Determinants of Entrepreneurial Attributes and Intentions among Young Professionals in the Kingdom Of Bahrain

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ABSTRACT

Responding to the thrust of the government of the Kingdom of Bahrain, the study assesses the entrepreneurial competencies of young Bahraini professionals and their intention to become entrepreneurs. It also determines the push and pull factors they will be facing in starting the business. Data were from 100 young Bahraini professionals as respondents using descriptive, self-administered questionnaire. They were chosen using a non-probabilistic sampling.

Assessing their behavioral traits whether they are an employment oriented person or an entrepreneurial minded person, the result denotes that respondents are quite uncertain whether to become entrepreneur or employee. However, the study found out that young professionals have moderately strong personal entrepreneurial attributes and majority of them have the intention to do business. Their intentions are to improve their quality of lives, provide jobs to others, and self-satisfactions while the impediments are the limited financial resources, technical skills, time and family support and no innovative ideas.

Data suggests that almost all competencies have high significant relationships between and among the competencies except for risk-taking variable and persuasion. There is low pattern of significant relationship between the demographic with the personal entrepreneurial competencies.

The study concludes that entrepreneurial competencies can be potentially honed with appropriate identification and stimulation to become an entrepreneur particularly with appropriate business exposures, education, mentoring and experiences. Government support is highly sought during the transition period to the would-be young entrepreneurs.

Keywords-- personal entrepreneurial competencies, intention to do business, young professionals, entrepreneurial minded person, employment oriented person, entrepreneurial push and pull factors

I. INTRODUCTION

Bahrain is home to many multinational firms doing business in the Persian Gulf. Bahrain Economy Quarterly (March 2016) stated that in recent years, global financial markets and economic situations were exceptional stressul. The Gulf Countries Cooperation (GCC) is encouraging the private sector participation in the driving the growth of the economy. Oil producing countries, like Bahrain, suffered tremendous setbacks from the slump of the oil prices and still in the tentative floor which they worry. Anticipated long-term problems will be the unemployment among the young, depletion of resources particularly the oil and underground water. The unemployment rate posted 3.4% last year and on the data, 36% of the registered unemployed were on the age range of 25-29 [1].

One major challenge faced by the Kingdom of Bahrain is how to pump prime the economy and its sustainability. Private and public sectors need to work hand and hand for the resilience and growth of the economy through generating new jobs, product or services innovation and enhancing business competitiveness. SME Development and Support Centre (SME DSC) was launched in 2013 to provide services to Bahraini entrepreneurs in regulatory advice, export operations, business processes, access to funding, and establishing partnerships with regional and international business organisations. Tamkeen is also a key player in development such as enterprise creation and providing support services through Enterprise Support Programme for capability building both for existing firms and start-ups. It also provides assistance to entrepreneurs to access to shariah-compliant facilities provided by Bahrani Banks at a competitive profit rate [2].

Various studies define entrepreneurship as the “capacity and willingness to develop, organize and manage a business venture along with any of its risks in order to make a profit” [3]. According to Bahrain Ministry of Education, entrepreneurship is the ability of a person to make ideas into reality. Entrepreneurship competence is
not simply a case of knowledge acquisition but rather honing the entrepreneurial mindset and capability of students [4]. Risk taking and innovation are the important characteristics to have entrepreneurial spirit which is also an essential element for nation building and to remain in a very competitive marketplace, locally and globally.

The Kingdom of Bahrain recognized entrepreneurship as one of its major thrust in its development. It clearly mandates universities and other academic institutions to expand entrepreneurship education by developing students’ entrepreneurial competencies to become a responsive entrepreneurial organization [4]. It is believed that some entrepreneurial competencies can be potentially honed with appropriate identification and stimulation to become an entrepreneur [5]. Studies revealed that entrepreneurs are not necessarily by genes but can be created with appropriate business exposures, education, mentoring and experiences.

