

**ENABLERS AND BARRIERS TO ENTREPRENEURSHIP IN
THE UNITED ARAB EMIRATES**

**العوامل المساعدة والمعوقات التي تعترض سبيل ريادة الأعمال في دولة الإمارات العربية
المتحدة**

By

ABDALLA HUMAID AL SHAMSI

**A dissertation submitted in fulfilment
of the requirements for the degree of
MSc PROJECT MANAGEMENT**

at

The British University in Dubai

Prof. Abdel Halim Boussabaine

August 2017

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Abstract

Entrepreneurship is one of the outstanding disciplines in the field of business that involves cultivation of the culture of business within individuals. The main goal of this study was to examine and investigate the enablers and barriers to entrepreneurship. Further, the paper intent was to ascertain the impacts of entrepreneurship and also find out factors that spur entrepreneurship in the United Arab Emirates (UAE). The goal and objectives of this study was realized and achieved by collecting empirical data and analyses were done by use of SPSS 23 software for windows. The data were made available through online questionnaire and hard copy where the participants were sent the survey questions containing different sections and from which they were required to answers the questions. Data collection was followed by qualitative data description from the existing knowledge and theories and later the data was subjected to Cronbach's alpha test to determine the similarities and differences among the respondents.

The grounded theory method was used in this research paper to persuade and also to provide insights and information about the enablers and barriers to entrepreneurship with a given business organization and further to provide knowledge about the perceptions, points of view, opinions, attitudes and feelings of the selected respondents about the enablers and barriers to entrepreneurship. The research outcomes were based on the grounded theory method, deductive and inductive qualitative approach in regard to enablers and barriers to entrepreneurship in the United Arab Emirates. A total of four hypotheses were developed to form the basis for finding the solution to the problem in question. A factor analysis which consisted of three grouping was developed from the factors that influence the success or failure of the entrepreneurship activities in the UAE. Entrepreneurship has formed a cornerstone to the production and sustainability of the economy in many countries and therefore, any kind of work construed and inclined in a manner to suggest the subject has to be received with a lot of weight. Due to several factors (both negative and positive) that influence the entrepreneurship success in the United Arab Emirates, then enablers and barriers to entrepreneurship has received a great deal of attention from the businesspersons, managers, practitioners, other related bodies and agents of change in the business field.

Managers, businessmen and women are concerned about the enablers and barriers of the business which have resulted to escalation of business organization as well as the decline in others. Enablers enhance business success as opposed to barriers. In this paper enablers and barriers were examined in details and investigated to provide relevant information and knowledge on the way forward on matters of entrepreneurship in the United Arab Emirates. Therefore, the study was major concerned about three aspects namely: entrepreneurship, barriers and enablers towards achieving the boastful status in the field. In spite that the research was carried exclusively on enablers and barriers to entrepreneurship in the United Arab Emirates, the results of the study can be generalized to cover all entrepreneurship ventures across different continents. The study was composed with limitation such as failure of the respondent to answer all the questions as instructed, others failed to submit the filled questionnaires as instructed, language barrier and inability to use new technology among other limitations.

KEY WORDS: Entrepreneurship, Enablers to entrepreneurship, Barriers to entrepreneurship, organization, coordination, business development, strategy, profit, innovation, information and energy resources

ريادة الأعمال هي واحدة من التخصصات البارزة في مجال الأعمال التجارية التي تنطوي على زراعة ثقافة الأعمال في الأفراد. وكان الهدف الرئيسي من هذه الدراسة هو دراسة العوامل التمكينية والمعوقات التي تحول دون تنظيم المشاريع التجارية والتحقيق في تلك العوامل. وعلاوة على ذلك، كان القصد من الأطروحة هو التأكد من آثار ريادة الأعمال وأيضاً معرفة العوامل التي تحفز ريادة الأعمال في دولة الإمارات العربية المتحدة. وقد تحققت أهداف هذه الدراسة من خلال جمع البيانات التجريبية ومن ثم القيام بالتحليلات اللازمة وقد تمت باستخدام برنامج اس بي اس اس للأحصاء، البرنامج الخاص بمايكروسوفت. وقد أتاحت البيانات من خلال الاستبيان عبر الإنترنت وبعض الاستبيانات الورقية حيث أرسل للمشاركين أسئلة الاستبيان التي تحتوي على أقسام مختلفة والتي كان مطلوباً منهم الإجابة عليها. وأعقب جمع البيانات فرز البيانات النوعية من المعارف والنظريات الموجودة، وبعد ذلك خضعت البيانات لاختبار ألفا كرونباخ لتحديد وقياس أوجه التشابه والاختلاف بين المستجيبين ومصداقيتها.

تم استخدام طريقة النظرية المجذره في هذه الورقة البحثية كوسيلة للإقناع وإثبات مدى جدوى الدراسة، وكذلك تقديم رؤى ومعلومات عن العوامل التمكينية والعوائق التي تحول دون تنظيم وقيام المشاريع مع اي منظمة تجارية معينة، وكذلك لتوفير المعرفة حول التصورات ووجهات النظر والآراء والمواقف ومشاعر المشاركين في الاستبيان حول العوامل التمكينية والمعوقات التي تحول دون تنظيم المشاريع. وقد استندت نتائج البحث إلى المنهجية الجذرية المستندة إلى النهج النوعي الاستنتاجي والاستقرائي فيما يتعلق بالعوامل التمكينية والعوائق التي تحول دون تنظيم المشاريع في الإمارات العربية المتحدة. وقد تم تطوير ما مجموعه أربع فرضيات لتشكيل الأساس لإيجاد حل للمشكلة المعنية. تم تطوير تحليل العوامل الذي يتألف من ثلاثة مجموعات من العوامل التي تؤثر على نجاح أو فشل أنشطة ريادة الأعمال في دولة الإمارات العربية المتحدة. وقد شكلت ريادة الأعمال حجر الزاوية في إنتاج واستدامة الاقتصاد في العديد من البلدان، وبالتالي، أي نوع العمل يفسر ويميل بطريقة تشير إلى أن موضوع ريادة الأعمال يجب أن يحظى بمزيد من الاهتمام. ونظراً لعدة عوامل (سلبية وإيجابية) التي تؤثر على نجاح ريادة الأعمال في الإمارات العربية المتحدة، فإن العوامل التمكينية والمعوقات التي تعترض ريادة الأعمال حظيت بقدر كبير من الاهتمام من رجال الأعمال والمدراء والممارسين والهيئات والجهات ذات العلاقة بمجال ريادة الأعمال.

ويعرب المدراء ورجال الأعمال والنساء عن قلقهم إزاء العوامل التمكينية والعوائق التي تعترض سبيل الأعمال التجارية التي أدت إلى تصاعد بعض الأعمال التجارية، فضلا عن انخفاض الاعمال الأخرى. وبطبيعة الحال فإن العوامل التمكينية تساعد على نجاح الأعمال التجارية على عكس تأثير المعوقات. وفي هذه الاطروحة تم فحص العوامل التمكينية والمعوقات بالتفصيل وتم التحقيق فيها لتوفير المعلومات ذات الصلة بشأن سبل المضي قدما في مسائل ريادة الأعمال في دولة الإمارات العربية المتحدة. لذلك، كانت الدراسة معنية بشكل رئيسي بثلاثة جوانب هي: ريادة الأعمال، العوامل التمكينية والمعوقات نحو تحقيق الافضل في هذا المجال. وعلى الرغم من أن البحث قد تم بشكل حصري على العوامل التمكينية والمعوقات التي ذات العلاقة بتنظيم المشاريع في دولة الإمارات العربية المتحدة، فإن نتائج الدراسة يمكن تعميمها لتغطية جميع مشاريع ريادة الأعمال عبر مختلف دول العالم. وقد تشكلت الدراسة مع بعض القيود والموانع مثل فشل المستجيب للرد على جميع الأسئلة كما هو موضح، والبعض الآخر فشل في تقديم الاستبيانات بعد الانتهاء منه، وكذلك حاجز اللغة وعدم القدرة على استخدام التكنولوجيا الجديدة من بين المعوقات والقيود الأخرى.

الكلمات الرئيسية: ريادة الأعمال، العوامل التمكينية لريادة الأعمال، العوائق أمام ريادة الأعمال والتنظيم والتنسيق وتطوير الأعمال

والاستراتيجية والربح والابتكار والمعلومات والموارد الطاقة

Dedication

This comprehensive work is dedicated my wife, friends and long term classmates for their undying support and encouragement throughout the study period which was coupled with challenging and rewarding moments. I am quite appreciative for you working and walking together with me in every stride that I made towards pursuing and completing my degree in Master of Project Management when I almost gave everything to earn it. I am highly thankful to you, Mr. Halim Boussabaine, for making it known to me that education is the key to all happiness and for your precious time during the study on the topic of enablers and barriers in entrepreneurship.

Acknowledgement

Firstly, I want to highly thank Mr. Halim Boussabaine for his unending blessings, joy, mercy and happiness during this period of my research. I earned a lot of support and attention from him and from classmates. I want to sincerely make it clear that without them this work would have been a drop of tears in the vast ocean and I would not have completed my degree project in enablers and barriers to entrepreneurship in the United Arab Emirates.

Secondly, I want to take this opportunity to say a word of thank you to my teachers for possessing a very big heart from which they took every step positive even when I was long lost in the journey. Their positive criticism and critiques made me grasp and understand so many things at the same time without struggles. I want to also extend my sincere happiness to all other supervisors and professors who sailed with me throughout this trying and challenging period from preparation, throughout data collection, statistical data analysis to making conclusion and recommendations. I wish to thank the business organization, firms, companies and any other relevant institutions which granted me the opportunity to work with them in the period of collecting data and provided the most desirable environment in responding to the questionnaires. The participants in the data collection should not be left out as they provided the most reliable data that was of interest to me towards addressing the issue of enablers and barriers to entrepreneurship.

Last and not least am happy and thankful to my family and relatives for their support, encouragement and undying patient they accorded me during the study and to my special boy; wish him the best in this life.

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CHAPTER ONE

1.0 Introduction

The chapter will address the challenges under another name (barriers) and also investigate on the enablers of the entrepreneurship. In the United Arab Emirates, entrepreneurship has been a centre of focus due to the fact that the country is situated in arid and semi-arid part of the world and due to this phenomena business activities are the only options left for the people. Due to its disadvantaged location, UAE has very little resource endowment and therefore, the knowledge about the enablers and barriers of entrepreneurship is paramount because through the business activities people are in a position to meet the basic needs and consequently universal growth of the country's economy (Arumugam, Marthandan and Subramaniam, 2016). Information meant to provide awareness to the citizen in the country about the factors that influencing business success or failure would form bases upon which young entrepreneurs would choose what is right not wrong for their business ventures and also bases of starting new businesses or enhancement of the existing ones (Hameed et al., 2016).

1.1 Theoretical background

A research by Nawaseret., *al* (2011) indicates that entrepreneurship has become a crucial milestone and strategy in the development of many countries around the world. Many people are now channeling all their time and energy in things that are regarded as being self-rewarding and often include sports, technology, business, and gambling (Aheto, 2013). These people are regarded as entrepreneurs because often they conduct business while taking on the risks that come with the venture and aim at capitalizing on it (Bhatia, 2014). However, to further understand the topic, it is crucial to understand the background information on the issue (Mediavataar, 2017). Most researchers have found out that, entrepreneurship is not an easy activity to undertake due to the challenges that it comes with (Tlaiss, 2014). Entrepreneurship forms a backbone and cornerstone of production and therefore availability of information on the gaps that exist in ensuring that the subject under study receives the much needed attention would be important. Entrepreneurship is crucial because it helps in driving the economy of any given country (Chaker, 2003). It is considered to be one of the most vital assets that need to be motivated, rewarded, and cultivated in the

highest way possible to the young and energetic population to help in preparing for future (Stel, 2006). They are one of the greatest assets because often they create new businesses and sectors that further add to the development of the economy.

A variety of factors are behind the flourishing of a given business organization however small it is. To counter the existing competition in the market, improve on efficiency, effectiveness and consequently to develop competitive advantages, the following are some of the most important characteristics or features that the business enterprise must possess; careful timing of plans and events, setting up priorities and giving weight to the better priorities, use of charismatic management and leadership styles with an aim of settling down conflicts and disputes that may arise, and concentrating on the collective organizational goals and objectives among many others. Implementation of the innovation business strategies can be achieved if entrepreneurs take in them the best management skills and developing the risk taking culture. There are several organizational activities that can be assumed to propel the business venture towards the right direction, these activities include: coordination, risk taking, use of variety of business strategies among them being choice strategy, direction strategy, capability strategy, corporate strategy and plan strategy among others, amicable problem solving, planning, controlling, mitigation, management and delegation of responsibilities among the members among others.

Entrepreneurship has become a paramount player in ensuring that the people of United Arab Emirates live not only by their necessity but also achieve a tremendous growth over time. The main aim of this topic is to provide a clear description of barriers and enablers of entrepreneurship (Ibrahim, 2003 ; Al-Rawi and Alrawi, 2011). Entrepreneurship is crucial in ensuring that goods and services of all kinds are made available to a country's population and with the surplus being exported to provide the entrepreneurship with more capital which is ploughed back into the business (Tong, Mccrohan and Erogul, 2012). The reports and finds of many economists and scholars in the field of business have established that entrepreneurship needs to be demystified and later turned into a skill through practices and teachings (Smith and Chimucheka, 2014). Entrepreneurship entails the process of detecting opportunities, pursuing the opportunity with reward and learning to take in the consequences of failing (Clark, 2006).

The classical economist such as the Adam Smith and Cantillon Richard did not conceptualize entrepreneurship as an economic activity but in the past few decades has seen entrepreneurship becoming an economic function (Hameed et al., 2016). Entrepreneurship is an innovative activity according to Schumpeter, and according to the author there are five ways of being innovative namely: the action of introducing a new product and service, the action of introducing a new design or method of production, the action of opening up a market, the conquest and desire of a new source of supply of resources (raw materials) and lastly, the action of creating new organization and structure of the industry (Pinho, 2011). Entrepreneurs tend to tackle new things and therefore planning is very crucial in the process of entrepreneurship for it helps in minimizing or lowering the risks that might affect the project in the near future (Entrepreneurship, creativity, & organization, 1990). Planning gives the schedule of the priorities and directions on the actions to be taken in the running of the business organization.

Entrepreneurship involves the creative response to the changing world; it is a creative and purposeful activity that is undertaken to bring about production of goods and services (Penaluna and Penaluna, 2008; Martello, 1994). It is true that earning profit is one of the most important aims of entrepreneurship but that is not the only objective but also the act of bringing forth something new. Entrepreneurship needs other skills such as creativity and innovative skills, and having the ability of doing things in a different and a better way (de Bruin, 2005). Many researchers and scholars have examined and analysed various business topics one of the most done being that of entrepreneurship, and have found out that due to the changing world it is the responsibility of the entrepreneurs to change in order to fit in the modern world where almost everything has turned a new leaf (Dacin, Dacin and Tracey, 2011; Rao, 2008). The changes are inevitable due to external factors such as markets demands, market products, competition, and prices among others that entrepreneurs have no control over (Clark, 2006).

1.2 Background of the Problem

A study by LinkedIn indicates that new technology platforms have encouraged more residents in the UAE to become entrepreneurs (Tsamenyi, Qureshi and Yazdifar, 2013). Due to technological changes and modernization that is taking place at a very fast rate many people in the United Arab Emirates are able to

access a variety of information through various platforms and through this people have gained the desirable information and insights that has boosted their confidence in venture of new business opportunities (Price, 1996). It has become more because of the digital platforms have helped the residents to overcome the traditional barriers that were seen in founding companies (Hamdan, 2016). A study that was done in the United States of America has shown that 75% of all teenagers got cell phones with as many accounts as 5 and above. Further, the study depicted that the average time taken before the next login in different accounts was 10 minutes. Entrepreneurship has become a fast-growing job on a yearly basis in the UAE (The growing market for generic prescription drugs has become a formidable threat to branded pharmaceutical companies. 2008). The number is considered to be higher than in any other country in the Middle East (Al-Serkal, 2016). However, it still faces enablers and barriers that need to be studied to ensure that the UAE benefits from entrepreneurship (King, 2007).

