Full Length Research Paper

A field research on the determination of entrepreneurial characteristics of SMEs businesses in Turkey

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Today, according to the conditions of competition and the new format of globalization, economic structuring of oriented private enterprise is being made mandatory. For this reason, global scale entrepreneurship has seen the importance for increasing academic interest. In this context, entrepreneurial capabilities of Small and Medium Size Enterprises (SMEs) in Turkey and 599 entrepreneurs that participated in this field of research were examined. Study used data obtained from questionnaires and scales. Various statistical evaluations were reviewed and reliability work was done. Identification of entrepreneurial skills is used in the 30-item scale. Rotation results identified 9 factors. These factors, with more than half of the total variance, were explained. According to the results of the factor analysis, the scale of the maximum heap is "Presentation and sectoral relationships" factor.

Key words: Entrepreneurship, entrepreneurship skills, entrepreneurship culture, SMEs, factor analysis.

INTRODUCTION

Today, with the competition to win a global nature of entrepreneurship, management discipline within the subject has been an important research. The word "entrepreneurship" for the first time in literature was used by the French writer, Richard Cantillo in 1730; in the English literature, by John Stuart in the 19th century (Çetindamar, 2002). The concepts "initiative" and "entrepreneurship" are based on the idea of the 19th century economist, J. Schumpeter, who contributed to concept development, economic science as well as psychology and sociology of science (Swedberg, 2000). In this context, according to Schumpeter, in the development of capitalist society, entrepreneurs are major contributors on one-to one (Çelik and Akgemci, 2007). Ultimately, entrepreneurship, global economics, social history and economic forces seen as most effective tools, especially in the last twenty years, have become a topic of debate (Kuratko, 2005).

Entrepreneurship is a multi-facet phenomenon that plays a central role in market economy. The risks of entrepreneurship can be mitigated by an orientation towards a support system offered by the urbanization economies in geographical space. The literature does not offer an unambiguous explanation, but suggests at least three complementary factors which may be used in an explanatory framework. These factors are: personal motivation, social environment and external business culture. Competition is the seedbed of the entrepreneurial spirit and the driving force of modem economies. It is based on the struggle for survival by individual firms who have to operate as efficiently as possible. Already since the early history of economics (according to Adam Smith, Ricardo), good entrepreneurship has been regarded as the critical success factor for economic performance. The notion of entrepreneurial competition has been more fully developed a century ago by Marshall. A real path breaking contribution to the analysis of entrepreneurship from a broad historical perspective has been offered by Joseph Schumpeter in his book 'The Theory of Economic Development'. Starting from a circular flow of goods and money of a given size in a static context, he argues that without growth or economic progress there is no scope for entrepreneurship: history will then repeat itself. However, if the exogenous circumstances are changing, also

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the circular equilibrium will change. This disturbance of equilibrium towards a new position is called 'creative destruction'. One of the driving forces for a change towards a new equilibrium is formed by innovation which means a breakthrough of existing patterns of production and productivity. Innovation is thus a creative 'modus operandi' of an entrepreneur and induces a process of economic growth. Clearly, flexibility and vitality of the economic system is a sine qua non for an adjustment after a disturbance in the original equilibrium position (Nijkamp, 2000).

Bozkurt (2000) defined the entrepreneurship as the ability of detecting the opportunities of the environment in which we are living, producing dreams from these intuitions, converting these dreams into projects, carrying out these projects into application, and facilitating the living of people. Entrepreneur is also a person who is developing strategies in line with his/her own entrepreneurship understanding, so he/she is the person who has made the pioneering of change (Özkara et al., 2006). According to Akdemir (2004), information based on general trends and self-selecting a suitable area and/or information as to the subject of entrepreneurship, for the benefit of people in order to produce goods and services businesses by opening and, by meeting the economic needs of the business open, gaining social prestige and self-aiming to exceed everyone is entrepreneurial. According to Shane (2004), entrepreneurship is bringing new goods and services not available in the enterprise, organization of shape, markets, processes and raw materials, opportunity discovery and evaluation of activities.

According to Peter Drucker, entrepreneurship makes available the resources that can transform low productivity areas to high productivity areas, and also a person who can manage the business (Drucker, 2003; Çelik, 2006). To achieve profits, to produce goods or services or to market their factors of production, entrepreneurs take certain risk in their business (Efil, 2006). Sometimes, the concepts of entrepreneurship, the employer and the boss are confused. Here, boss being a capital at the same time can be an entrepreneur- owner, employer or an administrator (Müftüoğlu, 2004). To differentiate successful entrepreneurs from non successful entrepreneurs depends primarily on individual differences. Work experience, willingness to succeed, control focus, superior social skills and personal commitment etc. are the distinguishing characteristics of individual factors of entrepreneurs (Luthans and Ibrayeva, 2006; Markman and Baron, 2003).

