

MEASURING TENDENCY TO R&D AND INNOVATION IN LOCAL ENTREPRENEURSHIP: THE CASE STUDY OF CORLU"

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Abstract

Entrepreneurship which is one of the important factors of agility in the development of the country can be defined as either "an attempt to set up a new business" or "an attempt to let business gain a new dimension". Sustainability of the enterprise will be much easier in the case necessary attempts are taken by considering the competitive advantage in each definition.

Entrepreneurship has been used as a medium of measurement to define the development level of the countries. The development level of a country has not been measured by the technology employed in the country but by number of Entrepreneurs.

If innovation and R & D are of much focus and if "qualified entrepreneurship" can be developed based on these two parameters, local and national development will speed up.

Types of Entrepreneurship;

- Women Entrepreneurship,
- Social Entrepreneurship
- Industrial Entrepreneurship
- Digital Entrepreneurship,
- Green or Environmentally Friendly Entrepreneurship,

Also, it is possible to classify it under more names depending on targeted aims.

This paper aims to study the effects of the Entrepreneurship training covering R&D and innovation on local development by intensifying on competitive business management.

Keywords: entrepreneurship, innovation, entrepreneurship training, local development

1. CHANGE IN THE PERCEPTION OF ENTREPRENEURSHIP

The reflections of globalization on the business world have led to fairly significant impacts as the concepts of business models have radically changed, and the phenomena such as economic growth and product innovation had have to be transformed. The concept of "competition" has radically changed in such manner that the definition of competitor, which was formerly defined as an entity, who produces the same products, has changed into an entity, who offers the same product to the same markets. Because, in line with the technological advancements, it has become easier to produce a product at any location, but it has

become more difficult to find the "target market" for a product that has been produced. The main factor here is the change in the philosophy of "being a businessman" due to the impacts of globalization. While the main philosophy of being a businessman was "I shall sell whatever I produce" until the 90s, it changed into being "I should produce what I can sell" throughout the said decade. Thus, the focus of commercial activity, which was formerly "product-production", has shifted into finding the "target market", where the product can be accepted and consumed, in priority. As a result of such change, finding a "market" first has become a strict pre-requisite for any individuals, who intend to start a business and step into the business world.

Hence, the entrepreneurs have been steered to "R&D and Innovation based entrepreneurship" on account of the conveniences and advantages it offers such as rapid access to "markets" and ease of access to large masses¹.

2. ENTREPRENEURSHIP

As known, entrepreneurship provides versatile benefits for national development. Basically; it decreases unemployment, contributes to spreading the income to the base, increases social wealth, fastens technological advancement and increases international competitive strength. Moreover, it meets the unsatisfied demands and needs of the customers in a particular market with a defined customer audience, and so creates social weal.

In today's world the phenomenon of entrepreneurship and the activities associated to the same attract a great deal of attention. The countries, which have comprehended the importance of such phenomenon, have been taking steps toward the completion of the legal and technical efforts to encourage entrepreneurship. The developing countries, too, have realized the role of entrepreneurship in development in the recent years, and have started to support entrepreneurship at the maximum level through the endeavors they have been initiating. Not only the contribution of entrepreneurship to social, economic and cultural growth and development is an undeniable fact; but also entrepreneurship is important particularly since it creates fields of employment, reinforces conditions of competition and enables individuals to realize themselves.

The origin of the entrepreneurship is the Italian word "entreprenere", which means "the one, who does business". The meaning and function of the word has changed in time, and currently, the word entrepreneurship is considered to rather mean the process of spotting of opportunities and turning them into good account and of the management of risks and opportunities in the best manner. The notion has been defined in various ways in a variety of aspects by numerous researchers. Before presenting and discussing such definitions, we would like to provide the definition of enterprise, being the notion, from which entrepreneurship originates. An enterprise is an economic unit, which is established by an individual, who intends to own her/his own business, in order to engage in and carry out commercial activity.²

Entrepreneurship is the endeavor of observing the opportunities to establish a business in a given environment, developing designs on the basis of such observations, and transforming such designs into products.³

"Entrepreneurship is, before all and most importantly, a mindset. It defines an individual's motivation and capacity to detect an opportunity and to seize such opportunity with a view to create a novel value or achieve economic success, acting independently or as a part of an organization".⁴

Entrepreneurship is a strategic decision related to bringing together available resources and offers either an innovation on an existing product or an invention to a group of users/consumers with the desire of starting a business.