1.2.1 Current Situation

Reports indicate that the government of the UAE has shown increased interest in diversifying the economy which is oil-dependent and continues to put the effort in boosting the economy through entrepreneurship, especially in logistics, food and beverage, healthcare, and education industries (Entrepreneur, 2016). However, reports by the Gulf (2013) indicate that there is a lack of interest in entrepreneurship among the young people, which can negatively affect the future of the UAE. The situation is caused by barriers to entrepreneurship one of which has been highlighted in the report as the fact that young people are being trained to be employees rather than entrepreneurs (Gulf, 2013).

1.3. Scope of the Study

The research work will seek to examine and investigate the enablers and barriers to entrepreneurship in business organizations in the United Arab Emirates. The research will therefore revolve around three aspects of interests namely: entrepreneurship, enablers to entrepreneurship and barriers to entrepreneurship. The research was conducted comprehensively on the three areas in connection with entrepreneurship with business organizations and activities in the United Arab Emirates. The business organizations and projects in the United Arab Emirates formed the centre of interest and focus in reference to entrepreneurship enablers and barriers. The grounded theory method was used in this research paper to induce and also to provide insights and information about the enablers and barriers to entrepreneurship with a given business organization and further to provide knowledge about the perceptions, points of view, opinions, attitudes and feelings of the selected respondents about the enablers and barriers to entrepreneurship.

The study concentrated on the qualitative research design because the statistical data that was required concerning the topic were readily and easily achievable by application of the known simple methods of data collection which include: interviews, observations, experimentation, measurements, estimation and use of sample survey questions. A pre-experimental research design was employed for it is less expensive and comprehensive approach of data collection. The research concentrates on the barriers and enablers to entrepreneurship in the United Arab Emirates. The data was subjected to Cronbach's alpha test to determine the similarities and differences among the respondents. A total of four hypotheses were developed to form the basis for finding the solution to the problem in question.

A factor analysis which consisted of three grouping was developed from the factors that influence the success or failure of the entrepreneurship activities in the UAE. The data were made available through online questionnaire where the participants were sent the survey questions containing different sections and from which they were required to answers the questions. The scope of the study includes focusing on enablers and barriers to entrepreneurship and engaging 85 respondents in the research located in the United Aran Emirates.

1.4 Statement of the Problem

In regard to the background information provided in this topic, it is clearly evident that there still exist gaps in the field of entrepreneurship that need to be filled in order to enjoy surplus production and job satisfaction in the United Arab Emirates. Therefore there is need for this research to be conducted in order to understand the barriers and enablers to entrepreneurship. Entrepreneurship across the continents has become the centre of focus due to the increase of the willingness of the young generation to venture in new businesses and projects. From the background information aforementioned, it is true that barriers and challenges to the entrepreneurship are some of the worst setbacks that the entrepreneurs experience and hence a way to deal with such phenomena should be devised if success in the field is paramount. The current research work seeks to examine and investigate on the enablers (factors or items behind business success) and barriers (factors that drag behind or slow down the start, the progress of the business operations) to entrepreneurship.

The burning issues of interest in the current study are the barriers and enablers to entrepreneurship in the United Arab Emirates towards achieving the desired goals and objectives of any given business organization. Some of the internal entrepreneurship barriers include all factors and processes that undermine and hinder the development and progress of the organization from within, for instances, lack of capital, lack of better leadership, lack of information and knowledge, poor working environment, lack of fair management, lack of personal support and low resource endowment among many others. External entrepreneurship barriers include: unhealthy business environment, unending competition, monopolistic nature of government ran organizations or business, government policies that are not favourable such as displacement, lack of support from other organization, civil wars and political instabilities. When these factors are summed together, they affect the entrepreneurship activities in the United Arab Emirates. A thorough investigation on the causes and reasons for the barriers to entrepreneurship formed the centre of focus in the current study to ensure that success of entrepreneurship activities.

To achieve and realize the purpose, goals and objectives of any business organization, entrepreneurs are self-assured to concentrate on the enablers to entrepreneurship as well as the barriers to improve the chances of achieving success. The present study therefore, pays a considerable efforts to examining and investigating the barriers and enablers to entrepreneurship with much weight be applied to the barriers. It is

evident that entrepreneurship involves the process of starting a new business and being in a position to take all the risks that are involved. When entrepreneurship is combined with factors of production such as land, capital and labour the end result is profit and availability of goods and services to customers. Entrepreneurship is a business process that is characterised by features such as risk taking, strategies and innovation and therefore, to ensure that all these features of entrepreneurship are captured a study construed towards investigating the barriers and enablers to entrepreneurship are very important. The paper is inclined on the barriers and challenges that the entrepreneurs meet during the endeavours and also the entrepreneurship enablers which encourage existence of business organizations in the United Arab Emirates. Further, the study focuses on examining and investigating factors behind success of any business organization.

1.5 The Purpose of the Study

The research paper aims at examining and at the same time investigating the enablers and barriers to entrepreneurship in the UAE countries. Barriers and enablers to entrepreneurship are paramount because they form the pathways for business success or fail and therefore, their careful investigation could provide reliable information towards encouraging entrepreneurship skills and consequently an overall economic growth.

1.6 Significance of the Study

UAE is located in arid and semi- arid area in the world with very little resource endowment and therefore the knowledge about the enablers and barriers of entrepreneurship is vital. To provide information about the factors that influencing business success or failure would form a basis upon which young entrepreneur could dwell or avoid in venture of starting new businesses or enhancement of the existing once. Entrepreneurship forms a backbone and cornerstone of production and therefore availability of information on the gaps that exist in ensuring that the subject under study receives the much needed attention. Entrepreneurship is crucial because it helps in driving the economy. It is considered to be one of the most vital assets that need to be motivated, rewarded, and cultivated in the highest way possible (Stel, 2006). They are one of the greatest assets because often they create new businesses and sectors that further add to

the development of the economy. They also add to the national income and also create social change by offering unique goods and service (Brown, 2004). Considering the importance of entrepreneurship, it has become critical to understand factors that enable it so as to take advantage of them. It is also vital to understand the barriers to entrepreneurship so as to find ways of mitigating them, to gain more from the ventures (Keister, 2005).

1.7 Research Objective

The purpose of this research was to examine and investigate on the enablers and barriers to entrepreneurship in the UAE. Assessment and evaluation of the barriers and enablers to entrepreneurship, entrepreneurship and their implications to the country's economy and development form part of the investigations. Entrepreneurship which involves the process of starting a new business and rising up to take all the risks that are involved is important in any country's economy. When entrepreneurship is combined with factors such land, capital and labour the outcome is production which is inclined to make profit. Entrepreneurship is a business process that is characterised by features such as risk taking, strategies and innovation. The main objective of the research is to analyze and understand the enablers and barriers to entrepreneurship in the UAE. However, to better understand the topic, specific objectives will be fulfilled that include;

1. To investigate the contributions and the importance of the entrepreneurship in today's world.
2. To examine and analyse the status and level of entrepreneurship in the UAE and how it affects the economy.
3. To identify factors that enhances and promotes (factors that promote entrepreneurship success) entrepreneurship in the UAE.
4. To analyze barriers to entrepreneurship in the UAE.
5. To analyze any risk mitigating strategies that can be applied to ensure that there is a success in entrepreneurship.
6. To identify and evaluate further research work that needs to be done on the subject under research.

1.8 Primary Research Question

The purpose of the study is inclined on examining and at the same time investigating the enablers and barriers to entrepreneurship in the UAE countries. Barriers and enablers to entrepreneurship are paramount because they form the pathways for business success or failure and therefore, careful investigation could provide reliable information towards encouraging entrepreneurship skills and consequently an overall economic growth. The purpose coupled with the objectives of this study gave rise to the following research questions that were used in providing guidance and making the research remain within the scope.

The main research questions include;

1. How do the entrepreneurship enablers and barriers influence success or failure of business organizations?
2. What are some of the impacts of entrepreneurship in the country's economy and mostly in the UAE?
3. What are some of the factors that influence entrepreneurship in the UAE?
4. How do entrepreneurship skills affect the activities and operations in a given organization?
5. What are some of the risk mitigating strategies that can be applied to ensure that there is a success in entrepreneurship?

1.9 Research Hypotheses

The following hypotheses were generated to aid in acquiring the right information that could be used to answer the research questions.

H₀₁: There will be a significant relationship between the entrepreneurship enablers and success of the business organization and consequently a positive economic index in the United Arab Emirates as measured by the respondents' feedback and responses on the entrepreneurship perspectives and theoretical practices survey.

H₀₂: There are significant economic impacts of entrepreneurship in countries such as the United Arab Emirates.

H₀₃: There will be no significant difference between factors that influence entrepreneurship and the mitigating strategies that can be applied to ensure that there is success in entrepreneurship in the UAE.

H₀₄: There is no significant relationship between the entrepreneurship barriers and the success of the country's entrepreneurship.

1.10 Research design

The research employed the pre-experimental research design which in most cases provides qualitative data. Moreover, the research design employed cross-sectional technique to gather data and facts. The design involved some quantitative data that was analysed using the SPSS 23 software for windows. The study employed frequencies and percentages to report and present demographic information of the respondents

1.11 Purpose of Design

The research design was deployed to conduct comparative study by examining and investigating the enablers and barriers to entrepreneurship in the United Arab Emirates. The intent of the study methodology was to identify the impacts of the entrepreneurship activities through examining of the respondents responses. The design was used to determine whether there was any relationship between entrepreneurship success and entrepreneurship enablers.

1.12 Assumptions, Limitation, and Scope

All participants were business practitioners and entrepreneurs within the United Arab Emirates. There are several factors that are behind entrepreneurship success and its failure (enablers and barriers to entrepreneurship in the UAE). Some of the citizens in the United Arab Emirates have no entrepreneurship skills and for that reason they do not understand the barriers and enablers of entrepreneurship well. The study participation was based on the willingness to take part in data gathering. Due to the voluntary nature of the participations, respondents may believe the data was not very important hence rush in responding to the questions. The study further assumes that all the respondents in this research were highly qualified and

had deep seated information about the question under investigation. The truthfulness and accuracy of the respondents' answers was assumed.

The limitation in this study included the use of the modern methods of collecting data through survey questions which is done online and in which many respondents were analogue and could not cope up with provision of the desired information.

The scope of the study includes focusing on enablers and barriers to entrepreneurship and engaging 85 respondents in the research located in the United Aran Emirates.

CHAPTER TWO

2.1 Introduction

The overall objective of this chapter is to help readers have a better understanding of the subject under research and its significance. The chapter also aims at identifying the areas where new contributions can be made. Firstly, to be able to better understand the enablers and barriers to entrepreneurship in the UAE, it is important to have a general idea of the entrepreneurship concept and its importance. It is also relevant to specifically analyse the level of entrepreneurship in the UAE and how it affects the economy (Gupta and Wales, 2017).

2.1.1 Definitions

Entrepreneurship enablers entail all the external items, factors and people who are behind the formation of new business, growth and development of the ongoing business enterprises (Chong, 1993). They form the backbone and centre of the business progress towards achieving the objectives and goals of an organization (Mishra, 2005; Kang, 1987)). Entrepreneurship enablers are individuals behind individuals who are involved in creating and building businesses social enterprises (Withane, 1986). These people help in bringing about socio-economic regeneration (Gilmore, Gallagher and O'Dwyer, 2011). Entrepreneurship enablers are typical entrepreneur and their products and services is the business and other initiatives that may slake without their intervention.

Entrepreneurship barriers encompass a variety of factors that slowdown the operations and activities of the organization. In most cases entrepreneurship barriers are internal or external (Yaffe, 2008; Nnadi, 2014)). Internal entrepreneurship barriers include all factors and processes that undermine and hinder the development and progress of the organization from within, for instances, lack of capital, lack of better leadership, lack of information and knowledge, poor working environment, lack of fair management, lack of personal support and low resource endowment among many others (Belcourt, 1987). These barriers are crucial and most of the time they may not encourage growth, development, expansion and invention of new business ideas or ventures (Alarape, 2013). Several factors are considered external entrepreneurship barriers and these include: unhealthy business environment, unending competition, monopolistic nature of

government ran organizations or business, government policies that are not favourable such as displacement, lack of support from other organization, civil wars and political instabilities form disruptive agents that may cause sinking of a business venture (Brouard, n.d.).

2.2 Theories and Models

2.2.1 Theories and Models of Entrepreneurship

The theories of entrepreneurship are usually based on the personality or psychological traits, socioeconomic, and sociological models factors that influence the success of businesses.

2.2.2 Psychological Theories of Entrepreneurship

The psychological theories of entrepreneurship indicate that some psychological and attitudinal factors usually differentiate entrepreneurs from other people and entrepreneurs who are successful from those who are not. The theories include the need for achievement and power, risk-taking propensity, psychodynamic model, and locus control.

2.2.3 Need for Achievement and Power

The theory indicates that individuals have the desire to achieve something so as to fulfill their inner feeling of accomplishment. However, the theory has been criticized for several reasons including the fact that it is contradictory and contains limited evidence. It also does not hold true in some cases and is only limited to business people even though other people also show the same behavior.

2.2.4 Locus of Control

The theory states that there is a degree in which individuals believe that they are in control of their destiny which can either be internal or external. The internals has the belief that what occurs to them is from their own internal efforts (Nawaser, 2011). On the other hand, externals believe that what happens to them as a result of the external factors even if it is good or bad. It is characterized by limited research support, and belief and culture system.

2.2.5 Psychodynamic model

The model states that people are often trying to be self-employed and turn out to be successful mainly as a result of troubled childhood. Troubled childhood is characterized by a lack of confidence, abuse, low self-esteem, and lacking essential things. In this situation, children are usually brought up in conditions that consist of broken marriages, loss of parents, child abuse, and extreme poverty. However, the theory has been criticized for explaining extreme behaviors and leaving out others.

2.2.6 Risk taking propensity

The theory resists the willingness of people to accept the risk. It explains that people who are ready to accept risk are more likely to be self-employed. It is observed that in this theory, people often state that they take the profit and pass the risk to another person. It also indicated that those who take risks usually do not gamble but take a calculated risk.

2.2.7 Sociological Theories of Entrepreneurship

These theories often state that the entrepreneurial behavior is a role that results from people's interaction with the society. The sociological models that have attained high-level empirical support include social marginality, ethnicity, and the inter-generation enterprise culture inheritance.

2.2.8 Social Marginality Model

The theory indicates that individuals who identify a high level of incongruence between the role that they play in the society and their individual attributes are often motivated to reconstruct or change their reality in the society. Some people can reconstruct their reality through changing employers or careers while others can choose self-employment. According to this model, marginal men are people who are less integrated into the society in which they operate in. Considering the fact that marginal men are not entirely part of their society, they are usually free from the restrictions that are imposed by the value system in the society. In addition, considering that they have left their society, they are often not constrained by the various dominant values that affect it. The situation provides the opportunity for the development of patterns of behaviors which are considered to be unconventional, which, in turn, increases their ability to become

entrepreneurs. The model has been criticized because it is observed that being marginal is not enough to explain the over-representation of specific individuals in entrepreneurship carriers.

2.2.9 Ethnicity

The ethnic origin of people often influences their choice between self-employment and employment, and also the way they perform in self-employment. There is over-representation of specific ethnic groups in businesses is usually seen throughout the world. The groups are often spread in various parts of their countries where they are overrepresented in the entrepreneurial careers. It is observed that these groups have been influenced by their cultures in terms of their entrepreneurial behavior more than their ethnicity.

2.2.10 The Inter-generation Enterprise Culture Inheritance

The theory of intergenerational inheritance of enterprise culture through role modeling indicates that entrepreneurial practices are mainly inherited. It means that the offspring's of parents who are entrepreneurs are more likely to be entrepreneurs and even more successful as compared to other people. It also indicated that a strong foundation in ownership and business in an individual's early age is powerful and a vital driving force child when they are choosing their future carriers. In addition, the model indicates that people who grow up in families that run businesses are in a better position to benefit from the skills, networks, and accumulated experiences of the existing firm (Nawaser, 2011). They are in a better position to have access to sources of inputs, advice, established markets, and credit. However, in some cases that contradict this theory, there is no significant difference between managers and entrepreneurs in terms of having parents who are self-employed. It has also been observed that small firms can act as role models because employees find it easier to envision themselves having the role of being the owner.