Responding to the thrust of the government of the Kingdom of Bahrain, this study aimed to assess the entrepreneurial competencies of young Bahraini professionals and their intention to become entrepreneurs. It determined the push and pull factors they will be facing in starting the business; determine whether the young professionals possess the key characteristics of an entrepreneurs, and if so, the possibilities of shifting from an employee to owning a business; and, strengthen the competencies of the young professionals to potentially operate a business. Further, the study determines the significant relationship of the personal entrepreneurial competencies between and among the competencies and the significant relationship of the personal entrepreneurial competencies with the demographic profiles of the respondents.

The results of this study can be used in designing a curriculum fitting to establish a culture of entrepreneurship in a supportive learning environment for, and of course helps young people to actively participate in various areas of development, thus creating a generation of pioneers who are productive, creative and turn their entrepreneurial ideas into productive projects, and thus transforming their consuming communities to productive and creative ones.

This study did not aim to generalize the whole perspective of the People of the Kingdom of Bahrain about personal entrepreneurial competencies, is limited only to the perspective of the young Bahraini professionals. It is limited and conducted only to selected working young professionals, in no particular age level.

II. REVIEW OF RELATED LITERATURE

The Core Competency Model

Some people have already an innate of becoming a successful entrepreneur and some learned on how to become one. According to the many studies, becoming a successful entrepreneur can be learned through business exposures and experiences. Academic institution provided an avenue their entrepreneurial competencies. Knowing the competencies do not make a person a successful entrepreneur but has to be developed until it will be manifested. Studies suggested that education, prior work experience and industry experience influences the competencies of an entrepreneurial person [6].

Entrepreneurial competencies are defined as the entrepreneurs’ capability to effectively manage the limited internal resources and using relational resources, [8] and abilities to make successful ventures [6]. Determining the mindset and behavioral traits of ventures can be viewed using Personal Entrepreneur Competencies (PECs) profile [9]. PECs profile is a set of competencies can be used to mirror the fitness of a person to become an entrepreneur and to enable him to achieve and maintain business success [10].

The behavioral traits of an entrepreneur can be clustered into achieving behaviors, organizational and planning behaviors and power behaviors. Highly motivated person wants to achieve the set goals and can be an indicative of having an achieving behavior. Achieving Behaviors consists of having traits of risk-taking, opportunity-seeking, persistence, commitment to work contract and demand for efficiency and quality. The information seeking, goal setting and systematic planning and monitoring are behavioral traits that can be clustered in organizational and planning behaviors. These behaviors translate the achievement into realities. The Power Behaviors includes self-confidence and persuasion and networking.

Entrepreneurs are opportunity seekers, risk takers, demand for efficiency and quality, and committed to the fulfillment of contracts. These traits indicate that entrepreneurs wanted to achieve. The achievement behaviors need to be converted into business activities in order to sustain the achievement.

Entrepreneurs who persist, seek information, set goal, systematically plan and monitor are considered to have organizational and planning behaviors, while those who have persuasion and networking and self-confidence demonstrate to have power behaviors.

Opportunity-seeking is the quality that enables the entrepreneur to visualize new business opportunities in a given situation and act on it accordingly. An opportunity is a favorable events or circumstances with a higher chance to succeed. Entrepreneurship can be illustrated as the identification unexploited opportunities [12] and translate these opportunities into positive outcome by experimenting different strategies in the pursuit of profitable outcome [16]. Entrepreneurs put all their energy, the creativity and motivation to produce superior product & services [13]. However, entrepreneurs must be able to carefully manage the available resources, [14] the
networks and linkages, and relationship with the external stakeholders particularly the suppliers and customers [15]. Risk-taking involves entrepreneur to take moderate and calculated risks in his decision making process. Study of Forlane [16] found that entrepreneur is a willingness to accept a significant degree of risk for new venture choices in pursuit of better returns and the prospective investor is willing to venture into business if risk will be matched with his own risk-taking propensities. With clearer understanding of the downside of the proposed ventures and the development of strategies can mitigate the likelihood of negative outcomes.

Entrepreneurs choose to pursue an entrepreneurial opportunities though there might be some counterinfluences or enticing alternatives that can be foreseen. The decision of an entrepreneur to persist is inherent characteristics of entrepreneurs and it depends on the level of challenges met and the availability they possessed [17].

