

T.C.
İSTANBUL AYDIN UNIVERSITY
INSTITUTE OF SOCIAL SCIENCES



FACTORS INFLUENCING WOMEN ENTREPRENEURS
BUSINESSSUCCESS IN SOMALIA

M.Sc. THESIS

Nimco Salah Guled

Department of Business

Business Administration Program

Thesis Advisor: AST. PROF. DR. BURCIN KAPLAN

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İSTANBUL AYDIN ÜNİVERSİTESİ
SOSYAL BİLİMLER ENSTİTÜSÜ MÜDÜRLÜĞÜ

Yüksek Lisans Tez Onay Belgesi

Enstitümüz İşletme İngilizce Ana Bilim Dalı İşletme Yönetimi İngilizce Tezli Yüksek Lisans Programı Y1512.130003 numaralı öğrencisi Nimeco Salah GÜLED'in "FACTORS INFLUENCING WOMEN ENTREPREUNERS BUSINESS SUCCESS IN SOMALIA" adlı tez çalışması Enstitümüz Yönetim Kurulunun 24.05.2017 tarih ve 2017/11 sayılı kararıyla oluşturulan jüri tarafından *başarılı* ile Tezli Yüksek Lisans tezi olarak *kabul* edilmiştir.

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I hereby declare that all information in this document has been obtained and presented in accordance with academic rules and ethical conduct. I also declare that, as required by these rules and conduct, I have fully cited and referenced all material and results that are not original to this work. (06/06/2017)

Nimco Salah Guled



FOREWORD

First of all, i would like to say Alhamdulillah, thanks to God for giving me the strength and health to do this research until it is done. I am heartily thankful to my lovely supervisor, **Ast .Prof. Dr. Burcin Kaplan** who had encouragement, guidance and supports me from the initial to the final level, which enabled me to develop an understanding of the subject and finish it. I had lots of difficulties in doing this research, but they taught me patiently until I knew what to do. Thank you so much. **Ass. Prof. Dr. Vildan Gulpinar** thanks you for your time, opinion, constructive suggestion, and outlook and approachable without your support, this research would not have been come in to reality.

Besides that, I would like to thank all the respondents that give me cooperation through online or offline, even though they busy with their business activities but they still find some time to entertain me. I hope that all the respondents' business will sustain and become more success.

Not forgotten to my family for providing everything such as financing the expenses to complete this project. They also supported me and encouraged me to complete the research so that I will not give up on doing it.

Special thanks also to my friends and others who helped me during completing this research. Thank you for sharing your knowledge, taught me, gives me some ideas and advises that I really need and cannot do it alone. Lastly, I offer my regards and blessings to all of those who supported me in any respect during the completion of this research.

MAY 2017

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ABBREVIATIONS

SMEs	: Medium and Small of Enterprises
GEM	: Global Entrepreneurship Monitor
WE	: Women Entrepreneurs
NGOs	: Non-Governmental Organization
ILO	: International Labor Organization
SMIDEC	: Small Medium Industries Development Council
OECD	: Organization for Economic of Corporations Development

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SOMALİ'DE KADIN GİRİŞİMCİLERİNİ BAŞARILARINI ETKİLEYEN FAKTÖRLER

ÖZET

Kadın girişimciler, son on yılda önemli bir ekonomik büyüme kaynağı olarak kabul edilmiş; kendileri ve başkaları için yeni işler yaratarak farklılaşmışlardır. Bu sayede toplumda yönetim, organizasyon ve işletme sorunlarına farklı çözümler sunmanın yanı sıra girişimci fırsatların geliştirilmesinde sağlamışlardır. Bununla birlikte, halen dünyadaki tüm girişimcilerin küçük bir azınlığını temsil etmektedirler. Dolayısıyla, kadınların girişimci olma ihtimali kadar, başarılı girişimci olma ihtimaline karşı bir piyasa başarısızlığı söz konusudur. Bu çalışma, finansal sermayenin, fon desteğinin, sosyo-ekonomik ve kültürel, piyasa ve şebekenin, hükümetin kadın girişimciliğinin başarısını etkileyip etkilemediğinin teorik çerçevesi olarak kabul edilip edilmediğini tespit etmeyi amaçlamıştır. Veri toplamak için bir anket kullanılmış ve bu örneklemin Somali'nin kuzey doğu bölgelerindeki kadın girişimcilere dağıtılmıştır. Araştırma hipotezini analiz etmek için korelasyon, t-testi ve çoklu regresyon analizi kullanılmıştır. T-testi analizi ile yaş, medeni hal, eğitim durumu, iş yaşı, sermaye kaynağı, işletme türü ve işine başlamadan önceki deneyim gibi demografik faktörler ile hükümet desteği, pazar ve ağ gibi kadın girişimcilere etki eden faktörler arasındaki önemli ilişki, sosyo-ekonomik ve kültürel, finansal sermaye incelenmiştir. Ayrıca çoklu regresyon ve korelasyon analizi, toplu olarak tüm faktörlerin kadın iş başarısında önemsiz bir değere sahip olduğunu göstermiştir. Gelecekteki daha ileri çalışmalar için önerilen kadın girişimcilerinin iş başarısını etkileyebilecek diğer önemli faktörlerin araştırılması ile diğer faktörlere ilişkin daha derin bir soruşturma yürütülmesi olabilir. Ayrıca, bu çalışmanın girişimcilik literatürü ve uygulamalarına katkıda bulunabileceği umulmaktadır.

Anahtar Kelimeler: *Somalili Kadın Girişimciler, Küçük ve Orta Ölçekli İşletmeler, İş Başarısı*

FACTORS INFLUENCING WOMEN ENTREPRENEURS' BUSINESS SUCCESS IN SOMALIA

ABSTRACT

Women entrepreneurs has been recognized during the last decade as an important untapped source of economic growth; they created new jobs for themselves and others and by being different also provide society with different solutions to management, organization and business problems as well as to the exploitation of entrepreneurial opportunities. However, they still represent a minority of all entrepreneurs in the market world. Thus, there exists a market failure discriminating against women's possibility to become entrepreneurs and their possibility to become successful entrepreneurs. This study aimed at establishing whether, financial capital, fund support, Socio-economic and culture, market and network, government support influence women entrepreneurs business success were adopted as the theoretical framework for the study. A questionnaire was used for data collection, and it was distributed to the women entrepreneurs in the north east regions of Somalia as the sample of this study. Correlation, t-test and multiple regression analysis was used to analyze the research hypothesis. T-test analysis showed that the significant relation between demographic factors such as age, marital status, education, business age, source of capital, business type, and experience before start business and Factors influencing women entrepreneurs such as government support, market and network, socio-economic and culture and financial capital. Also multiple Regression and correlation analysis showed that collectively all factors have an insignificant values on women business success. However; research recommended for further study in the future, in order to investigate other important factors could influence the women entrepreneurs' business success and also a deeper investigation on the factors that not significant. It is also hoped that this study could contribute to the entrepreneurial literatures as well as practice.

Keywords: *Somali Women Entrepreneurs, Small and Medium-Sized Enterprises, Business Success.*

1. INTRODUCTION

This chapter addresses the initial part of the research. It basically includes research background, problem statement, research questions, research objectives, significance of the study, scope of the study, theoretical framework, research hypothesis, and organizations or outline of the study.

1.1 Research background

The concept of entrepreneurship has been established for the first time in the 1700s, and meaning developing ever since, For some economists, the entrepreneur is one who is ready to take the risk of a new venture, if there is a significant opportunity for profit, or can be emphasized the role of entrepreneur as an innovator who offers innovation in the market.

According economist Schumpeter (1883-1950) focused on innovation and entrepreneurship to change the power of economic development. Schumpeter viewed entrepreneurship as a force of "creative destruction." The destruction of the methods used in dealing with them through the creation of new and better ways. Business expert Peter Ducker (1909-2005), took this idea further, describing the entrepreneur as a person who is really looking for change, responds to it, and the great things change as an opportunity. A quick look at the changes there is a communication of personal computers on the Internet show ideas. Most economists today agree that entrepreneur is an integral part of economic growth and employment opportunities in all societies. Furthermore, in the developing countries, small businesses are most important way of creating opportunity and reducing poverty and improvement of economic growth, therefore, start a new small business is a crucial strategy for economic development.

Worldwide, there are many business women, Entrepreneurial spirit and economic security for business and job creation in the long-term ownership of the creative

spirit comes out of a person. Women take commitment and integrity, and economic empowerment because they care about the development of entrepreneurship and innovation, professional and personal support that is found in the trade unions demanding businesswomen. Economic globalization has encouraged the expansion of women's business ownership. "Women-owned firms and the growing economic power and changing the size of the impact of the global economy," remarked Sakiko Fukuda-Parr, director of the United Nations Human Development Report, the programs administrator observed. Businesswomen's global impact is just beginning to gain intensity. Worldwide, the number of female business owners for business women in the global economy is still growing rapidly. For example, women in sub-Saharan Africa more than 80 percent of food, 50-60 per cent in Asia and 26% in the Caribbean, and 34 percent in North Africa and the Middle East, and Latin America for more than 30 percent production. A large number of women around the world have set up and managed their own businesses. It was not easy for these women to succeed in business.

According brush (2006), Women entrepreneurs tend more than represented in the traditional sectors, with the benefit of relatively fewer growth opportunities and harsher competition. This is the case also in Africa, in which women feature disproportionately in small rural enterprises. Small enterprise development has only in recent years begun to be identified as a key component of development programs, based on the recognition of the importance of such activities as part of both the rural and urban livelihood strategy especially of poor people, in both the formal and informal sector. As for empirical evidence, in their comprehensive survey of African small enterprises, Liedholm and Mead (1999), observed that 45 per cent of the enterprises were female headed. However women accounted for a somewhat smaller share of total medium and small enterprises employment.

Somali women who owned small businesses are highly increasing almost all regions in the country. The hidden entrepreneurial potentials of women have been gradually changing with the growing sensitivity to the role and economic status in the society. . Unemployment of men, the need to contribute to the family income, to take up an important role in the society, need for independence and adaptability in business are the major reasons for women to emerge into business schemes. A women

entrepreneur is one of the fastest growing entrepreneurial populations in the world? They make significant contributions to innovation, employment and wealth creation in all economies contributions to innovation, employment and wealth creation in all economies (Brush, 2006), In spite of the growing importance of women entrepreneurs, they are understudied, and the paucity of research on the phenomenon of women's entrepreneurship is well documented (de Bruin et al., 2006, 2007; Baker et al., 1997).

Women traditionally have had relative autonomy over household decisions about child rearing and other duties. Sometime women would make their views known to the men in their lives on important issues outside of the domestic sphere. Men, on other hand, were expected to act as the public economic and political face of the household, serving as breadwinner and representative to clan decision-making structure (Timmons, 2004).

In many ways, today's women are different from last year's, child bearing and within the family, social and economic freedom they seek to serve and are willing to take the risk, and they are cooking have come out of the traditional boundaries. Father (childhood), husband and son dependence on the role of the administrative and managerial roles where they are important for policy formulation and decision-making is taken. Despite the importance of women, little research has been conducted on women entrepreneurship in Somalia. Long civil war and insecurity in 1991 after the collapse of the Somali state in the region has caused immense human suffering and loss of material, on all aspects of Somali society, leaving physical and emotional scars (Ali, 2012).

Moreover; death and destruction, people violent conflict, both within and beyond the borders of the country has resulted in the mass displacement. Have disrupted family relationships and the erosion of traditional social values, roles and responsibilities within the family, major fundamental changes (CRD / WSP, 2004), came in Somali society, women are traditionally seen as the backbone of the family that is, the primary caregiver looking after the house and kids, man protects and provides for the family, and the community in the decision-maker and acts as a representative. However, these traditional roles has eroded the long civil conflict, people forced to seek the protection of groups. Men and boys to fight or to leave their home territories

to provide income for their families were forced to seek work; something to protect or support their families, even faced with the inability to leave them. During this period, the family system placed severe stress on divorce, women-headed households, and increases the number of abandoned children (an event that was rare before the collapse of the state in the Somali society). The primary economic providers in the postwar period is well documented the emergence of women as households headed by women is not limited to. Many married women because of high unemployment among men for their families have become the main source of income. Generally men unwilling or unable retail trades in local markets such as low income are opportunities to engage. Male unemployment extensive chewing khat, a mildly addictive plant is growing. Somalia across a variety of studies have found that women now retail trade (CRD, 2004) and 80% of small businesses, as well as running their own households to run. For this research, the social and economic contribution of these women entrepreneurs will be conducted to identify. According to Ali, and Ali (2013), examined the constraints affecting women entrepreneurs in Mogadishu, Somalia. The main limiting factor is the biggest challenge identified was the financial independence of women entrepreneurs, family background and family roles. This was followed by gender discrimination, lack of promotion, lack of knowledge and lack of proper security. Furthermore, other studies previous like Abdirahman (2016) and Ali (2012), studied challenges and motivations of women entrepreneurs in Somali regions of Ethiopia. Also identified some problems faced women entrepreneurs which are financial problem, lack of education and motivation factors.

According to significant challenges or constraints that had been faced by women entrepreneurs of small and medium-sized enterprises who are driven by a number of factors involved. Therefore, in this study will examine the factors influencing women entrepreneurs' business success in Somalia.

