# ENTREPRENEURIALORIENTATIONAMONG VOCATIONALANDTECHNICALSTUDENTS INKUANTANDISTRICT

A thesis submitted to the Graduate School in partial fulfillment of the requirements for the degree of Master of Science (Management)

Uoiversiti Utara Malaysia

by

CHAN KEAR KEOW

Copyright (C) 19% by Chan Kear Keow. All rights reserved.



### Sekolah Siswazah *(Graduate School)* Universiti Utara Malaysia

## PERAKUAN KER JA TESIS (Certification Of Thesis Work)

Kami, yang bertandatangan, memperakukan bahawa (We, the undersigned, *certify that*)

CHAN KEAR KEOW

calon untuk ijazah (candidate for the degree of) \_\_\_\_\_Master of Science (Management)

**telah** mengemukakan tesisnya yang bertajuk (has presented his/her thesis of the following **title**)

ENTREPRENEURIAL ORIENTATION AMONG VOCATIONAL AND TECHNICAL STUDENTS

IN KUANTAN DISTRICT

seperti yang tercatat di muka surat tajuk dan kulit tesis (as *it* appears *on the* **title** *page and front* **cover** *of thesis*)

bahawa tesis **tersebut** boleh diterima dari segi bentuk serta kandungan, dan meliputi bidang **ilmu** dengan memuaskan.

(that the thesis **is** acceptable in form and content, and that a satisfactory knowledge of the field is **coverd** by the thesis).

AJK Tesis (Thesis Committee)

Nama (Name) <u>Assoc. Prof. Dr. Mel Yaseen</u>	(Signature)
(Penyelia Utama/Principal Supervisor)	- M
Nama <i>(Name</i> )	Tandatangan (Signature)
Nama <b>(Name)</b>	Tandatangan (Signature)
	Tarikh (Date) <u>4/11/1976</u>

### **PERMISSION TO USE**

In presenting this thesis to the Graduate School of Universiti Utara Malaysia in partial fulfillment of the requirements for the degree of Master of Science (Management), I consent that the library of this university may make it freely available for inspection.

I also grant permission for copying of this thesis in any manner, in whole or in part, for scholarly purposes. In my absence, this may be granted by the lecturers who supervised my thesis or by the Dean of Graduate School. It is understood that any copying, publication or use of this thesis in any manner, in whole or in parts, for financial gain and any other **non-scholarly** purposes shall not be allowed without my written permission. It is also understood that due recognition will be given to me and to Universiti Utara Malaysia for any scholarly use from any material in my thesis.

Any requests for permission to copy or to make other use of the materials in this thesis; either in whole or in parts, should be addressed to:

Dean of Graduate School, Universiti Utara Malaysia, 06010 **Sintok,** 

Kedah Darul Aman.

# ABSTRAK

Kajian ini bertujuan untuk menyelidik tentang tahap kecenderungan keusahawanan di kulangan pelajar-pelajar sekolah menengah vokasional dan teknik di Daerah Kuantan, Pahang. Secara khususnya, ia mengkaji sejauh mana kecenderungan keusahawanan dipengaruhi oleh pembolehubah-pembolehubah tidak bersandar yang terdiri daripada lima kategori, iaitu: (I) ciri-ciri peribadi pelajar, (2) faktorfaktor keluarga, (3) faktor-ficktor persekolahan, (4) pengalamun bekerja, dan (5) faktor-faktor persekitaran.

Responden dalam kajian ini adalah terdiri daripada pelajar-pelajar Tingkatan 4 yang menuntut di kedua-dua buah sekolah menengah vokasional dan teknik di Kuantan. Sebanyak 334 set soal selidik boleh digunakan untuk tujuan analisis daripada jumlah 337 set soal selidik yang diedarkan kepada semua responden. Instrumen yang digunakan dalam kajian ini dibentuk berdasarkan kepada Entrepreneurial Attitude Orientation (Robinson et al., 1991), General Enterprising Tendency Test (1988), dan Gray (1989). Instrumen kajian ini, yang terdiri daripada 63 item, telahpun diuji kebotehpercayaannya.

Data **telah** dianalisis dengan menggunakan ujian t dan **ANOVA** untuk menguji perbezaan **dalam** kecenderungan keusahawanan di kulangan pelajar-pelajar untuk setiap pembolehubah **dalam** lima kategori tersebut. Aras keyakinan 0.05 **telah** digunakan untuk keputusan berhubung dengan hipotesis.

