



Study of the Entrepreneurial Competencies for the Business Success in MSMEs

Hardeep Kaur

Assistant Professor,

Chandigarh University, Mohali, Panjab, India.

CITATION: Kaur, Hardeep (2018), "Study of the Entrepreneurial Competencies for the Business Success in MSMEs", *MERC Global's International Journal of Management*, Vol. 6, Issue 1, pp. 13-23.

ARTICLE HISTORY: Submitted: November 23, 2017, Revision received: December 11, 2017, Accepted: December 23, 2017

ARTICLE TYPE: Research paper

ABSTRACT

Globalisation along with its simultaneous localisation has not seen the only creation of products and services across the globe, but a change in managerial practices as well as for better resource utilisation. In the present study, the main motive was to find out the entrepreneurial competency of entrepreneurs, especially in medium and small industries in the given social and economic environment of the country that is required to run the business successfully. Entrepreneur, Competency, and MSMEs are therefore the main three aspects, which are being studied in order to understand their role in the economic development of India with special emphasis on the states of Punjab and Himachal Pradesh. A multi-stage random sampling technique was adopted to select the sample respondents. The objective of this study was to identify key competency parameters as identified by the entrepreneurs for business success in the select MSMEs of Punjab and Himachal Pradesh. Factor analysis was applied to find out the non-relevant factors and reduced the unnecessary factors from the study. Further, co-relation analysis has applied to find out the relation between entrepreneurial competency and business success.

KEYWORDS: Entrepreneur, Competency, Business, MSME, Panjab, Himachal Pradesh.

REFERENCES

1. Ahmad, H. N. and Seet, P. (2009), "Dissecting Behaviours Associated with Business Failure: A Qualitative Study of SME Owners in Malaysia and Australia", *Asian Social Science*, Vol. 5, Issue 9, pp. 98-104.
2. Ahmad, N. H.; Ramayah, T.; Wilson, C. and Kummerow, L. (2010), "Is entrepreneurial competency and business success relationship contingent upon the business environment?: A study of Malaysian SMEs", *International Journal of Entrepreneurial Behaviour & Research*, Vol. 16, Issue 3, pp. 182-203.
3. Alnawafah, Salameh (2017), "Impact of Empowerment in Jordanian Hotels on Competitive Advantage Achievement", *MERC Global's International Journal of Management*, Vol. 5, Issue 3, pp. 106-114.
4. Bird, B. (1995), "Toward a theory of Entrepreneurial Competency", in 'Advance in Entrepreneurship, Firm Emergence & Growth', edited by Katz, J.A. and R.H. Brockhaus (Eds.), Jol. 2, Jai Press Inc., Greenwich, Connecticut, pp. 51-72.
5. Boyatzis, R.E. (1982), *The Competent Manager: A Model for Effective Performance*. New York: Wiley.
6. Burgoyne, J. G. and Straut, R. (1976), "The nature, use & acquisition of Managerial Skills and Other Attributes", *Personnel Review*, Vol. 5, Issue 4, pp. 19-29.
7. Chandler, G. N. and Jansen, E. (1992), "The founder's self-assessed competence & venture performance", *Journal of Business Venture*, Vol. 7, Issue 3, pp.223-236.
8. Chipps, J. A.; Simpson, B. and Brysiewicz, P. (2008), "The Effectiveness of Cultural-Competence Training for Health Professionals in Community-Based Rehabilitation: A Systematic Review of Literature", *Worldviews on Evidence-Based Nursing*, Vol.5, Issue 2, pp. 85-94.
9. Fulop, G.; Histrich, R.D. and Szegedi, K. (2000), "Business Ethics and social responsibility in transition economies", *The Journal of Management Development*, Vol. 19, Issue 1, pp. 5-31.

10. Hao, Jiao (2010), "An empirical study of mechanisms to enhance entrepreneurs' capabilities through entrepreneurial learning in an emerging market", *Journal of Chinese Entrepreneurship*, Vol. 2, Issue 2, pp. 196-217.
11. Inyang, B. J. and Enuoh, R. (2009), "Entrepreneurial competencies: The missing links to successful entrepreneurship in Nigeria", *International Business Research*, Vol. 2, Issue 2, pp. 62-70.
12. Lewis, P. (1985), "Defining business ethics: Like nailing jello to a wall", *Journal of Business Ethics*, 4, pp. 377-383.
13. Man, T. W. Y. (2001), Entrepreneurial competencies and performance of small and medium enterprises in the Hong Kong Services Sector, Unpublished doctoral thesis, Hong Kong Polytechnic University, Hong Kong.
14. Man, T.W.Y.; Lau, T. and Chan, K. F. (2002), "The competitiveness of small & medium enterprises: A conceptualisation with a focus on entrepreneurial competence", *Journal of Business Venturing*, Vol. 17, Issue 2, pp. 123-142.
15. McClelland, D. C. (1973), "Testing for Competency Rather than Intelligence", *American Psychologist*, 28 January, pp. 1-14.
16. Mintzberg, H., (1973), *The nature of Managerial work*, Harper and Row. Newyork.
17. Mohamad, Z.; Ibraliun, Y.; Muda, Mohd. and Moklis, Safiek (2012), "Entrepreneurial competencies and sustainability of Malaysian small medium enterprises (SMEs)", 3rd International conference on business and economic research proceeding, 12-13 March 2012, Golden flower Hotel, Baudung, Indonesia.
18. Ng, Hee Song and Kee, Daisy Mui Hung (2013), "Effect of entrepreneurial competencies on firm performance under the influence of organisational culture", *Life Science Journal*, Vol. 10, Issue 4, pp. 2459-2466.
19. Park, T. H. (2003), "The influences of Familism on interpersonal trust in South Korea", Paper presented at the Hawaii International Conference of Social Sciences, Honolulu, Hawaii, USA.
20. Rangarjan, Varadarajan and Arunachalam, M. S. (2016), "Framework for Measuring Innovation Potential in Indian Companies: A Case Study", *MERC Global's International Journal of Management*, Vol. 4, Issue 1, pp. 06-14.
21. Sarwoko, E.; Surachman; Armanu; Hadiwidjojo, D. (2013), "Entrepreneurial Characteristics and Competency as determinants of Business Performance in SMEs", *IOSR Journal of Business and Management*, 7(3), pp, 31-38.
22. Sirec, K. and Mocnik, D. (2010), "How entrepreneurs' personal characteristics affect SMEs' growth", *Our Economy*, 56(1/2), pp. 3-12.
23. Siriwaiprapan, S. (2000), The concept, practice, and future of human resources development as perceived by Thai human resources practitioners, Unpublished doctoral dissertation, George Washington University, Washington DC.
24. Spencer, L. M. and Spencer, S. M. (1993), "Competence at Work: Model for Superior Performance", *Human Resource Development Quarterly*, Vol. 5, Issue 4, pp. 391-395.
25. Spreitzer, G. M.; Kizilos, M. A. and Nason, S. W. (1997), "A dimensional analysis of the relationship between psychological empowerment & effectiveness, satisfaction & strain", *Journal of Management*, Vol. 23, Issue 5, pp. 679-704.
26. Thongpoon, S.; Ahmad and Yahya (2012), "Sustainable Performance of Thai SMEs: Investigating the Entrepreneurial Competencies and Sufficiency Economy Philosophy", *Asia Pacific Journal of Management and Entrepreneurship*, Vol. 1, Issue 2, pp. 1-20.
27. Wei-wen, Wu (2009), "A competency-based model for the success of an entrepreneurial startup", *Wseas Transactions on Business and Economics*, Issue 6, Vol. 6, pp. 279-291.