2.2.11 Socioeconomic Model

The theory indicates that the transactions with various contexts in a person's career and life often shape the level of susceptibility to being self-employees. The factors can start early, middle and even late in life. However, the model has the disadvantage of not being able to be tested. It also has the assumption that behavior is a factor of the only social event which is an issue that most people have criticized.

2.2.12 Socio-economic factors and the performance of small firms

The socio-economic background factors that have become of interest include the level and type of education and occupation. As compared to the social variables, the socio-economic background factors often lend themselves to the measurements of objectives.

2.3.1 Enablers of Entrepreneurship

There is always debate on whether anyone can successfully become an entrepreneur and what it takes to be successful. The government in the UAE has taken a major role in promoting entrepreneurship in the region as it has seen its importance in the development of the economy (Itani, 2011). The government also sees the importance of shifting from depending on oil. Entrepreneurship education is important in supporting the growth of entrepreneurs more so considering the increased number of young entrepreneurs in the country. In addition, entrepreneurship education has helped business people identify opportunities in the UAE (Mediavataar, 2017).

Often, entrepreneurship has become an economic function in many countries. With the sense and purpose of creating something new entrepreneurship has resulted to establishment of new firms, creation of new programs and business for provision of goods and services (Diochon, Menzies and Gasse, 2007). Advancement of new technologies and aging portfolios require entrepreneurs to create and sustain new innovation strategies and initiatives. Enablers are factors that enable entrepreneurs to navigate the barriers to create the most sustainable programs and business organizations (Puhakka, 2007). Introduction of new skills and insights for identifying and analysing ideas and ideologies with a corporation has become very important in helping to instil in the entrepreneurs the art of creativity and innovation skills (Gupta and Wales, 2017).

Business organizations avails goods and services to the societies and achieve this as an entrepreneur one need to concentrate on factors that influence business success as opposed to barriers of entrepreneurship (Levent, Nijkamp and Sahin, 2009). Business organizations exist depending on the level of production and the size, based on these categories there are five business forms namely: corporations, sole proprietorship, partnership, unlimited and limited companies among others (Eftekhari and Bogers, 2015).Therefore

economists have had it that, different organizations will demand different enabling factors and this in most of the times is affected by the size and level of production (Yitshaki, 2012). Enablers to entrepreneurship are highly useful for an organization to achieve success, therefore entrepreneurs play a pivotal role of cognizing and identifying a business gaps, bringing together resources and taking risks ensure successful productions (Yaffe, 2008; Withane, 1986)).

Some of the resources that are mostly valuable in entrepreneurship include: technological ideas, machines, labour, land, soils, capital, raw materials, financial and managerial resources (Nix, 1992). To ensure that the activities and operations of any business organization are realize, informed decisions and pans ought to be made early in advance and piloting done if need be (Nambisan and Baron, 2012). No matter how good your services and goods are it is paramount to consider business enablers for easier operations. To improve on the rate of production in the United Arab Emirates, entrepreneurship enablers should be discussed in details and relevant information filtered. Enablers to entrepreneurship can be grouped into two: internal and external and mostly the external enablers are the most significant in this regard and should be closely examined and investigated to aid in perpetration of the optimum methods of production. Entrepreneurship enablers are the people, items and activities that are behind the creation, building and development of social enterprises to aid in the regeneration of the socio-economic position in a country.

Entrepreneurship enablers create competitiveness in the field of business, with competition the quality of the products and services is bound to improve. Entrepreneurship enablers are the people who make it possible for entrepreneurs to emerge and consequently grow to bigger heights. They affect the infrastructures, norms, values and beliefs that other perceive to be important for regeneration. Entrepreneurship enablers give birth to factors that influence business success and below are some of the few selected factors for business success. Earning of the profit is one main reason among others for starting a business venture and achieve this the following should be considered, technological advancement, favourable government policies, adequate resources (raw materials), health environment, possession of competitive advantages, better business strategies and taking collective responsibilities by the entrepreneurs just to mention a few. In the modern world, technological advancements are very pivotal in all business organization and for any of them to have competitive advantage then these advancements are inevitable.

Without the modern technologies and procedures it becomes cumbersome for the entrepreneurship and hence the business organization may be thrown out of due to high competition posed from the other enterprises.

Other important entrepreneurship enablers include the customers. The customers through purchasing of goods promote the business progression bearing in that some of the products are perishable and should have ready markets. Therefore, consumers play a paramount role in promoting the operations and activities of the business. It's the duty of the entrepreneurs to select wisely on the product or service to provide by considering the customers base. Government policies may favour or discourage a business venture, favourable government policies favours the creation, building and development of new business organizations.

For instance, relocation of a business organization from outskirts of a given town to the CBD would improve the chances of gaining more customers though it will be dependent on the kind of venture. Strategies form cornerstones of the business success in the recent years because without strategizing then the organization may operate at a loss or without focus, therefore business strategies play irreplaceable role. The above aforementioned factors form a subset of the existing enabler factors that determine the success of any given business organization. In spite of the fact that, entrepreneurship enablers have a positive influence on business success it should be noted that entrepreneurship barriers their fair share in order for an entrepreneur to be an all-round businessperson. The reason as to why many businesses are failing is because the operators give more priority to factors that affect the business positively and forget about the challenges.

List of enablers to entrepreneurship:

- Network association
- Professional services
- Incubators
- Family support
- Youth awareness
- Promotion of role models
- Business strategies.

- Innovative strategies

2.3.2 Barriers to Entrepreneurship

Even with the success of entrepreneurship in the country, there are also challenges that need to be overcome for the venture to develop and it is often similar no matter the region where the country is, be it in the UAE or the rest of the world (Bhatia, 2014). It is vital to understand the barriers because it helps entrepreneurs develop strategies to overcome them, it leads to a proper understanding of the field, and also helps other supporting agencies like the government develop effective programs to tackle the issues (Itan, 2011). In addition, Namaser (2011) indicates that the development of entrepreneurship needs the presence of entrepreneurial skills and teachings and the understanding and removal of challenges and obstacles to the process.

One of the major barriers is having access to the required capital to start the venture and the ability to maintain cash (Hamdan, 2016). Another problem is the need for networks and mentorship of other business people to share issues and ideas. A research by Itani (2011) on female entrepreneurs in the UAE indicates that even though female entrepreneurs are satisfied with being in businesses, often they face barriers to their success, which included the society and traditions, family and personal reasons, and lack of support. Cultural issues also act as barriers especially when it comes to women because some families still believe that women should not hold major responsibilities. The research further suggested that there is need to develop an institutional framework in the UAE that would identify opportunities in business that are available not only to women but to everyone else and also develop the necessary management and financial training (Itani, 2011). The next risk is the financial risk factor which is the inability to get money and is considered to be one of the commonest barriers to entrepreneurship (Nawaser, 2011).

Barriers that have been identified by King, (2007) include the lack of capital which can be challenging to any successful small and medium-sized entity (SME). The research is in agreement with Nawaser (2011) when it argues that without proper management of cash flows and an increase in the capital including debt can result in capital constraint as the business continues to grow. Lack of management skills

is another problem that is hard to deal with especially for new entrepreneurs because the weakness can affect crucial aspects of the business such as finance, marketing, and human resources (King, 2007).

There are social barriers to entrepreneurship and among them include: the acts of putting high premiums on safety and security concerns to secure livelihood, in some societies business ventures are considered to be for the lower people and they are considered inferior by office-goers, doctors, nurses and teachers etc. such a response forms a big hurdle in the quest of developing and nurturing businesspersons (entrepreneurs), insistence on conformity, discouragement to mobility and use of protective attitudes and care among children may thwart creativity, innovative spirit and sense of adventure. Some of the economic barriers include lack of capital in setting up a new venture, lack of skilled personnel at a reasonable cost, unreliable labour markets coupled with indiscipline and selfishness, decline in the raw materials available for use, lack of enough infrastructures for transporting finished products to the market and raw materials to the industries or factories, and lastly lack of market access by the entrepreneurs forms barriers to the operations and activities of entrepreneurship (Casullo, 2012; LIPPER, 1987).

List of barriers to entrepreneurship:

- Regulatory barriers
- Inadequate network for sharing ideas
- Lack of mentorship which is necessary for start-ups.
- Cultural issues in the society
- Lack of both financial and moral support
- Family traditions

2.3.3 Entrepreneurship and its Importance in Today's World

Entrepreneurship is regarded as the willingness and capacity to develop, manage, and organize a specific business venture together with its risks with the aim of making profits (Conway, 2007). One of the most common forms of entrepreneurship is starting a business while taking advantage of innovation and being ready to take risks. Entrepreneurship is often considered to be the drive of economies all over the world because most innovation are developed and implemented by entrepreneurs (KOVEOS, 2015). The

role of entrepreneurs in today's world has expanded from just self-fulfilment to also contributing to their countries' economies and helping to solve the various problems that affect the society. Entrepreneurs often develop because of the following reasons;

2.3.4 Innovation

In many cases people decide to settle for entrepreneurship because they want to find and take advantage of a market niche or they have the required solution for the niche. It can also be because of the inability to find the suitable employment or means of income which encourages them to be more creative in generating income. Finally, it can be because of the availability of financial resources and the technical know-how that is necessary to generate the income needed by meeting the needs of the market (Nambisan and Baron, 2012). Despite the reasons for becoming an entrepreneur as identified above, it is evident that creativity and innovation is an essential driving factor and thus, it can also be stated that the biggest outcome of entrepreneurs to any economy is the level of innovation that make (Schumacher, n.d.).

2.3.5 Job Creation

As indicated above, entrepreneurs usually develop because of their inability to find suitable jobs. By being creative, enterprising, and having the ability to find a market niche, they are not only able to find income for themselves, but are also able to employ other individuals who engage in their business operations. It means that because of their need to develop jobs for themselves the most positive outcome has become job creation for other people and a reduction in the level of unemployment. For example, in developing countries such as India, approximately 40-50% of the country's workforces are employed by entrepreneurs.

2.3.6 Increased Competition

Most countries encourage entrepreneurship to reduce the level of monopoly and increase the level of competition among all the players when new entrepreneurs join the ones who exist in the domestic market. Even though there is the argument that such a move will only result in market saturation, the advantage of such a phenomenon is that it encourages every business person to increase their value addition, evaluate

their operational capabilities, be more efficient, and lower their costs, which is to the benefit of the customers and also the economy as a whole.

2.3.7 Increased Productivity

The increase in competition often demands for increase productivity because firms often want to use their resources more efficiently, they want to reduce their costs and at the same time add value, also want to source for methods that would better improve their operations. All the processes, in turn, often increase the gross domestic product (GDP) and the level of productivity in an economy, which is generally beneficial to the particular economy. However, opponents often argue that when the level of productivity increases, the level of unemployment also increases and thus decreasing the level of positive impacts. Yet, a counter-argument is that even with the increase in the level of unemployment, people will be forced to become more creative and find niche markets. They will then be encouraged to become entrepreneurs and start generating more employment opportunities. Therefore, they are able to re-invent the wheel and also drive the economy forward.

2.3.8 New Markets

The development of entrepreneurship is also encouraged by the need to develop new markets because of the increase in competition. Often many entrepreneurs find themselves being driven to find new markets for their services and products, or have no other choice but to adapt market penetration strategies. A phenomenon involving the development of a new market because of the increase in competition can be debated to have a positive impact on the economy. It means the entrepreneurs have a critical role in any economy. It is worth noting that as the integration of economies continues as a result of globalisation, entrepreneurs usually try to find markets that are outside their country. Therefore, they tend to generate foreign revenues and increase their economic prosperity. In addition, entrepreneurship results in employment generation, market expansion, increased competition, sourcing of new markets, and market penetration. However, even with the positive effects of entrepreneurs, there are negative impacts and the main one to the economy is being spoiling the resources, which often has destructive effect on the

environment. Even though such effects tend to be mitigated a little in countries that are developed, it is usually not the case in developing countries.

2.4 Entrepreneurship in the UAE

2.4.1 Entrepreneurship in the UAE and its Effect on the Economy

According to the Gulf News (2016), a new research has revealed entrepreneurs exist in the UAE and in fact the number doubled in the year 2016 as compared to what was recorded in the previous year. The findings of the research was a section of a research that was done by LinkedIn that aimed at taking an examination of the movement of people across industries and job functions which found out the arrival of entrepreneurs in the UAE from other countries in the UAE such as Jordan, Iraq, Palestine, and Syria (Al-Serkal, 2016). The research further revealed that the country has a strong economy and an attractive working environment that makes it one of the most preferred destinations by innovators and entrepreneurs with the increase in the number of entrepreneurs is mainly noticeable in business consultancy, accounting consultancy, and tax advice (Al-Serkal, 2016).

According to Hamdan (2016), the increase in the number of entrepreneurs in the UAE is attributed to new technology platforms. The digital platforms have become useful to residents in terms of helping them overcome the traditional barriers and thus making it more accessible and easier (Hamdan, 2016). The research identified by Hamdan (2016) included at least 433 million LinkedIn members and indicated that the increase was mostly in the service sectors that include, different occupations that mainly exists with the objective of providing essential support to all forms of businesses such as business consultancy, tax advice, and accounting consultancy while other sectors include the software or technology sector and the consumer and retail product sector.

According to Bhatia (2014) there is a reason why the development of SME and entrepreneurship are critical in the UAE. Firstly, entrepreneurs are considered to be crucial in most economies especially the UAE and all the countries that are in the GCC region (Bhatia, 2014). They are also crucial because it is considered as main key for innovation more specifically in the development of the economy, environmental

sustainability solution, new technologies creation, economic well-being, and social development (Hamdan, 2016). They also provide many inputs into the supply chain that are of large firms which means that without innovative entrepreneurs and smaller firms, the level of competitiveness and the viability of big companies will be compromised a good example being Boeing that has many smaller firms that act as supply, each specializing on specific components of the company's supply chain (Hamdan, 2016).