Secara **umumnya, hasil kajian** menunjukkan bahawa kecenderungan **keusahawanan** adalah dipengaruhi oleh semua pembolehubah **dalam** tiga kategori berikut: faktorfaktor **persekolahan,** pengalaman bekerja dan **faktor-faktor** persekitaran. **Walau** bagaimana pun, didapati bahawa **bukan** semua pembolehubah dalam kutegori **ciri**ciri peribadi pelajar dan faktor-faktor **keluarga** mempengaruhi kecenderungan keusahawanan pelajar-pelajar secara **signifikan**.

Keputusan kajian teiah memberikan kesimpulan-kesimpulan berikut:

- (1) Bagi kategori ciri-ciri peribadi pelajar, terdapat perbezaan dalam kecenderungan keusahawanan yang signifikan berdasarkan jantina, manakala, tidak ada perbezaan dalam kecenderungan keusahawanan yang signifikan berdasarkun kaum.
- (2) Bagi kategori faktor-faktor keluarga, terdapat perbezaan dalam kecenderungan keusahawanan yang signifikan berdasarkan kedudukan dalam keluarga, manakala, tidak ada perbezaan dalam kecenderungan keusahawanan yang signifikan berdasarkanjum lah pendapatan ibu bapa, tahap pendidikan ibu bapa dan pekerjaan ibu bapa.

- (3) **Bagi** kategori faktor-faktor **persekolahan**, terdapat **perbezaan** dalam kecenderungan perbezaan yang signifikan berdasarkan jurusan, aktiviti-aktiviti yang diikuti di sekolah dan jawatan-jawatan yang disandang.
- (4) Bagi kategori pengalaman bekerja, terdapat perbezaan dalam kecenderungan keusahawanan yang signifikan antara pelajar-pelajar yang mempunyai pengalaman bekerja dengan pelajar-pelajar yang tidak mempunyai pengalaman bekerja.
- (5) Bagi kategori faktor-faktor persekitaran, terdapat perbezaan dalam kecenderungan keusahawanan yang signifikan berdasarkan tempat tinggal (bandar atau luar bandar) dan pengaruh orang-orang lain terhadap keinginan untuk memulakan perniagaan pada masa akan datang.

## ABSTRACT

This study attempted to investigate the level of entrepreneurial orientation of vocational and technical school students in Kuantan District, Pahang. Specifically, it aimed to investigate the correlates of entrepreneurial orientation along five categories, namely: (1) students' personal characteristics, (2) family-related matters, (3) school-related matters, (4) working experience, and (5) environmental factors.

The respondents were Form Four students from the two vocational and technical schools in Kuantan District. Of the 337 questionnaires distributed to the respondents, 334 usable sets were returned for analysis. The instrument used was constructed by the researcher with reference to the Entrepreneurial Attitude Orientation by Robinson et al. (1991), the General Enterprising Tendency Test (1988), and Gray (1989). The instrument, which consisted of 63 items, was pretested for validity and reliability.

Data were analyzed using T-test and ANOVA to investigate the differences in entrepreneurial orientation along variables within students ' profile. The 0.05 level of significance was used as critical level for decision-making regarding the hypotheses.

The findings of this study showed that entrepreneurial orientation is affected by each of the variables under the following three categories: school-related matters, working experience, and environmental factors. However, it was found that not all the variables under the categories of students ' personal characteristics and family-related matters are significantly affecting entrepreneurial orientation.

Under the category of students ' personal characteristics, statistical results indicated that gender has significant effect on the entrepreneurial orientation of students. On the contrary, ethnicity showed no significant difference in entrepreneurial orientation, with all the ethnic groups showing similar level of entrepreneurial orientation Other than that, findings on family-related matters revealed that there were no significant differences in entrepreneurial orientation along family income, parents ' education, and parents ' occupation respectively. However, there were significant differences in entrepreneurial orientation among students of various ranking in the family.

As for the category of school-related matters, all the independent variables, namely stream, activities participated in schools, and responsible positions held, are

significantly related to the entrepreneurial orientation of students. Besides, empirical evidence showed that students with working experience differ significantly from students without working experience in entrepreneurial orientation. Similarly, with regard to the category of environmental factors, statistical significant differences were observed in the entrepreneurial orientation of students along rural/urban differentials and the influence of significant others.