Entrepreneurs are passionate to satisfy the customer and committed to take full responsibility of the job done and to achieve the set goals are among their key competencies. They have firm belief that they can perform an event or activity successfully. Further, they demand for efficiency and quality of the products and services in faster and/or cheaper without compromising the standards set [18].

Entrepreneurial competencies are innate and some are depend on individual experiences, environment and on the life a person. However, the competencies can be studied through formal education [19] and appropriate business exposures [20].

**Entrepreneurial Intentions**

Entrepreneurial intentions can be determined in terms of the self-perception of a person towards entrepreneurship. Self-perception towards entrepreneurship indicates that a person strong desire to become entrepreneur; thinking that entrepreneurship can give more satisfaction; and, entrepreneurial activities are attractive. Entrepreneurial oriented person has the ability to turn ideas into action, being creative, innovative, risk-taker, an initiator and having tolerance to failure [22].

Entrepreneurs are not really born but they were honed to become one. Entrepreneurial skills can be learned with appropriate entrepreneurship education, business acumen, change attitudes and encouraging skills [11]. Entrepreneurs are dreamers who put their dreams into viable actions. Their mindsets are focused on the attainment of their dreams. They sought and acquire important knowledge, risk their own resources to venture into business and continuously innovate to produce new products and/or services.

With the advent of new technology and modernization of global businesses, more working adults are employees rather than entrepreneurs and business owners. Majority prefer to seek job than to work on their own thoughts, dreams, and ideas. Academic approaches tend towards becoming blue or white collar job seekers. For the young professionals, shifting of the entrepreneurial mindsets are challenging and risky concepts for them.

The significance of the development of an innovative and entrepreneurial mindset of the young people is a crucial part of the Bahrain's long-term sustainability of the country. Entrepreneurship contributes to more business ventures that can generate more job opportunities and better quality of life. Encouraging young people to consider business ownership as a viable option is becoming increasingly important given the current trend towards globalization.

### III. METHODOLOGY

The research assessed the entrepreneurial competencies of young Bahraini professionals and determined whether they have the intention to become entrepreneurs. This study observed the effect of the socio-economic characteristics of the respondents and their entrepreneurial competencies relative to their intention to engage into entrepreneurship.

The research environment was the young Bahraini professionals in no particular age level working in the Kingdom of Bahrain. The data used in this study came from survey questionnaire with a sample size of 100 using a non-probabilistic purposive sampling. This sample size allowed enough representation so if statistical significance is found.

The study made use of the descriptive method of research. The study used structured self-assessment questionnaires [9] to gather information on the young Bahraini professionals’ entrepreneurial attributes; their potential interest to be entrepreneur and the push and pull factors in becoming an entrepreneur. The study made used of stability test to make sure the reliability and validity of instruments. Also, it employed juror – validity assessments by three research experts on the fields to make sure that the correctness of the instruments.

The questionnaire has three parts: Part I dealt with the demographic characteristics of respondents such as their gender, age, highest educational attainment, job position, salary, industry sector and business experience. Part II was the well-structured self-evaluation rating instrument to determine the entrepreneurial attributes of the respondents and their preference to do entrepreneurial activities intentions. It contained three sections: section 1 assesses whether the respondents are possesses an entrepreneurial mind or preferred to an employee; section 2 determines the mindset and behavioral traits of respondents; and section 3 finds out whether the respondent prefers to be self-employed or to be an employee. Part III examined the reason/s of the respondent to start business. It also determines availability of funds and perceived problems.
IV. FINDINGS AND ANALYSIS

1. Profile of the Respondents

The results of the study indicate that majority of the respondents are male (62%), within the age range of 20 to 29 years old (75%) and have Bachelor’s degree graduate or less (45%). Other respondents are diploma graduate or less (33%) and are post-graduate or less.