1.2 Problem Statement

In recent years, women entrepreneurs are seen as something that positively participating to the economic development in every country in the world. Along men, and also women do not miss the opportunity to participate enlivens business in

Somalia. Economic development attracts more to contribute actively entrepreneurship in the world. Furthermore, today more women entrepreneurs around world have become millionaire. In fact, some of them are aggressive than men in terms of actions, attitudes, and feelings (faridahm, 2000).

In the business world, a woman obviously has its advantages when compared with men. Women are often more honest way to deal with customers and are willing to manage business. The success of such principle and is crucial for advancement in your field of endeavor.

Business development by women entrepreneurs to grow year by year is kept, although it is still women are business problems or challenges, there is a large number of women entrepreneurship in Somalia, but still a lot to contribute to the economic growth does not exploit them very well(Ali, 2013). Women entrepreneur confidence, leadership and managerial skills to reach new markets require. Enter the business as well as all other requirements that woman are part of entrepreneurship in an effort to meet effectively the activities of such businesses to learn how to operate the Omni provides challenges.

The main factors that govern the lack of business women, gender discrimination municipal support, information, education and limited access to appropriate training opportunities, one of the skills and resources (Anza, Hassan and Rashid, 2010) user trust is missing. These arguments are supported by the results of another research, which says that a lack of proper leadership, planning and allocation of inadequate financial resources for some other difficulties that women generally face during implementation, so that enterprises (Palaniappan, Ramgopal and Mani, 2012).

Some of the problems faced business women challenges are gender discrimination, uncloaked guidelines, in addition to the transaction and additional restrictions imposed on them for their male counterparts, their gender counterparts' dependence (Ahmed, 2011) compared to the challenge to give. And recognized the many contributions of women entrepreneurs, these contributions a number of obstacles have been identified as detriments. Government rules and regulations, access to finance, property, information technology, infrastructure and the efficiency and business growth (United Nations, 2006) is capable of other challenges that women entrepreneurs face, including the need to is lacking. Kantor (1999) rightly men

women often debate the relative lack of experience in financial operations are more than. Mayoux (2001) women entrepreneurs are some of the factors that limit "their business .On (Kantor, 1999) have been identified as failing reasons why opportunities available to them in their environment and the ability to take advantage of these factors, that there are focus Mayoux (2001) and the United Nations (2006), On the other hand, other factors include: poor financial management, liquidity problems, management inexperience and incompetence, poor or nonexistent books and records, sales and marketing problems, staffing difficulties with the unions, failure expert advice, limited social and professional network in the local economy, the low level of demand, the price of housing tenure system to finance a reduction in the use of role models, work experience and skills, and to seek a reduction, Government benefits and employment, cultural barriers, motivation, high crime rate and lack of problems during the transition from dependence on other barriers to entrepreneurship development for women.

Moreover, several large countries like United Kingdom, United States of America and Australia success in generating employment, innovation and growth Through the contribution of small and medium enterprises in the country (Patlay, 2004; Carter and Van Auken,2006; and Ehrich and Billett, 2006). In line with industry developments, East Asian countries such as Japan, Korea and Taiwan, for example, also depends on the economic resources of small and medium sized enterprises and most developed countries with the development of SMEs (Asri and Darawa, 2012).

In the 1970s, research was focused on psychological characteristics Women entrepreneurs, motivation, education and work experience (Chursill and Hornaday, 1987), in terms of trade (Schwartz, 1976, Schrier, 1975, White and Cox, 1991) the ratio between men and women in sociology, women managers the ratio between women entrepreneurs and corporate (Bowen and Hisrich, 1986), women, men, which is an industry (Hisrich and O'Brien, 1981) were in the ascendancy, and the discrimination faced by women entrepreneurs, especially when they renewed identify barriers to start work. There is also research that such a strategy, organization, problem is to investigate aspects such as; type of management, such as capital formation, networking behavior and environmental factors, economic as entrepreneurial activities (Brush, 1992).

According to Ali and Ali (2013) studied constraints influencing women entrepreneurs in Mogadishu, Somalia. The most limitations factors for women entrepreneurs as determined in this study were financial independence, insufficient skill dealing with financial issue, family roles, lack of knowledge and security, and so on. Therefore, the researcher examined in this study factors (financial capital, fund support, government support, socioeconomic and culture and market and network) influencing women entrepreneurs' business success in Somalia.

1.3. Research Questions

This research study will be based on the following research questions that will direct the course of the researcher's analyses on the theme, as well as, will serve as the main milestones through which the researcher will reach a definitive conclusion:

1. Do Demographic factors influence women entrepreneurs' business success?
2. Does government support influence the women entrepreneurs' business success?
3. Does market and network influence the women entrepreneurs' business success?
4. Does socio-economic and culture influence the women entrepreneurs' business success?
5. Does financial capital and funds influences the women entrepreneurs' business success?
6. Does Fund Support influences women entrepreneurs' business success?

1.4 Research Objectives

The main aim of this study is to examine or determine whether there is a relationship between independent variables and independent variable, So the researcher aims to the investigation into whether the factors, financial capital, socio-economic and culture, market network, government support impact on the success of business women regulator.

1. To identify the business profile of women entrepreneurs of small and medium enterprise in Somalia.
2. To investigate the elements that influences participation of women entrepreneurs of Small and medium enterprises in Somalia.
3. To identify respondents' perceptions of factors in the success of women entrepreneurs of SMEs in Somalia.
4. To identify whether government support, market and network, socio-economic and culture, financial capital, fund Support, are able to influence women entrepreneurs' business success of SMEs in Somalia.

1.5 Scope of the study

The study focuses on women entrepreneurs who are the owner of the small and medium size enterprise. This research is limited to the women entrepreneurs in Somalia, and it focused on to determine the factors that influence the women entrepreneur business success.

1.6 Theoretical Framework

This study determines on factors influencing women entrepreneurs' business success in Somalia which focus on financial capital, fund support, socio-economic and culture, market and network, and government support towards business success that become as dependent variable. Thus, a theoretical framework model is formed as shown in

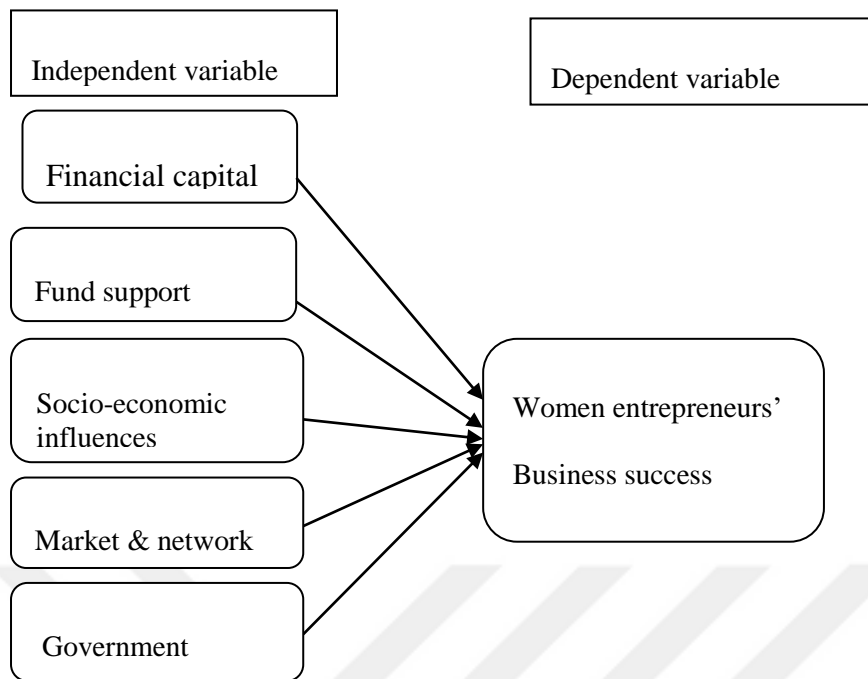


Figure 1.1: Theoretical Framework

1.6.1 Dependent Variable

The dependent variable of this research is women entrepreneur's business success of SMEs in Somalia, which measures in term of growth of revenue, staff satisfaction, profit, self-achievement, successful running the business, quality of product, reliable of supplier and cooperation among other entrepreneurs in SMEs field.

1.6.2 Independent Variables

In this research, there are five independent variables have been used which consist of financial capital, fund support socio-economic and culture, market and network and government support.

1.7 Research Hypothesis

- H1. Demographic factors do influence women entrepreneurs' business success.
- H2. Government support does influence women entrepreneurs' business success.
- H3. Market and network does influence women entrepreneurs' business success.
- H4. Socio-economic and culture does influence women entrepreneurs' business success.

H5. Financial capital does influence women entrepreneurs' business success.

H6. Fund support does influence women entrepreneurs' business success

1.8 Organization of the Thesis

This research report is based on the following chapters; whose section-wise description is given here under for its content:

Chapter one researcher and study the concepts of direction, the research objectives and research questions led to a statement of the problem is that what is the intended to do about the introduction of this research. It provides an understanding of the direction of trying to study by researchers.

In the chapter two, the study will discuss on the literature review concerning to the definitions and the concepts that are linked to the women entrepreneurs in small and medium-sized businesses in Somalia. In addition, this chapter also will demonstrate the details about independent and dependent variables which are financial capital and fund support, socio-economic and culture, market and network, government support towards women entrepreneurs' business success. Moreover the researcher will touch a bit about underpinning theory which is applied in the study .After that, the research will explain the outcomes of previous researches related to the factors influencing women entrepreneurs of small and medium enterprises towards their business success.

After that, next chapter will explain the research method in the study. The researcher will explains regarding to research design, research population and sample, data collection method, and the data analysis techniques and procedures.

Furthermore; in the fourth chapter, the researcher explains that the results of the study and analysis of data that have been done. In addition, the researcher will do the interpretation of the findings of the data collection.

Finally, discussions, conclusion and recommendations will be discuss in the chapter 5. Then, the researcher also provides information about the implications of the study and the reduction of the study and recommendations and summarize with the end of the study as a comprehensive summary of the based on the results analysis.

2. LITERATURE REVIEW

2.1 Introduction

In the section, the research presents theories and retrospective previous study which is relevant to this study. The researchers, such as manual journals, books, newspaper clipping, magazines, paper, media and other printed material such as references to the different materials used. Researchers help deepen understanding and teaching materials used. Moreover, the approach and the findings of previous studies, whether inside or other countries in connection with this research.

Literature review closely the objectives and factors that previous studies of women entrepreneurs of the SMEs sector in Somalia, whether internal or external factors affect the critical assessment of what to do more for viewing. Theory is based on the end of this section and the expected theory also explains that business success depends on highly motivated entrepreneurs choose to expand the research. It is important to know and understand the basis of understanding through literature of contingency theory.

2.2 The Concept of Small and Medium Sized Businesses

According to Nair et al (2012), small businesses are an effective method in relieving poverty. This will increase employment opportunities in most developing countries. Many researchers have found that the majority of small businesses have created job opportunities and self-employment. Small businesses are operating in the most important factor to enhance the economic growth of rural economic activities, poverty reduction and social justice. Many researchers have found that a small business has increased the proportion of gross domestic product (GDP) of the country. Small businesses hold an important place to enhance the growth of the country. It also provides job opportunities for those who are unemployed (Jasraet al. 2011). Clark (2003), defined a small business as a small body and small government or a competent authority. A small business is a cause for concern an independently

owned and operated by independent persons it. Small business is not dominant in the field of operation. In fact, it satisfies many additional criteria which have established small business administration.

Small and Medium Enterprises (SMEs) can be defined according country and according to the enterprise itself. Therefore, SMEs can be defined as an organization with a few numbers of employees with valuable assets and an annual turnover. Also, small enterprises are those that have ten to one hundred workers. On the other hand, medium enterprises are organizations with fewer than 250 workers. Small and medium enterprises include all types of enterprises, regardless of where they are formal or informal form such as sole proprietorships, family businesses, and cooperatives (Mulu 2015).

SMEs are seen as one who can play important role in the economic development in developing countries, because small and medium enterprises reduce poverty, and also reduce unemployment. According to (SMEs corporations, 2014), SMEs can be classified into three parts: micro enterprises, small enterprises and medium enterprises.

Small and medium-sized businesses can be classified if it meets one of the two eligibility criteria of annual turnover or the number of full-time employee. Whichever is low, therefore this definition based on the size of the operation is as follow:

- Micro enterprises across all sectors with annual sales less than RM300, 000 or the number of full- time employees less than 5 people.
- Table 2.1 summarizes the definition of micro, small and medium-sized category by each sector:

Tables 2.1 Definition based on the size of the operations

Definition based on the size of the operation Category	Micro	Small	Medium
Manufacturing	Sales turnover of less than RM300, 000, or Full-time employees less than 5	Annual sales of RM300, 000 to less of RM15 Million or have employees from 5 to less than 75 employees	Annual sales of RM15 million and not exceeding RM50 million or have employees from 75 to not more than 200 employees
Services and others sectors	Sales turnover of less than RM300,000, or Full-time employees less than 5	Annual sales of RM300, 000 to less of RM3 Million or have employees from 5 to less than 30 employees	Annual sales of RM3 million and not exceeding RM20 million or have employees from 30 to not more than 75 employees

Source: (SME Corporation, 2014)

2.3 Entrepreneurship

Entrepreneurship is the process whereby people, production facilities, money market, and knowledge are brought together to establish a commercial business which did not exist before (Hartman 1959). According to Schumpeter's system entrepreneurship is essentially creative activity. These definitions have been used in many researchers to study the characteristics of those who have developed business ideas. However, the contributions of these to the concept of understanding of entrepreneurship are not substantial because they have not tried to focus on the critical function of the entrepreneur and so the concept remains elusive. Nowadays with the world that are interested in supporting entrepreneurship and the global recession after the global economy gradually regains ground since the GEM (Global Entrepreneurship Monitor) report in 2012, the fastest in entrepreneurship recognized as the driver of economic growth is broad-based and social well-being. These entrepreneurs have shown the headlines around the world can be much better than the local ecosystems

in which they can thrive, for example, reducing the number of unemployment in terms of construction and so on.