An Entrepreneur is an individual, who is decisive to make an invention or to apply an innovation to an existing product at the cost of the risks associated with the same.⁵

¹ Abdullah Can Özeroğlu. "Girişimcilik Faaliyetlerinde E-Ticaret Uygulamaları: İnovasyon Ve Dijital Girişimcilik" ("E-Commerce Practices in Entrepreneurship Activities: Innovation and Digital Entrepreneurship") (**Unpublished Postgraduate Thesis**), İstanbul Gelisim University, Institute of Social Sciences, 2018

² Uğur Doygun, **Girişimcilik ("Entrepreneurship")**, Alfa Yayınları, İstanbul, 2003, p.15.

³ Rüştü Bozkurt, "Girişimci ve Rol Bilinci" ("Entrepreneur and Role Awareness"), **İş Fikirleri Dergisi (Journal)**, 2000, p. 84-96.

⁴ Kimmo Hyrsky, "Relations On the Advent of a More Enterprising Culture in Finland: An Exploratory Study "Jyvaskyla Studies, **Business and Economics**, 2001, pp.75-82.

⁵ Carl Schramm, "The Entrepreneurial Society Of Tomorrow", **University of Rochester Commencement, Kauffmann Foundation Missouri**, 2005, p.35

According to De Bono, the Maltese thinker; "The main element that defines an entrepreneur is the passion to actualize a business idea. Developing an invention and a product is an equivalent of creating a lifestyle."⁶

An entrepreneur must innovate an existing product or make an invention to address the demands and needs of the market so that s/he can disentangle herself/himself from the existing competitive environment. The success in business world requires making an invention or introducing innovation to an existing product. The development of a system that best meets the needs of the target market is directly proportional to the entrepreneur's skills to adapt her/him to the new ambient conditions.⁷

TUSIAD (Turkish Industry and Business Association) defines Entrepreneur as follows; "An individual, who does what is known best and adds her/his intelligence to her/his skill set; contemplates, analyzes, plans and implements the actions to make use of labor force and capital resources efficiently under extraordinary conditions, and can control the outcomes of the same."⁸

An entrepreneur brings together the business resources, which are comprised of human resources, material physical resources, information and relations, through a novel business administration perspective, plans the business, assigns the tasks, determines and manages the processes, controls the outcomes, remedies and corrects the deficiencies/ errors if any, and so achieves success.

In respect of economic importance and social welfare; an entrepreneur is a taxpayer, an individual, who creates employment, and enables the income to be spread on the base through the perspective of the distribution of income. The countries with large number of entrepreneurs are such countries that progress significantly in both technological advancements and in reduction of unemployment.

In addition to the foregoing definitions, the notion of "successful entrepreneur" should also be clarified. A successful entrepreneur should be well knowledgeable about "marketing/sales" and "production", being the two fundamental functions of a business, and the operating of the finance function, which associates such two fundamental functions.

The successful entrepreneur of today is the individual, who embarks on an enterprise not according to the outcomes of her/his "production capability" but according to the outcomes of her/his "market research capability". In other words; the successful entrepreneur of today should be the individual, whose motto is "I must produce what I can sell" and not "I shall sell what I produce".

The most significant characteristic of an entrepreneur is "to be able to make decisions". In the event an entrepreneur is not able to make the right decisions, the cost of the opportunities so missed would reduce the competitive strength and jeopardize sustainability of her/his business. Also, the entrepreneur should be knowledgeable about her/his line of business, and support her/his employees through her/his managerial skills in the efficient management of the product/service process. S/he should have the skills to develop marketing strategies, identify the customer needs and to maintain the customer satisfaction at the maximum level, to ensure the motivation of her/his employees and managers, and should also have thorough knowledge about the legal regulations regarding the enterprise.

One of the most important capabilities an entrepreneur must have is the capability to set a goal. An entrepreneur must clearly set her/his goal, as a part of which a concrete framework must be set and analyses must be conducted, whereby performance can be measured. The priority business goals of an entrepreneur include the following:⁹

- To create loyal customer base,
- To reach as many customers as possible,
- To gain the maximum earnings at the minimum cost,
- To build a positive product and brand image,
- To deter other entrepreneurs from market,
- To focus on the maximization of profit
- To be a pioneer in innovation.