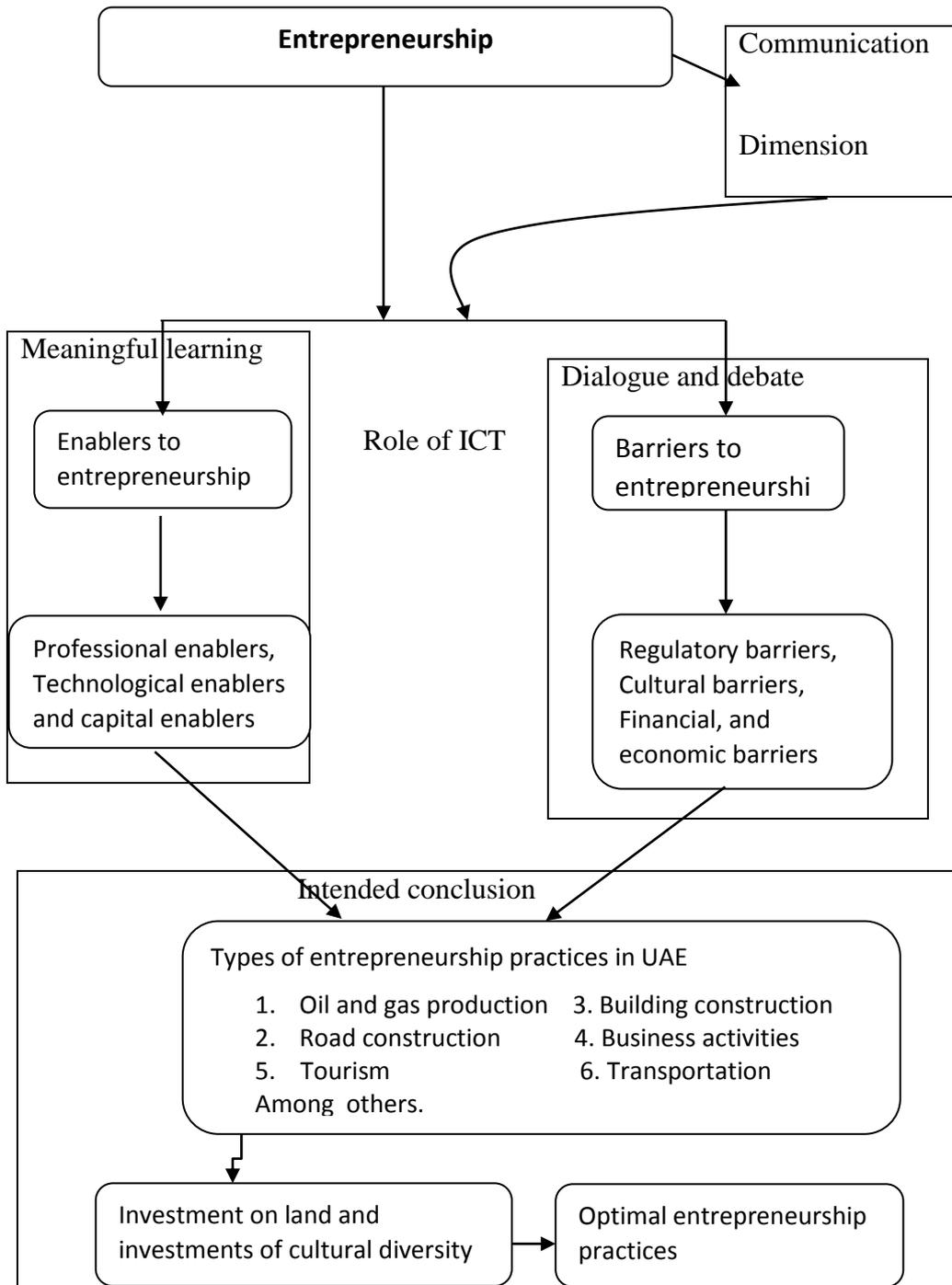
Evidently, the UAE has among the largest and most successful companies all over the world and has been able to attract most of the Fortune 500 companies to operate there (Al-Serkal, 2016). The entrepreneur has been vital in the development of the country where it has seen massive growth and development (Hamdan, 2016). According to Hamdan (2016), in the recent years, the importance of entrepreneurship and SMEs has become evident in the Middle East, thus, encouraging many mechanisms and organizations, including government organizations like the UAEs' Chambers of Commerce and Dubai SME to support the growth and development of entrepreneurs in the UAE. There has been increased attention in the development of entrepreneurship in the country because it provides the opportunity to develop human capital and local talents so as to eventually lead to the growth of the economy (Al-Serkal, 2016). However, as expected, there are factors that promote and act as barriers to entrepreneurship in the UAE.

CHAPTER THREE

3.1 Conceptual Model

The present study on enablers and barriers to entrepreneurship is based on the conceptual framework of Place and Hazel 1993. The conceptual frameworks shown in fig 3.1.1.

Figure 1 Conceptual Framework of on Enablers and Barriers to Entrepreneurship



Source: Authors conceptualization

The study seeks to employ a combination of quantitative and qualitative methods based on questionnaires and interviews with the key informants and respondents' survey to provide a comprehensive understanding of enablers and barriers to entrepreneurship.

Many researchers have identified various factors that are responsible for business prolificacy and downturn. The table below summarizes business enablers and barriers.

Table 3.2 Enablers of entrepreneurship

Enablers of entrepreneurship	Description	Papers
Meso-support level a. Professional services	Includes media association, accounting firms and marketing companies among many others. TV shows have recently been used to promote entrepreneurship. Leveraging the social media to reach youths is now on practice to improve business activities in the UAE.	Booz & company 2011, (Itani, 2011). (Mediavataar, 2017). (Diochon, Menzies and Gasse, 2007). (Puhakka, 2007).
b. Network association	Through network associations the entrepreneurs are connected with experienced business persons who provide mentorship, advisory services to help the incoming business practitioners tackle ups and downs that come along	Booz & company 2011, (Itani, 2011), (Gupta and Wales, 2017).
c. Incubators	Provide orientation and support for start-ups and office space. It is done until the point where the newcomers have what it takes to work on their own. Incubators provide networking, advisory and mentorship services. The existing university incubators are in need of the government support to offer to training and full support to the young and incoming business practises.	(Eftekhari and Bogers, 2015), Booz & company 2011, (Itani, 2011).
d. Innovation		

strategy	Entails the application of ideas and knowledge to improve the services and products offered to the customers.	Booz &company 2011, (Itani, 2011). (Mediavataar, 2017). (Diochon, Menzies and Gasse, 2007).
e. Business strategies	The corporations are taking the initiative to create and sustain new innovation strategies new skills and insights for identifying and analysing ideas and ideologies	Carpenter et al. (2012), (Schilke & Goerzen, 2010), (Nambisan and Baron, 2012). resources (Nix, 1992 (Yaffe, 2008; Withane, 1986)).
f. People, items and activities that are behind the creation, building and development of social enterprises	To aid in the regeneration of the socio-economic position in a country. Improvement in various levels is now being considered in the UAE currently with areas such as education, media and policy making receiving a considerable attention.	(Nambisan and Baron, 2012). resources (Nix, 1992 (Yaffe, 2008; Withane, 1986)).
g. Family support	It has been observed that family members provide cheap labour and therefore, their involved improve the returns by lowering the cost of production.	Booz &company 2011, (Itani, 2011). (Mediavataar, 2017). (Diochon, Menzies and Gasse, 2007).
h. Youth awareness	Through various programmes and initiatives, the youth should be involved in a variety of production activities that would improve their prolificacy in entrepreneurship practices	Booz &company 2011, (Itani, 2011). (Mediavataar, 2017). (Diochon, Menzies and Gasse, 2007).

i. Promotion of role models	There is need to enhance role models through workshops, conferences as well as increasing the students interactions with the professors.	Booz &company 2011, (Itani, 2011). (Mediavataar, 2017). (Diochon, Menzies and Gasse, 2007).

Table 3.3 Barriers of entrepreneurship

Barriers of entrepreneurship	Description	Papers
<p>a. Regulatory barriers Include administrative or governmental policies to entry.</p>	<p>The most common include; complexity in starting a business, a variety of legal forms, requirements, and long registration procedures, for instance, in some countries a business person needs 3 days to register while in others more than 5 months. Some university or business entities do not have incubators which further drag the process of entrepreneurship within the UAE communities.</p>	<p>(Susan, 2004), (King, 2007). (Nawaser, 2011), (Itani, 2011), (Hamdan, 2016), (Namaser, 2011)</p>
<p>b. Cultural barriers</p>	<p>Include lack of entrepreneurial prowess and skills and also fear of failing. Lack of ideas and knowledge on what is required in the markets and which clients' one is dealing with poses a serious challenge. Lack of information of the available business activities, limited access to factors that hinder creation of enterprises.</p>	<p>(Susan, 2004), (King, 2007). (Nawaser, 2011), (Itani, 2011), (Hamdan, 2016), (Namaser, 2011)</p>

<p>c. Financial and economic barriers</p>	<p>Lack of enough capital and insufficient assets. Mostly the start-ups depend on external sources which can face barriers e.g. lack of risk capital and lack of innovative high-technology</p>	<p>(Susan, 2004), (King, 2007). (Nawaser, 2011), (Itani, 2011), (Hamdan, 2016), (Namaser, 2011)</p>
<p>Micro-support level 1. Coordination of policy and programmes</p>	<p>- To ensure entrepreneurship progress a fragmentation approach is being embraced in the UAE. Several entities are being put in place to ensure introduction, coordination, and assessment of the effects as a result of the new entrepreneurship practices.</p>	<p>Booz & company 2011, (Itani, 2011). (Mediavataar, 2017). (Diochon, Menzies and Gasse, 2007). (Puhakka, 2007).</p>
<p>2. Bankruptcy Law</p>	<p>– Several entrepreneurs enter the business field with no idea of bankruptcy law but there is need for such to reduce chances of imprisonment.</p>	<p>Booz & company 2011, (Itani, 2011). (Mediavataar, 2017). (Diochon, Menzies and Gasse, 2007). (Puhakka, 2007).</p>
<p>3. Education</p>	<p>– Integration of education in the field of business activity is paramount and currently being practiced in the UAE. For instance, international exposure and introduction of entrepreneurship programmes need to be initiated.</p>	<p>Booz & company 2011, (Itani, 2011). (Mediavataar, 2017). (Diochon, Menzies and Gasse, 2007). (Puhakka, 2007).</p>
<p>4. Media d. Inadequate platforms</p>	<p>– Shows regarding business practices in TVs promote the ideal thinking of the entrepreneurs and consequently improve their knowledge and ideas about various business activities. Different platforms provide different business ideas and</p>	<p>Booz & company 2011, (Itani, 2011). (Mediavataar, 2017). (Diochon, Menzies and Gasse, 2007). (Puhakka, 2007). Booz & company 2011, (Itani, 2011). (Mediavataar, 2017).</p>

	knowledge and therefore, lack of a variety of these platforms has been a stumbling block.	(Diochon, Menzies and Gasse, 2007). (Puhakka, 2007).
e. Education	It has been observed that there is limited integration of business activities in current education systems at low grades and also at a high education level.	Booz & company 2011, (Itani, 2011). (Mediavataar, 2017). (Diochon, Menzies and Gasse, 2007). (Puhakka, 2007). Booz & company 2011,
f. International exposure	Very few initiatives and programs have been in use towards improving exposure to the growing entrepreneurs. International exposure is perceived to bring positive mindsets of the learners in verge of improving entrepreneurship skills	(Itani, 2011). (Mediavataar, 2017). (Diochon, Menzies and Gasse, 2007). (Puhakka, 2007).

CHAPTER FOUR

4.1 Research Methodology

4.1.1 Overview

The topic intends to provide basically the illustration, procedures and discussion of the research design considerations undertaken towards achieving the present paper's intentions and provide meaning responses to the research objectives and questions. Various research methodological approaches are reviewed to provide justification on the chosen research design. The major components of topic include: research approach which for this case is divided into two, the qualitative and quantitative approaches, the participants, materials and instruments, data collection procedures, and statistical data analysis procedure. The topic describes the research methodology employed in this study, including the description of the study context, number of participants engaged, sample size, settings, documents and materials, data gathering, Cronbach's tests, analysis software and techniques among others.

4.1.2 Research approach

There are two major types of research approaches namely: the qualitative approach and the quantitative approach (Kothari, 2004). Quantitative approach entails the inquiry into the research problem based on hypothesis testing; numerals and analysis of the statistical procedures, with an aim of determining whether the tentative guess hold true (Creswell, 2009). Use of numerals and basic mathematical formulas makes the approach be classified as quantitative because it incorporates use of hard and reliable data coupled with the aforementioned statistical procedures to determine facts and linkage that exist among the research variables (Naoum, 1998; Gilbert, 2008). Due to the complexity involved, a considerable sample is used, which is representative of the large population and consequently allows generalization and inferences. In this approach, the sample must be proportional to the population under study in order to avoid wrong inferences and impressions that might arise. Through quantitative approach statistical data is analyzed through descriptive statistics which involves use of charts and graphs such as the histogram, comparative bar graphs, pie charts etc., or inferential statistics such as regression analysis.

Qualitative approach encompasses an inquiry process which seeks to understand a social or human problem by use of the existing knowledge, ideas, and educational theories (Creswell, 2009). The existing traditional methodologies of inquiry are employed to explore the current social problem in verge to provide solutions to research questions. Qualitative approach is majorly concerned with data collection from the existing literature and comparing with the current problem at hand. Therefore, the approach can be classified as descriptive in nature where large amount of information is gathered and summarized. The approach does not employ complicated equations and formulas which makes it the most prolific method mostly in social sciences. However, the approach employs techniques such as the grounded theory approach, factor analysis method, case study, ethnography and phenomenology (Leedy and Ormrod 2001), which is generally coupled with small samples and is limited to the coverage of the findings. The most considered technique is the mixed approach where both qualitative and quantitative approaches complement each other as suggested by Tashakkori and Teddlie (1998).

4.1.3 Research approach of the present study

The study has used qualitative research methodology that entails the act of gathering information and understanding the inquiry that investigate into the human/social life experience. The approach does not involve performing of experiments rather the statistical data collection is governed by the existing theories and knowledge. It works by retrieving statistical data from the existing body of literature to solve or provide an explanation to the research question. The study will still incorporate quantitative research design at some point since the demographic information involves summation of numbers. The qualitative approach also called pre-experimental techniques derives the required data through questionnaires, sampling, interviews, and observations useful for addressing the research questions. Due to mixture of descriptions and numerals, most of the studies employ both qualitative and quantitative approach to provide the desirable data. In quantitative design, data is presented in numerals, tables, columns, rows and this aspect forms the most distinctive comparison for these two methods.

Qualitative technique of data collection uses case studies, analysis of the content, deductive and inductive approach, and mostly grounded theory method among many others. Qualitative approach employs

less numeral and in most cases it does not extend to apply the complicated mathematical formulas and procedures as does the quantitative approach. Due to this limitations the methods is sometimes coupled with other methods of data collection to ensure that the accuracy and the reliability of the information is not doubted at all. As a result, qualitative research approach uses philosophical and phenomenological techniques and assumptions which include: including the description of the study context, number of participants engaged, sample size, settings, documents and materials, data gathering, Cronbach's tests, analysis software, analysis techniques and interpretation of the results among others.

It concentrates on the physical qualities of the research problem, philosophical endowment and processes that are not governed by empirical formulae and experiments. The approach therefore is based on the characteristics, concepts and descriptions of phenomenon. The objectives, purpose of the study and research questions acts as the control tool on the areas that the research should explore. Therefore, the current study seeks to examine and investigate the contributions of the entrepreneurship enablers and entrepreneurship barriers in the field of entrepreneurship with consideration given to business organizations in the United Arab Emirates. The study therefore, has the intent to derive the stakeholders' feelings, perceptions, points of view and attitudes towards barriers and enablers to entrepreneurship. There are several methods of data collection upon which the researcher can choose from, these statistical data collection methods include: use of questionnaires, sampling, interviews, case studies, observations, phenomenology and grounded inductive methods among others.

Among these many methods the research intends to employ online questionnaire system to help in data assembling. The goal and objectives of this study was realized and achieved by collecting empirical data and analyses were done by use of SPSS 23 software for windows. The data were made available through online questionnaire where the participants were sent the survey questions containing different sections and from which they were required to answers the questions. Data collection was followed by qualitative data description from the existing knowledge and theories and later the data was subjected to Cronbach's alpha test to determine the similarities and differences among the respondents. The grounded theory method was used in this research paper to induce and also to provide insights and information about

the enablers and barriers to entrepreneurship with a given business organization and further to provide knowledge about the perceptions, points of view, opinions, attitudes and feelings of the selected respondents about the enablers and barriers to entrepreneurship.

The centre of interest of this research is to conceptualize on the enablers and barriers to entrepreneurship in aid of improving success of the entrepreneur activities and consequently provide products and services required to meet the basic wants. A survey research method was employed to derive the respondents' feelings, perceptions, points of view and attitudes. Several questionnaire sections with titles, general information, organizational climate and job satisfaction was used to provide to help gather the wanted information. Online questionnaires were preferred because they improve the chance of willing to participate and sometimes are taken with a lot of seriousness. This study used a qualitative research method. The qualitative method was the most appropriate to explore the similarities and differences among the respondents in terms of their feelings, perceptions, points of view and attitudes based on questionnaires.

The data, therefore, obtained helped to check the reliability of the knowledge and information provided in the background information and later form basis of drawing the current study's conclusions. The research included managers, entrepreneurs, customers, and other relevant practitioners in the United Arab Emirates. The respondents were required to complete a single questionnaires but across all the sections provided. The common three steps involved in qualitative research design (methodology design, Cronbach's test, and analysis) were employed (Creswell, 2012). The study seeks to examine the roles of both enablers and barriers to entrepreneurship. To effectively examine the participants' feelings, perceptions, points of view and attitudes on enablers and barriers to entrepreneurship, a variety of questions were presented in the questionnaires across the all three sections. Five questions were structured to establish the barriers and enablers to entrepreneurship and whether these two scenarios and impacts to entrepreneurs, what actions the participants were taking to curb the issue of barriers to entrepreneurship. Below are some of the objectives from which the research questions were derived from:

7. To investigate the contributions and the importance of the entrepreneurship in today's world.

8. To examine and analyse the status and level of entrepreneurship in the UAE and how it affects the economy.
9. To identify factors that enhances and promotes (factors that promote entrepreneurship success) entrepreneurship in the UAE.
10. To analyze barriers to entrepreneurship in the UAE.
11. To analyze any risk mitigating strategies that can be applied to ensure that there is a success in entrepreneurship.
12. To Identify and evaluate further research work that needs to be done on the subject under research.

