcome from quantitative data analysis. It was revealed that there are factors which are considered more critical in influencing youths' entrepreneurial behaviour than general political environment. As a matter of fact the influence of political environment is greatly enhanced by youth's perception- (*meaning it is not that there is no political will to foster entrepreneurial behaviour but how much did the youths 'buy' into it*). Looking at research question 2 *does political environment influence youths' entrepreneurial behaviour?* as examined with a 10 set of questions, all the questions asked returned a significant agreement among participants as analysed in chapter 6.

The importance of creating an enabling political environment for entrepreneurship development with focus on youths is very significant, but more importantly is making youths buy into the political strategies. Participants' responses to all the questions showed youth's perceptions of the political environment as there was a general belief that the political environment is not favourable in fostering entrepreneurial behaviour. It is worth noting here that youth's in the province have self-belief and optimism to develop entrepreneurial behaviour as discussed in the previous chapters, therefore their seemingly lack of entrepreneurial behaviour can be largely attributed the influence of political environment. Modification of various policies enacted to become more impactful through government-youths engagements and conscious efforts to developing policies aimed at encouraging youths entrepreneurial behaviour was affirmed by both primary and secondary data therefore research question two was met.

7.1.5 Relationship between demographic variables and entrepreneurial behaviour

Empirical studies were done on the influence of demographic variables on entrepreneurial behaviour, each category of demographic profile was examined using descriptive statistical method to calculate the mean score while simultaneously employing ANOVA and Welch to examine if there are significant difference in the manner at which each category react to entrepreneurial behaviour. It was revealed that there was no significant difference in agreement on how demographic variables relate with entrepreneurial behaviour meaning most factors influencing entrepreneurial behaviour in the province has a common denominator with the exception of age. Participants in the age-group 30-34 have significant difference in their reaction to entrepreneurial behaviour; as a result one can conclude that age factor must be considered in enhancing entrepreneurial interest in the province.

7.1.6 Empirical results from factor analysis

Factor analysis results discussed under four headings of home, community, knowledge and Mpumalanga gave insight into what influences Mpumalanga youths entrepreneurial behaviour, by streamlining the factors into the categories mentioned above. Home and community stressors psychologically influence entrepreneurial behaviour inversely as shown by empirical statistical outcome of data analysis in the study. This is in conformity with previous studies where it was revealed how stress has inverse relationship with productivity. Baumeister (2012) posit that stress interferes with attention span and causes low concentration which results in poor performance. Increased stress increases distraction,

making it impossible for the stressed individual to perform optimally (Moksnes et al., 2010). In the same vein, factor analysis outcome on knowledge and Mpumalanga attests to the fact that information awareness influences entrepreneurial behaviour of youths in the province. Lack information has inverse relationship with knowledge in the sense that youths' unawareness of the economic and entrepreneurial opportunities in Mpumalanga contributes to their minimal interest in entrepreneurship in the province. Most notably is their lack of knowledge on the enormous natural resources that can serve as raw material for their proposed products, likewise youths' inability to take advantage of cheap funding provided by government largely caused by unawareness and the significance of their inability to 'cash-in' on the value chain business opportunities attached to established businesses in the province to harness the much-needed technical partnership (Simsek, et al., 2009; Mathew, 2010; Ugwu & Ezeani, 2012).

7.1.7 Relationship between independent variables on dependent variable

Statistical examination of the influence of independent variables on dependent variable shows positive correlation between each independent variable and dependent variable to ascertain 'if' these constructs have influence on entrepreneurial behaviour. The question of 'if' was largely addressed in chapter five 'results' where it was established that each independent variable significantly influence entrepreneurial behaviour among youths in Mpumalanga province. Likewise the study measured 'how' the constructs influence entrepreneurial behaviour when compared side by side to give credence to research question 3: *to what extent does psychological factors, political environment and information awareness influences entrepreneurial behaviour?* The relevance of this is to know which independent variable is most influential in order to find a 'quick-win' route to boosting entrepreneurial behaviour among youths in Mpumalanga province. The 'holy-grail' is to channel efforts and resources in addressing the most influential independent variable to cause a paradigm shift in entrepreneurial behaviour. Regression analysis was used to measure the influence and relative contribution of each independent variable as discussed in the previous chapter. The outcome of the analysis shows political environment has the most significant influence on entrepreneurial behaviour which surpasses the influence of psychological factors and information awareness. The outcome of the analysis is in line with Provincial Treasury 2015 report which stated that despite numerous intervention strategies youths unemployment stood at 39% and as high as 40.9% among black youth in 2015, this position was supported by Stats

SA -QLFS (2015) report with a clear analysis on how political environment affects youth's unemployment and entrepreneurial behaviour. The outcome of this analysis further gave credence to the importance of managing youth's perception of political environment in Mpumalanga province. A further analysis was done by applying multiple regression analysis on independent factors if information awareness was discarded due to its insignificant contribution when compared to other independent variables to measure how the remaining two variables influences entrepreneurial behaviour and the result showed a marginal different in how both psychological factors and political environment influences entrepreneurial behaviour.