An entrepreneur is required to battle at multiple frontiers in the business world, and therefore, s/he should be

⁶ Tınaz Titiz, **Girişimcilik ("Entrepreneurship")**, İnkılap Yayınevi, İstanbul, 1994, p. 48.

⁷ European Commission, **Green Paper Entrepreneurship in Europe**, Enterprise Publications, 2002, p. 5.

⁸ TUSIAD (Turkish Industry and Business Association), **Türkiye'de Girişimcilik İle İlgili Sorunlar ve Çözümleri ("Problems with Entrepreneurship in Turkey and Solutions")**, İstanbul, 1987, p. 23.

⁹ ITC (International Trade Center), **The Business Management System**, Geneva, 2003, pp. 7.

prepared for ruthless competition with the strategies, which s/he should develop for the achievement of such goals.

A successful entrepreneur should have concrete knowledge in addition to abstract skills such as creativity, the main principle of which is the principle of measurability. An entrepreneur should, thus, pay attention to the criteria of measurability based on figures and statistics in order to achieve success. For example; it should be possible to determine how many contacts have been made within one day, and how many of the individuals so contacted have become customers or how many of such customers have visited the enterprise in order to get information or to establish business connections. Similarly; it should be possible to analyze in which periods of the year, month, week or the day the sales volume grows or shrinks.

The soundest method to measure the success rate and capacity of the enterprise is the measurement of such figures.

The secret for the success of an enterprise lies in the entrepreneur's capability to fully address and meet the demands and needs in a market that have not, until then, been satisfied.¹⁰ An entrepreneur's managing to structure a product in such manner that the product addresses the demands of the relevant market is referred to as positioning. A well-positioned product gives the respective entrepreneur thereof the opportunity to become a "monopoly" in the market.

A successful entrepreneur should also be competent in human resources management. S/he should motivate the employees thereof in such manner to enable the business to achieve the goal of profit maximization. An enterprise can only be successful if the employees of such enterprise can act to ensure that the organization achieves its goals. Therefore; an entrepreneur must be able to steer the actions of her/his employees, assign such duties and tasks to her/his employees that match their skills and capabilities and to implement the PDCA (Plan, Do, Check, Act) rule of Total Quality Management.

An entrepreneur must be capable of effectively managing the time, the only rule to do which is to explain the employees the order of importance-priority and to ensure the proper implementation of the same.

3. ENTREPRENEURSHIP ACTIVITIES IN TURKEY

In respect of the entrepreneurship activities in Turkey; the Entrepreneurship Statistics of TUIK (Turkish Statistical Institute) suggest that those, who work as employers, accounted of some 4.5% of the overall employed individuals in 2014. Such percentage was 4.6% in 2013. According to the same statistics; while some 8% of the individuals, who work as employers, were women, some 92% of the same were men throughout entire Turkey. The said percentages are below the desired levels in comparison to their equivalents applicable for developed countries, which underscores the importance of the aforementioned strategic goals.

"Comparing the entrepreneurship activities in Turkey to those in the rest of the world, Turkey ranks the 28th among 132 countries according to the Global Entrepreneurship Index. It is established with respect to the pillars, on which the index is based, that Turkey has been assigned the highest score for the "High Growth" criterion, which is followed by the risk capital and the product innovation criteria.

Turkey has been assigned the lowest score for the criterion of opportunity startup (GEDI, 2016). On the other hand; according to the report of 2014 published by the Global Entrepreneurship Monitor, some 38.63% of the adult population, aged between 18 and 64 years, in Turkey believed that an opportunity to start a new business would emerge within the following 6 months in 2013 while, in 2014, the percentage of the individuals within the adult population, who believe in entrepreneurship, rose to 39.8%. The potential entrepreneurship ratio of Turkey, which was 20% in average throughout 2006 and 2012, and was 31.63% in 2014; it rose up to 35% of the population in 2014. The same report suggests that some 64% of the individuals within the adult population have the courage to start their own business. While 56% of the population is sufficiently confident in themselves in respect of knowledge and skills, some 39% see good opportunities in their environment in the near future. Consequently, some 53% of the adult population has the attributes to be potential entrepreneurs."¹¹

3.1. Emergence of Entrepreneurship Training in the National Agenda in Turkey

The very milestone of development in Turkey is the year 1980, in which year the government liberalized the

¹⁰ Matthew Littlefield, *Underpinning of Service Excellence*, Aberdeen, 2010, p. 36.