### ACKNOWLEDGEMENTS

I am greatly indebted to my two thesis supervisors, Associate professor, Dr. Adel A.k. Yaseen, of the School of Languages and Scientific Thinking and Miss Lim Chee Chee, of the School of Management for their invaluable insight, professional advice, encouragement, scholarly guidance, support, and easy availability during the course of preparing this thesis. It was a pleasure to have worked with them. Indeed, without their continued support, this thesis would not have been completed.

A special thank goes to Associate Professor Dr. Ibrahim Abdul Hamid, the Dean of the Graduate School, and Dr. Ibrahim Ahmad Bajunid, the Director of Institute Aminuddin Baki for their energetic effort in creating the twinning master degree program and provide opportunities for us educators to enhance our skills in the field of management. My sincere appreciation is extended to Miss Tan Gaik **Suan**, Puan Hamdiah Othman and Miss Chang Fui Chin for their consideration, patience, understanding and continued support. Appreciation is also extended to the Principals of the schools and students who participated in the study, and to all those unmentioned who have helped me in their own special ways.

My greatest appreciation goes to members of my family- father, brothers, sisters and siblings; for their persistent encouragement, sacrifices, assistance, **unfailing** patience and understanding. Their love and care have mitigated much of the toil and pain in completing the thesis.

And above all, to God, with my humble thanks for His Amazing Grace.

In Memory of My Beloved Mother

# **DEDICATION**

I take a great deal of pride in dedicating

this thesis to

my father,

my brothers, sister and sisters-in-law,

my nephews: Chiek Ming, Shu Ming and Zhuo Ming,

and

my niece: Xin Yan.

Your love, support and understanding have made me enjoy the opportunity of learning.

# **TABLE OF CONTENTS**

Permission To Use	1
Abstrak	ii
Abstract	iv
Acknowledgements	vi
Dedication	vii
Table of Contents	viii
List of Tables	xii
List of Figures	xiv

# Chapter 1

Introduction		
1.1	Background of the Study	1
1.2	Statement of the Problem	3
1.3	Definition of Terms	3
1.4	Research Objectives	5
1.5	Research Questions	6
1.5	Research Hypotheses	7
1.7	Research Model	9
1.8	Significance of the Study	9
1.9	Delimitations of the Study	11

# Chapter 2

Literature	Review	and Related	Conceptual	Framework		12
2.1	Review	of Related L	iterature			12
	2.1.1	Entrepreneurs	hip and Er	ntrepreneurial	Orientation	13
	2.1.2	Entrepreneuri	al Orientatio	n: Five Cate	gories of	
		Independent	Variables		-	26

	(a) Students' Personal Characteristics	27
	(b) Family-Related Matters	30
	(c) School-Related Matters	33
	(d) Working Experience	38
	(e) Environmental Factors	39
2.2	Conceptual framework: A Research Model	41
2.3	Variables	4 2
	2.3.1 Conceptual Definitions	4 2
	2.3.2 Operational Definitions	49

# Chapter 3

Research D	esign and Methodology	55
3.1	Sources of Information	55
	3.1.1 Unit of Analysis	55
	3, 1.2 Population	55
	3.1.3 Sample and Sampling Technique	56

	3.1.3 Sample and Sampling Technique	56
3.2	Respondents' Profile	58
3.3	Data Collection Techniques	59
	3.3.1 The Instrument	65
	3.3.2 Validity and Reliability of the Instrument	71
	3.3.3 Administration of Questionnaire and Collection	
	of Data	72
3.4	Data Analysis Technique	74
	3.4.1 Statistical Tools and Usage	74
	3.4.2 Criteria Used	75

# Chapter 4

Presentation	and Discussion of Findings	77
4.1	Examining the Relationship between Entrepreneurial Orientation and Students' Personal Characteristics	78
	<b>4.1.</b> I Variation in Entrepreneurial Orientation among Male and Female Students	78
	<b>4.1.2</b> Variation in Entrepreneurial Orientation among Students of Various Ethnic Groups	80
4.2	Examining the Relationship between Entrepreneurial Orientation and Family-Related Matters	83
	<ul> <li>4.2.1 Variation in Entrepreneurial Orientation among Students of Various Family Ranking</li> <li>4.2.2 Variation in Entrepreneurial Orientation among Students</li> </ul>	83
	<b>4.2.2</b> Variation in Entrepreneurial Orientation among Students of Various Family Income	86