7.1.8 Relationship between technical know-how/strategic partnership, mentoring and entrepreneurial behaviour

Large percentage of black South African youths suffered from inferior education, lack of training and business technical know-how as a result of apartheid policy on Bantu education; although research outcomes from primary data showed the effect of this anomaly is waning, however one cannot but agreed offering of deliberate inferior education contributed in no small measure to black youths' lack of interest in entrepreneurship. Moreover, lack of exposure to entrepreneurial activities at the formative stage is another contributing factor as African youths do not have the opportunity to learn the rudiments of entrepreneurship from home like their white counterparts that gained these necessary skills by assisting folks in the family businesses. The lop-sidedness in teaching entrepreneurship has been largely addressed post-apartheid era, as entrepreneurship has been added to the General Education and Training (GET) curriculum, which is regarded as a positive response from government however, business skills is far more learned through practical engagement, mentoring and tutorship. A typical example is the effectiveness of apprentice/ master tutorship which has been established as a successful strategy in entrepreneurial training, this system is prevalent among Igbo tribe of south eastern part of Nigeria. This is sometimes called 'apprenticeship scheme' where young adults are given out to successful entrepreneurs- relatives, friends or tribes-men for training purposes 'paid' for through stewardship. These young adults are expected to help their masters in running their businesses and the master in turn will educate them on the rudiments of running a successful business. Usually, at graduation the master is expected to help the lad with a start-up capital with continuous guidance until the young entrepreneur can hold his own. This system does not require high level of formal education yet it has proved to be highly successful (Ogundele, 2007; Enukwu, 2005). Successful entrepreneurship is tied to

many factors among which practical skills are of great importance. Practical business skills are a major feature that distinguishes a successful business from a failed business. Skills like proper identification of business opportunities', understanding of the business competitive advantages and weaknesses (SWOT) analysis, product development skills, intensity and commitment are gained mostly through practical engagements. FINSCOPE research outcome published in YEDS 2013-2023 depicted by figure 2.5 from literature review analysed the breakdown of skills acquisition mechanism by youths involved in entrepreneurship in South Africa, 67% of these skills are self-taught; 11% from family; 8.4% are acquired on the job; 6% from previous job experience; 3% from training programmes and only 0.6% acquired from formal education. Skills gained from home while assisting folks in running and managing family businesses as well as skills acquired through personal experience (*through running and management of own business*), revolves around 78% to emphasise the importance of skills acquisition at a formative stage.

In view of this it is clear as shown by the report that skill acquisition is a major ingredient in fostering entrepreneurial interest. However, this seems to be a tall order bearing in mind that large percentage of youths in the province does not have the opportunity to either own or run a business from where they are supposed to gain the necessary skills. The relevance of this analysis is borne out of the need to explain how lack of business skills influences entrepreneurial behaviour among youths in the province. Furthermore, there is seemingly lack of interest among big established businesses in the province to partner with nascent entrepreneurs in the province; providing technical partnership or allowing value-chain business model to thrive this is according to National Youth Policy (2009-2014) report, NYP (2015-2020) was developed to address this challenge.

To further elucidate the relationship between lack of business skills, lack of technical partnership and entrepreneurial behaviour among youths in the province it was revealed that youths cannot retain employment largely due to lack of skills, moreover the report further showed the reluctance of established businesses bearing the cost of training inexperienced recruits. It is important we analyse this because would-be entrepreneurs sometimes need to gain the necessary skills relevant to their intended business interest by working in a similar industry for a while as being practised by Igbos in Nigeria. Although government has been making efforts to address this issue by allowing a tax relieve to businesses incurring cost in training youths but it has not really translated to a noticeable progress (Resnick & Thurlow, 2015).