All respondents were working in different industries; namely, in private sector (48%), government sector (43%) and own their business (9%). Sixty four percent (64%) of the respondents hold supervisory position and managerial position, in equal distribution and remaining are in rank and file. The study shows that majority (47%) of the respondents are earning within the salary range of BD 501.00–1,000.00, 34% less than BD500.00 and, 2% more than BD2,001.00. Most of the respondents (70%) have business experience already. The results of the study shows that respondents are young Bahraini professionals, as operationally defined in this study, are within the age bracket of 20-40 years, are already earnings in own income.

2. Entrepreneurial Mindset of the Respondents

Respondents were assessed using 15 items paired statements self-assessment questionnaire to determine their level of entrepreneurial attributes or employment attributes. The self-assessment has two sides; left side statements (scores of 1 and 2 to some extend 3) are statements associated with person having entrepreneurial mindset and on the right side statements (scores 4, 5 and 6) are related to an employee minded person. The Score of 3 can be interpreted that respondents need self-awareness and reflection to determine their preference.

There were three statements namely; “I am learning from the mistakes I committed”; “Under pressure, I can still do my best work” and “I would be very motivated by the challenge of creating something new” have mean scores of less than 3. Statements “I want to have time to thoroughly consider all areas of problems.”; “There are different factors that will determine my success”; “Aside from my work, other activities are valuable to me also” and “I like thinking on my feet.” have mean scores of almost 4 and above indicate that the respondents prefer to be employed rather than to be an entrepreneur.

Generally, respondents need self-awareness and reflection to their preference whether to be an entrepreneur.
Determining the mindset and behavioral traits of the respondents were viewed using Personal Entrepreneurial Competencies (PECs) profile [9]. PECs profile is a set of competencies can be used to mirror the fitness of a person to become an entrepreneur and to enable him to achieve and maintain business success [10].

Table 2: Personal Entrepreneurial Competencies Profile of Respondents

<table>
<thead>
<tr>
<th>Entrepreneurial Competencies</th>
<th>Mean</th>
<th>Standard deviation(CV)</th>
<th>Coefficient of variation (%)</th>
<th>Interpretation</th>
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<tr>
<td>Opportunity seeking</td>
<td>17.76</td>
<td>2.74</td>
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<td>Persistence</td>
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<td>Risk taking</td>
<td>16.69</td>
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<td>Over-all competence</td>
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The results imply that respondents have moderately strong competencies (overall mean score of 17.79). The coefficient of variation for all competencies levels are little over 10% and the overall CV is less than 10%. This can be noted that the competency level of the respondents is not very much at variance from the mean competencies for each factor.

Achievement Cluster

The study implies that young professionals are opportunity seekers, risk takers, demand for efficiency and quality and committed to the fulfillment of contracts. Opportunity-seeking is an entrepreneurial characteristic that enables the young professional to be take challenges and visualize new business opportunities in a given situation and act on it accordingly. The willingness to accept a significant degree of risk for new venture choices in pursuit of better returns and the prospective investor is willing to venture into business if risk will be matched with his own risk-taking propensities. With clearer understanding of the downside of the proposed ventures and the development of strategies can mitigate the likelihood of negative outcomes.

Young professionals are willing try something in order to accomplish what they envisioned. This trait is an indicative behavioral trait of an entrepreneur. According to previous studies, entrepreneurs choose to pursue an entrepreneurial opportunities though there might be some counterinfluences or enticing alternatives that can be foreseen. The decision of an entrepreneur to persist is inherent characteristics of entrepreneurs and it depends on the level of challenges met and the availability they possessed.

Young professionals indicate that they are passionate to satisfy the customer and committed to take full responsibility of the job done and to achieve the set goals are among their key competencies. Further, they demand for efficiency and quality of the products and services in faster and/or cheaper without compromising the standards set.

Organizational and Planning Behaviors

The study revealed that young professionals have strong information seeking which can be characterized by usually ask questions, gather information, sought advices or go to several sources to fully comprehend the tasks commencing them. This affirms on previous studies listens to the preference of the clients particularly getting the details they want in order to provide better services.

