

# Welcome



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# Introduction

## ENTREPRENEURSHIP DEVELOPMENT AND EMPLOYMENT CREATION AMONG YOUTH IN BOTSWANA

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# Introduction

- Botswana's economy has long been dominated by mining which currently accounts for a third of the country's GDP and 80% of its export earnings (World Bank, 2011).
- The mining sector employs less than 5% of the Botswana's labour force which is problematic considering that the Botswana Youth account for 60% of the country's 2 Million population.

# Introduction

- The study seeks to investigate the antecedents of small firms on Entrepreneurial intentions among the youth in Botswana.
- Entrepreneurship is an activity that provides a platform for innovation, employment and growth.
- Davey and Struwig (2011) thus posit that the emergence of new business will lead to generation of alternative ways to create youth empowerment and reduce unemployment.

# Introduction

- Study is expected to contribute to theory as it explicates the imperativeness of the nomological web between entrepreneurial self efficacy (ESE), youth access to finance(YAF), attitude (ATT) and EI in Botswana.
- Study is therefore important to policy makers, youth, researchers and emerging economies at large as it resonates with the aspirations of Millennium development goals in terms of youth empowerment and economic emancipation.



# Literature Review and Hypotheses Development



- Self Efficacy metrics can influence individuals affective and cognitive perspectives (Devonish et al, 2010).
- Drnovsek et al (2010) thus posit that ESE involve individual perspectives on capabilities or technical knowhow for attaining success and controlling knowledge processing initiatives with respect to tackling challenges and setting goals priorities during venture start up process.
- *H1: ESE is significantly and positively related to EI of youth in Botswana.*

# Literature Review and Hypotheses Development



- van Gelderen et al (2008) contend that entrepreneurship training has the potential to develop youth self efficacy levels leading to the reduction of aspirations that self employment drive implies financial insecurity which impart strategies for financial risks and performance.
- *H2: Youth Perceived access to Finance is significantly and positively related to EI of the youth in Botswana.*
- Taufique and Vaithianathan (2018) thus posit that attitude metrics have implication on entrepreneurial promotion programmes/drive.
- *H3: Attitude is significantly and positively related to EI of youth in Botswana.*

# Research Methodology

- A descripto-explanatory research design was followed and data was collected from undergraduate students in Botho University and Limkokwing University.
- These respondents represent the sampling units/elements of the study and study seeks to focus specifically on the youth in Botswana in order to explicate the nomological web between ESE, perceived access to finance, attitude and EI.
- A total of 250 survey instruments were distributed and analysed and convenience sampling technique was used
- Questionnaire included demographic profile and constructs of ESE, access to finance, attitude and EI adapted from Kolvereid (1996), Mitchell and Mickel (1999) and Kolvereid and Isaksen (2006) using 5 point Likert scale. Reliability and Validity of the instrument was conducted in order to explicate psychometric competence of scale items.



# Findings

## Correlations

		Entrepreneurial intentions	Entrepreneurial Self efficacy	Perceived Access to finance	Attitude
Entrepreneurial intentions	Pearson Correlation	1	.427**	.312**	.625**
	Sig. (2-tailed)		.000	.000	.000
	N	499	499	499	499
Entrepreneurial Self efficacy	Pearson Correlation	.427**	1	.530**	.478**
	Sig. (2-tailed)	.000		.000	.000
	N	499	500	500	500
Perceived Access to finance	Pearson Correlation	.312**	.530**	1	.365**
	Sig. (2-tailed)	.000	.000		.000
	N	499	500	500	500
Attitude	Pearson Correlation	.625**	.478**	.365**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	499	500	500	500

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

# Findings

## Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. Change	
1	.643	.413	.410	.69542	.413	116.264	3	495	.000	1.909

a. Predictors: (Constant), Attitude, Perceived access to finance, Entrepreneurial self efficacy

b. Dependent Variable: Entrepreneurial intentions

# Findings

Coefficients<sup>a</sup>

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance
Model 1	(Constant)	.293	.217		1.350	.178				
	Perceived access to finance	.050	.058	.035	.854	.393	.312	.038	.029	.703
	Entrepreneurial self-efficacy	.202	.058	.151	3.461	.001	.427	.154	.119	.626
	Attitude	.657	.048	.541	13.638	.000	.625	.523	.470	.754

a. Dependent Variable: Entrepreneurial Intentions

# Discussion and Implications

- Study provides both theoretical and practical contribution to the body of literature.
- From a theoretical perspective, the results confirm that measurement scales used ESE, perceived access to finance, attitude and entrepreneurial intentions are reliable and valid.
- Model proposed explicates the nexus of relationship between ESE, attitude, perceived access to finance and entrepreneurial intentions among Batswana Youth.

# Discussion and Implications

- From a managerial perspective, the study contributes to understanding the spirit of entrepreneurial intentions, ESE, perceived access to finance and attitude among the youth in Botswana.
- Based on the aforementioned, it becomes imperative for policy makers and institutional support providers for youth empowerment to remain innovative in terms of business processes in order to ensure superior service delivery.
- Implementation of institutional support thus requires an individual approach of not one size fits all as regards youth Entrepreneurial orientation.



# Conclusions

- Empirical study validates the nexus of relationship between ESE, attitude, perceived access to finance and EI among Batswana youth is relevant to Botswana's economy as Government policy seeks to diversify the economy from mineral led to knowledge base with spirit of entrepreneurship as a focal point for empowerment of Batswana.
- Institutional support providers should thus make concerted effort to have a comprehensive knowledge and understanding of the hybrid of needs of Batswana in order to create a platform for customer satisfaction in Botswana.