According Van Praag (1999), there are main factors that can be lead an entrepreneurs to success which are the different visions of the authors were synthesized. Also, there are numerous theoretical and empirical studies which consider that attributes like risk taking, innovation, the need of development and the managerial competence are essential qualities for the entrepreneurship (Karlsson, 2004). The entrepreneurship might be implicated in an as bearer of uncertainty, economic functions and as innovator. It might also refer to certain behavior, inherent characteristics, creation of new enterprise or the function of an owner or manager of an organization. In the modern economic sense is an economic actor assuming an innovative and behavior change, who intentionally accepts financial uncertainty to develop new projects? To this extent, an important number of organizations give great attention and understand to entrepreneurs; thanks to their participation to the evolution of the entrepreneurial environment and the effect they have over the macroeconomic indicators. Briefly, the entrepreneurship, in the opinion of the economists, would be similar to the individual's performance in the business field. But when the business has developed, the collective behavior of the people within the organization becomes critical for its success. Thus, entrepreneurship refers not only to the design of a business idea, but also to the planning and maintenance of the business, so that the activity may continue to take place (Panda, 2011). The one who had literally invented the term businessman, around 1800, was French economist Jean Baptiste, the businessman was considered as a person who transfers resources from one person with lower productivity to another with higher productivity, increased profits, and creating value.

The term of entrepreneur is an important to start the process of a business enterprise, and the business person can develops an organizational model, in order of considering human and other necessary resources to establish an enterprise and they are fully responsible for the success or failure. In other hands, it is the capability and willingness to evolve the enterprise and management of the business and any of the risks in order to do a profit.

In recent years, according to entrepreneurial business, asset value, social and political activities have been increased. Business leaders get ready for the risks, taking exercise, and initiatives, leveraging chances in the market through the planning, organizing, controlling, and recruiting resources, often to improve existing products. According Alias (2014), entrepreneurial activities, can be divided into which for small and medium-sized enterprises, commercial activities and is the basis for reformation that depending on one of the organization and kind two in innovations, as well as a production services and other areas. The concept of entrepreneurship can be described as a creative and innovative response to the environment. Such responses can take place in any field of social effort, industry, business, education, agriculture, and social affairs. Thus doing things that are already being done in a new way and doing new things is therefore an ease description of entrepreneurship.

Furthermore, according to Paul Reynolds (2012), founder of the Global Entrepreneurship Monitor (GEM) supposed that entrepreneurship has been as a master driver of economic development in both the Western Europe and United State. It is also acclaimed as the hottest topic in China today.

2.4 Women Entrepreneurs

Women entrepreneur as a female who actively take up a new form to start or adapt their business and play an important role in continuous and interact with society in the financial, socio-economic and support sectors (Pareek, 1992). The impact of women entrepreneurs on the global level is getting intensely; worldwide, the number of women business owners is increasing as women entrepreneurs are constantly posing a positive influence in the global economy. For example, over 80 percent of food for sub-Saharan Africa, 50-60 percent for Asia, 26 percent for the Caribbean, 34 percent for North Africa and the Middle East, and Latin America are more than 30 percent of the population (Ali et al, 2013). Women entrepreneurs around the world are the key contributors to the economy, because they are making a difference in socio-economic zones. They contribute a lot of ideas and energy and capital resources to their communities, and build jobs, as well as create additional work for suppliers and other spin-off business links.

According United Nations Report (1995), stated that 70% of poor in the world are women. Therefore, it is essential to find ways to reduce poverty. Previous Studies show that women's participation in entrepreneurial activities has significant impact on the economic growth, and poverty reduction (Misango, 2013). Moreover; stated that women entrepreneurs play an important role of unemployment reduction and poverty in Kenya. Moreover according Zahra et al (2013) also mentioned that women are half the population of the world and have to be active participants in development process.

In addition, Mohammed, Shamsudin, et al (2012), they were claimed that women entrepreneur is necessary to overcome activity of reduction poverty. On other hand Alam, Jani, Omar (2011) noted that the contribution of women's entrepreneurial activity to the country's economy was acceptable. Furthermore, many countries were encouraged to improve entrepreneurs' business success. Apart from this, in contrast to traditional gender roles, women have been thrown into business activities (Towhidur, 2013). And also women contributions of global business have been increasing for example in developing countries women manage one-third of the business.

Moreover, studies by lucky and minia (2011); Rebecca et al (2009), and Arowomole (2000), argued that the personal characteristics, culture, environment, creativity, and skill development are the part of a business success. Recently; a study that conducted by Jasra et al (2011) were found that factors like economic, government assistance, market strategy, and ability to access information and determining the success of a business.

2.5 Factors Influence Women Entrepreneurs Business Success

Correspond with the previous research, what actually factors that influence women become an entrepreneur and success in the business. So researcher for this study determined to investigate the factors that influence women entrepreneur business success, by focusing on the small and medium sized enterprises women owner. With the comprehensive reviews, factors that researcher focusing are as follows:

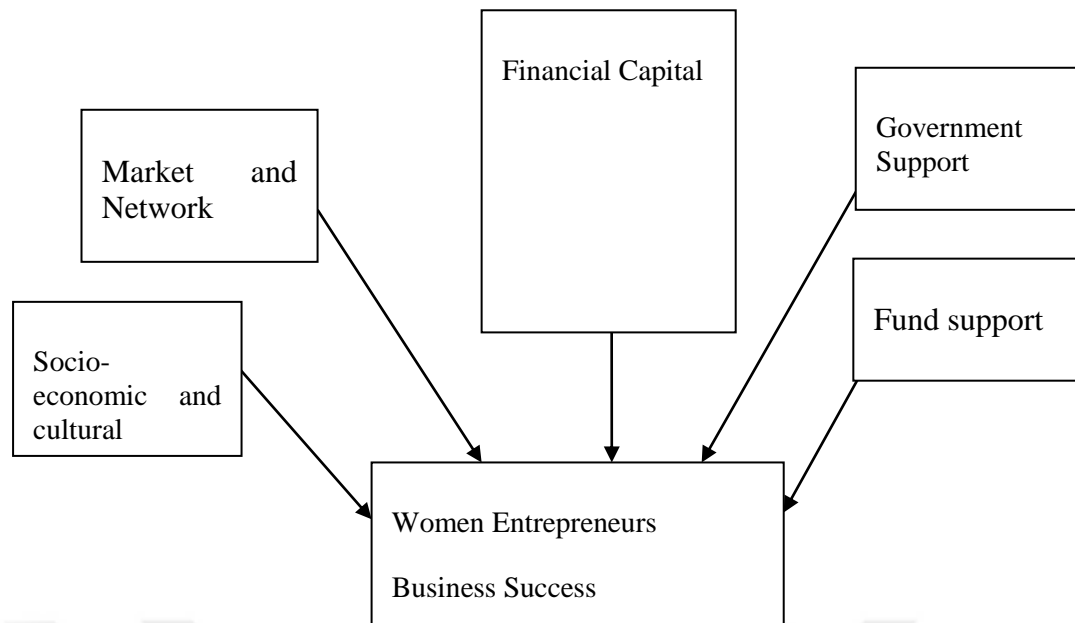


Figure: 2.1 factors influencing women entrepreneurs' business success

2.5.1 Government Support and Women Entrepreneur Business Success

Government support is an organization which has a financial aid and technical aid training projects development and information sources and consulting to entrepreneurial development (Nasser, 2012). According Nasser et al (2012), also stated that the significant of government support for women entrepreneurs. Furthermore, the policies of the government towards small and medium-sized enterprises of business women influence women to become entrepreneur.

Curran (2007), Small and medium- sized businesses play an important role to achieve the highest sustainable economic growth and is a key of feature of the emerging economic development of the country. Thus, these programs of the economic development will contribute to the country of the economic growth. This can be described by their ability to providing innovation and sustainability, and ability to create jobs and other opportunities, and also impact on the huge number of community living directly or indirectly. However, the absence of need to support equipment and technology is the most important factors that hamper the government's small and medium-sized power behold (Świerczek, 2007).

In addition, the most problem women in developing countries is a insufficient to bring about the social network, which is mainly a physical of lack of knowledge, attitudes and lack of confidence (Manchester Business School 2001). Thus, the strategy of the government support towards business women can be point out the problems of women to improve technology, information sources, and point to the problems of managing resources of capital and women associations and barriers of business entry. Apergis and Pekka et al (2010), the principal of the government promotes business activities, and creating positive work environment that facilitated by the women market opportunities, and overcome the limitation of the beginning. The government has support to attract women in entrepreneurial activities through the provision of capital to start (Jung Ha Lee and Joe, 2011).

According to Jung Ha Lee and Joe (2011), studied that Korean government has effective support on women business programs, and still there are difficulties to the women in terms of lack of knowledge, confidence and social network of business women associations, most of the business women may not benefit support programs provided to them by the government. The effectiveness of government aid programs of women entrepreneurs also has impact on women's ability to gain knowledge to understand the problem areas (Parker and Schmidt, 2003). While the government involvement to women's business activities is crucial, also it is important to adhere to the social and cultural barriers to the use of social capital for business beginning. In addition, Erogeous (2011), Stated that the government statutory power has effective questionable for gender. Thus, government supports program influence women's contribution in business activity. However, the government support to the women business activities can be affect on the economic development, family life, social network, and the human capital.

2.5.2Market and Network and Women Entrepreneur Business Success

Market is an area or a place where forces of demand and supply, operate, and where buyer and sellers interact to each other for pricing information, distributions and channels and also where other networks are developed. Network is one of most requirement of entrepreneurs, and it shows how is important in the network marketing industry and business itself (Mohammed, 2013).

According to Jennifer, Lian and Wei (2012), they found that the market potential and the opportunities and the current market demand is a major factor that affects the women to start a business. In addition, found Katrina and Anna (2005) that women will be more encouraged to start a business if they have a good network, because these networks can be a valuable source of inspiration and gives sanitation facilities experiences between business and other organizations. Moreover, according to Wong Siong (2007), the project for the owner of a woman to be successful, it is important for them to gain access to technical networks as well as business training. This is why, by joining the women's associations, it can take advantage of the opportunity to the fullest extent, because with the help of these organizations, they can achieve success and femininity in a man's world social network perspective.

Kamal et al (2009), also found that the establishment of companies, a good network, such as having strong political relations and close relationship with leading companies, the most important thing in business. Like the research conducted by Shitra, Priya, Kalpana Raj (2014), successful business in the cosmetics industry, he found that factors such as social security and communication grants have a significant impact on successful women and entrepreneurs in the business.

Said Laura Miller (2014), also stated that in order to be successful in business, and they must use their network wisely. This is because the small business administration, especially for those who do not have employees. It's very stressful. Therefore, entrepreneurs should use the network to form a support system to rely on. Network as a peer mentor or big that he understands what is going on in the female work through and help them to navigate through any issues that may arise.

Moreover, Hee (2012), in study of women's development in Malaysia; researchers found that success or failure of work depends on motivation and relationship with employees. Professional knowledge and experience, and good relationships with workers, clients, or the employer's family have contributed significantly to the success of businesswomen.

Furthermore, in many previous studies, such as Jennifer Wei Lian (2011), Kamal et al., (2009), Katrina (2004) and Wong Siong, (2007), focused more on other items

such as current demand, women association, and market network and opportunities, women associations are members of market network to provide technical support, as a good network that provides inspiration and utilities, as well as the existence of network business and customer relation as the central transition for entrepreneurs.

2.5.3 Socio-economic and Cultural and women entrepreneur business success

Socio-economic and culture have been described as encouraging business activities and it is a base in the sociology of the network accessibility to entrepreneurship (Aldrich and Zimmer, 1986), According to this literature review, social economic was described mainly for business activities. In the core of this theory, shows that personal view of this network which means that entrepreneurship is an integral section of social, political, and cultural context. In order to start new business, social network should be activated. Thus, the spirit of organizations related to the work and the natural activity (Dubini and Eldaric, 1991).

According Kamal, Wojoud and Rana (2009), found that the business women in emerging supports socio-economic and cultural like external pressure and profit motive affect their decision to become an entrepreneur, but no researcher see a member of the women organization, religion as important social issues that significantly affect the business involvement.