The study shows that young professionals have strong “goal setting” trait. This was affirmed by the characteristics of the young professionals that they usually think of their future and formulate a plan. They ensure that plans will be achieved in the future and they think that they are capable of achieving them. Further, the study indicates that they possess strong “Systematic Planning and Monitoring” trait. The results can be characterized by thinking ability to formulate possible solutions if problem occurs. They can determine the advantages and disadvantages of various approaches of accomplishing things and the ability to breakdown large projects into smaller tasks.

Power Behavior

The study revealed that young professionals have moderately high power cluster as evident by moderately strong self-confidence and persuasion and networking.
traits with mean score of 17.86 and 17.85 respectively. The results can be characterized by the young professionals that they feel confident that they will succeed whatever undertakings they will do even tasks are difficult and challenging. To achieve their goals, they sought the support of others more particularly the influential persons to support their recommendations. They think that everyone must contribute to the achievement of the goal.

Relationship between and among Competencies

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Legend: ns not significant at .05 level  * significant at .05 level  **highly significant at .01 level

The results indicate that all competencies under their respective clusters have high significant relationship between and among themselves.

Persuasion has no significant relationship with persistence, commitment, demand for quality and efficiency and risk taking. Persuasion, as defined, is an act or process to change the attitude or behavior toward some idea, activities orally or in writing to convey the feelings, information [24]. Respondents think that everyone must be involved to attain the goal and involve important people to help them achieve their goals, ask others to support their recommendations and influence other people with strong opinions or idea to change their mind. While persistence attribute is an act where the respondent tried different ways to achieve their goals and influence others to do their best to achieve the goals.

The study implies that persuasion has no relationship with the passion of the respondents to satisfy the customer and committed to take full responsibility of the job done and to achieve the set goals are among their key competencies and the demand for efficiency and quality of the products and services in faster and/or cheaper without compromising the standards set.

Self confidence has no significant relationship with persistence and commitment. Self-confidence is an attribute that can be espouse by the respondents’ feeling of success at whatever they try to do particularly for difficult and challenging tasks. Evidently, relationship do the exists because self confidence is a firm belief on one can perform the tasks successfully while persistence and commitment to work contract are continuing acts even in difficult situation or opposition in order to achieve the tasks or goals or to provide satisfaction to stakeholders.

Risk taking has no relationship with information seeking, systematic planning, and persuasion. Risk-taking involves an action to take moderate and calculated risks. A person is a willingness to accept a significant degree of risk for new venture choices in pursuit of better returns and the prospective investor is willing to venture into business if risk will be matched with his own risk-taking propensities. Information seeking behavior is the process of acquiring information to be used for decision making process. On the other hand, systematic planning is process of developing a plan based on facts and figures to ensure that details commensurate with the available resources and/or importance of the output. Based on plan, parameter or criteria can be set for the level of acceptance.

The results of the study show that respondents may take action or decisions in reference to the information sought and or based on plans.
Relationship of the Personal Entrepreneurial Competencies with the Demographic Profiles of the Young Professionals

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<thead>
<tr>
<th>Profile of the Respondents</th>
<th>Age</th>
<th>Gender</th>
<th>Highest educational attainment</th>
<th>Job position</th>
<th>Salary</th>
<th>Industrial sector</th>
<th>Business experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commitment to work contract</td>
<td>LR= 5.238 / .264</td>
<td>LR=3.991/ .407</td>
<td>LR= 1.582/ .812</td>
<td>LR=19.674/ .001</td>
<td>LR=14.606/ .147</td>
<td>LR=12.464/ .014</td>
<td>LR= 9.096/ .01</td>
</tr>
</tbody>
</table>

The results of the study implies that there is low pattern of significant relationship between the demographic profiles (age, gender, highest educational attainment, job position, salary, industrial sector and business experience) with the personal entrepreneurial competencies at .05 level of significance. It also indicates that all demographic variables have no significant relationship with opportunity seeking, risk taking and persuasion and networking.

Age has significant relationship with goal setting and systematic planning and monitoring. Respondents are young professionals, ages 20 to 40 years. Based on Global Entrepreneurship Monitor 2016 report, the higher rate of participation in entrepreneurial activities are prevalent in early to mid-career of the young professionals. It is a fact that these individual have more time to hone their skills and knowledge through work experience and education. Work experiences provide the young professionals hands on training on how to plan to achieve goals and self confidence.