The quantitative analysis of primary data outcomes on lack of business skills and technical partnership influencing entrepreneurial behaviour among youths in the province also revealed a significant agreement to question 3.8 *I do not know of any established business that is willing to partner with me to help me grow my business* corroborated initial study outcomes that lack of business skills and technical partnership influence entrepreneurial behaviour. In addition, an exploratory factor analysis of measurements analysed and explained in chapter 6 also show that youths' inadequate business skills as well as lack of awareness of relevant established businesses readiness to offer technical partnership influence entrepreneurial behaviour and interest among youths in the province. A descriptive statistics outcome of responses showed 56.9% participants were in agreement to the fact that lack of technical partnership influence their entrepreneurial behaviour and interest. To sum up, the open-ended section of the quantitative statistical data analysis outcomes on the influence of lack of skills, technical partnership and mentoring on entrepreneurial behaviour among youths in Mpumalanga province shows 27 respondents agreed that these factors influence their entrepreneurial behaviour, 44% participants from Gert Sibande agreed it influences their entrepreneurial behaviour, 30% youths from Kriel also agreed it is an influence and 26% youths from Barberton are also in agreement.

7. 2 Conclusion on discussion of findings

Findings from outcomes on both primary data (quantitative) and secondary data employed in this study were comprehensively discussed in this chapter, based on the research questions and objectives. The outcomes showed that there is a statistically significant relationship between home stressors principally (lack of money/finance and caregiving of dependants) and lack of entrepreneurial behaviour among youths in Mpumalanga province. It was also established that Lack of entrepreneurial orientation caused by inadequate entrepreneurial education and training have statistically significant influence on entrepreneurial behaviour among youths in the province. This study empirically corroborated that the construct-information awareness has a direct relationship with youths' entrepreneurial behaviour in the province. The same applies to lack of technical partnership; mentoring and business skills which showed a statistical significant agreement and influence on entrepreneurial behaviour among youths. All these factors bore down to youths' perception of political environment and government political will to develop and implement impactful policies which can cause a paradigm shift in youths' entrepreneurial behaviours.

The statistical linkage between primary data outcomes with secondary data in this chapter confirmed that the research questions asked were answered as it was established that psychological factors, political environment and information awareness has influence on entrepreneurial behaviour among youths in Mpumalanga province, simultaneously meeting the objectives of the study. In furtherance to this, suggestions were solicited from the participants on what was considered as the best approach for government's numerous policies to be impactful as this will assist in developing a suitable model in turning the influence of the aforementioned factors into a positive energy that will cause a paradigm shift in youths' entrepreneurial behaviour in the province. In line with the outcomes of the solicited suggestions and the outcomes of analysed data, a model was developed which will be discussed better under recommendations to establish the contribution of this study to expand knowledge in entrenching positive entrepreneurial behaviour and causing a paradigm shift in youths' entrepreneurial behaviour in a multi-racial, youthful and largely unemployed population.

CHAPTER EIGHT

CONCLUSIONS AND RECOMMENDATIONS

8.0 Introduction

A critical examination of the research outcomes in relation to research objectives and questions was discussed in the previous chapter enabling the presentation of the overall conclusions and recommendations based on empirical evidence produced by the study on the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga province. The four objectives of this study was to determine the influence of psychological factors on entrepreneurial behaviour among youths in Mpumalanga, investigate how political environment influences youths' entrepreneurial behaviour in Mpumalanga, measure the influence of (*the three independent variables*) psychological factors, political environment and information awareness on (*dependent variable*) entrepreneurial behaviour, and develop a strategy to influence youth's information awareness on the economic potentials and resources in Mpumalanga province, while providing workable suggestions in addressing these issues. Analysing these constructs from cognitive perspective employing stress factors; lack of training; lack of information awareness and influence of political environment as mediating variables to establish the pattern of behaviour among youths towards entrepreneurship enabled the development of a model to facilitate entrepreneurial interest and ultimately cause paradigm shift towards entrepreneurship. The suggestions given were based on using the research outcome from quantitative data in justifying the relevance and workability. Limitations of this study were highlighted with possible suggestions for further studies briefly discussed. Contributions to knowledge in the field of business administration and management are also outlined accordingly.

The study's conclusions are based on the study's four key research objectives as mentioned in the previous paragraph. Based on the empirical evidence of this study, the general conclusion presented in this chapter confirmed that all the research objectives were sufficiently realised.