Also, according to Schermerhorn, an entrepreneur must have the following characteristics: internal self control, persistence-endurance, dynamic personality, self-confidence, self-motivating, able to take risk and responsible to undertake activities, open to innovation and growth and have ambitions (Bakırtaş and Tekinşen, 2006). According to Schumpeter, entrepreneurship has four different behavioral indicators. These are: bringing new products to market and providing service, developing new method of production, making a request in yet unexplored space and establishing new company in any industry (Karasioğlu and Duman, 2006). From here, entrepreneurial attitude and behavior is necessary for the competitive environment, including firms of all sizes in order to be successful and to grow (Covin and Miles, 1999). Entrepreneurship, as many say, does not come from birth naturally. But the family's financial gain and understanding of the individual's training will be affected directly. Things necessary to become entrepreneurs are: courage, knowledge and skill. Entrepreneurship is taking risks. Their courage increases with knowledge. Therefore, entrepreneurs should have sufficient knowledge about work to be done. To establish a business, they should be skillful in these areas-making of money, management, marketing, production, etc. and must be able to put them into practice (Yilmaz, 2009).

In development of the country's economy and social development, the entrepreneur is seen as an essential element and in terms of production capacity, he plays a key role. In this sense, excellent entrepreneurs are determined and judge based on the following: having the capability, in the face of risk and uncertainty of capital, to seize opportunities and to create the necessary resources needed to make profit, bringing about growth of new business, success of small businesses, making well established contacts (Scarborough and Zimmer, 2000) as well as being innovative and able to manage people (Tekin, 2005). Entrepreneurs, in attaining opportunities and collecting of resources, must meet the necessary agreements of possessing of skills beyond the vision of the business, have good leadership qualities and must have passion for possessing such qualifications (Isenberg, 2008). Today, according to the conditions of competition and the new format of globalization, special initiatives are focused on economic structuring. For this reason, entrepreneurship, global acceptance and academic interests are increasing. With globalization and change, the state's traditional role and functions of the redefinition of the universal production and consumption patterns become increasingly common. In the context of socio-economic system, private entrepreneurship is attaining high global value level. Therefore, the countries that want to be in the international arena, that have the best economic development programs must provide private entrepreneurship. In this sense, entrepreneurship in general can be said to be one of the driving dynamics of globalization (İlhan, 2003).

Information and technology, as the main qualifying tools, are inevitable today in the global competitive environment for any national and / or international businesses to take part in the trend of innovation and change. Constant change, uncertain market conditions, producing and presenting of new ideas to the entrepreneurs for successful business and entrepreneurial culture are important (Kuratko and Hodgets, 1998). Developing a new office building or business to meet today's competitive business to meet today's competitive conditions has gained a distinctive importance (Gerber, 1997).

In exploring how entrepreneurs think, for example, researchers want to know why, when, and how entrepreneurs decide favorably on the opportunities they discover because not all discovered opportunities are implemented. To examine this phenomenon, it would be necessary to account for possible predictors of opportunity discovery such as the content of the entrepreneur's thought, their temporal focus, how new information is incorporated with prior knowledge, and how changes in these cognitive factors over time affect venture-relevant decisions. Lastly, factors relevant to entrepreneurial motivation such as passion and drive are not static. These motivational factors vary at each stage of the venture process and continue to change as the entrepreneur transits from the nascent stage to the start-up and on to the growth phase (Uy et al., 2010).

Entrepreneurship, free competition economy, is one of the most important factors. A country without free competition system of entrepreneurship will not work fully. At this point and in many ways, entrepreneurship is important in Turkey (Tekin, 2005). Although it is related to some personal characteristics (innate), in essence, it is deeply associated with community's socio-economic and cultural livable environment. Value and norms systems of society have greatly affected entrepreneurial acts: the political, economic and social conditions. These socio-cultural conditions, the individual's perception of the world and life style have been significantly affected. In the social environment we live, people gain certain stereotypes judgments, beliefs, convictions that bring certain stumbling block in the way they act. As a result, they direct people at the same time improving reaction associated with life style.

In this context, the entrepreneurial spirit and behavior patterns also arise, including socio- cultural and environmental conditions. Unique perspective on entrepreneurship, attitudes and behavior in each of the measures, related to cultural differences makes it possible to drive the track. This is because various cultural environments affect entrepreneurs' acts and it has been observed that different factors play a great role in determining them. For example, in some cultures, while religions affect entrepreneurs' behavior, in other society, it could be success, the ambition to rise, honor, skipping class request, competitive/combative tendencies, etc. Favorable social conditions, such as assertiveness, risk taking, innovation and change assertions are positive in entrepreneurial act. The societies who practice these values have undoubtedly increased their entrepreneurship potential and achieved a dynamic-economic and social structure (Aytaç and İlhan, 2007).

Entrepreneurial activities, especially in developing countries like ours, take the form of small businesses for a start. Approximately up to 97% of the country's economy dwells on SME enterprises (Çelik and Akgemci, 2007), owner and managers, analysis of entrepreneurship trends and capabilities, which have become an important issue today. In the present study, 599 SMEs business samples operating in Turkey were taken. A survey was done to obtain data from the business owners face to face, which include entrepreneurial skills, their general knowledge and education levels, trends and common problems of business managers.