	4.2.3	Variation in Entrepreneurial Orientation among	
		Students along Their Parents' Education	89
	4.2.4	-	
		Students along Their Parents' Occupation	94
4.3	Examiı	ning the Relationship between Entrepreneurial	
	Orienta	ation and School-Related Matters	99
	4.3.1	Variation in Entrepreneurial Orientation among	
		Commerce and Technical Students	99
	4.3.2	Variation in Entrepreneurial Orientation among	
		Students Who Participate and Who Do Not	
		Participate in School Activities	101
	4.3.3	1 0	
		Students Who Hold and Who Do not Hold	
		Responsible Positions in School	104
4.4		ning the Relationship between Entrepreneurial	
	Orienta	ation and Working Experience	107
	4.4.1		
		Students Who Have and Who Do Not Have	
		Working Experience	107
4.5		ning the Relationship between Entrepreneurial	
		ation and Environmental Factors	109
	4.5.1	Variation in Entrepreneurial Orientation among	
		Students of Rural/Urban Differentials	109
	4.5.2	Variation in Entrepreneurial Orientation among	
		Students along the Influence of Significant Others	111

# Chapter 5

Summary, Conclusion and Recommendations	115
5.1 Summary	115
5.2 Conclusions	120
5.3 Recommendations	124
Bibliography	128
Appendices	

Appendix A:	Correspondences	137
	1. Letter for the Appointment as Thesis	
	Committee Member	138

	2.	Letter from Bahagian Perancangan dan	
		Penyelidikan Pendidikan (EPRD),	
		Kementerian Pendidikan	139
	3.	Letter from Jabatan Pendidikan Negeri	
		Pahang Darul Makmur	141
	4.	Letter to the Principal of Sekolah Menengah	
		Teknik/Vokasional	142
	5.	Letter to Whom It May Concern	143
Annondir D.	0	stionnoines	144
Appendix B:	~		
	Eng	lish Version	145
	Bah	asa Malaysia Version	151

# LIST OF TABLES

Table 2.1	Summary of Approaches for describing Entrepreneurship	21
Table 3.1	Distribution of Population	56
Table 3.2	Distribution of Sample According to Stream and Class	58
Table 3.3	Distribution of Questionnaire Items	66
Table 3.4	Items on Need for Achievement	68
Table 3.5	Items on Creativity and Innovation	69
Table 3.6	Items on Internal Locus of Control	69
Table 3.7	Items on Calculated Risk-Taking	70
Table 3.8	Items on Need for Autonomy	70
Table 3.9	Record of Visits to Schools	73
Table 3.10	Distribution and Retrieval of Questionnaires	74
Table 3.11	Data Analysis Tools	75
Table 4.1	Mean Standard Deviation and T-Value for Entrepreneurial Orientation of Male and Female Students	78
Table 4.2	ANOVA of Ethnicity with Entrepreneurial Orientation	81
Table 4.3	Bonferroni Multiple Range Test of Ethnicity with Entrepreneurial Orientation	82
Table 4.4	<b>ANOVA</b> of Ranking in the Family with Entrepreneurial Orientation	84
Table 4.5	Bonferroni Multiple Range Test of Ranking in the Family with Entrepreneurial Orientation	85
Table 4.6	ANOVA of Family Income with Entrepreneurial Orientation	87
Table 4.7	Bonferroni Multiple Range Test of Family Income with Entrepreneurial Orientation	88

Table 4.8	ANOVA of Fathers' Education with Entrepreneurial Orientation	90
Table 4.9	Bonferroni Multiple Range Test of Fathers' Education with Entrepreneurial Orientation	91
Table 4.10	ANOVA of Mothers' Education with Entrepreneurial Orientation	92
Table 4. I 1	Bonferroni Multiple Range Test of Mothers' Education with Entrepreneurial Orientation	94
Table 4.12	ANOVA of Fathers' Occupation with Entrepreneurial Orientation	95
Table 4.13	Bonferroni Multiple Range Test of Fathers' Occupation with Entrepreneurial Orientation	96
Table 4.14	ANOVA of Mothers' Occupation with Entrepreneurial Orientation	97
Table 4.15	Bonferroni Multiple Range Test of Mothers' Occupation with Entrepreneurial Orientation	98
Table 4.16	Mean, Standard Deviation and T-Value for Entrepreneurial Orientation of Commerce and Technical Students	101
Table 4.17	Mean, Standard Deviation and T-Value for Entrepreneurial Orientation of Students Who Participate and Who Do Not Participate in School Activities in School	103
Table 4.18	Mean, Standard Deviation and T-Value for Entrepreneurial Orientation Who Hold and Who Do Not Hold Responsible Positions in School	105
Table 4.19	Mean, Standard Deviation and T-Value for Entrepreneurial orientation of Students with/without Working Experience	107
Table 4.20	Mean, Standard Deviation and T-Value for Entrepreneurial Orientation of Students with Rural/Urban Differentials	110
Table 4.21	ANOVA of the Influence of Significant Others with Entrepreneurial Orientation	112
Table 4.22	Bonferroni Multiple Range Test of the Influence of Significant Others with Entrepreneurial Orientation	113
Table 5.1	Results of Hypotheses Testing	119