8.1 Summary of findings from secondary data in relation to the study

There was a general consensus that there are challenges facing South African economy in general and Mpumalanga province in particular chiefly among which is the issue of lack of employment and seemingly lack of interest in entrepreneurial endeavours among youths in the province. There is also a challenge on the lack of impact of various government policies

aimed at fostering entrepreneurial interest among youths based on empirical evidence from various reports like Youths Enterprise Development Strategy 2013-2023 and Statistics South Africa quarterly labour report 2016. Youths' entrepreneurship in Mpumalanga and South Africa at large has impeding factors such as difficulty in securing finance, low availability of necessary skilled labour and technical know-how (Merwe & De Swardt, 2008; Herington, 2009; Burger & Mahadea, 2005). High poverty prevalence among youths in the province caused by high income inequality measured by generalised inequality index (Gini coefficient), low GDP growth, entrepreneurial activities and opportunities concentration on three major provinces, Gauteng, Eastern Cape and Kwazulu-Natal, leaving the remaining provinces with little or no entrepreneurial activity and opportunities, inadequate skills acquiring mechanism, inadequate technical partnership and many other relevant related issues as highlighted by policies documents released by government in conjunction with various research institutes. What compounded these challenges is the lack of awareness of government various intervention strategies as revealed by YEDS/FINSCOPE report. There are psychological factors youths are contending with daily giving no room to consider engaging in entrepreneurial activities principally stress related to home and community, in the same vein much has not been done to measure the level of information awareness of youths on the various entrepreneurial opportunities present in the province, in addition to youths' perception of political environment in boosting their entrepreneurial interest.

8.2 Summary of findings from the primary data in relation to the study

The major research findings from the survey conducted provided consistent answers to the research questions through which all the study's objectives were met.

Findings emanating from investigating psychological factors influencing entrepreneurial behaviour among youths in the province showed that stress closely related to home and community has inverse relationship with entrepreneurial behaviour, most especially in the aspect of lack of money. This implies that for the province to successfully effect changes in the entrepreneurial behaviour and interest among youths it is imperative to address home and community stressors facing youths in the province. Achieving this will serve as a first layer solution to building entrepreneurial behaviour and boosting interest in entrepreneurship development among youths in the province.

In furtherance to providing solutions to home and community stressors, the outcome of quantitative research showed there is a positive correlation between entrepreneurial

orientation (*achieved through education and training*) and entrepreneurial behaviour. Analysis of findings discussed above showed participants responded by significantly agreeing to the fact that to bring about changes in youths entrepreneurial behaviour it is imperative to provide adequate and effective entrepreneurial education and practical training. Training brings about efficiency, confidence, desire to achieve set targets and that itself can cause a paradigm shift in pattern of behaviour resulting in engagement in entrepreneurial endeavours. Having the right orientation changes psychological perception of events resulting into multiplier effects engulfing the seemingly lack of interest in entrepreneurship. By nature humans' desire freedom, the mental perception of becoming 'free' is enough psychological motivation necessary to effect the desired changes. This mental freedom comes through training, skills acquisition, optimism and evidentiary willingness to achieve results; the implication of this is that there must be a conscious effort to train youths either by inducting them into entrepreneurship 'world' through coaching and mentoring, or adoption of 'apprentice scheme system' as practised by the Igbos of the south-eastern part of Nigeria (which has advantage of accommodating both literate, semi-literate or illiterate youths with zero capital outlay), which will enhance their skills and desires to achieve more entrepreneurial success.

Another finding from quantitative research data analysis shows the importance of information awareness. There is a general saying among established entrepreneurs that '*information is king*' over the years this assumption is critical to surviving in an ever changing entrepreneurship world. As important as information is to established businesses it is an integral of entrenching positive entrepreneurial behaviour to would-be entrepreneurs. In analysing this statement further, it is essential to know (*knowledge*), then desire before taking action, to effect a positive entrepreneurial behaviour among youths it is essential they know what gains will accrue to them by engaging in entrepreneurship, that being said, statistical outcomes from the survey conducted by this study showed the influence of information awareness (*to know*) on youths desire to take advantage of the economic potentials in Mpumalanga province. So also was it established that the influence of lack of awareness of government intervention strategies has a positive association with lack of entrepreneurial behaviour, therefore we can conclude that to change this pattern of behaviour conscious efforts has to be made and workable strategies put in place to effect an impactful communication apparatus between the government and the target population before the desire outcome can be witnessed.

A look at another finding emanated from quantitative data analysis is the influence of political environment on entrepreneurial behaviour among youths in the province, in summary, stable political environment has a positive relationship with entrepreneurial behaviour therefore it is imperative for government officials and people with political power in the province to know that providing enabling environment to foster positive entrepreneurial participation with focus on youths surpassed political affiliations. Policies, resources and political-will must be harnessed to bring about the desired change among the youths.

