
CHAPTER - V

Findings And Conclusions

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The aim of the present study is to assess the attributes, skills, innovation and role stress among entrepreneurs. The study also covers, role stress dimensions and innovative dimensions. The role stress areas taken for the study are: self role distance, inter role distance, role isolation, challenge stress, role overload, result inadequacy, role irrelevance, resource inadequacy and role inadequacy.

The aim of the present study is to assess the attributes, identifying the skills, finding the skills, finding out of innovative ability and to assess the role stress among entrepreneurs. The study also covers, the evaluation of various dimensions of role stress.

Findings:

The finding is an important step in explaining the entrepreneurial behaviour. The major findings of the research is as follows:

- 1) The entrepreneurs of internals and externals do differ in role stress. The 't' score is 0.52 which is not significant.

The present study is contradictory to the earlier studies of Anderson (1979) states that, the internals were found to perceive less stress, employ more task centered, coping behaviour than the externals. And the studies of Anderson.

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Hellriegel and Slocum (1977) internals are more likely to express a task orientation and outperform the externals in a stress situation. Babu Thomas (1988) stated that the internals in personal and interpersonal control carry theoretical values and further stated that an politico - economic values, the externals pronounced better than the internals.

- 2) Between internals-externals and their interpersonal observations differs each other. The mean score of internals is (5.74) more as compared to externals. The 't' score is 4.18 which is significant at 0.01 level.

The study reveals that, internals possess better interpersonal skill as compared to externals. Internals have ability to work well with others, which is the key strength in high performing entrepreneurs. Internals will manage people effectively as compared to externals. Earlier studies related to interpersonal skill, CARL. R. Anderson (1984) stated that the ability to work well with others is a key strength in high performing management.

- 3) Considering the attributes relating to the innovative ability varies between the internals and externals. The 't' score is 2.42, which is significant at 0.01 level. The mean score of the internals is high (23.10). It means internals possess better innovative ability.

The study shows that, innovative ability is better projected among the internals as compared to the externals. Internals are more motivated to achieve and are striving to do things better. Internals feel that their success (or failure) is due to their own action. Studies related to Locus of Control by Rotler, 1966; Seeman, 1963, concluded that, internals tend to believe in their ability rather than the fate.

- 4) The entrepreneurs have perceived as more stress dimension on resource inadequacy and role inadequacy and less stress dimension in self role distance and result inadequacy.

To motivate the entrepreneurs, to be successful, they should be provided with adequate financial facilities, providing required raw materials, machines technical and competent people. Apart, he should acquaint with relevant information, knowledge and extensively adequate training facilities under entrepreneurship development programme.

- 5) Among the samples that have been studied, post graduates are better innovative followed by graduates and engineering graduates. Matriculates and technicals have not shown.

The present study shows that, better the education, higher the innovation. The earlier study of V.S.Patwardhan (1990) reported on a business founded by a native regional pioneer (Late B.D.Garware) with no background in business and a non-matriculate. But it done not mean that, Higher educated people should not be better at innovation.

Limitations:

- 1) The present study's sample size is small, but large sample can be taken for future study.
- 2) A cautious note must be required while linking innovative ability and their educational level, because these two concepts are entirely different.

Scope for further study:

- 1) The study can be extended in many ways. The present study's sample size is small but large sample can be taken for future study.
- 2) The only one attribute has been considered for present study. The other attributes such as need for achievement etc. can also be taken for study.
- 3) Locus of control and entrepreneurial behaviour have not received much attention. So much more attention needs to be understood about entrepreneurial behaviour and the relationship between the entrepreneurial personality and the new venture creation process.