The following questions were used to provide the study with explanations to the topic:

1. How do the entrepreneurship enablers and barriers influence success or failure of business organizations?
2. What are some of the impacts entrepreneurship in the country's economy and mostly in the UAE?
3. What are some of the factors that influence entrepreneurship in the UAE?
4. How do entrepreneurship skills affect the activities and operations in a given organization?
5. What are some of the risk mitigating strategies that can be applied to ensure that there is a success in entrepreneurship?

Due the interrelation of the some research questions, the five questions were compressed to form three questions.

Question one: How do the entrepreneurship enablers and barriers influence success or failure of business organizations?

The reason for developing this question was to assist in providing a clear understanding of the part played by enablers and barriers to entrepreneurship. In the background and literature review more information about the enablers and barriers to entrepreneurship has been discussed in details. The question was used to clearly explain what are these business enablers and barriers towards achieving business success. The most important participants in the study included managers, entrepreneurs, customers, and

other relevant practitioners in the United Arab Emirates. The research question was used to explore the similarities and differences among the respondents in terms of their feelings, perceptions, points of view and attitudes based on questionnaires and later used to clearly state the role of the enablers and barriers on business success.

Question two: What are some of the impacts of entrepreneurship in the country's economy and mostly in the UAE?

Entrepreneurship is regarded as the willingness and capacity to develop, manage, and organize a specific business venture together with its risks with the aim of making profits. One of the most common forms of entrepreneurship is starting a business while taking advantage of innovation and being ready to take risks. Entrepreneurship is often considered to be the driver of economies all over the world because most innovations are developed and implemented by entrepreneurs. The role of entrepreneurs in today's world has expanded from just self-fulfillment to also contributing to their countries' economies and helping to solve the various problems that affect the society. Entrepreneurs often develop because of the following reasons; innovation, job creation, increased competition, new markets and increased productivity. The current study indulges in determining the impacts of entrepreneurship in a particular country. The question was useful in providing information on the details of entrepreneurship.

Question two, four and five: What are some of the factors that influence entrepreneurship in the UAE? How do entrepreneurship skills affect the activities and operations in a given organization? What are some of the risk mitigating strategies that can be applied to ensure that there is a success in entrepreneurship?

By use of the above three questions it was possible to obtain information and insights on the participants' say on the research questions. The grounded theory method was used in this research paper to induce and also to provide insights and information about the enablers and barriers to entrepreneurship with a given business organization and further to provide knowledge about the perceptions, points of view, opinions, attitudes and feelings of the selected respondents about the enablers and barriers to entrepreneurship. The feedbacks from the respondents were very useful for the formed the basis upon which the study was dwelt on. The researcher used the aforementioned questions to gauge and weigh the feelings

and attitude of the entrepreneurs and other relevant respondents on the barriers and enablers to entrepreneurship.

The data were made available through online questionnaire where the participants were sent the survey questions containing different sections and from which they were required to answer the questions. Data collection was followed by qualitative data description from the existing knowledge and theories and later the data was subjected to Cronbach's alpha test to determine the similarities and differences among the respondents. The grounded theory method was used in this research paper to induce and also to provide insights and information about the enablers and barriers to entrepreneurship with a given business organization and further to provide knowledge about the perceptions, points of view, opinions, attitudes and feelings of the selected respondents about the enablers and barriers to entrepreneurship. The research outcomes were based on the grounded theory method, deductive and inductive qualitative approach in regard to enablers and barriers to entrepreneurship in the United Arab Emirates. A total of four hypotheses were developed to form the basis for finding the solution to the problem in question. A factor analysis which consisted of three grouping was developed from the factors that influence the success or failure of the entrepreneurship activities in the UAE

4.1.4 Participants

The participants of the study included the entrepreneurs, customers, managers and other related practitioners. The participants were arrived at through purposive sampling technique. The information from the literature review suggests that to obtain valid and reliable results the participants need to be randomly picked from the population with an objective mind. Biasness may not be avoid but the selection should adopt a procedure of obtain the participants may through voting or using intervals. The target population of the study was 90 participants in which a sample size of 65 participants was drawn to help in the study.

4.1.5 Materials

Online questionnaires were used to gather information on the points of view, attitudes, opinions and perceptions of the respondents. The goal and objectives of this study was realized and achieved by collecting empirical data and analyses were done by use of SPSS 23 software for windows. The data were made

available through online questionnaire where the participants were sent the survey questions containing different sections and from which they were required to answers the questions. Data collection was followed by qualitative data description from the existing knowledge and theories and later the data was subjected to Cronbach's alpha test to determine the similarities and differences among the respondents.

4.1.6 Data collection procedure and statistical data analysis

The study ensured that before the actual data collection procedures all the participants were conducted to provide their consent to undertake the task of providing data. After their consent and approval, the respondents (managers, entrepreneurs, customers, and other relevant practitioners) were reached through a phone and an agreement sealed. The organization were conducted as well to provide a go ahead on whether their institutions would be used as centres for data collection. The respondents who consented to participate were emailed an initial mail that bore all the instructions and reasons for the data collection. The participants were later on emailed the sample survey questions from which they were required to provide answers. The data were made available through online questionnaire where the participants were sent the survey questions containing different sections and from which they were required to answers the questions.

A survey research method was employed to derive the respondents' feelings, perceptions, points of view and attitudes. Several questionnaire sections with titles, general information, organizational climate and job satisfaction was used to provide to help gather the wanted information. Online questionnaires were preferred because they improve the chance of willing to participate and sometimes are taken with a lot of seriousness. The survey was accomplished through personal contacts and mails to improve on the reliability of the participants. The respondents were required to download the survey samples and provide answers to all the sections as dictated by the questionnaire. The users who provide their consent to participate in the study they were assured that the responses were to remain anonymous. It was the responsibility of the researcher to avail the survey questionnaires through mailing, taking down the responses and storing them very well to awaited data analysis, discussion and conclusion. The goal and objectives of this study was realized and achieved by collecting empirical data and analyses were done by use of SPSS 23 software for windows.

CHAPTER FIVE

RESULTS AND FINDINGS

5.0 Introduction

This chapter presents the results of data analysis with regard to descriptive analysis, correlation analysis and regression analysis. The response rate was 92.3% since sixty five questionnaires were submitted to the respondents and only sixty were filled in and returned, and that all the results are for both enablers and barriers together.

5.1 Reliability Analysis

Table 3: Case Processing Summary

		N	%
Cases	Valid	60	100.0
	Excluded ^a	0	.0
	Total	60	100.0

a. Listwise deletion based on all variables in the procedure.

Table 4: Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.970	.973	8

Reliability is defined as the accuracy or precision of a measuring instrument (Creswell (2003). The reliability test analyses the consistency of observation, survey, and test measuring devices. This research utilized Cronbach's α to measure the reliability. A higher reliability implies that the results of the research are more credible. According to Field (2005), a Cronbach's $\alpha > 0.7$ indicates that the instrument offers a comparatively good measurement apparatus thus reliable. The results showed that the reliability measure α value is 0.970 indicating that the research is within the acceptable scope. The Cronbach's Alpha of 0.970 indicates that research instruments provide a relatively good measurement tool hence reliable.

5.2 Demographic Data

Table 5: Statistics

		Age	Gender	Nationality	Education Level	Duration of working in the organization	Type of Business or Sector
N	Valid	60	60	60	60	60	60
	Missing	0	0	0	0	0	0
Mean		2.5667	1.4500	1.2000	2.6833	2.6833	3.0333
Median		3.0000	1.0000	1.0000	3.0000	3.0000	3.0000
Mode		3.00	1.00	1.00	3.00	3.00	2.00
Sum		154.00	87.00	72.00	161.00	161.00	182.00

Table 3 above displays that the demographic data for the study constituted age (mean=2.5667, median=3.0000 and mode of 3.00), gender (mean=1.4500, median=1.0000 and mode=1.0), nationality (mean=1.2000, median=1.0000 and mode=1.0), education level (mean=2.6833, median=3.0000 and mode=3.00). It also comprised duration of working in the organization (mean=2.6833, median=3.0000 and mode=3.0) and type of business or sector (mean=3.0333, median=3.0000 and mode=2.0).

The mean, median and mode were computed to give a summary of the data for age, gender, nationality, education level, duration of working in the organization and type of business. The mean shows that average score and the median display the value which lies in the middle after ranking the entire scores. Besides, the mode indicates the score that is most frequently occurring. The mean and mode indicates that most respondents were between 36 and 45 years, male, UAE national and involved in food and beverages business. Moreover, they worked in their organizations between 6 and 10 years and had college level of education. The median shows that the respondents between 36 and 45 years, UAE national, male and have attained college level of education, worked between 6 and 10 years in the organizations and involved in food and beverages business lies in the middle after ranking all the scores.

Table 6: Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Between 20 and 25 years	9	15.0	15.0	15.0
	Between 26 and 35 years	19	31.7	31.7	46.7
	Between 36 and 45 years	21	35.0	35.0	81.7

Above 45 years	11	18.3	18.3	100.0
Total	60	100.0	100.0	

The above Table 4 indicates that majority of the respondents were between 36 and 45 years while few of the respondents were between 20 and 25 years. The respondents between 20 and 25 years were 15%, between 26 and 35 years were 31.7%, between 36 and 45 years were 35.5% and above 45 years were 18.3%.

Table 7: Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Male	33	55.0	55.0	55.0
Female	27	45.0	45.0	100.0
Total	60	100.0	100.0	

Table 5 above shows that majority of the respondents were male and lesser of the respondents were female. The male were 55% and the female were 45%.

Table 8: Nationality

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid UAE National	48	80.0	80.0	80.0
Non UAE National	12	20.0	20.0	100.0
Total	60	100.0	100.0	

Majority of the respondents were of UAE national as represented by 80% and few of the respondents were Non UAE national as represented by 20% as shown in the above Table

Table 9: Education Level

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Primary	7	11.7	11.7	11.7
Secondary	17	28.3	28.3	40.0
College	24	40.0	40.0	80.0
University	12	20.0	20.0	100.0
Total	60	100.0	100.0	

Table 9 indicates that the primary level of education was 11.7%, secondary was 28.3%, college was 40% and university was 20%. This shows that the majority of the respondents have attained college level of education while few of the respondents had primary level of education.

Table 10: Duration of Working in the Organization

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Less than 2 years	7	11.7	11.7	11.7
Between 2 and 5 years	16	26.7	26.7	38.3
Between 6 and 10 years	26	43.3	43.3	81.7
Above 10 years	11	18.3	18.3	100.0
Total	60	100.0	100.0	

The above Table 10 displays that most of the respondents had worked in their organizations between 6 and 10 years. On the other hand, few of the respondents had worked for less than two years in their organizations. The respondents who had worked for less than two years in their organizations were 11.7%, between 2 and 5 years were 26.7%, between 6 and 10 years were 43.3% and above ten years were 18.3%.

Table 11: Type of Business or Sector

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Healthcare and Pharmaceuticals sector	9	15.0	15.0	15.0
Food and Beverages Business	19	31.7	31.7	46.7
Logistics and Transportation	7	11.7	11.7	58.3
Energy Sector	11	18.3	18.3	76.7
Real estates and construction	14	23.3	23.3	100.0
Total	60	100.0	100.0	

The type of business or sector included healthcare and pharmaceuticals sector (15%), food and beverages business (31.7%), logistics and transportation (11.7%), energy sector (18.3%) and real estates and construction (23.3%). It shows that majority of the respondents were involved in food and beverages business and few of the respondents were in logistics and transportation sector as displayed by the above Table 9.

5.3 Correlation Analysis

Table 12: The Motives that might Empower you to Create Start up Enterprises

Correlations

	Grow market	Research and Development Investment	Wealth	Knowledge resources	Family reasons	Profits	Employment	Government support
Grow market Pearson Correlation	1	.954**	.696**	.917**	.942**	.898**	.888**	.927**
Research and Development Investment Pearson Correlation	.954**	1	.735**	.880**	.924**	.850**	.821**	.910**
Wealth Pearson Correlation	.696**	.735**	1	.688**	.621**	.476**	.407**	.592**
Knowledge resources Pearson Correlation	.917**	.880**	.688**	1	.874**	.835**	.845**	.859**
Family reasons Pearson Correlation	.942**	.924**	.621**	.874**	1	.863**	.884**	.957**
Profits Pearson Correlation	.898**	.850**	.476**	.835**	.863**	1	.931**	.865**
Employment Pearson Correlation	.888**	.821**	.407**	.845**	.884**	.931**	1	.885**
Government support Pearson Correlation	.927**	.910**	.592**	.859**	.957**	.865**	.885**	1

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

Pearson correlation coefficient (r) was utilized to determine the motives that might empower respondents to create start up enterprises. The correlation was considered significant when the p-value was below 0.01. There are different motives that might empower the respondents to create the start-up enterprises as shown in Table 10 above. These comprises growth market (r=0.954), research and development investment (r=0.735), wealth (r=0.688), knowledge resources (r=0.874), family reasons (r=0.863), profits (r=0.931) and government support (r=0.927).

The respondents indicated that growth market, research and development investment, wealth, knowledge resources, family reasons, profits and government support are motives that empower them to establish the start-up enterprises. The Pearson’s correlation coefficient shows the strength of the association between the paired data. The Table 8 above shows that there is a strong positive correlation between the variables owing to the positive correlation coefficient values. There is a stronger association amongst the variables since the correlation coefficients are close to positive one. It is also clear from the data that support, capital and cultural issues highly hinder entrepreneurship and much is needed to enable people to acquire more space, freedom and capacity to venture entrepreneurship.

5.4 Descriptive Analysis

Table 13: The Influence of Entrepreneurship Enablers on the Success or Failure of Business Organizations

	Mean	Std. Deviation
Availability of capital	1.5833	.92593
Family support	2.0500	.98161
Promotion of role models	2.4167	1.26614
Youth awareness	1.6333	.58125
Availability of professional services	2.2000	1.16153
Network association	1.7333	.95432
Incubators	2.1167	1.12131
Advancement in technology	1.5167	.81286
Innovation strategy	1.4667	.70028
Business strategies	1.6000	.66892
Availability of people, items and activities	2.0667	1.11791
Valid N (listwise)		

Entrepreneurship enablers greatly influence the success or failure of business organizations. The respondents indicated with a mean of 1.5833 and standard deviation of 0.92593 that availability of capital has more influence on the success or failure of business organizations as shown in Table 11 above. Family support influences the success or failure of enterprises with a mean of 2.0500 and standard deviation of 0.98161. The promotion of role models influences the business organizations with a mean of 2.4167 and standard deviation of 1.26614.

The respondents agreed that youth awareness (mean=1.6333, standard deviation= 0.58125), availability of professional services (mean=2.2000, standard deviation=1.16153), network association (mean=1.7333, standard deviation=0.95432), incubators (mean=2.1167, standard deviation=1.12131), advancement in technology (mean=1.5167, standard deviation=0.81286), innovation strategy (mean=1.4667, standard deviation=0.70028) have more influence of the success of enterprises. Moreover, they indicated that business strategies (mean=1.6000, standard deviation=0.66892) and availability of people, items and activities (mean=2.0667, standard deviation=1.11791) determines the success or failure of enterprises. The mean indicates the average score amongst the variables. The standard deviation tells how much the scores within the data set vary around the mean. The large standard deviation implies that the values in the set of data are spread out over a broader array of values on average and the small standard deviation implies that the values in the statistical data set tend to be near the mean of the set of data on average.