The economic constraints such as cultural barrier, lack of provision and lack of work skills may also affect the activities of businesswomen in doing their business. It shows that cultural and its social economic impact can be given to women entrepreneurs (Ekpe and Norsiah 2011). These results are similar to the research done by Shastry and Sinha (2010) on social, cultural and economic factors on entrepreneurial development in India, and they found these three factors did influence women's business success. Furthermore, Naddari et al. (2012) this study shows that research addresses social, economic and cultural factors such as economic situation, external pressure, family and friend's position, etc, and may affect women in making business decisions.

For this research, the researcher will focus more on elements from Kamal, Wojoud et al (2009) on the Participation in women's associations; profit motive and external pressure on their impact on the women entrepreneurs' business success.

2.5.4 Financial Capital and Women Entrepreneur Business Success

Create a new business includes the high level of uncertainty that can generate value, and thus the possibility of the head of the financial recovery of the capital invested. This uncertainty will depend on the development of the potential market and the human capital of the owner, and for those who have the financial resources: to have faced related to the institutional costs of information problems in the relationship with the business community and the businessman, which is dependent on the time (Berger and Udell, 1998).

According Isidore (2011) said micro finance is a significant for women entrepreneurs' business performance. Micro finance is about finances and fund support given to a person that wants to start a small business and gives them the opportunity to become self- employed. It is also gives them an option to get support from other options our country has. Furthermore found in his research that micro finances like loan access; skills acquisition; bonding or network; business opportunity and attitude has a positive relationship in influence the business performance or success of women entrepreneurs.

For this research's factor, researcher will be focusing more on items from previous research done by Towhidur et al (2013), for the items such as easy accessibility to adequate finance, corruption free procedures to financial authority, financial scheme implemented by government, financial support from NGOs, loans from banks and reasonable interest tax and their effect or influence to the women entrepreneur business.

In addition, research conducted by Jivan, Sharma and Anita (2011) in India found that there is a lack of facilities from government agencies in terms of women's financial facilities, so it is hardly a motivation. The findings concluded that there was still a lack of support from government and non-governmental agencies on financial support for women entrepreneurs.

For a new business, financial support and fund is among the most important things that have said, it is difficult to start, manage and sustain business, especially when it is still new. tawee et al (2013) found that in Bangladesh are only financial support factors affecting NGOs, in contrast to other factors, because women still find it difficult to apply financial and fund for their business.

2.5.5 Fund support and women entrepreneur business success

For a new business, fund support is among the most important things by having said that, it is difficult to start, manage and maintain a business, especially when it is still new. Towhidur et al (2013) in Bangladesh found that only the fund support from NGOs is the influencing factors, unlike other factors, because women are still finding difficulty in funding their business. According past studies have also exposed that under capitalization by women entrepreneurs firms have long-term negative impacts on the performance of the business (Carter and Allen, 1997). This is due to lack of funds to start and grow a business lead the result in the inability to have economies of scale in a challenges world.

Moreover, according to Namusonge (2006), the advantages entrepreneurs having a networking with the landing agencies such as banking institutions because the performance of the business is affected by the ability to access financial resources and emphasis on that source has a stronger towards the performance of business. However, it has been determined that women entrepreneurs faced this support as one of the biggest barrier towards them because suffer in banking discrimination and financial community (Mutuku, et al., 2006). In terms of relationships, Gatewood et.al (2004), mentioned that there is a significance relationship between financial capital and business success.

2.6 Business Success

Business success is one of most crucial view that would suggest that there is no right or wrong businesses to determine the success of an organization in general. However, measures try to focus on what they can control, and business is often measured by the amount of winless. Furthermore, Business success is ability to

achieve goals on it; also it is victory for business related purposes (Lucky & Minai, 2011).

According to Lucky (2011), business success seems to provide information on efficiency, growth, profits, size, wealth, success or failure, market share and leverage. It provides information on business growth, success or failure and more benefits from trade. Therefore, the success of the business shows that the company is profitable, effective, effective, successful, etc. Business is not only successful, specific issue has to play a large activity. In this regard, the success of business education has written a number of factors that seem to have business success (Jasra, Khan, Hunjra, Rehman and Azam, 2011, Ugwushi, 2009, Alarape, 2007). The study by Ugwushi (2009); William, (2009); Okpara and Wynn (2007); Ogundele (2007); Ogundele (2007) and Alarape (2007) found that factors including inadequate infrastructure, management, corruption, and capital Inadequate, record keeping, weak experience in financial management, corruption, strategy, operation, management skills, business management to determine the winner. Also, Ogundele (2007); Aderemi, (2007); Okpara et al. (2007); Kolawole and Torimiro (2005) have demonstrated that the situation in society, personal experience, work on infrastructure, access to education, pay and the effects of institutions, information, project type, social, cultural, ecological, teachers, education, growth, experience, technology, Commercial concerns.

According to Lucky and Minai (2011); Rebecca et al (2009) and Arowomole (2000) said that to determine the personal characteristics, culture, environment, foreign affairs, creative, training and skill development and success of a business. Recently, a study conducted by Jasra et al. (2011) found that factors such as environmental, economic, technology resources, equipment, government assistance, market strategies, access to information and determining the success of a business. Thus, these factors play an important role in determining the success of the business.

2.7Contingency Theory

Underpinning theory was used in the research as the main support by expectancy theory. Contingency type theory described the relationship between the dependent variable, which is women's business success and the independent variables which are

financial support and fund support, socio-economic and cultural, motivation and goals, market and network, and the government support.

Previous researchers stated that there is no better way to lead to success and the leadership style may be effective in some cases, not be the case with other, which indicates that one factor in the successful business women may be different from each other, depending on the individual as a director (Virkus, 2009). This theory proposed Austrian Fred Edward Fiedler in 1964 added this theory has emphasized the importance of a leader who entrepreneur is in this research, to run a business based on your personality and depends on the situation they face while doing business commercial and explained attitudinal theory, and there are certain factors that could influence the direct relations between the independent and dependent variables in the study of organizational behavior. Independent variables (x) the reason for the change is dependent variable, and the dependent variable (y) is the answer affected by the independent variable. There is no better a way to restructure the company and to solve the problems. It all depends on the situation.

To support attitudinal theory, the researchers relied on the expected theory, the implementation of the arguments of the motives of the person, especially when doing business, because in this study, there is a variable self-motivation. This theory says that human beings act according to the informed expectations that lead to specific targets in a certain desirable behavior. This is because the regulator will start working to achieve the goal of the targeted results both personal and business, as well as performance. So the theory that was developed by Victor H. Vroom in 1964, explaining the method of motivation in the work place, this reinforces the view that the urge is defined in a certain way the expected behavior of the individual, and that will lead to a certain result, multiplied by the parity preference or anyone who has this result. Therefore, through the implementation of both theories, the researchers found that these theories are supported by workers in this study and contribute to the success of the business as it involves internal and external factors.

2.8. Definitions of the terms

Table 2.2 definition of the terms

Variables	Definitions	Sources
Entrepreneurship	It is a process whereby people, production facilities, money market, and knowledge are bring together to establish a commercial business which did not exist before	Hartman (1959)
Small and medium-sized enterprises	SMEs can be defined as an organization with a few numbers of employees with valuable assets and an annual turnover. Also, small enterprises are those that have ten to one hundred workers. On the other hand, medium enterprises are organizations with fewer than 250 workers. Small and medium enterprises.	Mulu (2015)
Government Support	It is an organization which has a financial aid and technical aid training projects development and information sources and consulting to entrepreneurial development.	Nasser (2012)

Market and network	It is an area or a place where forces of demand and supply, operate, and where buyer and sellers interact to each other for pricing information, distributions and channels and also where other networks are developed. Network is form of business relationship, to create business opportunities, share information and find potential partners.	Mohammed (2013)
Socio-economic and culture	Socio-economic is related of social and economic relationship as well as is about characteristics that determines level of life in a society. Culture is a behavior of a people that can affect action plan of the business management.	Ingait (2015)
Financial Capital	It is a money resource of the company. It is also important for starting new business.	Berger (1998)
Fund Support	It is a financial aid or technical support from government origination or	Towhidur (2013)

	non-organizations to business.	
Business success	one of most crucial view that would suggest that there is no right or wrong businesses to determine the success of an organization in general	Lucky (2011)



3. RESEARCH METHODOLOGY

3.1 Introduction

Research methodology includes, research design, population and sample size of the study, and also explained data collection methods and procedures and techniques of data analysis.

This part of the study explains the more details about the research design or research layout performed and the method that used to obtain the required data for responding the research questions of the study. The aim of this chapter is to measure and analyze the variables such as government support, market and network, socio-economic and culture, financial capital and fund support towards women entrepreneurs' business success of Small and medium-sized enterprises in Somalia. In order to gain objectives of the research which includes research design, population, sampling technique, measurement of variables, data collection method and procedure, reliability test, and the data analysis techniques.

3.2 Research Design

A research design is a framework or strategy research that will guide the research process, or overall strategy that you can choose to integrate various components, in a consistent and logical manner, so that you can effectively ensure the solution to the research problem; It is a blue print for the collection, measurement and analysis of the data, note that your research problem determines the type of design you should use. The research design can be quantitative research or qualitative research. Quantitative research is a type of research design that is used to quantify the problem by way of generating numerical data. It is also used to measure to quantify the respondents opinion, attitudes, behavior that describing variables and normalize result from large sample population. Qualitative research is a primary exploratory research. And it is concerned with making inference based on perspective. In this

study we used Quantitative research in order to measure the problem by way of generating numerical data. Therefore, through quantitative research, it can be investigate or determine the factors influencing (government support, market and network, socio-economic and culture, financial capital and fund support) women entrepreneurs' business success.

3.3 Population and sample size of the Study

The population is a group of individuals takes from a general population on be a subset of target people. The research will focus on small and medium-sized enterprises in Somalia, especially business women therefore; the population of the study is infinite since there is no registration and regulation controlling the number of enterprises in Somalia.

3.3.1 Sample size

The sample size will be 90 women entrepreneurs taken from small and medium-sized enterprises in Somalia; calculated as follows: the population is 200, the chosen confidence level is 95%, the margin of error is 0.5%, and the corresponding confidence level score is 7.68

- ❖ sample size = (distribution of 50%) / (margin of error% / level of confidence level)² = $(0.5 * (1 - 0.5)) / ((0.025 / 7.68)^2) = 94372.56$
- ❖ Population calculation = (sample size * population) / (sample size + population - 1) = $(94372.56 * 200) / (94372.56 + 200 - 1) = 90$ approx

3.4 Instrument of data collection

The questionnaire was the main tool that used the collection of the data.

3.4.1 Questionnaire

Data was collected using questionnaires because they allowed the researcher to reach a large sample within a limited time. Borg and Gall (1989) observed that questionnaires are used to obtain descriptive information from a larger sample. It also ensures objective replies due to its confidentiality. They also helped the researcher to compare responses given to different items and hence minimize subjectivity and makes possible to use quantitative analysis. (Mugenda, 2006). The researcher used structured questionnaire, structured questionnaire are easy to complete and do not put

off respondents. The questionnaire collected both quantitative and qualitative data. Qualitative data was collected through close ended (structured) while quantitative data was collected through the open ended (structured items in the questionnaires).

3.5 Measurement procedure

The researcher focused the objectives of the study in order to investigate or to determine the variables in the research questions, which are demographic variables included; Marital status, age, education, position, business age, business type, factors influencing women entrepreneurs business success which are financial capital, Fund support, socio-economic and culture, market and network, government support. Furthermore; This study has used a Likert scale to obtain a statistical measurement, Keegan (2009), a Likert Scale is a measure of attitude that developed by Likert Rensis. Likert scale provides huge advantage because this scale is easy for researcher to construct and administer the scale, and it also facilitate respondent to understand the scale (Malhotra, 2006).

Table 3.1: Measurement variables

Likert Scale

No. of Scale	Scale
1	Strongly Disagree
2	Disagree
3	Neutral
4	Agree
5	Strongly Agree

Several items have been identified from the previous researchers and adopted to measure all the variables. The table below shows the item measurement in this study.

Table 3.2with measurement items in this study

Variables	Authors
Government support	Baron, K. (1986)
Market and Network	Kamal, N., Wojoud, R.M. and Rana,N (2009)
Scio-economic and culture	Kamal, N., Wojoud, R.M. and Rana,N.(2009)
Fund support	Norain, B. D.(2015)
Financial Capital	Towhidur, R. (2013)
Business Success	Helen, R., Raija K. (2007)

3.6 Data Collection Method and Procedure

3.6.1 Research Method

For this research, as mentioned in the previous chapter, the researcher will focus on the respondent's opinion towards factors influencing women entrepreneurs' business success. So in order to know it, various books, journals, articles, newspapers, internet and other available sources used to prepare the problem were discussed and this research is the key factor and finding variables, for primary data collection, the researcher conducting the survey through questionnaires. The questionnaire can be used to study the best way to do this because it is a representative sample of individuals with a way of communication is based on primary data collected, and provided a snapshot at a given point in time. Questionnaire is a set of questions for obtaining statistical useful information from target respondents in the study. Respondent is a person who verbally answers as written or spoken questions in the study. Sample survey emphasizes that the purpose of contact respondents is to obtain a representative sample of the population (Carr & Griffin, 2010).