### **LIST OF FIGURES**

Figure 1.1	Schematic Diagram Showing the Correlates of Entrepreneurial Orientation of Vocational and Technical School Students	10
Figure 2.1	Operational Definition of Entrepreneurial Orientation	52
Figure 3.1	Distribution of Respondents According to Gender	60
Figure 3.2	Distribution of Respondents According to Age	60
Figure 3.3	Distribution of Respondents According to Ethnicity	61
Figure 3.4	Distribution of Respondents According to Ranking in the Family	61
Figure 3.5	Distribution of Respondents According to Stream	62
Figure 3.6	Distribution of Respondents According to Parents' Combined Income	62
Figure 3.7	Distribution of Respondents According to Fathers' Education	63
Figure 3.8	Distribution of Respondents According to Mothers' Education	63
Figure 3.9	Distribution of Respondents According to Fathers' Occupation	64
Figure 3.10	Distribution of Respondents According to Mothers' Occupation	64
Figure 4.1	Schematic Diagram Showing the Correlates of Entrepreneurial Orientation	77

### CHAPTER 1

### **INTRODUCTION**

### **1.1 Background** of the Study

The **significance** of entrepreneurship is currently recognized worldwide. During the last two decades, the proliferation of different programs and other related activities aimed at fostering entrepreneurship education and development around the world clearly reflects the importance of entrepreneurship. This enhanced interest is obvious in the growth of **self**employment and a growth in the rate of company formations, the number of universities where entrepreneurial courses are offered and attended in the field as well as the numerous books, magazines, journals and the number of professional bodies **devOoted** to the subject **(Golam,** 1994).

In Malaysia, the topic on entrepreneurship is a recent phenomenon. When the country faced severe recession and unemployment in the mid **1980s**, entrepreneurship had gained significant interest and attention among policy makers. Entrepreneurship has been identified to be a stimulant for organization creation and **efficient** job creation and a catalyst for economic growth (Rosli et al., 1995).

# The contents of the thesis is for internal user only

### **BIBLIOGRAPHY**

- Ahmad Sarji Abdul Hamid (ED.). (1995). Malaysia's Vision 2020. Petaling Jaya: Pelanduk Publication.
- A. Bakar, 1. and Ellis, W. (1990). Entrepreneurship and Small Business Management. (2nd ed.). Iowa: Kendal, Hunt.
- Anderson, R. E, & Dunkelberg, J. S. (1990). Entrepreneur, Starting A New Business. New York: Harper & Row.
- Ashmore, M. C. (1990). Entrepreneurship in Vocational Education in Kent, C. A. (ED). In Entrepreneurship Education: Current Developments, Future Directions. New York: Quorum Books
- Atkinson, R.H. & Birch, D. (1979). Introduction to Motivation. New Jersey : Van Nostrand.
- Baharu, K. (1994). Orientasi Sikap Keusahawanan Di Kalangan Pelajar Politeknik Si Malaysia. M.Sc.Thesis. Universiti Utara Malaysia.
- Barcelona, A. C. & Valida, A.C. (1994). Interrelationships between Personal Variables and Entrepreneurial Potentials of Senior Students of Universiti Utara Malaysia. *Malaysian Management Review.* 29 (4), 15-28.
- Baumback, C.M. & Mancuso, J.R. (1987). Entrepreneurship and Venture Management. Second Edition. New Jersey : Prentice Hall.
- Belly R. R. (1993). Task Role Motivation and Attributional Style as Predictors of Entrepreneurial Performance : Female Sample Findings. *Entrepreneurship & Regional Development*, 5 (4), 33 I-34 I.