8.3 Summary of findings from the open-ended section (quantitative) data in relation to the study

The following outcomes emerged from the open-ended section of the questionnaire (*quantitative data*) on the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga province. Youth's entrepreneurial training, provision of financial assistance to youths' entrepreneurial businesses in the province and encouragement of entrepreneurial mentorship and technical partnership are the three widely suggested factors given by respondents to foster entrepreneurial behaviour among youths in the province. Quantitative data analysis outcome from the frequency of responses of participants established the fact that for youths entrepreneurial behaviour to change positively and for government to witness desired response to youths entrepreneurial endeavours it is important to ensure the three factors mentioned be given the necessary attention in the province. Entrepreneurial training and education got the highest response among the three factors, this can be explained as a major influencer among the three suggested factors, further analysis of this factor gave a clear indication to youth's lackadaisical behaviour towards entrepreneurship, because, before recognising there is a financial challenge in setting up a business or desiring technical partnership comes the recognition of self-sustenance through entrepreneurship. This in turn does not come automatically but through entrepreneurial orientation which is gained through training and education. Invariably, providing entrepreneurial training will form the bedrock of achieving a paradigm shift in youths' entrepreneurial interest by changing their psychological outlook towards entrepreneurship.

Quantitative data analysis outcome on the need for financial assistance can be infused into information awareness as this challenge has gotten a positive response from the government as well as private companies. To explain this further National Youth Development Agency

(NYDA) funding programme has been in existence since 2013 to enable young entrepreneurs have the opportunity to develop and grow sustainable businesses. There was a modification of the fixed interest rate on youth's enterprise funding model which was initially structured to allow young entrepreneurs a moratorium to enable them develop their businesses with the agency's funds and pay back after the business is able to successfully do so, to micro-finance grant provisional system, which means youths are not expected to pay back the money granted for entrepreneurial business purposes. This money is invariably given out to young entrepreneurs free (NYDA funding, 2016) publication. Therefore looking at youths' concern on financial challenge to entrepreneurial endeavours in 2017 attest to the fact that, youths inability to fund sustainable entrepreneurial businesses is largely due to lack of information. NYDA also partnered with Industrial Development Corporation (IDC) and Small Enterprise Finance Agency (SEFA) to avail and assist young entrepreneurs not only with funding but with other supports over a period of five years which will help position their nascent entrepreneurial businesses into a successful business ventures. Therefore it is imperative to align young entrepreneurs with these fund and development agency in order to positively influence their entrepreneurial behaviour.

Lastly on quantitative data analysis outcome of open-ended section of the questionnaire, it is important to encourage entrepreneurial technical partnership and mentoring programme to positively influence entrepreneurial behaviour among the youths in the province. Surprisingly, this factor was considered as a major influencer of entrepreneurial behaviour when in the actual fact there are programmes and policies to that effect, in a nutshell, lack of awareness of these programmes bore down to information awareness just like finance discussed above. Youths in the province need to be informed of the structures already in place to encourage them venture into entrepreneurship for instance an initiative of South African Breweries (SAB) youth empowerment programme set aside R1 million to empower youths in Mpumalanga, this is an initiative targeted specifically to train, mentor, monitor and support youths to develop innovative, and sustainable small businesses in the province. Youths in the age bracket of 18 -35 years are encouraged to start new businesses, or new businesses not older than 6 months are provided capital, training and mentorship. 50 young business owners is targeted, where only 9 will be shortlisted and provided with seed-capital, intensive training and mentorship and business development support for 4 months. In view of this one can conclude that to cause a huge influence on Mpumalanga youth's entrepreneurial behaviour access to helpful and relevant information is of paramount importance.

8.4 CONCLUSIONS

All the study's objectives were fully met through analysis of quantitative research outcomes. The relevance and importance of the outcomes of this study has been demonstrated through the recommendations offered by the researcher with further suggestive phases of implementation.

Conclusion 1

Empirical outcomes of the statistical analysis in this study found that there are psychological factors influencing successful entrepreneurial behaviours among youths in Mpumalanga province. Some of the factors are borne out of stress experienced by youths closely related to home and community – majorly in the area of lack of money and burden associated with the care of dependants. Youths are predominantly occupied by the worries and stress associated with the above mentioned factors thereby giving little or no room to consider entrepreneurship as a way to mitigate some of the challenges. The research outcomes revealed that youths in the province are favourably disposed to starting small businesses which can assist in reducing the stress they battle on daily basis if they can find a way of meeting these immediate needs. This outcome met objective one of this study, to determine the influence of psychological factors on successful entrepreneurial behaviour among youths in Mpumalanga province. Based on the empirical evidence, there is a positive and significant relationship between home stressors (lack of money/finance) and influence on entrepreneurial behaviour among youths in Mpumalanga province.