Table 14: The Influence of Entrepreneurship Barriers on the Success or Failure of Business Organizations

	Mean	Std. Deviation
Financial and economic barriers	1.5333	.98233
Cultural barriers	1.4000	.69380
Lack of management skills	2.1333	1.28177
Lack of coordination of policy and programmes	2.0167	1.09686
Inadequate education	1.8833	1.18023
Regulatory barriers	1.4000	.84773
Lack of market access	1.4000	.66892
Lack of international exposure	1.9167	.84956
Inadequate platforms	2.2500	1.34826

Lack of knowledge on bankruptcy law	1.7000	1.10928
Valid N (listwise)		

The entrepreneurship barriers determine the success or failure of business organizations. The respondents indicated that financial and economic barriers (mean=1.5333, standard deviation=0.98233), cultural barriers (mean=1.4000, standard deviation=0.69380), lack of management skills (mean=2.1333, standard deviation=1.28177), inadequate education (mean=1.8833, standard deviation=1.18023), regulatory barriers (mean= 1.4000, standard deviation=0.84773), lack of market access (mean=1.4000, standard deviation=0.66892) and lack of knowledge on bankruptcy law (mean=1.7000, standard deviation=1.10928) have more influence on the success or failure of business enterprises as displayed by Table 12 above.

The standard deviation close to zero shows that the data points are very close to the mean whereas the high standard deviation shows that the data points are spread out over a broader array of values. The respondents also indicated lack of coordination of policy and programs (mean=2.0167, standard deviation=1.09686), lack of international exposure (mean=1.9167, standard deviation=0.84956), inadequate platforms (mean=1.7000, standard deviation=1.10928) have somewhat influence on the success or failure of business organizations.

Table 15: Impacts of Entrepreneurship in the Country’s Economy and mostly in the UAE

	Mean	Std. Deviation
Innovativeness	1.2833	.52373
Product improvement	1.2000	.48011
Increases the number of market participants	1.5833	.86928
Job creation	1.1667	.41850
Increases competition	1.6833	1.08130
Opens new markets	1.3500	.89868
Increases productivity	1.3333	.77387
Foreign income generation	2.2500	1.49150
Assists in adapting to the market penetration tactics	2.4833	1.38383
Valid N (listwise)		

Table 15 above shows that entrepreneurship increases productivity (mean=1.3333, standard deviation=0.77387), helps in foreign income generation (mean=2.2500, standard deviation=1.49150) and assists in adapting to the market penetration tactics (mean=2.4833, standard deviation=1.38383). It results in innovativeness (mean=1.2833, standard deviation=0.52373), product improvement (mean=1.2000, standard deviation=0.48011), increases the number of market participants (mean=1.5833, standard deviation=0.86928), job creation (mean=1.1667, standard deviation=0.41850) and increase in competition (mean=1.6833, standard deviation=1.08130). Moreover, the respondents indicated that entrepreneurship opens new markets (mean=1.3500, standard deviation=0.89868). The mean indicates that entrepreneurship mainly assists in adapting to the market penetration tactics in the UAE. The large standard deviations show that the values in the set of data are spread out over an extensive range of values on average. The standard deviations that are close to zero displays that the data points are very close to the mean.

Table 16: Factors that influence Entrepreneurship in the UAE

	Minimum	Maximum	Mean	Std. Deviation
Difficulty in securing initial capital	1.00	5.00	1.9500	1.11119
Lack of proper infrastructure	1.00	5.00	2.4167	1.27946
Competitive action of rivals	1.00	5.00	2.0500	1.04840
Inadequacy of skilled workers	1.00	5.00	1.9167	1.26614
Lack of reliable suppliers	1.00	5.00	2.4333	1.34501
Difficulty in getting in touch with the customers	1.00	5.00	2.0833	1.10916
Poor market network	1.00	5.00	1.7833	1.07501
Difficulty in maintaining quality	1.00	5.00	2.1167	1.13633
Financial support inadequacy	1.00	4.00	1.7167	.90370
Difficulty in finding relevant information	1.00	5.00	2.4500	1.47780
Valid N (listwise)				

From the Table 16 above, the respondents indicated that difficulty in securing initial capital (mean=1.9500, standard deviation=1.11119), lack of proper infrastructure (mean=2.4167, standard deviation=1.27946), competitive action of rivals (mean=2.0500, standard deviation=1.04840), inadequacy of

skilled workers (mean=1.9167, standard deviation=1.26614), lack of reliable suppliers (mean=2.4333, standard deviation=1.34501), difficulty in getting in touch with the customers (mean=2.0833, standard deviation=1.10916) and poor market network (mean=1.7833, standard deviation=1.07501) have great influence on the Entrepreneurship in the UAE.

The respondents further indicated that difficulty in maintaining quality (mean=2.1167, standard deviation=1.13633), financial support inadequacy (mean=1.7167, standard deviation=0.90370) and difficulty in finding relevant information (mean=2.4500, standard deviation=1.47780) have more influence on Entrepreneurship in the UAE. The high standard deviation indicates that the values in the set of data are spread out over a broader array of values on average. The standard deviations show what is taking place between the maximum and the minimum scores.

Table 17: The importance of Entrepreneurship Skills to the Activities and Operations of Enterprises

	Mean	Std. Deviation
Problem solving	1.7000	1.12446
Recognizing opportunities	1.8167	.96536
Creative thinking	2.0333	1.11942
Goal setting	1.8333	.82681
Appropriate planning and organizing	2.3667	1.30146
Better decision making	1.7833	1.04300
Proper negotiation within an organization	2.4167	1.49906
Valid N (listwise)		

From the Table 17 above, the respondents agreed that entrepreneurship skills assist in problem solving with a mean of 1.7000 and a standard deviation of 1.12446. They agreed that entrepreneurship skills help in recognizing opportunities (mean=1.8167, standard deviation=0.96536), leads to creative thinking (mean=2.0333, standard deviation=1.11942), helps in goal setting (mean=1.8333, standard deviation=0.82681), assists in appropriate planning and organizing (mean=2.3667, standard deviation=1.30146). The respondents also agreed that entrepreneurship skills helps in better decision making with a mean of 1.7833 and standard deviation of 1.49906 and that it enable proper negotiation within an organization with a mean of 2.4167 and standard deviation of 1.49906. The proper negotiation within an

organization has the highest mean and standard deviation. The large standard deviation indicates that the values in the set of data are spread out over a broader array of values on average.

Table 18: Risk Mitigating Strategies that can be applied to ensure that there is a success in Entrepreneurship

	Mean	Std. Deviation
Responding to the level of uncertainty	1.8500	1.02221
Dealing with high-impact and low-probability risks	1.5000	.65094
Risk transfer and contracting	1.9500	1.04840
Risk avoidance	1.7000	1.18322
Risk limitation	2.4167	1.38137
Risk buffering	2.4667	1.32085
Risk acceptance	2.1000	1.16007
Risk control	1.8167	1.29525
Valid N (listwise)		

Table 18 above shows the risk mitigating strategies that can be applied to ensure that there is a success in entrepreneurship. The respondents indicated that responding to the level of uncertainty (mean=1.8500, standard deviation=1.02221), dealing with high-impact and low-probability risks (mean=1.5000, standard deviation=0.65094), risk transfer and contracting (mean=1.9500, standard deviation=1.04840), risk avoidance (mean=1.7000, standard deviation=1.18322) and risk limitation (mean=2.4167, standard deviation=1.38137) are strategies for mitigating risks to guarantee that entrepreneurship is successful. They also indicated that risk buffering (mean=2.4667, standard deviation=1.32085), risk acceptance (mean=2.1000, standard deviation=1.16007) and risk control (mean=1.8167 and standard deviation=1.29525) are risk mitigating strategies that can be applied to ensure that there is a success in entrepreneurship. The large standard deviation shows that the values in the set of data are spread out over a broader array of values on average. The above results indicate that entrepreneurial challenges can be met and handled through various actions. The risk in any business venture is one of the threats of entrepreneurs and it has to be dealt with in an appropriate manner.

5.5 Regression Analysis

5.5.1 Factors Influencing Entrepreneurship Adoption in the UAE

In the context of the UAE, it is essential to understand the various factors that would promote processes of entrepreneurial value addition. The process model that exist in UAE for entrepreneurship are mainly used as the fundamental basis of understanding unique processes that the entrepreneurs undertake in realization of their ideas and skills. However, majority of the entrepreneurs fail to realise their dreams since there is lack of institutional encouragement, necessary training, availability of information and mentoring, which constantly hinders entrepreneurs' ability to navigate their ideas and venture creations.

Table 19: Model Summary

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.826 ^a	.682	.617	.78983	.682	10.518	10	49	.000

a. Predictors: (Constant), Difficulty in finding relevant information, Financial support inadequacy , Difficulty in maintaining quality, Lack of proper infrastructure, Competitive action of rivals, Difficulty in securing initial capital, Poor market network, Difficulty in getting in touch with the customers, Inadequacy of skilled workers, Lack of reliable suppliers

In Table 19 above, the R (multiple correlation coefficients) value of 0.826 shows a good level of prediction. The R-square (coefficient of determination) value of 0.682 displays that 68.2% of the variance in entrepreneurship adoption in the UAE can be predicted from variables such as difficulty in finding relevant information, financial support inadequacy , difficulty in maintaining quality, poor market network, lack of proper infrastructure, competitive action of rivals, difficulty in securing initial capital, difficulty in getting in touch with the customers, lack of reliable suppliers and inadequacy of skilled workers. It shows that there is a strong relationship between entrepreneurship adoptions in the UAE the predictor variables.

The R-square of 0.682 indicates that the predictor variables explain 68.2% of the variability of dependent variable. Furthermore, the R-square value of 68.2% indicates that the data are closely fitted to the regression line and the model explained approximately 68.2% of the variability in the dependent variable which is entrepreneurship adoption in the UAE. There were sixty respondents who filled in and returned the

questionnaires, so the degrees of freedom for the total are 59. The adjusted R2 value indicated that 61.7% of the variability in the response variable was explained by the predictor variables.

Table 20: Analysis of Variance

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	65.616	10	6.562	10.518	.000 ^b
	Residual	30.568	49	.624		
	Total	96.183	59			

a. Dependent Variable: Entrepreneurship Adoption in the UAE

b. Predictors: (Constant), Difficulty in finding relevant information, Financial support inadequacy , Difficulty in maintaining quality, Lack of proper infrastructure, Competitive action of rivals, Difficulty in securing initial capital, Poor market network, Difficulty in getting in touch with the customers, Inadequacy of skilled workers, Lack of reliable suppliers

The above ANOVA Table 18, the F-statistic is 10.518 and indicates a significant linear regression association amongst between the entrepreneurship adoption in the UAE and the predictor variables. The predictor variables include poor market network, difficulty in finding relevant information, financial support inadequacy, difficulty in maintaining quality, difficulty in securing initial capital, lack of proper infrastructure, competitive action of rivals, difficulty in getting in touch with the customers, lack of reliable suppliers and inadequacy of skilled workers.

The F-statistic of 10.518 indicates that every F-statistic has an F (1, 10.518) distribution. The F statistic indicates that the R-square was statistically significant at $p < 0.05$. Besides, F-ratio shows that the overall regression model is a good fit for the data because the predictor variables statistically predict the response variable, $F(10,49) = 10.518$, $p < 0.005$. The regression model explains all the response data variability around its mean. The F-value is significant at 95%, even though merely with R-square value of 0.934, indicating that only 0.682 of the variation in standard deviation is explained by the explanatory variables. The p-value associated with the F value is 0.000 indicating that the predictor variables dependably predict the response variable. The p-value is less than the alpha level of 0.05 and therefore the predictor variables reliably predict the response variable.

Table 21: Coefficients

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
(Constant)	.922	.301		3.062	.004	.317	1.527
Difficulty in securing initial capital	-.121	.404	-.106	-.300	.765	-.933	.690
Lack of proper infrastructure	.480	.532	.481	.904	.371	-.588	1.549
Competitive action of rivals	.340	.498	.279	.683	.498	-.660	1.340
Inadequacy of skilled workers	.947	.434	.939	2.183	.034	.075	1.819
Lack of reliable suppliers	-.240	.571	-.253	-.420	.676	-1.388	.908
Difficulty in getting in touch with the customers	.294	.455	.256	.646	.521	-.621	1.209
Poor market network	.313	.492	.264	.637	.527	-.675	1.302
Difficulty in maintaining quality	-.859	.347	-.765	-2.476	.017	-1.556	-.162
Financial support inadequacy	-1.279	.551	-.905	-2.322	.024	-2.385	-.172
Difficulty in finding relevant information	.484	.290	.560	1.666	.102	-.100	1.067

a. Dependent Variable: Impacts of Entrepreneurship

The study assumed a linear association amongst independent variables and the response variable with the resulting multiple linear regression model taking the mathematical form $Y = b_0 + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + b_5X_5 + b_6X_6 + b_7X_7 + b_8X_8 + b_9X_9 + b_{10}X_{10} + \epsilon_0$ where Y = Entrepreneurship adoption in the UAE, b_0 = constant, $b_1, b_2, b_3, b_4, b_5, b_6, b_7, b_8, b_9, b_{10}$ are coefficients of the predictor variables and X_1 = Difficulty in securing initial capital, X_2 = Lack of proper infrastructure, X_3 = Competitive action of rivals, X_4 = Inadequacy of skilled workers, X_5 = Lack of reliable suppliers, X_6 =Difficulty in getting in touch with the customers, X_7 = Poor market network, X_8 = Difficulty in maintaining quality, X_9 = Financial support inadequacy, X_{10} =Difficulty in finding relevant information and ϵ_0 = error term that is normally distributed with constant variance and mean zero.

$$Y = 0.922 - 0.121X_1 + 0.480X_2 + 0.340X_3 + 0.947X_4 - 0.240X_5 + 0.294X_6 + 0.313X_7 - 0.859X_8 - 1.279X_9 + 0.484X_{10} + \epsilon_0$$

The study adopted a correlation coefficient (r) and p-value analysis, where a correlation was deliberated significant when the p-value was less than 0.05. Correlation values (r) close to zero implied a weak relationship and r close to one indicated that there existed a strong correlation. For example, the constant value of 0.922 indicates that the extent of entrepreneurship adoption in the UAE will have an index of 0.922 when coefficients for all variable factors are zero given a scale of 1 to 5 wherein 1 represents more influence and 5 embodies very less influence. The regression model shows that the constant is not significantly different from 0 at the 0.05 alpha level since its p-value of 0.922 is greater than 0.05 alpha level. The coefficient for difficulty in securing initial capital is -0.121 that implies that for each unit increase in difficulty in securing initial capital, a -0.121 unit decline entrepreneurship adoption in the UAE. On the other hand, the coefficient for inadequacy of skilled workers is 0.947 indicating that for every unit increase in inadequacy of skilled workers, a 0.947 unit increase in entrepreneurship adoption in the UAE is predicted when all other variables remains constant.

CHAPTER SIX

DISCUSSION

6.0 Motives that might empower an individual to create start up Enterprise

There are numerous motives that can empower an individual to create a start-up enterprise. These include grow market, knowledge resources, profits, employment, government support, wealth, family reasons, research and development. For example, the respondents create start up enterprises for to grow market ($r=0.954$) and for research and development investment ($r=0.735$) as shown in Table 10. Stel (2006) states that entrepreneurship is crucial since it assist in driving the economy. It is deliberated as one the most essential assets that should be motivated, rewarded and cultivated in the highest possible way possible. According to Brown (2004), entrepreneurship creates new businesses and sectors that further add to the economy development and national income. There was a stronger association amongst the variables because the correlation coefficients are close to positive one.

Conway (2007) indicates that entrepreneurship is considered as the eagerness and ability to develop, manage and organize particular business venture along with its risks with intention of making profits. The respondents also create start up enterprises for making profits ($r=0.931$) as shown in Table 10. Namaser (2011) indicates that the development of entrepreneurship requires the existence of entrepreneurial skills and teachings and comprehension and removal of impediments and challenges to the process.

6.1 The Influence of Entrepreneurship Enablers on the Success or Failure of Business Organizations

Entrepreneurship enablers greatly influence the success of failure of business organizations. The respondents indicated with a mean of 1.5833 and standard deviation of 0.92593 that availability of capital has more influence on the success or failure of business organizations as shown in Table 13 above. Family support influences the success or failure of enterprises with a mean of 2.0500 and standard deviation of 0.98161. The promotion of role models influences the business organizations with a mean of 2.4167 and standard deviation of 1.26614.