- Boniface, P.I. (1985). A Comparison of Successful and Non- Successful Rural Entrepreneurs. M. Arts Thesis. Stephen F. Austin State University.
- Brenner, O.C., Pringle, C. D. & Grenhaus, J. H. (1991). Perceived Fulfillment of Organizational Employment Versus Entrepreneurship, Work Values and Career Intentions Of Business College Graduates. *Journal of Business Management*, 29 (3), 62-74.
- Burch, J.G. (1986). Entrepreneurship. New York: John Wiley & Sons.
- Bygrave, W. D. (1994). The Portable MBA in Entrepreneurship. New York : John Wiley & Sons.
- Bygrave, W.D. & Hofer, C.D. (1991, winter). Theorizing About Entrepreneurship. Entrepreneurship Theory and Practice.
- **Caird,** S. (1991). The Enterprising Tendency of Occupational Groups. International Small Business Journal. 9 (4).
- Chandra, K. R. (1991). Entrepreneurial Success: A Psychological Study, New Delhi: Sterling Publishers Private Ltd.
- Chell, E., Haworth, J & Bearley, S. (1991). The Entrepreneurial Personality: Concepts, Cases and Categories. London: Routledge.
- Chong, K.S. (1993). *Chinese Entrepreneurship in Malaysia*. PHD Diss. University of Southern California.
- Cramton, C. D. (1994). The Entrepreneurial Family. PHD Diss. Yale University.
- Cole, A. H. (1995) Entrepreneurship and Entrepreneural History : The Institutional Setting In Livesay, Harold C. (ED). . Entrepreneurship and the Growth of *Firms*. Vol. 1. Aldershot, U.K. : An Elgar Reference Collection.

- Cromie, S., Callaghan, I & Jansen, M. (1992, March). The Entrepreneurial Tendencies of Managers: A Research Note. *British Journal of Management*, **3(1)**, 1-5.
- Cunningham, J. B. & Lischeron, J. (1991). Defining Entrepreneurship. *Journal of* Small Business Management, 29 (1), 45-6 1.
- Davis, J.A. (1971). Elementary Survey Analysis. Englewood: Prentice Hall.
- Drucker, P. (1986). Innovation and Entrepreneurship. London: Pan Books.
- Durham University Business School. (1988). General Enterprising Tendency (GET) Test. Durham: Durham University.
- East- West Center Technology and Development Institute- (1977). Entrepreneurial Discovery and Development: Progress of Action Rsearch. Honolulu: East-West Center.
- Filion, L.J. (1988). The Strategy of Successful Entrepreneurs in Small Business: Vision, Relations, and Anticipatory Learning. PHD Diss. University of Lancaster.
- Finley, L. (1990). *Entrepreneurial Strategies: Text and Cases*. Boston: PWS-Kent Publishing Co.
- Gartner, W.B. (1990). What Are We Talking about When We Talk about Entrepreneurship7 Journal of Business Venturing, 5, 15-28.
- **Gasse,** Y. (1985). A Strategy for the Promotion and Identification of Potential Entrepreneurs at the Secondary School Level. In Homaday et al. (ED.). *Frontiers of Entrepreneurship Research.* Wellesley: Babson College.
- **Goh**, **T**. S. (1987). An exploratory **Study** of Entrepreneurial Characteristics among Engineers in Singapore. M.B.Adm. Thesis. School of Postgraduate Management Studies, National University of Singapore.

- Golam, M Khan. (1994). Encouraging Entrepreneurship Education and Development in Bahrain. *Journal of Enterprising Culture, 2* (1), 559-569.
- Gray, D. (1989). The Entrepreneurial's Complete Self-Assessment Guide : How To Determine Your Potential For Success. London : Kogan Page.
- Hatten, T.S. (1993). Student Attitude Toward Entrepreneurship As Affected By Participation In A Small Business Institute Program. PHD Diss. University of Missouri, Columbia.
- Hisrich, R. D. & Brush, C. (1986). Characteristics of the Minority Entrepreneur. Journal of Small Business Management, 24(4), 1-8.
- Hisrich, R. D. & Peters, M. P. (1989). Entrepreneurship : Starting, Developing and Managing A New Enterprise. Boston : Irwin
- Hornaday, J. A. & Aboud, J. (1971). Charactericistics of Successful Entrepreneurs. In Baumback, C.M. & Mancuson, J.R (ED). Entrepreneurhip and Venture Managemen. (2nd ed.). New Jersey: Prentice Hall.
- Homaday, J.A. & Tickes, N. B. (1983). Capturing 21 Heffalumps. In Homaday, John A. Timmons, Jeffry A., Vesper, Karl H. (ed). Frontiers of Entrepreneurship Research 1983. Babson College.
- Johnson, D. & Ma, R. (1994). Recognising Entrepreneurial Potential in Graduate Business Start-ups : The Development of A Behaviourally Based Assessment Text. Journal of Entreprising Culture, 2 (2), 669-686.
- Kao, J. J. (1989). Entrepreneurship, Creativity and Organization : Text, Cases and Readings. New Jersey : Prentice-Hall.
- Kamarudin, M & Ramli, R. (1990). The Malaysian Entrepreneur-His Qualities, Attitudes and Skills. *Malaysian Management Review*, **25(2)**, 1 1-18.