¹¹ Burcu Aracıoğlu *et al.*, "Tüm Boyutlarıyla Girişimcilik" ("**Entrepreneurship in All Aspects**"), Hümanist, İstanbul, 2016, p. 18

economy, removed the ban of using and keeping savings in foreign currencies, incentivized investments, ensured the convertibility of national currency, and considerably empowered potential entrepreneurs to embark on enterprise and step into the business world.

In line with the said development, the importance of entrepreneurship training was realized, upon which realization the efforts to extend entrepreneurship education nationwide were commenced through the curricula prepared.¹²

Utilizing such 96-hour entrepreneurship training programs, which were open for individuals, who were required to be at least Secondary School graduates; the entrepreneurs, who would take roles in economic development, were delivered trainings on business administration, competitiveness, financial management and sales and marketing, whereby the economic activity was endeavored to be disciplined through relatively informed merchants.

Subsequently, KOSGEB (The Small and Medium Enterprises Development Organization) was established in affiliation to the Ministry of Industry, and National Entrepreneurship Policies were developed.

The main objective of National Entrepreneurship Policies is to encourage a larger number of individuals in the country to consider entrepreneurship as an option and to take action with a view to start their own business. To that end, the national entrepreneurship policies concentrate on the phases before, at and after the beginning of the entrepreneurship process, and focuses on motivating potential entrepreneurs as well as creating opportunities and developing and improving skills and capabilities through the course of such process.

The development of National Entrepreneurship Policies is not a simple process since government policies could affect entrepreneurship activities in many aspects. The Entrepreneurship Policy Framework and Implementation Guidance published by UNCTAD for developing countries provides as the first and the foremost field, to which importance should be attached, is the formulation of "National Entrepreneurship Strategies". The activities recommended within such guidance document to be carried out through the course of the development of such strategies are provided as follows.¹³

- Understanding country-specific challenges
- Mapping the current status of entrepreneurship in the country, and identifying country-specific entrepreneurship opportunities and challenges
- Specifying goals and setting priorities
- Defining strategies to achieve specific objectives and reach specific target groups, and developing and prioritizing actions
- Ensuring coherence of entrepreneurship strategy with other national policies
- Aligning entrepreneurship strategies with overall development strategy and other private sector development strategies and managing interaction and create policy synergies
- Strengthening the institutional infrastructure and framework
- Designating a lead institution, and setting up an effective coordination mechanism
- Measuring results, and ensuring feedback for future policies

- Defining clear performance indicators and monitor impact, and closely monitoring the results of the strategies implemented, using the measurements read as feedback for future policies

As is known, the national policies and strategies in Turkey are developed as a part of Development Plans, which are considered as fundamental strategic documents. The Development Plans are developed by the Specialization Commissions. Some 46 specialization commissions, including the Specialization Commission (SC) for the Development of Entrepreneurship, and some 20 work groups were involved in the development of the Tenth Development Plan (2014-2018), which is currently in force. Through the course of such process; the gap analysis and the SWOT analysis for the "Development of Entrepreneurship" were conducted, the development trends in the world and in Turkey were examined and discussed, and on such basis, the medium and long term goals as well as the basic objectives and policies toward such goals were defined

¹² The Act No. 625 on Private Educational Institutions, the Regulation on Private Education Institutions, the Type Regulation on Private Courses, and the "Program Framework", promulgated within the issue No. 2196, dated 23.09.2985, of the Journal of Communiques

¹³ UNCTAD, Entrepreneurship policy Framework and Implementation Guidance, New York, 2012, p. 67

within the report prepared by the SC. ¹⁴

While, in the past, the strategies and actions for the development of entrepreneurship and SMEs were addressed within the SME Strategy and Action Plan (SSAP); through the course of the preparation of the Tenth Development Plan, the topic of entrepreneurship was discussed by an individual Specialization Commission separately from the SMEs as mentioned above, and was addressed under a separate title within the said plan. In this context, it has become necessary to develop a strategy and action plan that focuses on entrepreneurship, separately from the SSAP. Therefore, the "Entrepreneurship Strategy and Action Plan of Turkey" (ESAP), which covers the period between 2015 and 2018, has been prepared. The ESAP, which has been prepared in order to "extend the entrepreneurship culture in Turkey, create a strong ecosystem and develop entrepreneurship", is comprised of strategic goals in the six fields of action as well as the actions to be taken and the projects to be implemented throughout the period of between 2015 and 2018 by the relevant entities and organizations. The six fundamental strategic goals provided within the ESAP are provided as follows: ¹⁵