The respondents agreed that youth awareness (mean=1.6333, standard deviation= 0.58125), availability of professional services (mean=2.2000, standard deviation=1.16153), network association

(mean=1.7333, standard deviation=0.95432), incubators (mean=2.1167, standard deviation=1.12131), advancement in technology (mean=1.5167, standard deviation=0.81286), innovation strategy (mean=1.4667, standard deviation=0.70028) have more influence of the success of enterprises. Moreover, they indicated that business strategies (mean=1.6000, standard deviation=0.66892) and availability of people, items and activities (mean=2.0667, standard deviation=1.11791) determines the success or failure of enterprises.

Chong (1993) articulates that entrepreneurship enablers encompass all the external items, factors and individuals who are behind the new business formation, growth and development of the continuing business enterprises. According to Mishra (2005), entrepreneurship enablers form the basis and centre of the business advancement towards attaining the goals of an organization. The respondents indicated with a mean of 1.5833 and standard deviation of 0.92593 that availability of capital has more influence on the success or failure of business organizations as shown in Table 13 above.

According to Mediavatar (2017), the professional services comprise accounting firms, media associations and marketing corporations amongst numerous others. Recently, the TV shows have been utilized to promote entrepreneurship. There is the leveraging of the social media to reach the youths in order to enhance business activities in the United Arab Emirates. The companies are taking the initiative to generate and sustain new innovation strategies, new skills and insights for identifying and analysing concepts and ideologies (Schilke and Goerzen, 2010; Nambisan and Baron, 2012). For example, the respondents indicated that business strategies (mean=1.6000, standard deviation=0.66892) greatly influences the entrepreneurship as shown in Table 11. Promotion of role models-According to Diochon, Menzies and Gasse (2007) there is the necessity to enhance role models through conferences and workshops in addition to increasing the interactions of students with the professors.

Gupta and Wales (2017) articulates that through network associations the entrepreneurs are linked to experienced business individuals who offer mentorship, advisory services to assist the incoming business practitioners tackle the imminent success or failures in business operations. The incubators offer orientation and support for the start-ups and office space. They provide networking, mentorship and advisory services (Eftekhari and Bogers, 2015). Innovation strategy is more concerned with the application of ideas and knowledge to enhance the products and services that are provided to the customers.

Itani (2011) expresses that through numerous initiative and programmes, the youth need to be involved in a range of production activities that would enhance their prolificacy in the practices of entrepreneurship. The respondents agreed that youth awareness (mean=1.6333, standard deviation=0.58125) is an enabler to entrepreneurship as displayed in Table 13. People, items and activities are behind the creation, building and development of social enterprises. Enhancements in numerous levels is currently being considered in the United Arab Emirates with areas, for example, the media, education and policy making receiving a significant attention. It aids in the regeneration of the socio-economic position in the country (Nambisan and Baron, 2012).

Puhakka (2007) expresses that advancement of new technologies and the aging portfolios necessitates the entrepreneurs to develop and sustain new innovation strategies. The enablers are factors that enable the entrepreneurs to navigate the barriers to developing the most sustainable programs and business organizations. The advancement in technology (mean=1.5167, standard deviation=0.81286) greatly influence the entrepreneurship in the United Arab Emirates as shown in Table 13. Family support- The family members offer cheap labour hence their involvement improves the returns minimizing the production costs (Diochon, Menzies and Gasse, 2007).

6.2 The Influence of Entrepreneurship Barriers on the Success or Failure of Business Organizations

Entrepreneurship barriers in the UAE include financial and economic barriers, cultural barriers, lack of management skills, regulatory barriers, inadequate education, lack of market access and lack of knowledge on bankruptcy law. They also comprise lack of coordination of policy and programmes, lack of international exposure and inadequate platforms. Alarape (2013) states that entrepreneurship barriers are crucial and may not promote growth, expansion, development and invention of fresh business ideas and ventures. Numerous factors are considered as the external entrepreneurship barriers that comprise unhealthy business environment, lack of support from other organization, incessant competition and government policies that are not favourable, for instance, displacement.

Namaser (2011) and Hamdan (2016) states that regulatory barriers comprising both administrative and governmental policies to entry hinders entrepreneurship. The complexity in starting an enterprise, a range of legal forms and long procedures for registration negatively influences entrepreneurship. Table 14

indicates that regulatory barriers (mean= 1.4000, standard deviation=0.84773) greatly influence entrepreneurship in the UAE. The cultural barriers include lack of entrepreneurial skills and prowess and the tread of failing. Inadequacy of information on the available business activities and limited access to the factors that impede creation of enterprises greatly pose a serious challenge (King, 2007). Moreover, lack of knowledge ideas on what is demanded in the marketplace hinders entrepreneurship (Susan, 2004). For example, cultural barriers (mean=1.4000, standard deviation=0.69380) have more influence on entrepreneurship in the UAE.

According to Namaser (2011), lack of enough capital and inadequate assets hinders entrepreneurship. Numerous start-ups rely on the external sources that can face the barriers, for instance, lack of innovative technology and lack of risk capital. Table 14 reveals that financial and economic barriers (mean=1.5333, standard deviation=0.98233) hinders entrepreneurship in the United Arab Emirates. A fragmentation approach is being embraced in the United Arab Emirates to guarantee the progress of entrepreneurship. Numerous entities are being established to ensure the introduction, coordination and evaluation of the impacts due to the new practices of entrepreneurship.

Puhakka (2007) notes that the entrepreneurs enter the field of business without idea of the bankruptcy law thus there is the necessity for such to minimize the chances of imprisonment. According to Mediavataar (2017), entrepreneurship education is essential in supporting the entrepreneurs' with the consideration of the augmented number of young entrepreneurs within the country. Moreover, entrepreneurship education has assisted the business individuals in identifying opportunities in the UAE. Inadequate education (mean=1.8833, standard deviation=1.18023) impedes entrepreneurship in the UAE as shown by Table 14. The integration of education in the business field is dominant and presently being practiced in the United Arab Emirates. Lack of management skills also hinders entrepreneurship.

The shows concerning business practices in Televisions encourage the ideal thinking of the entrepreneurs and as a result enhance individuals' ideas and knowledge and ideas regarding numerous business undertakings. Distinct platforms offer different ideas and knowledge thus the inadequacy of a range of the platforms has hindered entrepreneurship (Mediavataar, 2017). Mediavataar (2017) further express that very few initiatives and programs have been in use towards enhancing the exposure to the growing

entrepreneurs. The international exposure results in positive mind-sets of the learners to improve entrepreneurship skills. On the other hand, lack of international exposure (mean=1.9167, standard deviation=0.84956) hinders entrepreneurship in the United Arab Emirates.

6.3 Impacts of Entrepreneurship in the Country's Economy and mostly in the UAE

Entrepreneurship plays major role in country's economy particularly in the United Arab Emirates. It contributes to innovativeness and product improvement. Entrepreneurship increases the number of market participants, results in job creation, increases competition leading to high quality products, and opens new markets for products and services, results in increased productivity and helps in foreign income generation. Furthermore, it assists in adapting to the market penetration tactics. Itani (2011) states that the government in the United Arab Emirates has taken a key role of promoting entrepreneurship in the region since it is vital in the development of the economy.

According to Nambisan and Baron (2012), in numerous cases individuals make decisions to settle for the entrepreneurship since they need to find and take the advantage of the market niche. Furthermore, they lack the ability to find an appropriate employment and other means of income that encourages them to be more innovative in income generation. For example, entrepreneurship results in innovativeness (mean=1.2833, standard deviation=0.52373) as shown in Table 15.

Diochon, Menzies and Gasse (2007) expresses that entrepreneurship has become an economic function in several nations. Entrepreneurship has resulted in the establishment of new firms, generation of new programs and businesses for the provision of products and services in country particularly in the United Arab Emirates, for instance, it has resulted in product improvement (mean=1.2000, standard deviation=0.48011) as displayed in Table 15. According to Gupta and Wales (2017), the introduction of new skills and insights for identifying and analysing concepts and ideologies within an organization has become essential in assisting to instil in the entrepreneurs the art of innovation and creativity.

6.4 Factors that Influence Entrepreneurship in the UAE

There numerous factors that influence entrepreneurship activities in the UAE. These comprises difficulty in securing initial capital, competitive action of rivals, inadequacy of skilled workers, difficulty in finding relevant information, lack of reliable suppliers, difficulty in getting in touch with the customers, poor market network, lack of proper infrastructure, difficulty in maintaining quality and financial support inadequacy. The difficulty in securing initial capital (mean=1.9500, standard deviation=1.11119), competitive action of rivals (mean=2.0500, standard deviation=1.04840), inadequacy of skilled workers (mean=1.9167, standard deviation=1.26614) and lack of reliable suppliers (mean=2.4333, standard deviation=1.34501) as shown in Table 15 adversely affects entrepreneurship activities in the UAE. The F-statistic of 10.518 indicated that the R-square was statistically significant at $p < 0.05$. The p-value associated with the F value is 0.000 showing that the difficulty in securing initial capital, competitive action of rivals, difficulty in finding relevant information, lack of reliable suppliers, difficulty in getting in touch with the customers, poor market network, inadequacy of skilled workers, lack of proper infrastructure, financial support inadequacy and difficulty in maintaining quality reliably predicted the entrepreneurship adoption in the United Arab Emirates. There was no statistical significance between the variables since their p-values were more than 0.05.

6.5 The importance of Entrepreneurship Skills to the Activities and Operations of Enterprises

Entrepreneurship skills assist in problem solving, enable proper negotiation within an organization, leads to creative thinking that is essential in coming up with original ideas, help in goal setting, assists in appropriate planning and organizing, greatly help in better decision making and recognizing opportunities. According to Zimmer and Scarborough (2005), the entrepreneurship skills help in bringing about new products and services and add colours to the society. It is achieved because the entrepreneurs are risk takers. As can be seen in Table 17, entrepreneurship skills leads to creative thinking (mean=2.0333, standard deviation=1.11942). Sarasvathy et al. (2003) states that entrepreneurship skills assist bring new products and services to the market in a fresh and more profitable manner. Entrepreneurship skills help the entrepreneurs in identifying the opportunities and creatively bring together the essential resources to capitalize on them.

According to Campbell (1992), the entrepreneurs use their entrepreneurship skills in cost benefit analysis of the possible benefits and give a comparison with alternative costs. Afterward, the implementation of the strategic decision occurs when the projected net present benefits are positive. Entrepreneurship skills helps in better decision making (mean of 1.7833 and standard deviation of 1.49906) as can be seen in Table 17. Panda (2011) articulates that entrepreneurship skills assist in the design of a business idea and the projection and upholding of an organization to ensure continuous business operations. Baron and Henry (2010) states that the innate talents or skills are less significant in achieving a high performance level as compared to the persistent execution of the fundamental principles of practice.

Vosle (1994) states that the entrepreneur drives the economic growth process and mediate the economic systems' inputs and outputs. The entrepreneurship skills assists in appropriate planning and organizing (mean=2.3667, standard deviation=1.30146) and helps in goal setting (mean=1.8333, standard deviation=0.82681) as can be seen in Table 17.

6.6 Risk Mitigating Strategies that can be applied to ensure that there is a success in Entrepreneurship

Risk mitigation is the reduction of the possibility of occurrence of a risk event and minimizing the effect of the risk event when it occurs. The risk mitigation strategies need to assess the risk interactions and the common causes, evaluate and prioritize the alternatives of mitigation, choose and commit the required resources for particular risk mitigation options. Besides, it should characterize the main causes of risks that may have been identified and quantified in early stages of the process of risk management. Chapman and Cooper (1983) noted that risk is the likelihood of suffering financial and economic or physical material damages owing to the intrinsic uncertainty related to the action taken. Thus, there is the need to mitigate risks.

The risk mitigating strategies that can be applied to guarantee that there is a success in entrepreneurship includes responding to the level of uncertainty, risk avoidance, risk limitation, risk acceptance, risk control, dealing with high-impact and low-probability risks, risk transfer and contracting and risk buffering. According to Palinkas (2011), risk management comprises all activities that permit the

possibility of risk taking place or its impacts to be reduced to the acceptable level or eliminated. Risk acceptance helps an organization that does not need to spend much money on avoiding the risks that do not have a high likelihood of occurring. Risk avoidance is an action that eludes any exposure to the risk whatsoever. Table 18 displays that risk avoidance (mean=1.7000, standard deviation=1.18322) is an appropriate strategy for mitigating risks.

Risk transference refers the involvement of handing the risk off to the third party who is willing, for instance, many organizations outsource some operations that include customer service and payroll services. It is beneficial to the organizations when the transferred risk is not the main competency of the organizations. Risk transfer and contracting (mean=1.9500, standard deviation=1.04840) can be applied to ensure that there is a success in entrepreneurship as shown in Table 18. Risk control is assuming a risk nonetheless taking necessary actions to minimize, mitigate and manage its possibility of occurring and its impact. Risk buffering is the development of some reserve that may absorb the impacts of numerous risks with no exposing a project (Grabowski & Roberts, 1997). According to Karlsson et al. (2004), entrepreneurship is associated with risk taking, the desire of development, innovation and managerial competence. Risk limitation is a strategy that limits an organization's exposure through taking some necessary action (Grabowski & Roberts, 1997).

CHAPTER SEVEN

CONCLUSIONS AND RECOMMENDATIONS

7.1 Conclusions

A) Enablers to Entrepreneurship

Small businesses are the backbone of any nation's economy and a nation that does not play with its entrepreneurs has the better chance of an enhanced economy. The future of the country specifically UAE relies largely on its entrepreneurs in addition to the government policies pertaining to entrepreneurship. The entrepreneurs are the builders of a country. Thus, the entrepreneurs in the UAE should be more creative and adjust with the trends. The United Arab Emirate needs to learn to value its entrepreneurs as the actual partners of economic growth and development. There is the need to acknowledge the contribution of the entrepreneurs to the economy in addition to celebrating them. Various actions such as availing capital, security and cultural practices need to be enhanced to provide appropriate opportunities for those with entrepreneurial skills to practice them.

Based on the above discussion, it is obvious that entrepreneurship plays a vital role in the UAE economy, for instance, it increases productivity, opens new markets and helps in reducing unemployment level. There are numerous risk mitigating strategies that can be implemented to ensure that there is success in entrepreneurship in the UAE. These comprise risk avoidance, risk acceptance, risk control and dealing with high-impact and low-probability risks. The motives that can empower an individual to create a start-up enterprise include knowledge resources, profits, employment, government support, wealth, research and development. The enablers for business organizations in the UAE include availability of capital, advancement in technology, promotion of role models, innovation strategy and business strategy among others. On the other hand, the entrepreneurship barriers in the UAE comprise financial and economic barriers, cultural barriers, regulatory barriers, lack of management skills, lack of market access, inadequate education, and lack of knowledge on bankruptcy law.

B) Barriers to Entrepreneurship

Based on the discussion above, there are several factors that influence entrepreneurship adoption in the UAE, for instance, difficulty in securing initial capital, competitive action of rivals, inadequacy of skilled workers, difficulty in finding relevant information, difficulty in getting in touch with the customers, lack of proper infrastructure, difficulty in maintaining quality, financial support inadequacy, lack of reliable suppliers and poor market network. The entrepreneurship skills helps in problem solving, enables proper negotiation within an organization, help in goal setting, assists in appropriate planning and organizing, leads to creative thinking that is essential in coming up with original ideas, help in better decision making and recognizing the opportunities.

7.1.1 Implications

The organizations in the UAE should be conscious of the benefits of entrepreneurship such as job creation, increased productivity, augmented number of participants in the market, foreign income generation and opening new markets for products and services. They should encourage training on the entrepreneurship skills since it helps in solving problems, goal setting and creative thinking within the organization. Entrepreneurship is also vital because it assists in economic growth and development. It leads to the production of unique and high quality products that helps organizations to flourish in the market place when there is cut throat competition.