Conclusion 2

Closely related to home stressor is lack of entrepreneurial orientation – caused by lack of entrepreneurial training and education. Empirical evidence from the outcomes of analysed data from the survey showed lack of entrepreneurial education or inadequate training is another factor influencing successful entrepreneurial behaviour among youths in Mpumalanga province. There is a significant agreement in the outcome that proper entrepreneurial orientation acquired through training and education will most likely result into increased interest in entrepreneurship in the province. Thereby meeting objective one as both factors are classified as psychological factors (home stressors and lack of entrepreneurial orientation).

Conclusion 3

Statistically, this study found out that political environment has a significant influence on entrepreneurship in the province. Mpumalanga youth's perception of government policies and political-will to foster entrepreneurship development largely depends on the impactful implementation of government programmes. Simplification of business registration procedure; government sponsored affordable entrepreneurial trainings; unambiguous government support apparatus; access to cheap funding; provision of ready market and protection of young entrepreneurs businesses as well as provision of infrastructure to reduce cost of funds in running a business are all significantly considered by youths in the province as factors that will improve the influence of entrepreneurial behaviour among Mpumalanga youths. The outcome of the identified investigated factors met research objective two- investigate the influence of political environment on youths entrepreneurial behaviour.

Conclusion 4

Objective three measures the extent of the influence of the three identified independent variables (psychological factors, political environment and information awareness) on dependent variable entrepreneurial behaviour using regression analysis. The outcome of the analysis gave the conclusion that each independent variable has significant influence on entrepreneurial behaviour. A further analysis of these factors gave insight to the most influential factor as political environment. Therefore it is concluded that although each factor has influence on entrepreneurial behaviour but political environment has the highest level of influence on entrepreneurial behaviour among youths in Mpumalanga province. Therefore research three was met.

Conclusion 5

The last objective was met with empirical evidence from analysed data which showed significant relationship between both information awareness on economic potentials and resources in Mpumalanga province and lack of information on government intervention strategies in relation to lack of entrepreneurial behaviour, subsequently developing suitable a model in addressing the identified challenges. A review of the research outcomes showed that youths lack information on the enormous economic opportunities and government intervention programmes in the province thereby trapped under the illusion that business opportunities is limited to the three major provinces in the country which includes Gauteng, KwaZulu Natal and Western Cape subjecting occupants in the remaining provinces to abject

poverty and no economic opportunities. As a result a model was developed to assist government address the identified challenges not limited to information awareness but inculcating other factors into a five stage intervention model which if implemented effectively is capable of assisting government effect a complete change of attitude towards entrepreneurship among youths in Mpumalanga province.

Conclusion 6

Lastly we can conclude that it is of utmost importance for government to recognise the importance of timely implementation of policies that can impact lives of the youths' in the province. Scoring political point through lip service will only lead to greater challenges that might spin out of control in the near future; as advancement in technology delivers news and increase awareness among youths most of whom are frustrated with status quo therefore it will be of wise counsel for government to leverage on the powerful tool to increase awareness of her efforts in addressing these challenges. Implementation of the suggested 5 stage intervention model is a simple way to go; this can be further modified to suit the political agenda of the present government to properly align it to the set objectives. The bottom line is to find a timely and lasting solution to challenges facing the youths' in the province.

8.5 RECOMMENDATIONS

Based on the results from the analyses of research outcomes on quantitative data, the following recommendations are suggested by the researcher to Mpumalanga provincial government to encourage youths' entrepreneurial behaviour and interest in order to relief the antecedent's burden caused by the lack of it.

Recommendation 1

It is essential for government to strike equilibrium between the available resources and expending it in relieving both home and community stressors. Provision of grants to young adults (*Especially teenage mothers and people with disabilities and forms of sicknesses*) helps in relieving some home stressors but has been largely abused by the beneficiaries. This can be traced to the fact that there is a seemingly mental poverty persistence among beneficiaries, which can be considered as of greater influence than physical poverty; therefore modifying grants not only in form of monthly payment of stipends which is usually consumed on

alcohol within a day or two into a more robust form of support not limited to this payment of monthly stipends will help reduce home stressors. A typical example is developing a model where the stipends can be divided into monetary and non-monetary form where a certain percentage is paid to meet day to day expenditures and the other provided in form of compulsory training (small business & entrepreneurship) with a condition that the continued payment of the monetary portion will be dependent on the seriousness and commitment shown on the non-monetary aspect. This will change the present psychological perception on grant from monthly 'alcohol allowance' to a more developmental form of support. In the same vein it will inculcate a form of responsibility into the beneficiaries especially youths that the assistance provided is to help them have another opportunity to life which will eventually reduce monthly dependent on stipends which keeps them perpetually below poverty line thereby increasing home related stressors.