Gender is highly significant with goal setting and self confidence and significant to Information seeking. GEM report states that factor driven economics posted the highest average female Total Early-Stage Entrepreneurial Activity (TEA) rates as well as the highest rate compared to men. In early-stage entrepreneurship, there were 8 women compared to ten men were already engaged in business [24].

Highest educational attainment is highly significant to goal setting and significant to information. This confirms to the study conducted that educational attainment is vital characteristic of becoming successful entrepreneurs. [26].

Job position is significant to goal setting and self-confidence. Young professionals perform based on a given tasks and they are mandated to deliver the results. They are, particularly the supervisors and managers, are involved in the development of goals, product launching or development of new business units. As they progress in their job position, young professionals gain self confidence.

Significantly, salary has no relationship with all entrepreneurial variables, since entrepreneurs aim for limitless profit as results for all their undertakings or business ventures.

Industrial sector has significant relationship to commitment to work contract and highly significant to goal setting and information seeking. Studies [24] conducted show that entrepreneurs in the factor driven economies are more likely to be active, while those entrepreneurs knowledge-and service-based industries are in the innovative driven industries.

Business experience is highly significant to commitment to work contract and systematic planning and monitoring. Reasons to start business, fund sourcing and perceived problems that they may encounter when starting the business
The study determines the push and pull of starting the business. It found out that the following reasons why young professionals want to start the business; namely, they want earn money for themselves and to their family; improve the quality of lives, to become their own boss and keep their own rules, provide jobs to others, know more people, and self-satisfactions. They identified the following are their sources of funds; namely, Bank, Bahrain Development Bank, family members, Tamkeen, government, partnership, seek potential investors and own savings.

However, the perceived problems to start the business are as follow; lack of financial resources, lack of business idea, no feasibility Study/business plan, lack of experience/skills, lack of time, environmental concerns, unsuccessful business operation, fear of losing money, stiff competition, difficult to build trust with customer & company, no customers, lack of family support, price increase in rented property, location of the business and government regulations.

The Kingdom of Bahrain recognized entrepreneurship as one of its major thrust in its development. It clearly mandates universities and other academic institutions to expand entrepreneurship education by developing students’ entrepreneurial competencies to become a responsive entrepreneurial organization. It is believed that some entrepreneurial competencies can be potentially honed with appropriate identification and stimulation to become an entrepreneur particularly with appropriate business exposures, education, mentoring and experiences.

Responding to the thrust of the government of the Kingdom of Bahrain, this study aimed to assess the entrepreneurial competencies of young Bahraini professionals and their intention to become entrepreneurs. It determined the perceived push and pull factors that they will be facing when starting the business. The findings of the study will be used to strengthen the competencies of the young professionals to potentially become the entrepreneurs.

**Opportunity Seeking Behavior**

Young professionals have the moderately strong quality to take challenges and visualize new business opportunities in a given situation and act on it accordingly. They are looking for the things to be done. Opportunity seeking behavior has high significant relationship with other entrepreneurial competencies and has no relationship with demographic profiles.

**Persistence**

Young professionals are moderately strong to pursue an entrepreneurial opportunities though there might be some counterinfluences or enticing alternatives that can be foreseen. Persistence has no significant relationship with persuasion and self confidence. Among the demographic variables, only job position has high significant relationship with it. The decision of an entrepreneur to persist is inherent characteristics of entrepreneurs and it depends on the level of challenges met and the availability they possessed. One factor contributes in honing their persistence competence is their business experiences they have at the workplace.

**Commitment to Work Contract**

Respondents have moderately strong persistence competency. Young professionals indicate that they are passionate to satisfy the customer and committed to take full responsibility of the job done and to achieve the set goals are among their key competencies. Further, they persistently demand for efficiency and quality of the products and services in faster and/or cheaper without compromising the standards set.

Job position and business experiences are factors that have high significant impact in honing their commitment to work contract competency.