MATERIALS AND METHODS

The study focuses on the enterprises operating in Turkey as of the end of the year, 2009, in Denizli, Hatay, Konya and Malatya Provinces which were selected by random sampling method. The samples consist of 599 small and medium-sized businesses. Research data collection tool was developed by taking Tekin's (1999) questionnaire as a base and it consists of 41 questions. This survey aimed to determine the personal characteristics of entrepreneurs with 11 questions, and for determining trends in entrepreneurship, it used a scale of 30 questions. Scale was organized in this form: "1 - Never, 2 - Some time, 3 - Somewhat, 4 - Often 5 - Always" according to the five Likert scale.

Reliability tests

The survey frequencies and percentages of the data obtained from the survey were calculated first in order to determine the trends of entrepreneurs. Then, the 30-item scale (Appendix; Table 1) for determining entrepreneurial characteristics on the factor analysis can be done to determine the outstanding trends studied. Cronbach- Alpha reliability coefficient of the scale of 30 questions was found to be 0.77. Accordingly, the scale obtained from the measurements that provide highly reliable results can be expressed as $(0.60 \leq \propto <0.80$ highly reliable scale; $0.80 \leq \propto <1:00$ scale, highly reliable) (Ozdamar, 2002). Data collection tool, the resulting data were transferred to a computer and statistical analyses were conducted by using SPSS program.

RESULTS AND DISCUSSION

Demographic profiles of respondents

A total of 599 entrepreneurs participated in the research. 82% (490) are males and 18% (109), females, with the majority being men (Table 1). Almost 32% (191) entrepreneurs (same age group) who participated in the research are 31-40; 31% (185) entrepreneur (age group), 21-30 and 24% (143) entrepreneur (age group), 41-50. In total, there was 86% in the 21-50 age range, so the majority can be characterized as young entrepreneurs (Table 1). The majority of entrepreneurs of 38% (227) are middle children of their family, 28% (168) entrepreneurs are the biggest children of their family and 19% (113) of the entrepreneurs are the youngest children of their family. The majority of entrepreneurs, 81% (481) are undergraduates and 19% (114) are graduates (Table 1). The income of 38% (230) of entrepreneurs who have salary is 1000 TL or more and the income of 17% (102) of entrepreneurs is 901-1000 TL. 29% (174) of the entrepreneurs are average, earning 1000 TL and more. 11% (68) of the entrepreneurs are average, earning 801-900 TL and 11% (67) of the entrepreneurs are average,

Table 1. Demographic characteristics of samples.

Demographic characteristic	Value
Description of the line item	
Month and year of survey	October-December 2009
Sample size	599
Gender	
Female	18%
Male	82%
Age	
21-50 years	86%
Education	
Undergrad:	81%
Graduate	19%

earning 701-800 TL in a month.

One of their mothers or fathers of the 31% (185) entrepreneurs had their own work in the biggest period of their lives. None of their mothers and fathers of the 25% (150) entrepreneurs had their own job, and one of their mothers or fathers of the 17% (101) entrepreneurs had their own work in the biggest period of their lives. The 63% (378) entrepreneurs did not get education on entrepreneurship and the 22% (132) entrepreneurs stated that they were in the process of getting education. The 15% (89) entrepreneurs stated that they are partly getting education. The 49% (294) entrepreneurs have not enough capital to be involved in entrepreneurship. 27% (163) of them have partly enough capital and the 24% (142) entrepreneurs have enough capital. It is found out that the 42% (249) entrepreneurs know where they can buy on credit, the 30% (182) of entrepreneurs have not got any information and the 28% (168) entrepreneurs partly know from where they can buy on credit.

The total 599 entrepreneurs who participated in the research are calculated to have average entrepreneurship skill point of 106 (Figure 1). The average entrepreneurship skill point is over at least 100 skill points, which is necessary to obtain entrepreneurship education as Tekin (1999) said. With these data, it can be said that majority of the entrepreneurs who participated in the research have enough skill to begin the entrepreneurship education.

Factor analysis

The main aim of factor analysis is to understand and interpret the numerous variables that are thought to be relational. In other words, factor analysis is the removal of main factors from large number of variables that have relations between them (Statistical Analysis, 2010).

Factor analysis, which is one of the multivariate analysis techniques, investigates the origin of interdependence between variables. In short, factor analysis, defined as data reduction technique, helps to present data more meaningful and precisely (Akpınar and Yurdakul, 2008).

In the first phase of factor analysis, numbers of factors, which are in accordance with main components, have been identified by taking into account eigenvalues of factors that have value above 1. According to these results, 30 item scales, used to determine the entrepreneurship skills, have been reduced to 9 factors in result of rotation (Table 2). Then, according to the results of Varimax rotation solution, variables that have above 0.4 factor loadings are taken into account and these variables are shown in Table 2. In the second stage, variables are included in each factor and self determined values are shown in Table 3. The eigen value represents the total variance explained by each factor (Nath, 2009): eigen value shows the ratio between groups of sum of squares among group of sum of squares. Matrix obtained is analyzed by inert components. By eliminating the variables that have little correlation, we obtain less factor dimension and reach high variance explanations (Table 3). The study made with factor analyses should be evaluated with Kiaser-Mayer-Olkin test at the same time. Values above 0.5 in KMO test show that sample has ability for measurement. Similarly, level of importance of Barlett test should be less than 0.05 (Patır and Yıldız, 2008). In this study, the value of KMO is 0.78 and level of importance of Barlett is 0.00, so we can say that selected sample has ability for measurement (Table 4). Average size that belongs to nine factor, standard deviations and factor loadings are presented in Table 2.