Recommendation 2

Advancement of entrepreneurial orientation facilitated by a simplified but effective entrepreneurial training and education from a formative stage painstakingly monitored through all phases of educational curriculums is essential in removing impediments to entrepreneurial behaviour and improving entrepreneurial interest among youths in the province. Improving the effectiveness of National Skills Authority (NSA) and Sector Education and Training Authority (SETA), in effecting linked training programmes at national level with those at sectorial level, by promulgating guidelines to businesses, institutions and firms on expected reporting and feedbacks to gauge progress in skills development is crucial in fostering entrepreneurial orientation. A model which mandates these bodies to include a well-defined structure to monitor trainings provided to improve entrepreneurial skills needed to develop and sustain businesses that can generate decent forms of employment and income among youths.

Recommendation 3

Outcomes from the analysis of quantitative research pointed to one critical factor influencing entrepreneurial behaviour among youths in the province which is information awareness. The negative effects of this crucial factor has been thoroughly discussed therefore it is important it is given the attention it deserves to facilitate a positive change towards entrepreneurship in the province. It is therefore recommended that dissemination of information should be decentralised and simplified. Social media, print media and news media large outreach

infrastructures should be leverage on by the government to pass information on a regular basis; government should partner with these media outlets to assist in bringing information to the people. It is also recommended that film censor board should develop a model with television stations to help modify the messages in the regular and popular soaps operas aired daily on television to inculcate benefits of engaging in entrepreneurial ventures to foster interest in entrepreneurship as these programmes enjoy large viewership especially among young adults.

Recommendation 4

In most developing economies government involvement in driving desired economic emancipation is crucial; alignment of central/national and provincial economic and political policies provides enabling environment to deliver political manifestoes which includes economic prosperity, security of investments, encouragement of foreign direct investment (FDI) and other associated benefits. Same applies to improving youths entrepreneurial interest, therefore it is recommended that governments and political gladiators irrespective of their political affiliation should pull resources together in ensuring overall well-being and stability in the province to create enabling environment for business development and encouragement of entrepreneurial behaviour among youths. In furtherance unnecessary bureaucratic procedures on business registration should be modified. A model which will encourage establishment of small businesses not limited to citizen of South Africans but also to foreign nationals after a proper vetting is highly recommended, in view of the present policies that makes establishment of small businesses by foreign nationals seemingly difficult because of the view that it takes business opportunities away from South Africans; rather simplifying business registration of legitimate small businesses irrespective of nationality but with strict regulation will assist South Africans in the locations gain practical knowledge needed to run business. Business registration procedure of such foreign owned small businesses can include incentives for training South African citizens to achieve this feat. It is also recommended that provincial government develop a model to provide lawful, effective and timely prosecution on criminal activities especially in the area of looting of small businesses during civil unrest to encourage establishment of more structured businesses in the province.

Recommendation 5

South African operates a mixed economy system which allows both private and public participation in the economy. This system optimise both regulatory and liberal economic endeavours therefore to foster a sustainable entrepreneurial development it is essential that

government policies are clear, unambiguous and effective to encourage private business innovations and development which is largely responsible for encouraging foreign direct investments. Also, it is important that politicians realise the power of information in this computer age; political rhetoric should be used responsibly as the ‘eyes’ of the world is on the country and the region therefore delivery political statements aimed at solidifying political position but harmful to the well-being of the country and the region should be highly discouraged. Rule of law should be upheld in all situations as absence of it will discourage foreign direct investments. All registered businesses should be protected and compensation should be given for lost investment due to violent protest because showing lack of political will in this regard will in long run be detrimental to the province and the country at large.

8.6 Contribution to knowledge in the field of business administration

The outcomes of this study contributed to body of knowledge in the field of business administration, public administration and leadership in fostering entrepreneurial behaviour in a multi-racial, highly political, and youthful developing economy. The contribution comes in the form of a four stage intervention suggestive steps which if adopted can assist in realignment of welfare packages aimed at reducing poverty in form of monthly grant into a tool that might bring about total change in orientation towards entrepreneurship among the beneficiaries. So also is the modification of entertainment channels into effective communication and training tool to build interest in entrepreneurship among the youths rather relying on conventional means of training methods which is largely viewed by youths as ‘work’ or considered tasking to a more subtle but effective way on training. Employing these simple yet effective strategies will assist government in her quest to cause a paradigm shift in entrepreneurship interest in the province. The good part is that no extra budget is needed to implement this new strategies as all is required is realignment of the existing resources into a more productive use. Same applies to building a more effective communication and education apparatus; the soap operas are already part of most youths daily routine, all is required is modifying the story line to educate in an unambiguous and clear way the benefits of engaging in entrepreneurship. Proper implementation of these steps can be adopted by other developing economies with tight budget that are experiencing similar high rate of youths’ unemployment in their country. Enhancing interest in entrepreneurship without incurring extra cost; turning entertainment into training and development tool and adopting a common political agenda to foster entrepreneurship irrespective of political affiliations are

three simple ways to of developing entrepreneurial interest among a diversified and youthful population.