- Kaplan, C & Bortz, R. (1981). A National Field Test of Entrepreneurship Training Components. Journal of Career education, 8(2), 117.
- Kent, C.A. (1990). Entrepreneurship Education: Current Developments, Future Directions. New York Quorum Books.
- Kent, C.A.; Sexton, D.L & Vesper, K.L, (1982). Encyclopedia of Entrepreneurship. Englewood, New Jersey: Prentice-Hall, Inc.
- Kets De Vries, M.F.R. (1977). The Entrepreneurial Personality : A Person at the Crossroads. *Journal of Management Studies*, 14 (2), 34-57.
- Kirzner, LM. (1973). Competition and Entrepreneurship. Chicago: University of Chicago.
- Kuehl, C. R & Lambing, P. (1994). *Small Business Planning & Management (3rd ed.).* Fort Worth : The Dryden Press
- Kuratho, D.F. & Hadgetts, R. N. (1992). *Entrepreneur Contemporary Approach*, (2nd. ed). The Dryden Press: New York.
- Lachman, R. (1980). Toward Measurement of Entrepreneurial Tendencies. Management International Review.20 (2). 108-1 16
- Lim, C.C. (1995). Demographic Characteristics, Need for Achievement and Entrepreneurial Attitude among Women Entrepreneurs and Women Managers in Malaysia. M Sc. Thesis. Universiti Utara Malaysia.
- Longenecker, J.G., Moore, C. W. & Petty, J. W. (1994). *Small Business Management: An Entrepreneurial Emphasis* (9th ed.). Ohio: South Western.
- Lorrain, J & Raymond, L. (1991). Young and Older Entrepreneurs: An Empirical Study of Difference. Journal of Small Business and Entrepreneurship, 8 (4), 51-61.

McClelland, D.C. (1961). The Achieving Society. D. Van Nostrand

- McDade, B. E.(1993). Characterictics of Small Scale Enterprises, Entrepreneurship, and determinants of Business Success Among Artisans In A Traditional Crafts Industry In Ghana. PHD Diss. University of Texas, Austin.
- McLure, M. L. (1990). Characterictics Associated with Entrepreneurial Success. PHD. University of California, Los Angeles.
- McMullan, W. E & Long, W. A. (1990). Developing New Ventures, The Entrepreneurial Option. San Diego: Harcourt Brace.
- McWen, T. (1990). Validation of Competencies For Entrepreneurship Education and Training in Jamaica (Vocational Education). PHD Diss. Southern Illinois University at Carboindale.
- Mohd. Salleh Hj. Din. (1992). The Development of Entrepreneurship and Enterprise in Higher Education in Malaysia. PHD Diss. University of Durham.
- Naffziger, D. W., Homsby, J. S. & Kuratko, D.F. (1994, Spring). A Proposed Research Model of Entrepreneurial Motivation. *Entrepreneurship Theory* and Practice, 2942.
- Palmer, M. (1971, Spring). The Applications of Psychological Testing to Entrepreneurial Potential. *California Management Review*, **13(3)**, 32-38.
- Redding, S. (1986). Entrepreneurship in Asia. Euro- Asia Business Review, 5(4), 23-27.
- **Rissal**, R. (1988). A study of the Characteristics of Entrepreneurs in Indonesia, Degree Thesis. The George Washington University.
- Robbins, S. P. (1993). Organizational Behaviour, Concepts, Controversies and Applications . 6th Edition. Englewood Cliffs. New Jersey : Prentice-Hall.