Factor 1; factor loads: 0.717 (Var 25) and 0.444 (Var31) varies between (Table 2). Rotation values were examined; the first factor, 7.806% of the total variance was explained. This situation indicates that the scale factor 1 to that accumulated is the most successful. Eigenvalue is
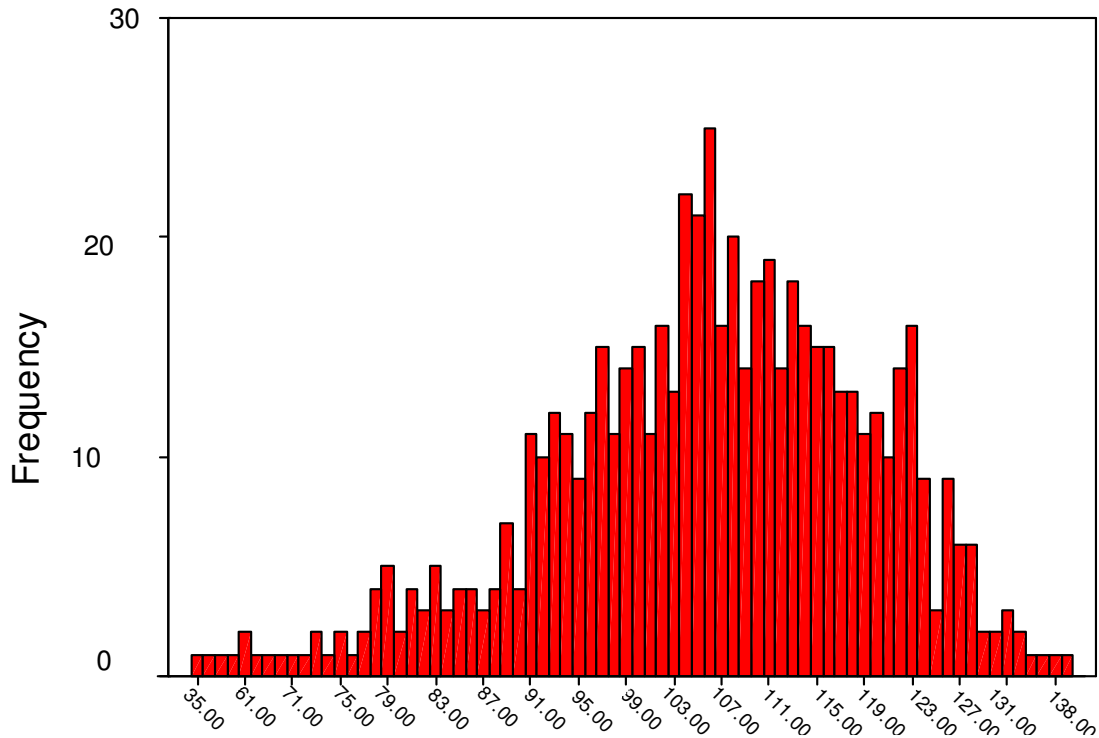
Figure 1. Entrepreneurial skill points.

2.342 (Table 3).

Factor 2; factor loads, 0.653 (Var 37) and 0.507 (Var 34) varies between. Rotation values are considered, 7.512% of the total variance explained can be seen. Eigen value is 2.254. The contents of factor in sub-items are taken into consideration: this factor is *"Personal characteristics and self-confidence"*.

Factor 3; factor loads, 0.813 (Var 13) and 0.734 (Var 14) varies between. Rotation values are considered, 6.298% of the total variance explained can be seen. Eigen value is 1.890. The contents of factor in sub-items are taken into consideration: this factor is "*Leadership and management skills*".

Factor 4; factor loads, 0.750 (Var 41) and 0.717 (Var40) varies between. Rotation values are considered, 6.080% of the total variance explained can be seen. Eigen value is 1.824. The contents of factor in sub-items are taken into consideration: this factor is *"Determination in work and performance"*.

Factor 5; factor loads, 0.597 (Var 17) and 0.512 (Var 16) varies between. Rotation values are considered, 5.658% of the total variance explained can be seen. Eigenvalue is 1.697. The contents of factor in sub-items of the total variance explained can be seen. Eigenvalue is 1.414.

The contents of factor in sub-items are taken into consideration: this factor is *"Innovation and business planning"*.

Factor out, before and after rotation Eigenvalues are shown in Table 3. As can be seen, Eigenvalue greater than 1 is where the 9 factors were found. The first factor is taken into consideration: this factor is *"Crisis management and eagemess to succeed"*.