Implementation of these contributions can be effected in stages for effectiveness (4 stage intervention suggestions)

- a. Communicate, train and entertain – the first stage is to orientate and prepare youths’ mind towards entrepreneurship. Continuous messages portrayed via success stories of characters in the soaps could subtly but effectively impact the youths and motivate them to emulate and inculcate such happenings in their lives. However, this must be done in a way to reveal the enormous economic potentials and opportunities in the province.
- b. Carrot and stick system – it is essential sometimes to try and enforce government policies as people are naturally opposed to change. However, this should be done in a subtle manner to ensure youths see the good intention of such polices. This can be achieved by adjusting the existing monthly grants into monetary and non-monetary forms to cater for youths experiencing high level of home stressors with a condition that continued payment of the monetary part is dependent on the commitment shown on the non-monetary part, which is basically entrepreneurial and business empowerment training programs.
- c. Reward young entrepreneurs in a similar fashion in which accolades and respects are accorded beauty pageants, which could motivate the youths to psychologically desire to be recognized in such manner.
- d. Teach-back and feedback system – it is imperative to inculcate teach-back mechanism into the training and development system. This will afford the youths the opportunity to undergo requisite trainings, who will, in turn, teach others, their friends, siblings and neighbours thereby spreading entrepreneurial awareness. However, for this teach-back to be effective, it must be monitored through feedback with clear incentives given to youths engaged in the teach-back programmes.

8.7 Limitations of the study

The result of this study is limited to the determination of the influence of psychological factors, political environment and information awareness on entrepreneurial behaviour among youths in Mpumalanga province, measuring the influence of psychological factors on entrepreneurial behaviour separately, so also investigate the influence of political

environment on youths entrepreneurial behaviour and to develop a strategy to assist youths with information on the economic potentials and resources in Mpumalanga. The findings were based on data collected from the three districts of Mpumalanga province, South Africa. Due to the size of the province three locations were selected, first to ensure proper coverage of the entire province which is made up of three districts, then relying on the counselling unit of department of labour data base, adopting simple random sampling method to select participants from each of the chosen locations while employing quantitative data methods involving a cross-sectional approach to collect and analyse data. To this end a longitudinal approach to data collection could be employed by subsequent research which will enable comparison of outcomes over an extended period of time to monitor the changes in youths' pattern of behaviour towards entrepreneurship.

This study offered explanations on the relationship between psychological factors and entrepreneurial behaviour employing stress factors as mediating variables, in as much as there are numerous variables under psychological factors the study is limited to examining the effect of stress on psychology in relation to entrepreneurial behaviour.

This study investigated the influence of political environment on entrepreneurial behaviour in relation to youth's perception; therefore investigation was limited to influence of political environment on entrepreneurial behaviour other study may adopt other influential environment like religion or cultural affiliations.

8.8 Suggestions for further studies

The overall objective of the study determines the influence of psychological factors; political environment and information awareness on entrepreneurial behaviour among youths (unemployed) in the province further studies may focus on newly employed youths –to investigate how long they wish to stay employed before starting their own businesses. Also, a comparative analysis of these factors influencing successful entrepreneurial behaviour among youths between two or more provinces could be investigated by future researchers. In all, this study provided explanations to the influence of psychological factors as independent variable on entrepreneurial behaviour among youths in Mpumalanga province, while revealing the importance and influence of political environment (independent variable) as it affects youths' entrepreneurial behaviour and finally developing a model with suggestive phases of implementation to eradicate the negative influence of the identified factors which will

ultimately cause a paradigm shift towards interest in entrepreneurship in Mpumalanga province.

Also, future studies may break-down youth population into gender to further probe how these independent variables discussed in this study influence or impact other social factors like sport, security and professional opportunities. This will provide opportunity to compare how psychological factors, political environment and information awareness influence youths' pattern of behaviours in relation to other social factors.

Finally, further studies may consider other mediating variables not explored by this study to offer further explanations on the relationship between psychological factors and entrepreneurial behaviour.

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