3.7 Data Analysis Procedure

Data is analyzed after data is collected. The research yield quantitative data from research question items, data coded for structured items. Generally, coding is done through which the categories of data are converted into symbols which are calculated and counted (Kothari, 2004). Analysis of coded data was done using the Statistical Package for Social Science (SPSS) software. The data was examined data for errors and correct the inspection process before data analysis. It involve may the visit of the raw data checking, and Outliers, and dealing with lost data and checking their natural state. Moreover the use of statistical procedures such as descriptive analysis of the test data collected from surveys of the respondent, which represents the demographics and the frequency analysis, descriptive analysis, correlation analysis, factor analysis, t-test, One Way ANOVAs and regression analysis.

3.7.1 Frequency Analysis

Frequency analysis can help summarizing the data collection and also to measure the total of respondents selected for each in order to determine which received the highest number to the lowest number.

3.7.2 Descriptive Data Analysis

Descriptive research is used to describe the characteristics of a population or phenomenon. It involves the identification of a particular phenomenon's attributes based on observational basis or through the exploration of correlation between two or more phenomenon (Zikmund, Babin, 2010), so, the survey method evolved in this research project is questionnaire-based. The questionnaire will to administer to a selected sample from a specific population and when collected back the questionnaires from respondents; the researcher applied the data collected for purpose of analysis. Furthermore, the descriptive research approach will be applied in this research project. Descriptive research is also called statistical research is. The main goal of this type of research is to examine frequencies, averages, and other statistical calculations.

3.7.3 Factor Analysis

Factor analysis is a statistical technique that can be used to examine or determine the relationships between the numbers of variables and explain these variables in terms of their common underlying dimensions. The approach involves condensing the information contained in a number of original variables into a smaller set of dimensions with minimal loss of information. Factor analysis serves several related purposes. Factor analysis is a technique of interdependence in which all variables are simultaneously considered, each related to all others (Hare, 1998).

3.7.4 Correlation analysis

Correlation analysis is a method of statistical evolution to determine the relationship between independent and dependent variables in the study to examine strength between them.

3.7.5 T-test

T-test is technique used to test a proposition stating that the mean scores on some variable will be significantly different for two independent sample groups (Zikmund 2003). In most cases comparisons are between two sample means ($X_1 - X_2$). The formula for t is as follows:

$$T = (X_1 - X_2) / (S_{X_1 - X_2}).$$

Where:

- ❖ X_1 means for group one
- ❖ X_2 means for group two
- ❖ $S_{X_1 - X_2}$ is combined standard error of difference between means.

The t-test will be executed to measure the significant differences and similarities between these two sub-samples regarding their perceptions of women entrepreneurs and their performance.

3.9 Multiple Regression Analysis

Multiple regressions are the statistical tool that is used to drive the value of a criterion from several other independent or predict variables. It is the simultaneous combination of multiple factors to assess how and to what extent they affect a certain

outcome. According Zikmund (2003), stated that; is an analysis which the effects of two or more independent variables to one dependent variable.

3.8 Reliability and validity of the study

Reliability is the level of consistency to which a research instrument measures whatever it is intended to measure (Orodho, 2005). This test is applied to signify the measurement of the internal consistency due to identifying either all the items in each variable in the questionnaire are highly related or reliable. According to Salkind (2006), reliability data existed when a test to measure data was done repeatedly and produces the same results. Thus, in this research project, the reliability test is applied to test the scale items. Cronbach's Coefficient Alpha is adopted to generate the data and its value tends to increase with an increase in the number of scale items. According to Salkind (2006), reliability data existed when a test to measure data was done repeatedly and produces the same results. Thus, in this research project, the reliability test is applied to test the scale items. Cronbach's Coefficient Alpha is adopted to generate the data and its value tends to increase with an increase in the number of scale items. Pursuant to Sekaran (2003), he mentioned that the closer Alpha value to 1, it represented a high level of reliability (Cronbach's Alpha = > 0.90). If the Alpha value is less than 0.6, it may be predicted that instrument used in the study had a low reliability (Cronbach's Alpha = < 0.60). If value of Alpha is more than 0.7 (Cronbach's Alpha = 0.7 < 0.9), it indicates the instrument is good and acceptable reliability.

3.8.1 Validity of the study

Validity analysis is to measure what are claim to measure by the researcher. Validity is answered that how far the social reality can be measured through the study which is consistence with the arrangement of the study by origin researcher. The research instrument used by the researcher is the instrument that developed by the expert in the management area named Reijonen & Komppula (2007) and Getz & Carlson (2000) for business success, Financial Capitals and fund support from S. M. Towhidur Rahman,(2013), Socio-economic and culture by Kamal, N., Wojoud et al.,(2009),market and Networks Kamal, N., Wojoud, R.M. and Rana,N.(2009)Government Support from Baron & Kenny (1986), On other hand,

this instrument also were used by many researchers before and become the essential instruments or variables to study in the entrepreneurship. Hence, it definitely prove that this dependent and independent variables instrument possesses high level of validity and certainty can be implemented by the researcher to get outcomes from the women entrepreneurs of SMEs in Somalia. Notwithstanding above, the researcher still want to make a validity test for those dependent because researcher want to examine whether women entrepreneurs employer is understand with the questionnaire or not. Thus, validity test is needed to be concern by the researcher in order to indicate the quality results of the research. The researchers used Cronbach's alpha analysis to measure the reliability of the survey instrument. The reliability test can be defined as the stability and consistence of the test is measuring the variables of the research sample. On the other hand, the validity testing is necessary before the test models. Now, this could be that the validity of the test is not valid in the survey, so there is no point to discuss about reliability tests. The relationship between both tests is necessary in order to improve the quality of the survey results.

4. DATA ANALYSIS AND FINDING

This chapter presents the analysis of data that was gathered from the field. The chapter is divided into several sections. Demographic data of the respondents and the analysis of data based on the research questions. The items in the questionnaires were grouped into themes on the research objectives.

4.1 Respondents profile

4.1.1 Demographic Profile of the Respondents

Table 4.1 Marital status

	Frequency	Percent
Single	34	37.8
Married	56	62.2
Total	90	100.0

Besides that, most of the respondents with a total of 56 (62.2%) are already married and the rest of it, which is 34 (37.8%) is still single.

Table 4.2 Age

	Frequency	Percent
up to 19	2	2.2
20-29	17	18.9
30-39	35	38.9
40-39	23	25.6
50-59	11	12.2
60 plus	2	2.2
Total	90	100.0

As depicted in Table 4.2, for age of respondents, 2 (2.2%) are in the age of up to 19, 17 (18.9%) of the respondents are in the age of 20 – 29, 35 (38.9%) are in the age of

30-39, 23(25.5%) are in the of 40-49.11(12.2%) are in the age of 50-59,2(2.2%) is an age 60 and above.

Table 4.3 Education

	Frequency	Percent
PhD	9	10.0
Master	26	28.9
College	28	31.1
High School	27	30.0
Total	90	100.0

Furthermore, the results also show that the highest total of respondents comes from those who have College as their highest education with a number of 28 (31.1%). Next is High school holder with a total of 27 (30%), 26(28.9%) master degree holder, 9(10.0%) PhD holder.

4.2.2 Demographic Profile of the Business

Table 4.4 Women entrepreneurs' position

	Frequency	Percent
business owner	76	84.4
business partner	6	6.7
General manager	3	3.3
Human Resource	1	1.1
Manager	1	1.1
Other	3	3.3
Total	90	100.0

Meanwhile, for the women entrepreneurs position in their company, majority or 76 (84.4%) of the respondents are business owners, 6 (6.7%) is business partner, 3 (3.3%) is general manager only 1 (1.1%) is human resource and Manager respectively, while the rest (3 or 3.3%) is for other positions.

Table 4.5 Business Age

	Frequency	Percent
1-5years	29	32.2
6-10years	19	21.1
11-15years	18	20.0
16-26years	8	8.9
21years and above	16	17.8
Total	90	100.0

From above table shows that the respondents' business age is in range year of 1 – 5 years, with a total of 29 (32.2%) of respondents. For 6 – 10 years business age, the totals are 19 (21.1%) respondents. For 11-15 years business age, the totals are 18 (20.0%) respondents. Others two which are 16 -20 years and 21 years and above, the totals are 8 (8.9%) and 16 (17.8%) respectively.

Table 4.6 Business Type

	Frequency	Percent
food& beverage	14	15.6
beauty/cosmetic	23	25.6
clothing / Fashion	25	27.8
Agriculture	6	6.7
Production Furniture	4	4.4
Service	10	11.1
Other	8	8.9
Total	90	100.0

Based on the result, Clothing/ Fashion business is the most type that the respondents for this study did, which is about 25 (27.8%). The second highest is beauty/cosmetic with a total of 23(25.6%) business. Next is food and beverage with total respondents done this business are 14 (15.6%). Services are the next highest with a percentage of 10 (11.1%) respondents did this business. The rest is done Agriculture business with 6 (6.7%), and production furniture with 4 (4.4%). For “others” category, the total respondents is 8 (8.9%), which represented by respondents who did business that are

not listed by the researcher like open PC Room, small petrol oil shop, become drop ship for other products and sell supplements or health products.

Table4.7 Number of employee

	Frequency	Percent
less than 5	40	44.4
4-49	39	43.3
50-140	11	12.2
Total	90	100.0

Besides that, the result shows that about 40 (44.4%) of the respondents did the business with a number of employees less than 5 people. In addition, there 39 (43.3%) the respondents did the business 4-49 and about 11 (12.2%) have a number of employees at 50 to 140 people.

Table 4.8 Way of business is done

	Frequency	Percent
Online	9	10.0
Store	57	63.3
Others	24	26.7
Total	90	100.0

From the table 4.8, it showed that store has the highest score with a total of 57 (63.3%) respondents did this way. Next is via online with total of 9 (10%) respondents. For others, the total of it is about 24 (26.7%), which represented by respondents who sell their products or services from home, at carnivals, mobile store and other methods

Table 4.9 Source of capital

	Frequency	Percent
Family	13	14.4
Individual or Joint Saving	55	61.1
Government Program	6	6.7
Bank Loan	11	12.2
Others	5	5.6
Total	90	100.0

Result in the table 4.9 shows that the total sources of capital are 90 because the respondents in this research used more than one type of sources for the capital to start the business.

The combinations of sources of capital were like the respondents get sources of capital from family or friends and individual or joint savings, individual or joint saving and government program, individual or joint saving and bank loan and others. This is because some of the business may look small, but the cost is higher so the respondents need more than one sources of capital to start the business. From the table, it shows that individual or joint saving has the highest numbers of respondents with the total of 55 (61.1%). Family or friend is the second highest choice for the women to choose especially for the women that still single, the business needs money, and the women did not want to borrow money from outside, with the total of 13 (14.4%). Next is the respondent who borrowed from the government program like SIB (Salaam Islamic Bank Somalia) and also like Dahabshiil Bank with a total of 6 (11.6%). For bank loans, it is only about 11 (12.2%) and for “others” at total of 5 (5.6%), which is represented by respondents who did not use capital because the business is a drop ship type of business.

Table 4.10 Experience before start the business

	Frequency	Percent
Unemployed	32	35.6
Self-Employed	38	42.2
Office Worker	17	18.9
Others	3	3.3
Total	90	100.0

Lastly, for experience before starting a business shows that, 38 (42.2%) of the respondents were self- employed before the business and 32 (35.6%) the respondents were unemployed before started the business. In addition, 17 (18.9%) of the respondents has worked in an office before start the business. The “others” showed a total of 3 (3.3%) of the respondents which represented by women who were fresh graduate, had worked before under company or someone else but not in an office and others.

4.3 Descriptive Analysis

4.3.1 Factors influencing women entrepreneurs

According the respondents idea in terms in different factors supposed to have or have not affects women entrepreneurs’ business success was examined. The measurement of factors were used the Likert Scale (from 1 to 5) which are shows that from highest agreement to lowest agreement of the respondents. The different value of respondent’s opinion determines different mean value, therefore; if the mean values closer to five or equal, it shows that high positive agreement. If mean values of the respondents equal or less two it shows that low agreement to the variable. Also if equal three it shows moderate agreement to the variables in that factors.

Table 4.11 Government Support

Variables	Minimum	Maximum	Mean	Std. Deviation
The government departments offer plenty and clear policy information to my company	1.00	5.00	2.2222	1.15902
The tax policy for my company is preferable	1.00	5.00	2.3667	1.01062
The legal right and interest of investors and entrepreneurs are guaranteed	1.00	4.00	2.3333	1.01671
Current labor institutions are advantageous for my company to attract and retain person with ability	1.00	5.00	2.7889	1.23156
M value			2.24	

Result in table 4.11, the mean value of government variables is 2.24. It shows that dissatisfaction with women entrepreneurs related to government and regulatory systems. Therefore, it can be considered from the study that the rules, regulations and support services of the government were not enough to encourage women entrepreneurs in setting up SMEs.

Table 4.12 Market and Network

Variables	Minimum	Maximum	Mean	Std. Deviation
Current market demand	1.00	5.00	3.4667	.93856
Having good networking that gives inspiration and facilities	2.00	5.00	3.5778	.82077
Having business network and clients relationship	2.00	5.00	3.7333	.80448
Mean value			3.54	

Market and network factors also have positive relationship among to business development. From above table shows that the mean value of all market and network factors is 3.54 regarding to the significance of this dimension in setting up small and medium-sized businesses.