7.2 Recommendations

The present research study has not fully explored the enablers and barriers of entrepreneurship in the UAE. Besides, it has only explained the risk mitigating strategies that can be implemented to guarantee the success of entrepreneurship in the UAE but failed to illuminate on the impacts of risk mitigation. Therefore, there is the need to carry out studies on the effects of risk mitigating strategies. There is the need to provide adequate training on entrepreneurship skills to enable individuals in the UAE to acquire both management and technical skills that are essential for entrepreneurship activities. It would help in building and sustaining the economy. The government should provide support to individuals who are willing and able to create the start-up enterprises since they form the backbone of the economy. It can be achieved by the offering

financial support to aid in establishing the enterprises. There is the need for the government to encourage creativity and innovation in order to make individuals obtain distinctive and high quality products and services in the marketplace. Furthermore, there is the necessity for the government of UAE to provide good infrastructures that can promote trade within the country.

Advancement in technology promotes entrepreneurship since individuals would become innovative that in turn leads to efficiency and effectiveness in production. Therefore, the government of UAE needs to provide modern apparatus that can be used appropriately in the production process. There is the need to create awareness among the individuals in the United Arab Emirate on the benefits of entrepreneurship to inspire them to start and sustain numerous enterprises. Owing to the stiff competition for products and services in the market, there is the need to open new markets in which the entrepreneurs can offer their products and services.

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APPENDICES

APPENDIX I: Dissertation Layout

The dissertation layout was based on the following:

Chapter one – Introduction:

The chapter offers an introductory part to the enablers and barriers that greatly influence the success or failure of the entrepreneurship activities in the United Arab Emirates. The topic also explains in details the meaning of three key words namely: entrepreneurship, barriers to entrepreneurship and enablers of entrepreneurship. Further the topic captures the following subheadings among them being background information, purpose of the study, scope and structure of the paper, research objectives, research questions, research hypotheses, briefly outline of the research design, statement of the problem, purpose of the research design, assumptions and limitations of the study among others.

Chapter two –Review of the Literature:

Knowledge and background information concerning barriers and enablers to entrepreneurship from the receding studies and its correlation with present work will be made available through review of the literature. The reviewing process provided insights on the research designs, tools, instruments and materials to be used and later the information derived was to be used as a control tool upon which validation and credibility of the results of the research work.

Chapter three – provides Conceptual Framework for the study:

The chapter reviews the information and knowledge provided in topic two and consequently adopts a conceptual framework related to the ones used frequently by various scholars.

Chapter four – Research design and Methodology:

The chapter provides the methodological approach and research design to be employed in gathering of statistical data, investigation and analysis. The chapter provides the system or procedures of identifying or picking the respondents, methods of collecting data and follow-up activities to make sure none of the data is lost. The topic is inclusive of the ethics and integrity measures that are aimed at handling the data to ensure

that the participants' integrity is protected throughout the study period. Lastly, the topic also provides brief information about statistical data analysis and the tools that will be used in the analysis.

Chapter five – Results:

The results of the study about barriers and enablers to entrepreneurship from the feelings, opinions, perceptions and points of view of the respondents are provided, analysed and presented in details. The research questions with aid of the hypotheses are confirmed and answers on the same generated.

Chapter six: Discussions:

The research questions and hypotheses are revisited and thorough discussion done. The information extracted from chapter two is revisited, discussion on the relationships and differences arising from the hypotheses elaborated. A comparison of the knowledge and theories offered in topic two through reviewing process is made and relevant relationships captured. The research questions are responded based on the participants' opinions, points of view, feelings and attitudes.

Topic seven: Conclusion and Recommendations:

The topic provides a recapitulation of the outcomes of the study which forms basis of making valid and reliable conclusions. The chapter further provides recommendations on the enablers and barriers to entrepreneurship in the United Arab Emirates.

APPENDIX II: Definition of terms

Entrepreneurship – is the capacity and willingness of identifying factors of production, developing, organizing and managing business activity with all the risks involved with an aim of making profit. Entrepreneurship involves the process of starting a new business and being in a position to take all the risks that are involved. When entrepreneurship is combined with factors such land, capital and labour can result to profit. Entrepreneurship is a business process that is characterised by features such as risk taking, strategies and innovation.

Resources – refers to all economic and productive factors that are required to make the process of business activity achievable, therefore resources forms the means to achieve desired outcomes. Resources can be divided into various categories which include; land – is the vast body mass which is covered by water, soils, vegetation and all living organisms from which raw materials are found, time – the aspect of time forms the one of the best resource to any entrepreneur because it provides a defined framework from which all the activities can be accomplished.

Energy resource – refers to both renewable and non-renewable sources such as sun, sea, wind, coal mine, biogas, lead and aluminium used to produce energy since the current world is being run by automated machines that requires a lot of energy.

Information – encompasses factual, actual, specific, timely and organized data that is derived for a purpose of achieving a particular interest. Most of the time, information is presented in conferences, portals, workshops, seminars among many others which gives it relevance and meaning and can be used to upgrade the understanding and degrade the uncertainty. In business scenarios, information remains valueless if after receiving it the operations and activities of the various businesses remain unchanged.

Management – entails the process of planning, coordinating, delegating, problem solving and organization of the factors of production within an organization, firm or a company to achieve set organizational goals and objectives. The organizational goals and desired objectives are clearly outlined and highlighted to act as a guide and control item in the operation and activities of the business enterprise. Various items such as factors of production, office equipment, books and documented materials, raw

materials such power, water and land, human and financial resources are organized and summed together to ensure that the business objectives and goals are achieved.

Strategy – is a design or a plan that can be identified and employed in the process of achieving the business aims and objectives. Therefore, a strategy entails method aimed at descending and bringing light to a problems or a desired status of a business organization. A strategy such as corporate strategy, choice strategy, direction strategy, capability strategy and lastly innovation strategy ensures that all the activities and operations of the business are achieved in an effective and efficient manner

Development - is the overall growth and expansion that is experienced within a given institution, firm, company or a retail shop. The growth in most cases is brought about by applications of the ideas, imaginations, knowledge and information which are acquired through interactions through social media, conferences, seminar, workshops and excursions. The application of the information and knowledge obtained is used to transform the business operations and consequently result to optimization.

Entrepreneurship barriers – encompasses a variety of factors that slowdown the operations and activities of the organization. In most cases entrepreneurship barriers are internal or external. Internal entrepreneurship barriers include all factors and processes that undermine and hinder the development and progress of the organization from within, for instances, lack of capital, lack of better leadership, lack of information and knowledge, poor working environment, lack of fair management, lack of personal support and low resource endowment among many others. These barriers are crucial and most of the time they may not encourage growth, development, expansion and invention of new business ideas or ventures. Several factors are considered external entrepreneurship barriers and these include: unhealthy business environment, unending competition, monopolistic nature of government ran organizations or business, government policies that are not favourable such as displacement, lack of support from other organization, civil wars and political instabilities form disruptive agents that may cause sinking of a business venture.

Innovation – is the process of making use of an ideology, information, knowledge, and imagination aimed at filtering the required values from the available entrepreneurship resources. Several tools such as the internet, seminars, workshops and conferences have been in use to aid in the generation of knowledge, ideas and information which are later converted or changed into a useful product. Due to the rising competition in

the business sector, businesses are on verge of expanding to counteract the unhealthy business environment that is created by other business organizations and through this innovation becomes a term that cannot be avoided if the continuity of the business is anything to work for. Business are organization are on the pressure of meeting the desires and needs of the customers and for them to create a reliable customer base the innovation forms a very important inclusion in the business.

Organization – is an entity that sums all the entrepreneurship activities coupled with machines and equipment, cultures, norms and virtues, financial and human resources among others with an aim of achieving goals and objectives. An organization is a social unit which is structured and managed to achieve a desired outcome. All the operations and activities of an organization are made possible through management, differentiation of activities and responsibilities, delegation and assigning of roles among the workers or stakeholders. In addition to this, an organization are always regulated and supervised by bodies and the owners of the business for better and smoothing running of the business operation.

Business development - is the vast growth and development of the organizational sector through use of various business strategies and innovations that improves the profit making activities and consequently resulting to business expansion. Business development plays a paramount role in ensuring that all the country's requirements and desires are met by availing goods and services to the people. Business development aid in the birth of new ways and methods of achieving the goals and objectives of the business organization

Sustainability – refers to the process of careful utilization of capital, labour, land, entrepreneurship resources and at the same time making sure that the available resources are not depleted. For instance, in cement manufacturing industries, the sand forms one of the basic resource and therefore, the companies must ensure that the resources should not be overused but rather they should be engaged in finding alternatives that can be used in place of sand. Sustainability is very crucial in entrepreneurship mostly in the UAE countries because the resource endowment in the areas include oil and gas which can easily be depleted. Sustainability therefore, embraces the idea of inventing new resources, recycling of the already used raw materials and protecting the endangered resources. Careful use of the available raw materials saves the country or rather the organization the pain and cost of availing extra resources.

Coordination – refers to the process of synchronizing all the operations and activities of the business with the aim of attaining business success. Coordination also involves the integration of all the activities, commands, control structures and responsibilities to ensure that all the factors of production are maximally and efficiently used in the pursuit of the organization’s goals and objectives. Coordination is not a new term to entrepreneurs because it is used alongside with other processes such as planning, controlling, problem-solving and organizing to bring about business success or high productions.

Planning – entails the act of enacting and formulation of new ideologies, procedures and plans with an aim of achieving business outcomes. Planning forms a very important business organ because failing to plan and action taking may result to far reaching consequences. The common saying or phrase “failure to plan is planning to fail” can be of great use to entrepreneurs if business success is anything to appreciate. Most of the challenges and problems that are experienced with an organization can be avoided by planning. Planning involves use of strategies, innovations, procedures and follow-up activities to monitor the progress of the business enterprises towards realizing the goals and objectives of the organization.

Innovation strategy – innovation strategy come from two words namely innovation and strategy. Innovation entails the process of making use of an ideology, information, knowledge, and imagination aimed at filtering the required values from the available entrepreneurship resources. Several tools such as the internet, seminars, workshops and conferences have been in use to aid in the generation of knowledge, ideas and information which are later converted or changed into a useful product while strategy refers to a design or a plan that can be identified and employed in the process of achieving the business aims and objectives. Therefore, a strategy entails method aimed at descending and bringing light to a problems or a desired status of a business organization. The combination of the two terms form both a plan or a design coupled with information, imaginations and knowledge which are very core in realizing the business collective goal.

QUESTIONNAIRE

APPENDIX III: PARTICIPANTS CONSENT FORM

The purpose of this questionnaire is to gather information related to *Enablers and Barriers to Entrepreneurship in the UAE*. Therefore, you are requested to respond to the questions as honest as possible and the information that you provide shall be treated confidentially and used only for academic purposes.

Thank you

APPENDIX IV: SELF-ADMINSTERED QUESTIONNAIRE

PART A: PERSONAL INFORMATION

Please tick appropriately

1. Age

Between 20 and 25 years

Between 26 and 35 years

Between 36 and 45 years

Above 45 years

2. Gender

Male

Female

3. Nationality

UAE National

Non UAE National

4. Education Level

Primary

Secondary

College

University

None

Others (Specify) _____

5. How long have you been working in the organization?

Less than 2 years

Between 2 and 5 years

Between 6 and 10 years

Above 10 years

6. Type of Business or Sector

Healthcare and Pharmaceuticals sector

Food and Beverages Business

Logistics and Transportation

Energy Sector

Real estates and construction

PART B: The Motives that might Empower you to Create Start up Enterprises

Please rate the motivates that might empower you to create start up enterprises		<i>[Please Tick Mark (☐) on Respective Box]</i>				
		<i>Very unlikely (1)</i>	<i>Unlikely (2)</i>	<i>Not at all (3)</i>	<i>Likely (4)</i>	<i>Very likely (5)</i>
1	Grow market					
2	Research and Development investment					
3	Wealth					
4	Knowledge resources					
5	Family reasons					
6	Profits					
7	Employment					
8	Government support					

PART C: The Influence of Entrepreneurship Enablers on the Success or Failure of Business

Organizations

Please rate the Influence of Entrepreneurship Enablers on the Success or Failure of Business Organizations		<i>[Please Tick Mark (☐) on Respective Box]</i>				
		<i>More Influence (1)</i>	<i>Somewhat Influence (2)</i>	<i>Neutral (3)</i>	<i>Less Influence (4)</i>	<i>Very Less Influence (5)</i>
1	Availability of capital					
2	Family support					
3	Promotion of role models					
4	Youth awareness					
5	Availability of professional services					
6	Network association					
7	Incubators					
8	Advancement in technology					
9	Innovation strategy					
10	Business strategies					
11	Availability of people, items and activities					

PART D: The Influence of Entrepreneurship Barriers on the Success or Failure of Business

Organizations

Please rate the Influence of Entrepreneurship Barriers on the Success or Failure of Business Organizations		[Please Tick Mark (☐) on Respective Box]				
		More Influence (1)	Somewhat Influence (2)	Neutral (3)	Less Influence (4)	Very Less Influence (5)
1	Financial and economic barriers					
2	Cultural barriers					
3	Lack of management skills					
4	Lack of coordination of policy and programmes					
5	Inadequate education					
6	Regulatory barriers that include administrative or governmental policies to entry					
7	Lack of market access					
8	Lack of international exposure					
9	Inadequate platforms					
10	Lack of knowledge on bankruptcy law					

PART E: Impacts of Entrepreneurship in the Country's Economy and mostly in the UAE

Please rate the contribution of Entrepreneurship in the Country's Economy and mostly value creation in the UAE		[Please Tick Mark (☐) on Respective Box]				
		Strongly Agree (1)	Agree (2)	Undecided (3)	Disagree (4)	Strongly Disagree (5)
1	Entrepreneurship contributes to innovativeness					
2	Entrepreneurship contributes to product improvement					
3	Entrepreneurship increases the number of market participants					
4	Entrepreneurship results in job creation					
5	Entrepreneurship increases competition leading to high quality products					
6	Entrepreneurship opens new markets for products and services					
7	Entrepreneurship results in increased productivity					
8	Entrepreneurship helps in foreign income generation					
9	Entrepreneurship assists in adapting to the market penetration tactics					

PART F: Factors that influence Entrepreneurship in the UAE

Please rate the influence of Entrepreneurship adoption in the UAE		[Please Tick Mark (☐) on Respective Box]				
		More Influence (1)	Somewhat Influence (2)	Neutral (3)	Less Influence (4)	Very Less Influence (5)
1	Difficulty in securing initial capital					
2	Lack of proper infrastructure					
3	Competitive action of rivals					
4	Inadequacy of skilled workers					
5	Lack of reliable suppliers					
6	Difficulty in getting in touch with the customers					
7	Poor market network					
8	Difficulty in maintaining quality					
9	Financial support inadequacy					
10	Difficulty in finding relevant information					

PART G: The importance of Entrepreneurship Skills to the Activities and Operations of Enterprises

Please rate the importance of Entrepreneurship Skills to the Activities and Operations of Enterprises		[Please Tick Mark (☐) on Respective Box]				
		Strongly Agree (1)	Agree (2)	Undecided (3)	Disagree (4)	Strongly Disagree (5)
1	Entrepreneurship skills assist in problem solving					
2	Entrepreneurship skills help in recognizing opportunities					
3	Entrepreneurship skills lead to creative thinking that is essential in coming up with original ideas					
4	Entrepreneurship skills help in goal setting					
5	Appropriate planning and organizing is achieved through entrepreneurship skills					
6	Entrepreneurship skills greatly help in better decision making					
7	Entrepreneurship skills enable proper negotiation within an organization					

PART H: Risk Mitigating Strategies that can be applied to ensure that there is a success in Entrepreneurship

Please rate the Risk Mitigating Strategies that can be applied to ensure that there is a success in Entrepreneurship		<i>[Please Tick Mark (☐) on Respective Box]</i>				
		<i>Strongly Agree (1)</i>	<i>Agree (2)</i>	<i>Undecided (3)</i>	<i>Disagree (4)</i>	<i>Strongly Disagree (5)</i>
1	Responding to the level of uncertainty results in successful entrepreneurship					
2	Dealing with high-impact and low-probability risks ensure success in entrepreneurship					
3	Risk transfer and contracting leads to successful entrepreneurship					
4	Risk avoidance is essential for successful entrepreneurship					
5	Risk limitation guarantees a success in entrepreneurship					
6	Risk buffering creates some reserve that absorbs the effects of numerous risks and leads to successful entrepreneurship					
7	Risk acceptance ensures a success in entrepreneurship					
8	Risk control results in successful entrepreneurship					