Factor 6; factor loads 0.749 (Var 29) and 0.591 (Var 30) varies between. Rotation values are considered, 5.237% of the total variance explained can be seen. Eigenvalue is 1.571. The contents of factor in sub-items are taken into consideration: this factor is *"Devolution of authority"*

Factor 7; factor loads 0.779 (Var 21) and 0.767 (Var 22) varies between. Rotation values are considered, 5.075% of the total variance explained can be seen. Eigenvalue is 1.523. The contents of factor in sub-items are taken into consideration: this factor is "*Flexibility in decision making*".

Factor 8; factor loads 0.680 (Var 27) and 0.423 (Var 19) varies between. Rotation values are considered, 4.948% of the total variance explained can be seen. Eigenvalue is 1.484. The contents of factor in sub-items are taken into consideration: this factor is *"Solidarity and sharing"* is

Table 2. Rotated component matrix.

Component	X	S	1	2	3	4	5	6	7	8	9
Fak.1											
VAR00025	3.8411	1.4177	0.717								
VAR00028	3.8579	1.3897	0.636								
VAR00026	3.7860	1.4996	0.598								
VAR00024	3.4381	1.4465	0.507								
VAR00031	3.3829	1.4067	0.444								
Fak.2											
VAR00037	3.5351	1.3835		0.653							
VAR00038	3.0786	1.5123		0.625							
VAR00036	3.4799	1.3143		0.612							
VAR00032	2.5385	1.3991		0.612							
VAR00034	3.3194	1.3337		0.507							
VAR00035	3.7993	1.2720									
Fak.3											
VAR00013	3.8144	1.0486			0.813						
VAR00014	3.7843	1.1556			0.734						
VAR00020	3.9164	1.1790									
Fak.4											
VAR00041	4.5635	0.8883				0.750					
VAR00040	4.2960	0.9794				0.717					
VAR00012	3.6589	1.2564									
Fak.5											
VAR00017	3.9482	1.1644					0.597				
VAR00018	2.8395	1.3404					0.570				
VAR00039	2.7826	1.4117					0.514				
VAR00016	4.0067	1.0562					0.512				
Fak.6											
VAR00029	3.7375	1.3185						0.749			
VAR00030	3.3361	1.3620						0.591			
Fak.7											
VAR00021	3.1656	1.2337							0.779		
VAR00022	3.0836	1.2587							0.767		
Fak.8											
VAR00027	2.6923	1.4719								0.680	
VAR00033	2.8779	1.5193								0.463	
VAR00019	4.1054	1.1935								-0.423	
Fak.9											
VAR00015	3.6070	1.2499									0.723
VAR00023	3.3361	1.2782									0.428

is approximately 15% of the variance; after rotation, the relative importance of these factors was synchronized (As shown in Table 3, factor 1 contributes to variance, with 15% decrease from approximately 8%). However, as shown in Table 3, the 9 factors obtained were more than half of the total variance (53.327%).

The sample size sufficient for the KMO test results as shown in Table 4 was 0.783. This result indicates that this data can be used in factor analysis (results from 0.7 to 0.8 among the best, from 0.5 to 0.7 between the medium, must be at least 0.5. If the result is less than 0.5, more data should be collected). Bartlett tests, the original correlation matrix and identity matrix (correlation coefficients all zero) are the same. And null hypothesis is tested. This test is important; otherwise, there would be no relationship between variables (Tonta, 2008: 30). Indeed, as shown in Table 4, zero value (0.000) was found, so the results were considered significant.

Factorial structure of entrepreneurial ability test is given in Figure 2 which shows the model. As shown in Figure 2,

Table 3. Total variance explained.

Component	Initial Eigenvalues			Extraction sums of squared loading			Rotation sums of squared loading		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.457	14.855	14.855	4.457	14.855	14.855	2.342	7.806	7.806
2	2.332	7.773	22.628	2.332	7.773	22.628	2.254	7.512	15.318
3	1.815	6.051	28.679	1.815	6.051	28.679	1.890	6.298	21.616
4	1.682	5.607	34.286	1.682	5.607	34.286	1.824	6.080	27.697
5	1.301	4.338	38.624	1.301	4.338	38.624	1.697	5.658	33.355
6	1.212	4.041	42.665	1.212	4.041	42.665	1.571	5.237	38.592
7	1.123	3.742	46.408	1.123	3.742	46.408	1.523	5.075	43.667
8	1.059	3.532	49.939	1.059	3.532	49.939	1.484	4.948	48.615
9	1.016	3.388	53.327	1.016	3.388	53.327	1.414	4.712	53.327
10	0.968	3.228	56.554						
11	0.945	3.151	59.706						
12	0.926	3.086	62.791						
13	0.842	2.808	65.599						
14	0.804	2.679	68.279						
15	0.794	2.645	70.924						
16	0.751	2.505	73.429						
17	0.724	2.414	75.843						
18	0.719	2.396	78.239						
19	0.684	2.281	80.520						
20	0.643	2.143	82.663						
21	0.635	2.117	84.781						
22	0.607	2.023	86.803						
23	0.579	1.931	88.734						
24	0.571	1.904	90.638						
25	0.551	1.837	92.475						
26	0.520	1.735	94.210						
27	0.487	1.622	95.832						
28	0.464	1.546	97.378						
29	0.424	1.414	98.792						
30	0.362	1.208	100.000						

Table 4. KMO and Barlett's test.