Table 4.13 Socio-economic and culture

Variables	Minimum	Maximum	Mean	Std. Deviation
. Family , friends and neighbor comments	1.00	5.00	2.9556	.95883
Religious binding	1.00	5.00	2.7889	.99994
participation in women association	2.00	5.00	3.2889	.67449
Mean value			3.11	

As depicted in table 4.13, socio-economic and culture variables which are the comments of family and relative and neighbors, religion binding, participation of women associations were found regarding mean score is 3.11 which is shows moderate agreement of the respondents.

Table 4.14Financial capital

	Minimum	Maximum	Mean	Std. Deviation
easy to accessibility to adequate finance	1.00	5.00	2.3889	1.23338
financed with own capital	1.00	5.00	3.3222	.85890
Mean value			2.85	

Result in table 3.1, the mean value of financial capital is 2.85. Therefore, it is shows that women entrepreneurs in Somalia have no have easy accessibility to finance and difficult regarding to managing for their businesses.

Table 4.15 Fund Support

	Minimum	Maximum	Mean	Std. Deviation
Implementation of financing scheme by government	1.00	5.00	2.8111	.97028
easy to get loan	1.00	5.00	2.8444	1.11084
Received contribution from business partner	1.00	5.00	3.1111	1.04338
Mean value			2.90	

As depicted in table 4.12 show that the highest mean score (3.111) from the item “received contribution from business partner, meanwhile the lowest mean value (2.811) from the item “implementation of financing scheme by government” the total average of fund support factor is 2.90.

4.4 Factor Analysis

Factor analysis was used to determine whether factors influencing women entrepreneurs’ business success have strength relationship group on significant. According Keiser-Meyer-Olkin measure of sampling adequacy and Bartlett’s test of Sphericity were used to determine the justification of implication of factor analysis(Kaiser, 1974, Bartlett, 1954).

Table 4.16KMO and Bartlett’s test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,655
Approx. Chi-Square		825,554
df		210
Sig.		,000

As depicted in table 4.16 shows that Kaiser-Meyer-Olkin measure of sampling adequacy is 0.655, which is greater than 0.5 for a satisfactory factor analysis to Proceed. Furthermore, the approximate chi-square value is 825.554; therefore, it can be assumed that factor analysis is applicable here to fulfill the requirement to proceed. In case the of Bartlett’s test of Sphericity. With significant values is 0.00,

which means the variables have strong relationship to each other. Hence, the data set observes with the requirement of the factor analysis.

Table 4.17Component matrix

	Variables	Factor Loading	% Variance
Factor 1 (Business success)	V1: Sense of achievement V2: Reliability supplier achievement V3: Having quality product V4: Make profit V5 :Growth of revenue V6 Staff satisfaction	.823 .785 .783 .754 .750 .748	19.039%
Factor2(government support)	V7 :The legal right and interest of investors and entrepreneurs are guaranteed V8:Current labor institutions are advantageous for my company to attract and retain person with ability V9:The tax policy for my company is preferable V10:Thegovernment departments/agencies offer plenty and clear policy information to my company	.889 .854 .844 .795	14.533%
Factor3(market and network)	V11: Having good networking that gives inspiration and facilities V12: Having business network and clients relationship V13 :Current market demand	.917 .841 .694	11.778%
Factor4(financial capital)	V14: easy to get loan V15: Received contribution from business partners V16: Implementation of financing scheme by government	.837 .821 .674	9.619%
Factor5(socio-economic and culture)	V17:family,relative,friends and neighbor comments V18: Religious binding V19: participation in women association	.771 .763 .705	7.634%

Factor6 (fund Support)	V20: financed with own capital V21: easy to accessibility to adequate finance	.831 .753	6.510%

Result in above table shows those 6 factors which have Eigen-value greater than 1. So these 6 factors from 21 variables have been used for analysis. These variables 6 factors combined in an account for 63.53 % of the total variance. Factor 1 accounts for a variance of (3.998/21) 0.19039 or 19.039% of total variance. Factor 2 accounts for (3.052/21) 0.14533 or 14.533% of total variance. Factor 3 accounts for (2.473/21) 11.778% of total variance. Factor 4 accounts for (2.020/21) 9.619%. Thus, factor 5, factor6, accounts 7.634%, 6.510% respectively of total variance.

4.5 Reliability test

Table 4.18 General Reliability Analysis

Cronbach's Alpha	N of Items
.664	21

Table 4.19 Reliability Coefficient Analysis

Variables	Number of items	Cronbach's Alpha of Reliability
Business Success	6	.870
Government Support	4	.869
Market and network	3	.782
Financial capital	3	.730
Socio- Economic and Culture	3	.628
Fund Support	2	.566

The range of 0 to 1 indicates Cronbach's Alpha coefficients of dependability of the data. Therefore, based on the above table, the value of Cronbach's Alpha ranging from 0.566 to 0.870 where the value is closer to 1. This shows that that this data has higher reliability of internal consistency (Sekaran, 2003).

4.6 The Correlation of the Factors.

Table 4. 19Correlation among variables

		business success	Government support	Market and Network	Socio-economic and Culture	Financial Capital	Fund support
	r	1					
	p						
	r	-,051	1				
	p	,635					
	r	,172	-,048	1			
	p	,104	,650				
	r	-,131	-,027	,043	1		
	p	,219	,803	,686			
	r	-,008	,004	-,041	,145	1	
	p	,944	,969	,704	,172		
	r	-,053	,145	,125	,151	,181	1
	p	,621	,174	,239	,156	,089	

The table above shows the correlations between factors and the level of significance of the correlation. Accordingly, the correlation coefficient between market and network and business success subscales is 17.2%. And others are government support, socio-economic and culture, financial capital and fund Support with a result of-.051, - .131, -.008, and -.053 respectively, Correlation coefficient is not significant ($p > 0.05$).

4.6.2. T-Tests and One Way ANOVA Results

Table 4.20 Marital Status Women Entrepreneurs via T Test.

Factors	Marital Status		T	P
	Single	Married		
	$\bar{x} \pm SS$	$\bar{x} \pm SS$		
Business Success	4.01±0.52	4.05±0.57	-0.323	0.747
Government Support	2.70±1.04	2.25±0.83	2.237	0.028*
Market and Network	3.68±0.78	3.53±0.66	0.968	0.336
Socio-economic and Culture	3.17±0.60	3.25±0.69	-0.511	0.611
Financial capital	2.91±0.89	2.82±0.89	0.466	0.642
Fund Support	3.10±0.94	2.80±0.75	1.648	0.103

The table above examines whether single and married groups differ significantly from the subscales. According to this, there is a significant difference between single and married groups only in terms of government support ($p < 0.05$).

Test result, scores of single participants 2.70 is significantly higher than married participants 2.25 in terms of government support.

Table 4.21 Age Women Entrepreneurs via One Way ANOVA

Factors	Age						F	p
	Up to 19	20-29	30-39	40-49	50-59	60 plus		
	$\bar{x} \pm SS$	$\bar{x} \pm SS$	$\bar{x} \pm SS$	$\bar{x} \pm SS$	$\bar{x} \pm SS$	$\bar{x} \pm SS$		
Business Success	3.67±0.00	3.9±0.51	4.12±0.44	4.1±0.73	3.78±0.36	4.67±0.47	1.679	0.149
Government Support	1.5±0.7	2.48±0.92	2.35±0.96	2.4±1	2.79±0.77	2.37±0.53	0.774	0.571
Market and network	4.5±0.7	3.68±0.73	3.51±0.77	3.47±0.58	3.54±0.56	4.83±0.23	2.269	0.055
Economic and Culture	3.83±1.64	3.13±0.55	3.16±0.7	3.31±0.55	3.33±0.68	2.66±0.94	0.899	0.486
Financial Capital	2.79±1.76	2.79±0.83	2.72±0.77	3.19±0.80	2.36±0.95	4.5±0.70	3.255	0.010 *
Fund Support	3.33±1.88	3.29±0.91	2.82±0.76	2.84±0.66	2.93±0.99	1.83±0.70	1.617	0.164

The table above examines age groups differ significantly from the subscales.

According to this, have a significant difference between age groups only in terms of Financial capital ($p < 0.05$).

Post-Hoc results show that in the 40-49 and above 60 age groups, there is a significant difference in financial capital compared with 60 and above are higher than the 50-59 age groups.

Table 4.22 Education level Women entrepreneurs via one way ANOVA

Factors	Education				F	p
	PhD	Master	College	High school		
	$\bar{x}\pm SS$	$\bar{x}\pm SS$	$\bar{x}\pm SS$	$\bar{x}\pm SS$		
Business Success	3.79±0.44	4±0.48	3.97±0.45	4.21±0.68	1.707	0.172
Government Support	3.19±1.09	2.51±0.71	2.29±1.09	2.22±0.80	2.869	0.041*
Market and network	3.81±0.62	3.46±0.72	3.75±0.70	3.48±0.72	1.261	0.293
Socio-economic and culture	3.14±0.86	3.24±0.49	3.29±0.69	3.14±0.70	0.276	0.843
financial capital	2.83±0.61	2.86±0.88	2.71±0.99	3±0.86	0.469	0.705
Fund support	2.18±0.64	2.92±0.88	3.13±0.92	2.95±0.64	3.096	0.031*

As depicted in table 4.22, it shows that there is a significant different regarding of Government support and fund support 0.041 and 0.031 with significant level ($p < 0.005$).

Post-Hoc result tests shows there is an apparently significant difference in the groups of support services. According to this, the government support values of Phd holders are higher than the high school attendances. On the other hands the Fund support is a basically meaningful in groups of college students. Funding values of the college graduates are higher than those whose PhD holders.

Table 4.23 Business age women entrepreneurs via one way ANOVA

Factors	Business Age					F	P
	1-5	6-10	11-15	16-26	21+		
	$\bar{x}\pm SS$	$\bar{x}\pm SS$	$\bar{x}\pm SS$	$\bar{x}\pm SS$	$\bar{x}\pm SS$		
Business Success	4.12±0.54	4.02±0.38	13.92±0.43	4.25±0.49	3.92±0.81	0.805	0.526
Government support	2.12±0.94	2.67±0.84	2.94±0.86	2.59±1.26	2.03±0.59	3.609	0.09
Market and network	3.96±0.61	3.35±0.61	3.38±0.87	3.45±0.64	3.5±0.63	3.334	0.014 *
Socio-economic and culture	3.22±0.77	3.42±0.61	3.31±0.49	3.08±0.55	2.93±0.65	1.380	0.248
Financial Capital	2.67±0.82	2.84±0.85	2.86±0.72	3.31±0.84	2.90±1.18	0.856	0.494
Fund Support	3.14±0.88	2.84±0.78	3.18±0.68	2.70±0.99	2.41±0.69	2.798	0.031 *

Table 4.23 show that there is significant difference among business age and market and network and fund support which are 0.014 and 0,031 with significant level ($p < 0.005$).

Post-Hoc test results, there is a significant difference between the years 1- 5 years and 6-10 years in the market and network. For this reason, in the 1-5 year of business age, the market and network had values of the enterprises in the years 1-5 are 6-10. Fund support had values of governmental initiatives in these 1-5 years.

Table 4.24 Number of employee women entrepreneurs via one way ANOVA

	Number of Employee				
	Less than 5	4-49	50-140		
	$\bar{x}\pm SS$	$\bar{x}\pm SS$	$\bar{x}\pm SS$		
Business Success	4.02±0.62	4.01±0.43	4.16±0.63	0.335	0.716
Government Support	2.21±0.89	2.63±0.97	2.47±0.87	2.059	0.134
Market and network	3.71±0.69	3.52±0.78	3.36±0.43	1.325	0.271
Socio-economic and culture	3.24±0.73	3.26±0.59	3±0.61	0.720	0.490
financial capital	2.77±0.86	2.85±0.88	3.13±1.026	0.711	0.494
Fund Support	3.16±0.86	2.64±0.72	3±0.94	4.049	0.021*

The table above examines whether way of doing of business groups differ significantly from the subscales. According to this, there is a significant difference between number of employee groups only in terms of Fund Support ($p < 0.05$).

Post-Hoc test result, it appears that there is a meaningful difference in the group which is less than 5 and 4-49 groups in terms of fund support. The number of employees have the funding value is less than 5 are higher than 4-49 groups.

Table 4.25 Way of doing business women entrepreneurs via one way ANOVA

	Way of business doing				
	online	store	Others		
	$\bar{x}\pm SS$	$\bar{x}\pm SS$	$\bar{x}\pm SS$		
Business Success	3.92±0.52	4.04±0.59	4.07±0.46	0.242	0.786
Government Support	2.55±0.59	2.54±0.81	2.10±1.22	1.986	0.143
Market and network	3.44±0.94	3.49±0.67	3.88±0.64	2.950	0.058
Socio-economic and culture	2.92±0.72	3.12±0.63	3.56±0.56	5.367	0.006*

financial capital	3±1	2.85±0.86	2.79±0.91	0.179	0.837
Fund Support	3.03±1.13	2.91±0.74	2.90±0.97	0.092	0.912

Results from table 4.25 shows that there is significant different among way of business doing socio-economic factor with significant level 0.006 ($p < 0.05$).

Post-Hoc test results, there is a significant difference in the social-cultural and cultural only and store-others groups. According to this, the way of business doing the ones, the online and the stores business are higher than online business.