**Demand for Quality and Efficiency**

Young professionals possess moderately strong demand for quality and efficiency competency as indicated by their passion to satisfy the customer and committed to take full responsibility of the job done and to achieve the set goals are among their key competencies. Further, the demand for efficiency and quality of the products and services in faster and/or cheaper without compromising the standards set has significant relationship with job position. This behavior is an indicative of high significant relationship with opportunity, persistence, commitment, risk-taking, goal-setting, information seeking, systematic planning and self-confidence; and significant relationship to commitment and no significant relationship with persuasion. The job position

**Risk Taking**

Respondents shown moderately strong risk taking competency as indicated by their willingness to accept a significant degree of risk for new venture choices in pursuit of better returns and the prospective investor is willing to venture into business if risk will be matched with his own risk-taking propensities. With clearer understanding of the downside of the proposed ventures and the development of strategies can mitigate the likelihood of negative outcomes. Risk taking has no significant relationship with information seeking, systematic planning and monitoring, persuasion and self confidence and also with demographic profile.

**Goal Setting**

The study shows that young professionals have moderately strong “goal setting” trait which posted the highest mean score. This was affirmed by the characteristics of the young professionals that they usually think of their future and formulate a plan. They ensure that plans will be achieved in the future and they think that they are capable of achieving them. Goal setting has no relationship with salary and business experience.
Information Seeking

Young professionals have strong information seeking trait. They usually ask questions, gather information, sought advices or go to several sources to fully comprehend the tasks commencing them. Majority of the young professionals are working and holding supervisory and managerial positions have already acquired “attention to details” trait. In order to ensure the success of tasks, they conduct ocular inspections, conduct research and employed latest technologies and analyze trends to the tasks competitive.

Systematic Planning and Monitoring

Young professionals possess strong “systematic planning and monitoring” trait as indicated that they think of possible solutions if problem occurs. They can determine the advantages and disadvantages of various approaches of accomplishing things and the ability to breakdown large projects into smaller tasks. Systematic Planning and Monitoring has significant relationship with all entrepreneurship variables and high significant relationship with business experience and significant with age.

Persuasion

Respondents are moderately strong persuasion competency as exhibited by their behavior in achieving their goals. Persuasion has high significant relationship with persistence, goal setting, systematic planning and monitoring and self confidence since they sought the support of others more particularly the influential persons to support their recommendations. They think that everyone must contribute to the achievement of the goal. However, persuasion has no significant relationship with demographic profile

Self Confidence

Respondents have moderately strong self confidence as characterized by their feeling to succeed whatever undertakings they will have even the tasks are difficult and challenging. Self confidence has no relationship with persistence and commitment to work contract. Self confidence has high significant relationship with gender and significant with job position.

V. RECOMMENDATIONS

Generally, young professional have personal entrepreneurial competencies that need to hone further for them to realize the vast opportunities to become entrepreneurs.

Early stage entrepreneurial activities. Academe has already integrated in their curriculum design fitting to establish a culture of entrepreneurship in a supportive learning environment. Learning by doing at the early stage of their academic life helps young professional to have hands on experience of doing business. Experiences build self confidence and learning experiences. This provides an avenue for the young professionals actively participate in various areas of entrepreneurial development, particularly in business plan formulation and implementation.

Government support for the transition period to the would-be young entrepreneurs. Young professionals have moderately strong key characteristics as entrepreneurs and have the intention to do business. Converting the intention to do business of the young professionals is a tremendous challenge for them. However, if given the appropriate support and guidance, there is higher possibility of the shift from employment to owning a business. Government must provide support and assistance particularly during the transition period.

Identification of key priority investment areas and or feasible projects. Government together with the private sectors determines key priority investment areas that are suitable and doable for young entrepreneurs. Young professionals may intend to shift from employment to entrepreneurship but may not have the technical skills, time, logistics and money to identify feasible projects. To other researchers and readers, the output of the study serves as a reference guide for faculty members, students and researchers to understand life personal entrepreneurial competencies.

The study serves as added knowledge and as input for future researchers who will be embarking on similar study.

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