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.783
Bartlett's Test of Sphericity	Approx. Chi-Square	2996,912
	Dof	435
	Sig.	0.000

item factor loading is 0.42 (item 19) and 0.78 (item 21) varies between. Statistically, the scale that loaded on all the factors (p <.05) was significant. Reliability of the scale, depending on the item analysis calculated Cronbach's Alpha reliability coefficient as 0.77. According to these results it can be said the scale is safe.

CONCLUSION AND RECOMMENDATIONS

The vast majority of entrepreneurs surveyed are men and only 18% are women. According to these results, female entrepreneurs rather than male entrepreneurs have entrepreneurship intention. In addition to this, they can
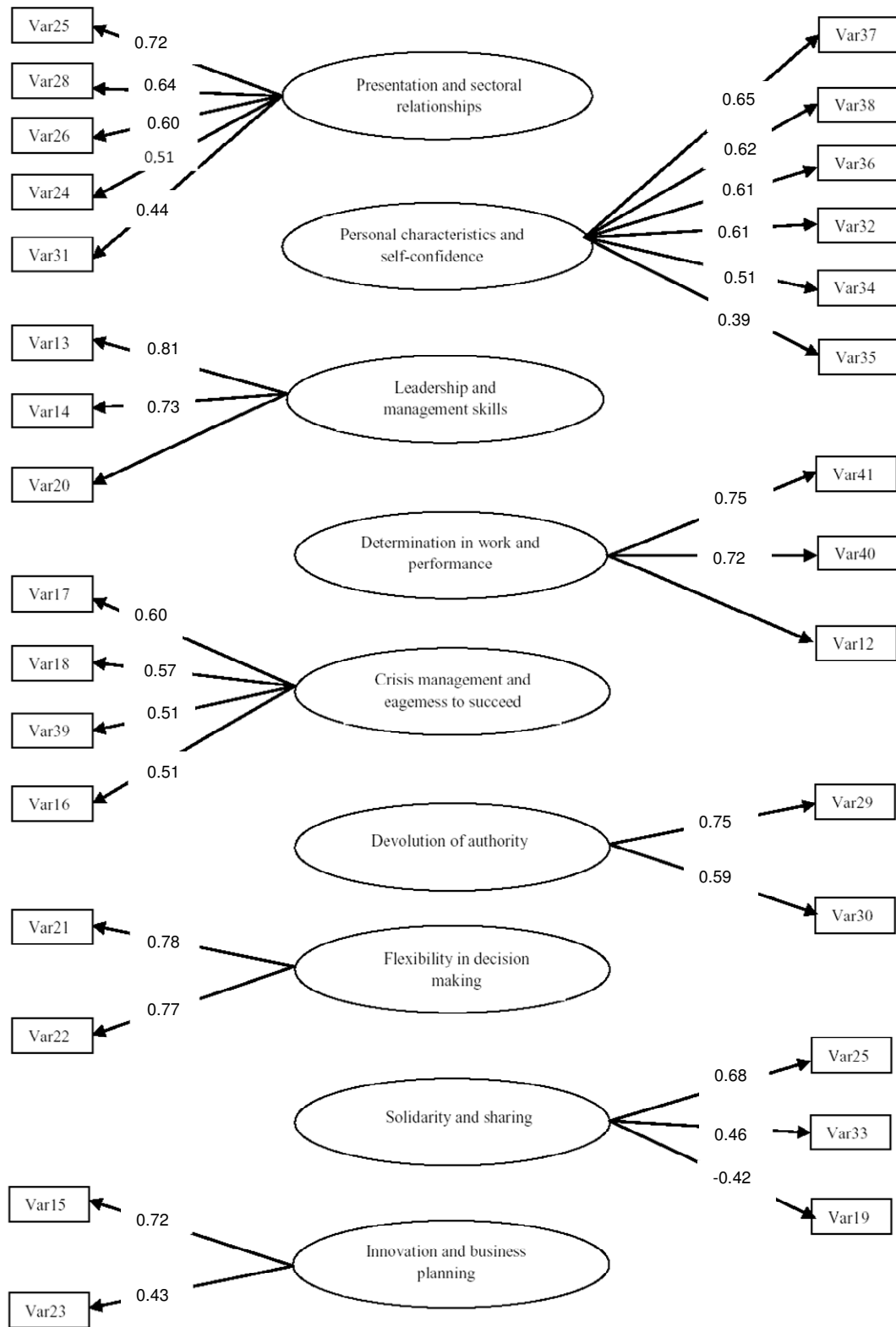
Figure 2. Confirmatory factor analysis results.

take risks, so they can be said to have more confidence. Naktiyok and Timuroğlu (2009)'s survey on gender in the Province of Erzurum have found statistically significant relationship between entrepreneurial intentions as that of this study in relation to gender.