- Robinson, P. B. & Keith Hunt, H. (1992). Entrepreneurship and Birth Order : Fact or Folklore. *Entrepreneurship and Regional Development*, 4 (1-4), 287-298.
- Robinson et al. (1990/91). An Attitude Approach to the Prediction of Entrepreneurship. *Entrepreneurship Theory and Practice*, 15 (1-4). 13-3 1.
- Rosli, M., Mohd. Khan, J.K. & Lim, C.C. (1996). Perceived Entrepreneurship Success Characteristics: A study among b-servicemen Entrepreneurs in Malaysia. School of Management, Universiti Utara Malaysia, Malaysia.
- Rotter, J.B. (1976). Generalized Expectancies for Inertnal Versus External Control of Reinforcement. Psychological Monographs.
- Ryans, C. C. (1989). Managing the Small Business, Insignts & Readings. New Jersey: Prentice Hall.
- Say, J.B. A *Treatise on Political Economy*. Fourth Edition. Translated by C.R. Prinsep. **P.A** : Grigg and Elliot.
- Scherer, R. F.;,Brodzinski, J. D, & Wiebe, F. A. (1990). Entrepreneur Career Selection And Gender : A Socialization Approach. *Journal OF Small Business*, 28 (2), 37-44.
- Scherer, R.F. (1987). A Social Learning Explanation for the Development of Entrepreneurial Characteristics and Career Selection. PHD Diss. University of Mississippi.
- Schumpeter, J.A. (1934). *The Theory of Economic Development*. Boston : Harvard University Press.
- Schumpeter, J. A. (1949). Economic Theory and Entrepreneurship History. *Change* and the Entrepreneur, Postulates and Patterns of Entrepreneurial Theory. Cambridge: Harvard University Press.

- Scott, M.G. & Twomey, D.F. (1988). The Long-Term Supply Of Entrepreneurs: Students' Career Aspirations In Relation To Entrepreneurship. *Journal of Small Business Management.* 26 (4), 5-13.
- Sekaran, U. (1992). Research Methods For Business: A Skill-Building Approach Second Edition. New York: John Wiley & Sons.
- Setty, E.D. (1980). *Developing Entrepreneurship:Issues and Problems*. Hyderabab: Small Industry Training Institute.
- Sexton, D.L. & Bowman, N. (1985). The Entrepreneur: A Capable Executive and More. *Journal* of *Business Venturing*, 1, 129-140.
- Shantakumar. D. K. (1992). Attitudinal Characteristics of Male and Female Entrepreneurs in India and A Comparison with American Entrepreneurs. PHD Diss. Brigham Young University.
- Shapero, A. (1982). The Social Dimensions of Entrepreneurship. In Kent, C.; Sexton, D. & Vesper, K. (Eds). Encyclopedia of Entrepreneurship. new Jersey: Prentice Hall, 72-90.
- Sharma, S.V.S. (1979). Small Entrepreneurial Development in Some Asian Countries: A Comparative Study. New Delhi: Light and Life Publishers.
- Sharpe, P. (1994). Building an Entrepreneurial **Mindset** in Young Children in Singapore. *Journal of Enterprising Culture*. 2 (1), 6 17-628.
- Sieh, M.L.L. (1990, August). Malaysia's Industrial and Entrepreneur Profile. Malaysian Management Review, 25, 3-10.

Silver, A.D. (1986). The Entrepreneurial Life. New York John Wiley & Sons.

Taaljard, M. M. (1992) . The Establishment of An Entrepreneurial Culture Among Pupils : A Vocational Guidance Perspective (Afrikaans Text). MED Thesis. University of Pretoria. South Africa.

- Tan, W.L., Siew, L.K., Tan, W.H. & Wong, S.C. (1995). Entrepreneurial Spirit Among Tertiary Students In Singapore. Journal of Enterprising Culture, 3 (2), 21 1-227.
- Tay, R. (1993). Working Paper Series No: 28-93, An Ordinal Probit Analysis of Entrepreneurship. Nanyang Technological University, Singapore.
- The New Straits Times, 1992, "Bumiputera Entrepreneurship", 11 Jan.
- The Pocket Oxford Dictionary of Current English (1992). Oxford : Oxford University Press.
- Timmons, J. A. (1978). Characteristics And Role Demands Of Entrepreneurship. American Journal Of Small Business, 3 (1), 5-17.

Timmons, J.A (1989). *The Entrepreneurial Mind. Andover*. Brick House Publishing.

- Wee, W.S.,Lim W.S. & Lee, R. (1994). "Entrepreneurship : A Review With Implications for Further Research". Journal of Small Business and Entrepreneurship, 11 (4), 25-49.
- Weihe, H.J. & Reich, F.R. (1993). Entrepreneurial Interest among Business Students: Results of An International Study. In Entrepreneurship and Business Development. Aldershot: Averbury.
- Zainal A., Griggs, F. T. & Planiser, S. L. (1995). Who are the next Entrepreneurs?. *Malaysian Management Journal*, 1(3 1-40), 3 1-40.