Table 4.26 Source of capital women entrepreneurs via one way ANOVA

	Source of capital					F	P
	Family	Individual/Jo int saving	Governme nt program	Bank Loan	Others		
	$\bar{x} \pm SS$	$\bar{x} \pm SS$	$\bar{x} \pm SS$	$\bar{x} \pm SS$	$\bar{x} \pm SS$		
Business success	4.15±0 .54	4.08±0.59	3.77±0.36	3.81±0.4 3	4.06±0.3 8	1.00 9	0.407
Governme nt Support	2±0.81	2.22±0.80	4±0.65	3.06±0.9 0	2.45±0.9 3	9.31 6	0.000 *
Market and network	3.87±0.6 1	3.46±0.74	3.83±0.50	3.48±0.5 2	4.26±0.7 6	2.45 8	0.052
Socio- economic and culture	3.12±0.8 5	3.26 ±0.63	3.5±0.40	3.15±0.6 5	2.8±0.55	0.93 7	0.447
financial Capital	2.69±0.8 5	2.87±0.91	3±0.63	3.09±0.9 4	2.4±0.89	0.66 7	0.616
Fund Support	3.12±0.8 1	2.81±0.82	3.11±0.93	3.06±0.9 2	3±0.94	0.55 5	0.696

From above Table, it can be noticed that all variables have no significant value except Government Support with significant level 0,001 ($p < 0.05$).

Post-hoc test results, government support have a significant difference in terms of government program, individual- family program, bank loan, and governance program-others groups. This is shows that the family support is highest source that business women depend on when we compared for other sources.

Table 4.27 Experience before of start business women entrepreneurs via one way ANOVA

Factors	Experience before of start business				F	p
	Unemployed	Self-Employed	Office worker	Others		
	$\bar{x} \pm SS$	$\bar{x} \pm SS$	$\bar{x} \pm SS$	$\bar{x} \pm SS$		
Business Success	3.94±0.52	4.06 ±0.62	4.13±0.36	4.11 ±0.76	0.512	0.675
Government Support	2.57±0.98	2.08±0.84	2.82±0.88	2.91 ±0.52	3.504	0.019*
Market and network	3.63±0.75	3.56±0.69	3.58±0.62	3.55±1.34	0.063	0.979
Socio-economic and culture	3.16±0.75	3.31±0.65	3.15±0.41	3±1	0.492	0.689
financial capital	2.78±0.89	2.82±0.83	2.79±0.86	4.33±0.57	3.088	0.031*
Fund Support	3.07±0.89	2.78±0.85	2.92±0.73	3.11±0.69	0.746	0.528

As depicted in table 4.27 shows that there is significant difference among experience before start business and government support and financial support with significant level 0.029 and 0.031 ($p < 0.05$).

Post-Hoc test result shows that there is an apparently significant difference in the experience before start business with government support groups. In other words, financial support has a significant different among groups of unemployed, and others, According to financial capital in terms of e experience before start business others groups which represented by women who were fresh graduate, had worked before under company or someone else but not in an office and others are more important other groups.

4.6.3. Multiple Regressions

Table 4.28 Multiple Regression Results

Dependent Variable: Business Success							
Independents	B	Beta	t	p	R ²	F	p
Government Support	-0.022	-0.037	-0.348	0.729			
Market and network	0.142	0.185	1.717	0.090			
Socio-economic and culture	-0.113	-0.136	-1.253	0.214			
financial capital	0.018	0.030	0.274	0.785			
Fund Support	-0.036	-0.055	-0.498	0.620			

The R^2 value indicates how much of the total variation in the dependent variable, business success, can be explained by the independent variables. p value indicates that the regression model have not predicted the dependent variable significantly well ($p=0.446>0.05$). Regression model is not meaningful.

5. DISCUSSION AND CONCLUSION

In this chapter, the researcher will focused the discussions, findings that derived from previous chapter, and recommendations for future research, suggestion, limitation, conclusion of the study.

5.1 Recapitulation of the Study

This study attempted to determine the relationship between independent variable and dependent variable. Firstly; the researcher will focused relationship between demographic factors and factors influencing women entrepreneurs. Secondly; the researcher will examined the factors influencing women entrepreneurs which are financial capital, fund support, socio-economic and culture, market and network, government support and women entrepreneur business success and investigating which factors that have significant influence to the women entrepreneur business success.

5.1.1. H1 Demographic factors do influence women entrepreneurs' business success.

The demographic items include current women owner business age, gender, marital status, educational level, business age, number of employee, business type, way of business doing, source of capital and experience before started business. Such items were requested to provide a description of the population and to determine if any of the demographic variables are associated with factor influencing women entrepreneurs' business success.

According statistical t-test analysis shows that most demographic factors have different significant level between women entrepreneurs. Therefore, as depicted in table 4.20marital status via one way ANOVAs shows that relationship between

marital status and factors influencing women entrepreneurs' business success and it shows that there is no different significant level between groups except government support is significant level of $P=0.028$ which is less than 0.05. Hence, it is shows that there is a relationship between marital status and government support. So, we can conclude, the marital status of women entrepreneurs has no impact on the factors influencing women entrepreneurs except only government support. According scores of single participants are significantly higher than married participants in terms of government support.

Results from table 4.21 indicated that ages via one way ANOVAs shows that there is different between groups of age and financial capital which is $p=0.010$ which is less than 0.05. It is concluded that there is a statistically significant influence between the two categorical variables. According to Alexis Yamokoski and Lisa A. Keister (2006), stated that single women are more successful than mothers, and this is significant of component inequalities of business women and was found that mothers suffer the most economic penalties in household wealth accumulation. Also Kourilsky (1980), Meyer (2009) and Brush et al (1987) they also found out that education level, work experience and training influence women entrepreneurs, DeTienne and Chandler (2007) established that education and experience were antecedents to the decisions to start a business as well as the area of training.

The findings of this study as presented in table 4.23 one way ANOVAs shows that there is no different between groups of education level with factors influencing women entrepreneurs which are financial capital, socio-economic and culture, market and network level of significant of $P=0.172, 0.41, 0.293, 0.843$, which are greater than 0.05. Only fund support has impact on the education level of women entrepreneurs' business success with significant level 0.031 which is less than 0.005. Therefore if government or not governmental organization increases funds that support education level of women entrepreneurs that can influence women entrepreneurs' business success.

Furthermore; from table 4.24 T-test or one way ANOVA shows that business age which are fund support, and market and network factors indicating that there is statistical significant between the variable women entrepreneurs and business age have significant level 0.014, 0.031 respectively. According previous studies such as

Isaga et al (2015), Claimed that there is a positive significant between the educations level of the entrepreneurs and their entrepreneurial characteristics, and ultimately the performance of their business. According to the literature review, the study conducted by Wickramaratne, Kiminami and Yagi (2014) showed a positive association between work experience and business performance. Furthermore; it is also stated that work experience leads to an enhancement of skills and abilities of the entrepreneurs.

Result from table 4.25 one way ANOVAs shows that there is relationship between way of business doing and fund support factors with significant level of $P=0.021$, which is less than 0.05. Furthermore; According statistical test from table 4.26 one way ANOVAs shows that the significant different between sources of capital and factors that influencing women entrepreneur' business success. Hence; all these factors are insignificant except only government support with significant level of $P=0.00$ which is less than 0.005.

Finally from able 4.27 one way ANOVAs result shows that there is an apparently significant difference in the experience before start business with government support groups. In other words, financial support has a significant different among groups of unemployed, and others. According to financial capital in terms of e experience before start business others groups which represented by women who were fresh graduate, had worked before under company or someone else but not in an office and others are more important other group. In this study on demographic factors and women entrepreneurs' business success supported the findings by Chuthamas Chittithaworn (2011), Aminul Islam (2011) and Towhidur Rahman (2013) who stated that was important relationship between entrepreneurs' profile and business performance.

5.1.2 H2 Government support and women entrepreneurs Business success

The result of the study revealed that states there is no a significant value between government support and women entrepreneurs business success. with significant value Sig ($\beta=-0,037$, $p>0.05$) This result supported by research done by Towhidur Rahman (2013) and (Shastri & Sinha, 2010), which found that government support

may not influence the women entrepreneurs since their business only small- scale type of business, and it had no significant influence to the women entrepreneur business success. Contrast with the result, previous study by Kamal et al, (2009) found that government support did not help women entrepreneurs in business by giving flexible government policy and encourages their business activities. At the same time, the items measured in these factors are the government departments offer plenty and clear policy information to the company; the tax policy for my company is Preferable; the legal right and interest of investors and entrepreneurs are guaranteed; Current labor institutions are advantageous for my company to attract and retain person with ability; these items show the results of measures balances those who support the government's influence women entrepreneurs success in business, but fewer items agreed by the participants extent and method of payment of the tax. The majority of respondents said they did not agree with the item, mostly because of the impact of the Goods and Services because the researcher is distributed forms and the time that the good and service tax has been implemented recently.

Customers continue to complain that prices are rising, but the owner of the company said they cannot do anything because the upper hand, or do people have extra tax them. This problem most types of business, such as retail, food and beverage, clothing, fashion, and more. However, some of the participants answered that it does not affect them, since the charge only of goods and services during the procurement process, but has not been charged with an additional tax because the profits from the annual income does not exceed the amount that fixed taxable.

Thus, this factor needed to be investigated deeper and the items measured might need some amendment since the opinion of respondents still varied.

5.1.3 H3 market and network and women entrepreneurs Business success

The finding of the study revealed that states there is an insignificant value between market and network and women entrepreneurs business success with significant value Sig ($\beta=0,185$, $p>0.05$).

This result were not supported the previous researches which were (Jennifer & Wei, 2012; Kamisan & Kamal, 2009; Katerina and Anna, 2005; Weng & Siong, 2007),

which shown the positive relationship between market and network influence to the women entrepreneur business success. The items measured for this factor are current market demand; members of women associations help gain technical network; having good networking that gives inspiration and facilities; having business network and clients relationship. The researchers found that most of the participants agreed that those items to measure them become successful in starting a business and helps. It is uncertain at the present time known that women in the business world market and the important things that you should focus on the network may be moving rapidly towards existing technology and business. Therefore, for women entrepreneurs to survive and they keep the current market situation, as well as the presence of a network that can help them with needs.

5.1.4 H4 Socio-economic and culture and women entrepreneurs' Business success

The findings of the study revealed that states there is no a significant between the socio-economic and culture factor to the women entrepreneur business success. With significant value Sig ($\beta=-0,136$ $p>0.05$). So the items measured like family and friend's comments, religion binding, and participation in women's association did not relate and have no impact to their involvement in the business and the success of it. So based on this study, the result was same as with the previous researches that studied by Baron & Kenny (1986) and Kamal et al (2009) found that the profit and religion binding as a part of socio-economic and culture, did not influence the women entrepreneurship. Besides that, shastri and sinha (2010) also found that socio-cultural and economic factors affect the women entrepreneur business development.

Moreover; this factor measurement items for family, relatives, friends and neighbors comment, participation of women in organizations, and religion binding. Measuring items, and all items more participation of women in society approved of respondents think, except for the good response and are in average. It probably researcher sector respondents who answered questionnaires and focus, just because of running a small business, so they support or participate in the women's groups were in need of a lot of. Entry women's association and they need to pay a lot of things, and so it can add to their business benefits if some of them, such as adverse reactions, then they do not

think it will help. However, some still support this through the introduction of Women's Association, their business successful because they can help the participants to have a comprehensive to be help.

Therefore; this factor does not shows a significant value, as same from the previous research that researcher studied; researcher found study that does not shows a significant value hypothesis, so the finding of this study on this factor is not novel. At the same time, the items measured also might need some amendment.

5.1.5 H5 Financial capital and women entrepreneurs' business success

The findings indicated that there is no a significant value between financial capital and women entrepreneurs. According Multiple Regression Results shows that that there is no significant correlation between financial capital and women entrepreneurs, with significant value, Sig ($\beta=0,030$, $p>0.05$) This result did not consistent with the previous research like Van Praag et al. (1999) and Towhidur Rahman (2013) that support the influence of financial capital from government and non-government did influence the women entrepreneur business success. On the other hand, previous researches like Jeevan et al.(2011) and (Asri and Khadijah, 2008) researches did support the result of this study because they found that this factor did not influence the women entrepreneurs in business success since financial programs provided did not give sufficient support and assistance to the small business. In addition, the items measured in this study, this factor and ease of access to adequate funding; Financed with own capital; Easy to get loan from banks; received contribution from business partner.

The result of each element is not so much difference and in terms of the participants, who agreed there was respondents who did not. This is because the outside or external financial aid and support fund with a focus on items in this study, it is the measurement of the majority. Therefore, since the results of this research influenced the respondents to provide more funds or to get help from their families can start a business with. On the one hand, some of the respondents still think that financial support and fund them to raise capital in order to expand their business or because they are getting help from NGOs such as some help from external support did not

affect the need for banks and other available sources. The hypothesis is rejected, in the future this variable need to be studied deeper and the items measured might need some amendment.

5.1.6 H6 Fund support and women entrepreneurs Business success

From the result obtained in the previous chapter shows that there is no a significant value with Fund support towards business success” with significant value with significant value Sig ($\beta=-0,055$, $p>0.05$).