İlhan (2005) used age groups of 26-35 and 36-45

entrepreneurs from Elazig Provinces in Eastern Anatolia in this study. In this study young and middle-age groups form majority of the entrepreneurs. Based on these findings, across the country, a deep-rooted tradition of entrepreneurship and enterprise is not based on an infrastructure. However, a group of young and middle-age generation entrepreneurs can be weighted as dynamic, ambitious, adapt easily to new developments and changes.

İlhan (2005) found that entrepreneurs in Elazig have relatively high education levels; although, in general, the education level of entrepreneurs in Turkey is not very high. According to this result, entrepreneurs have vocational knowledge and skills, rather than receiving formal training through apprenticeship and mastery of their families. This is because the traditional is adjusted for it not to rupture.

Majority of the participants' children in this research are from the middle and large Turkish population, which supports the general opinion of this work.

In this research, more than half of the participating entrepreneurs did not receive any training; but some of them have secondary and tertiary education (undergraduates and graduates). However, majority of the entrepreneurs have high educational deficiencies and needs. In the same direction, Büte (2006) made a research on entrepreneurial characteristics in the North Anatolian Region of Trabzon Province; the development of entrepreneurship education, socio-cultural and environmental factors that influence the basic characteristics of entrepreneurs can be evaluated. Accordingly, the region's active potential and the country's economy contributed to the increase of local entrepreneurship development, training and infrastructure. This leads to placing emphasis on regional incentive policies which need entrepreneurial culture and modern management information to transfer to the world of business in the form of public and private sector representatives and active cooperation between civil society organizations (NGOs).

Based on the research results, university graduates in Turkey preferred nothing more than entrepreneurship and did not receive any career plans. Based on this result, especially last year of university education, students should be given entrepreneurship and career plans. In addition, the country that is advanced in entrepreneurship should bring the legislation and regulations governing it. For young people to be interested in entrepreneurship, there should be increase in incentives and entrepreneurship reward system should be in the established as soon as possible.

Majority of the participants are more than the revenues and expenses, and they obtain average income of approximately 1000 TL (1$=1.5 TL) and above. This situation of medium and small sized enterprises of the national average income is around that mark. Naktiyok and Timuroğlu (2009) said income falls with decrease in entrepreneurial intentions. Individuals from high-income

families will launch a family-interference monetary contribution that makes them to be high entrepreneurs. It is found on a survey that British entrepreneurs, including parents or other close relatives have special individual business; they usually tend to set up their own business (Bridge et al., 1998). In this case of families starting their own business, entrepreneurs multi-facets give support to individuals. Especially in the process of establishing a family-business, it is important they are given capital support. Gaziantep, Kayseri and Denizli in a survey on entrepreneurs, said that entrepreneurs' start-up capital at the beginning of the process is funded by majority of their families (İlhan, 2003; Özcan, 1995). Again, Konya, Kayseri, Sivas and Tokat in another study on entrepreneurs, said the majority of the entrepreneurs obtained capital from their families (Esen and Conkar, 1999). According to another study done in Turkey, 56% of our country's industrialists have received support from their fathers when establishing their work (Ertubey, 1992). In this case, it is shown that family support in the formation and development of entrepreneurship is an important dynamic.

According to İlhan (2003), family education system, relatives, friends and mass communication tools such as environmental social role have functional therapeutic home devices. Individuals, entrepreneurial mindset and the necessary professional knowledge and skills are necessary equipment to have gain; this is done through basic devices. Managerial decision-making and implementation process in the frame of the state's entrepreneurial activities can be based on a strong legal basis, and operational and financial/technical infrastructure facilities. Taking steps to create entrepreneurship development and institutionalization in the right direction is important. According to Büte (2006), for the country's overall economy to be stable, they must provide financial support to local entrepreneurs; and legislation and measures must be taken to reduce bureaucracy.

The work-family interface is highly salient for entrepreneurs because achieving a balance between work and family is one of the factors that motivate individuals to start their own businesses. The studies can be designed to assess independent variables such as how changes in the entrepreneurs' work-family experiences and attitudes (such as work and family satisfaction) influence outcomes such as coping strategies and psychological well-being. These dynamic data can be further analyzed alongside data collected from one-time initial surveys on their work and family orientation, family background (e.g., number of children, socioeconomic status), and secondary data on the financial performance of the venture. The studies can also be used to examine how entrepreneurs cope with business failures. Researchers can use the studies to track what happens after the entrepreneur's business venture folds up, how various emotional reactions predict the way they cope with business failure, how they bounce back and learn from

this experience whether they start a new venture immediately or take a hiatus from activities related to new venture creation (Uy et al., 2010).

Personal attributes and psychological readiness for entrepreneurship are important in determining whether someone will succeed in free enterprise. Students who have internalized a self-concept that makes them believe that they lack self-efficacy and that "others" will solve their problems cannot be expected to become successful entrepreneurs. Their beliefs are likely to develop into personality traits that will affect them negatively in their career aspirations as well as in their personal life. While knowledge about entrepreneurship can be taught in specifically designed programmes of study at university, success in entrepreneurship is not guaranteed by knowledge about entrepreneurship alone. The courage to engage in entrepreneurship and the ability to succeed in it depends on personal development and psychological maturity over the years. Universities have an obligation and a responsibility to prepare young people for professional careers but university programmes also contribute to young people's personal development. Universities should also ensure that students do not lose their career-related excitement during the course of their studies. More research is needed to investigate how universities can empower students academically and psychologically so that they can engage and succeed in the world of work in general and as entrepreneurs in particular (Plattner et al., 2009).