The result of this study shows that the fund support is not significant to women entrepreneurs’ business success. This may be because women entrepreneurs need fund support in determining the success of their business. As example of items that represent the fund support are; Easy accessibility to adequate finance, Financed with own capital. Based on these results, researchers concluded that these variables play a key role of women small and medium enterprises in determining business success. Also business women researcher in the field of study of the performance and the success of action to improve the perceived risk may be reduced by the value of the motives and objective, become success in the future. According to Norain et al (2015) and Towhidur Rahman (2013) that support the influence of fund support from government and non-government did influence the women entrepreneur business success.

Thus, this factor needed to be examined deeper and the items measured might need some amendment since the opinion of respondents still varied.

5.1.7 Summary

During the investigation of the variables that affect business success among female entrepreneurs, namely the Demographic factors, financial capital and Fund Support; socio-economic and culture, market and the power of government support. The finding revealed that in order to have good quality of education, experience of work, age group, age of business, source of capital factors can significantly influence women's entrepreneurial business success. By contrast, all these factors; government support; market and network; socio-economic and culture; financial capital and fund

support and have no significant influence of women entrepreneurs in business success. So these factors have to do more studies and tests.

5.2 Conclusion

The study investigated the variables that could influence the women entrepreneurs to the business success, namely; Government support, market and network, socio-economic and culture, government support, financial and fund support. The finding revealed that Government support, socio-economic and culture; market and network; factors had an insignificant influence to the women entrepreneur business success. So those factors need to be done more studies and investigation. Furthermore; this study also examined the relationship between demographic factors (age, education level, marital status, business age, number of employee, source of capital, experience before start business) and women entrepreneurs business success, so the results from findings shows that there is a significant influence demographic variables and women entrepreneurs business success.

Besides that, government and other NGOs could do aggressive move in order to attract more women to participate in doing business by using the support given by them; so that women more prepared to compete in the fierce world of business, and at the same time they can use the support to expand their business. With this, women entrepreneurs will not just stay in same place or phase even after doing the business for a long time. In addition, government and other responsible parties need to ensure that social media facilities like Inita project need to be maximized the usage so that it helps women entrepreneurs, especially from rural areas to take part in optimized the usage of social media and realize the importance of it nowadays.

So, after all, this study had accomplished its objectives in investigating the factors influence the women entrepreneur business success.

5.3 Recommendation from the Research

This study collected data factors influencing women entrepreneurs' business success, so in literature review of available entrepreneurship topic. This resulted in the development frameworks on the demographic factors, government support market and network, socio-economic and cultural, financial capital, fund support influence

to the women entrepreneur business success. This framework includes both internal and external factors, so it shows that success in business, women entrepreneurs should be strengthened on both sides. Therefore, the following recommendations to the researchers emphasize more entrepreneurs.

The results of the research do not have a significant impact on government support; it shows that the government and other non-governmental organizations should be the aggressive promotion of the help and support of the community. Although the initial information are part of the funding stage, good and average, but more importantly, the next step, or continuously, this is because, for example as a connection to the Women's Association, women can only join the alliance to become a member, but did not participate in the activities which the General Assembly. Thus, the government should be confident given special assistance to women entrepreneurs, because time is not because women do not need your help, and not because he does not care, but they just did not have enough information and guidance on this topic. Therefore, the government and NGOs to enter and carry out an aggressive manner and movement, in order to have a positive impact higher than in the community and the industry, In terms of financial support, women entrepreneurs should be able to understand the benefits of these external sources of funding the business. The government should also encourage the major banks and micro institutions to provide a broader range of financial services on flexible terms to help create and expand their own business for women, since it is not aimed at any entrepreneur that no big investment or big business. In addition, the government can engage in a dialogue with the banks and financial institutions expanding range of financial products and delivery mechanisms for small and medium-sized enterprises. In addition, government grants and loans from financial institutions, associations of women entrepreneurs and NGOs can play an important role in providing credit schemes for women entrepreneurs.

In addition, in order to attract women to join in the training and seminars, as well as the necessary efforts to improve training and seminars in the field of services more affordable and accessible to women entrepreneurs. This is because not every business has some extra money to go to those programs. To see some of this may be

the training opportunities to women entrepreneurs in the successful trainers that business to be more interested and motivated. A combination of training programs to all information and basic and advanced-oriented business, such as marketing and exhibition participation, product quality, identify business opportunities and the capital / liabilities loans, networking and mentoring, the infrastructure, information and communication technology tools.

Business women organizations play an important role to members to participate in training programs. The government may support the provision of subsidies or tax breaks for small and medium enterprises. Besides, you need to change the current curriculum of higher education institutions to integrate entrepreneurship academic programs. You need to train more women as helpers to such programs. Since social media has become the most important tool currently in business, and they can look at a variety of training programs specifically suited for those who work at home business, so business will be more structured and organized.

In fact, the government has to do something to attract not only for women, women's current projects, but also for new entrepreneurs to engage in business practices, and are used to support that number of participating women and increase, and at the same time, diversification of the types of business that women opened. It can also help reduce the number of unemployed. In particular, new graduates are still high. And last but not least the women themselves and orderly. They need a deep understanding and information in order to start a business and keep it. That is, as the business world becomes more competitive, even in small type of project work, women need to be more willing to keep their jobs that entrepreneurs were not there to just one or two years, but long periods of time. For this reason, it is important to look at the broader perspective. The knowledge and information in all aspects, such as financial, market, network, even between competitors and the rest is the most important thing is to be recognized in the business. The motivation to have the support from family, government and non-governmental organizations and others, it can help them to succeed and survive in the business.

Finally, according to the study, did not provide substantial support to business success. Therefore, the researchers recommend that future research will examine these variables should be covered in greater depth this and future studies.

5.4 Limitation of the Study

The techniques used questionnaires as a tool to collect information from participants. Send a questionnaire to all the defendants, as well as the collection of data directly from individuals, researchers, and social media.

There were some difficulties faced by researcher during data collection. Some participants did not understand the questionnaire and they did not have time to entertain the researcher. However, the researcher still explained it clearly in her mother tongue. Although the researchers took care to research only scientific purposes, some of them did not fully cooperate with the researcher. Since in this case the researcher must end the interview, questionnaire, and information sessions and try to find the other participants.

Besides that, because of time constraints, the research just to collect data on the site, which was not much more convenient to members of the sample, infinite population size because there is not registration and controlling, and this, as well as to the time and cost savings for researchers. Researcher used social media, as well as the distribution of questionnaires, such as e-mail and so on.

In addition, the results of the type of business respondents, it shows that this type of business women are overwhelmingly the clothing/fashion, food and beverage, beauty/cosmetics retailers, such as opening a small grocery store. It therefore appears as a result of a gap in the playlist women entrepreneurs. This result may be affected if the chosen area of study Thus, the gap can be narrowed if the area is wider because it would be more opportunities for researchers.

Furthermore, the finding of the present study shows that independent variables that do not significantly affect women entrepreneurs to business success to government support, financial capital, fund support, market and network, socio-economic. This can occur, for example, some problems can be quite difficult to understand the issues of respondents as the research adopted the measure directly on the elements of

previous research, so it may not be very suitable for the mouth of the respondents thought or way of thinking. The question may be too long, because they're the involvement of five variables (including the independent and dependent variables), and some respondents had lost interest in answering the question, so it affects the finding of the study.



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APPENDIX1

Questionnaire (Survey)

This is an academic survey questionnaire in partial fulfillment of Master's degree requirements. The questions are structured to obtain the individual opinions on "factors influencing women entrepreneurs' business success in Somalia. The contents of this questionnaire would be handled with proper confidentiality and you do not need to declare your personal information. No personal information of any individual would be revealed to any third person.

Nimco Salah Guled

Student of Istanbul Aydin University

Istanbul - Turkey.

Thank you for your time

QUESTIONS

Gender Male Female **Marital Status** Single Married

Age Up to 19 20 - 29 30 - 39 40 - 49 50 - 59 60 Plus

Education PHD Masters College High School

Position Business owner Business partner General manager Human resource

Manager Others

Business Age: 1 – 5 years 6 – 10 years 11 – 15 years 16- 20 years 21 years and above

Business type: Food & Beverage Beauty / Cosmetic Clothing / Fashion

Agriculture Production furniture Services others

Number of Employee: less than 5 4-49 50 – 140

Way of Business is done: online Store other

Sources of Capital: Family Individual or Joint Savings Government program

Bank Loan Others

Experience before start the business: Unemployed Self- Employed Office Worker

Others

For each statement, please select the number which best describes how strongly you agree or disagree. 5-point Likert Scale after you read each of the factors, evaluate them in relation to your business and then put a tick mark (√) under the choices below.

1. Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly Agree

1. Does financial capital influence your business success?

Items	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Implementation of financing scheme by government					
Easy to get loan					
Received contribution from business partner.					

2. Does Fund Support influence your business success?

Items	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Easy accessibility to adequate finance					
Financed with own capital					

3. Does socio-economic and culture influence your business success?

Items	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Family, relative, friends and neighbor comments					
Religious binding					
Participation in women association					

4. Does market and network influence your business success?

Items	Strongly disagree	disagree	neutral	agree	Strongly agree
Current market demand					
Having good networking that gives inspiration and facilities					
Having business network and clients relationship					

4. Does government support influence your business success?

Items	Strongly disagree	disagree	neutral	agree	Strongly agree
The government departments/agencies offer plenty and clear policy information to my company					
The tax policy for my company is Preferable					
The legal right and interest of investors and entrepreneurs are guaranteed					
Current labor institutions are advantageous for my company to attract and retain person with ability					

6. Business success

Items	Strongly disagree	disagree	neutral	agree	Strongly agree
Growth of revenue					
Staff satisfaction					
Make profit					
Sense of achievement					
Having a quality Product					
Reliable supplier.					

Evrak Tarihi ve Sayısı: 11/09/2017-5754



T.C.
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Sosyal Bilimler Enstitüsü Müdürlüğü

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Konu : Nimco Salah GÜLE'D'in Etik Onayı İlk.

11/09/2017

Sayın Nimco Salah GÜLE'DE

Enstitümüz Y1512.130003 numaralı İşletme İngilizce Anabilim Dalı İşletme Yönetimi İngilizce Tezli Yüksek Lisans programı öğrencilerinden Nimco Salah GÜLE'D'in "FACTORS INFLUENCING WOMEN ENTREPRENEURS BUSINESS SUCCESS IN SOMALIA" adlı tez çalışması gereği "Factors that affect women entrepreneurs evidence from emerging markets" ile ilgili anketleri 17.08.2017 tarih ve 2017/16 İstanbul Aydın Üniversitesi Etik Komisyon Kararı ile etik olarak uygun olduğuna karar verilmiştir.

Bilgilerinize rica ederim.

Prof. Dr. Çezir KANBULOĞLU



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RESUME

CURRICULUM VITAE

PERSONAL INFORMATION



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Nimoguled066@gmail.com, caasho066@hotmail.com

Nationality

Somali

FORMAL EDUCATION

2015-2017

MBA candidate at Social Science Institute in Istanbul Aydin University, in Istanbul/Turkey. *Master of Business Administration (MBA)*.

2010-2014

Mogadishu University Faculty of Economics and management Science, in the Department of Business Administration, in Bossaso/Somalia. *Bachelor Degree in Business Administration (BBA)*.

2012-2013

Brain Institute of Technology Bossaso, Somalia. *Diploma Degree in information technology Essential (ITE) in 1 year.*

2006-2010

Omar Samatar Secondary School (Secondary Certificate).

2002-2006

Iftiin primary school (primary certificate).

**PERSONAL SKILLS AND
COMPETENCIES**

Mother Tongue

Other Languages

Somali

- English
- Arabic
- Turkish

**SOCIAL SKILLS
AND
COMPETENCIES**

The following are some of my social skills and competencies

- Extremely organized person
- Good abilities for synthetic and global views over concrete situations
- End-oriented work capacity
- Problem-solving attitude
- Responsibility, Self-respect, and self-reliance
- Strong referential values of fairness, equity, and dignity
- Ability to establish and maintain good working relations with people of different national and cultural backgrounds
 - Ability to live and work/serve in hardship locations

**ORGANIZATIONAL
SKILLS
AND
COMPETENCIES**

My involvement of these activities mentioned above, educational background and extra-professional activities have their roots in my dedication towards social change. Here are some of my organizational skills and competencies: -

- Detail oriented personality
- Understands organizational culture and Multi-tasking skills
- Analytical skills
- Communications skills
- Problem-solving skills
- Decision-making skills
- People skills
- Team skills

COMPUTER SKILLS

- Ms. Dos, Ms Windows, Ms. Word, Ms Excel, Ms Power point, Outlook
- Internet
- Quick books (accounting software).
- Data analysis software's

WORK EXPERIENCE

September 2011 to June 2014

Organization: Ummu Qura primary and secondary school

Position: Lecturer

Jan 2017 to now

Organization: Forever Living Company Itc.

Position: Supervisor

CONFERENCES AND TRAINING COURSES

May11 2015

Historical rivalry and collaboration in Balkans Conference

Organization: Istanbul Aydin University.

December10 2015

Leadership seminar

Organization: ICIST (Istanbul Center for international student)

April12 2016

International Career Summit

Organization: Istanbul metropolitan municipality and Istanbul Aydin university

April 19 2017

African Student Congress- Turkey and African Business

Organization: Istanbul Aydin University

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