Ahmad et al. (2009) made an investigation on Malaysian entrepreneurs and sources of stress; according to the study, responsibility and values seemed to be the major sources contributing stress towards Malaysian entrepreneurs. As these factors are crucial, it requires a lot of effort and skill on the part of entrepreneurs. As such, this leads to the experience of stress. Other predictors on the sources of stress towards Malaysian entrepreneurs are skill and work. Entrepreneurs need to tackle these factors in order to succeed. Nevertheless, focusing too much on work and the need to acquire numerous skills could cause stress. People problems and family are not considered as a factor of stress contributors to Malaysian entrepreneurs, although it is highly rated as one of the stress factors in other countries. Among the effective coping mechanisms to overcome stress among Malaysian entrepreneurs are disregarding, divert thinking (by doing something fun) and effective communication. These factors are similar and supported by earlier literature as well.

In this study, a total of 599 entrepreneurs' skills score were calculated as the average of 106 points. The calculated mean scores for this, according to Tekin (1999), indicated that the required score in order to receive entrepreneurship education is over at least 100 points. According to the results of the participating entrepreneurs, entrepreneurship skills mean scores a value close to the border, although the majority may be said to be prone to entrepreneurship. It can be considered as infrastructure

development of these capabilities and en-couraging private entrepreneurship, which is an important achievement for our country's economy. Chamber of industry and public institutions, universities and/or an expert in cooperation with the institutions can create promotion, training and information organizations, job opportunities; opportunities in the context of taking immediate and practical steps, as this will make positive contributions to entrepreneurs.

Non-governmental organizations do not use business, entrepreneurship and management information to keep track of their respective businesses. They should organize various training programs to improve their work. In this way, trained and dynamic generation of entrepreneurs can be obtained.

According to the results of factor analysis, the scale of the maximum heap, "Presentation and sectoral relationship" factor (factor 1, %7.81) was observed to be the following: "Personal characteristics and self-confidence", "Leadership and management skills", "Determination in work and performance", "Crisis management and eagerness to succeed", "Devolution of authority", "Flexibility in decision making", "Solidarity and sharing", "Innovation and business planning". Entrepreneurial skills are used in determining the rotation results from the 30 item scale factors, identified as 9. These nine factors, which are more than half of the total variance (53.3%), explained that the test can be said to be meaningful.

There are some limitations in this study that affected the generalizability of the model and validation of the outcomes that could present as opportunities for future researches. An obvious limitation is the limited number of items representing only an area of the country. Moreover, in the data gathered from the future studies, it is possible to find out some differences between regional and entrepreneurship characteristics. Finally, as can bee seen from the literature, studies carried out in different disciplines such as studying the traditional, sociological and physiological states of the entrepreneurs will contribute greatly to future studies.

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APPENDIX

Table 1. Survey items.

Factor 1: Presentation and sectoral relationships

25. Yourself and your business contacts to suppress an effective descriptor did you think?
28. Companies in the address book from your company do you want to take place?
26. Regarding your firm's business sector union, association or a member of the room you gonna be?
24. Separate phone and fax number for your business need to do?
31. Related to your business with similar businesses, technology, personnel and financing exchange Do you?

Factor 2: Personal characteristics and self-confidence

37. For me that is important is to have recognition and prestige.
38. If they do want me and I enjoy the people they apply to me.
36. For me, entrepreneurship is a passion and lifestyle to make is indispensable.
32. Myself, valuable and as I see someone that is not unique.
34. My family and my friends even if contrary to the idea of something I want do perform.
35. I do shopping at the best bargain.

Factor 3: Leadership and management skills

13. Your business and your personal life can motivate people and manage Do you?
14. Business and private life I lead my people can do.
20. Are you inclined to team work?

Factor 4: Determination in work and performance

41. To be successful in life depends on work and sacrifice.
40. To be successful in life depends on information.
12. Yourself enough to work more than 10 hours a day do you feel fit?

Factor 5: Crisis management and eagerness to succeed

17. In cases where your business bad enough confidence in yourself, do you have?
18. Enough money to start new, or do you have about your current job?
39. To be successful in life depends on luck.
16. Will face challenges in your business Do you have enough power to fight?

Factor 6: Devolution of authority

29. Outside the workplace Do you want to call your customers easily with you?
30. You are not at the beginning of your business time, run your business Can you make a transfer of powers to people?

Factor 7: Flexibility in decision making

21. Necessary for implementing their own ideas of workplace Could you give up?
22. Some decisions can be applied not like you?

Factor 8: Solidarity and sharing

27. A secretary in your office to run their own private office did you think?
33. I do not think the easy way to make money
19. With regard to your business, your family Do you have full support?

Factor 9: Innovation and business planning

15. Even improve your own leisure time and are willing to find innovation?
23. A professional business plan for your business and would like to have work schedule?