1. Development of entrepreneur-friendly regulatory framework: This goal encompasses the actions regarding the facilitation of business transfer and liquidation processes, activation of the consultation stage, and approaching the regulatory framework through the entrepreneurship perspective, and aims at the conduct of research efforts to shed light on all policies, including the regulatory framework.
2. Supporting innovative entrepreneurship: This goal aims at the supporting of rapidly growing and globally started businesses and technological entrepreneurs and the establishment of thematic incubation centers. Also it is planned for the academics to be encouraged for entrepreneurship and for the Internet startups to be supported.
3. Thematic and General Supports: This goal aims at the development and implementation of a sustainable support system in such fields of priority as women's entrepreneurship, young entrepreneurship, eco-entrepreneurship, social entrepreneurship and digital entrepreneurship as well as the general fields.
4. Development of a culture that embraces entrepreneurs and entrepreneurship in Turkey: This goal aims at the actions to raise the awareness, featuring successful entrepreneurs as role models, extending entrepreneurship at universities and the effective usage of media's role.
5. Extending entrepreneurship training at formal and non-formal education levels and the advisory and consultancy system for entrepreneurs: Goals to ensure the incorporation of subjects related to entrepreneurship into all training programs, starting from the primary education, within the framework of life-long learning have been set.
6. Facilitation of the access of entrepreneurs to sources of financing: Such actions as the renewal of the regulations on risk capital, the establishment of the regulatory framework for risk capital investment, tax reforms and exemptions, the facilitation of the access by investors to the details of listed companies, the facilitation of the accounting reporting procedures for SMEs, the acceleration of the course of enforcement of the EU Directive 2011/7/EU on Combating Late Payment in Commercial Transactions and the information of entrepreneurs about the provisions of Article 1530 of the New Turkish Code of Commerce No. 6102 regarding late payment for supply of goods and provision of services are contemplated.

The Publicity, Support Strategies and contribution to the economy for 2019 of KOSGEB (The Small and Medium Enterprises Development Organization) ¹⁶



Source: <http://askon.org.tr/wp-content/uploads/2019/03/KOSGEB-Sunum.pdf>

¹⁴ Ministry of Development, 2014

¹⁵ ESAP, **The Entrepreneurship Strategy and Action Plan of Turkey**, Ankara, 2015, p. 34

¹⁶ KOSGEB (The Small and Medium Enterprises Development Organization)- Ankara 2019

KOSGEB (THE SMALL AND MEDIUM ENTERPRISES DEVELOPMENT ORGANIZATION)
In 81 provinces:

- 92 KOSGEB Directorates
- 93 KOSGEB Representation Office
- 24 Technology Centers (TEKMER)
- > Technology Centers in 24 Universities
- > R&D and Innovation Cooperation with 100 Universities
- 19 Business Development Center (ISGEM)
- 8 Laboratories (in 5 Provinces)



Fields Supported by KOSGEB (THE SMALL AND MEDIUM ENTERPRISES DEVELOPMENT ORGANIZATION)

- > VALUE-ADDED AND MEDIUM HIGH – HIGH TECHNOLOGY PRODUCTS
- > INVESTMENT
- > PRODUCT
- > R&D, INNOVATION – INDUSTRIAL APPLICATION, COMMERCIALIZATION
- > PRODUCT DEVELOPMENT – DESIGN
- > ENTREPRENEURSHIP
- > MACHINERY – EQUIPMENT – SOFTWARE
- > EMPLOYMENT
- > PUBLICITY, MARKETING AND LOGISTICS
- > TRAINING AND CONSULTANCY
- > PUBLIC OFFERING, FINANCING
- > CERTIFICATION, TESTING AND ANALYSIS, INDUSTRIAL PROPERTY

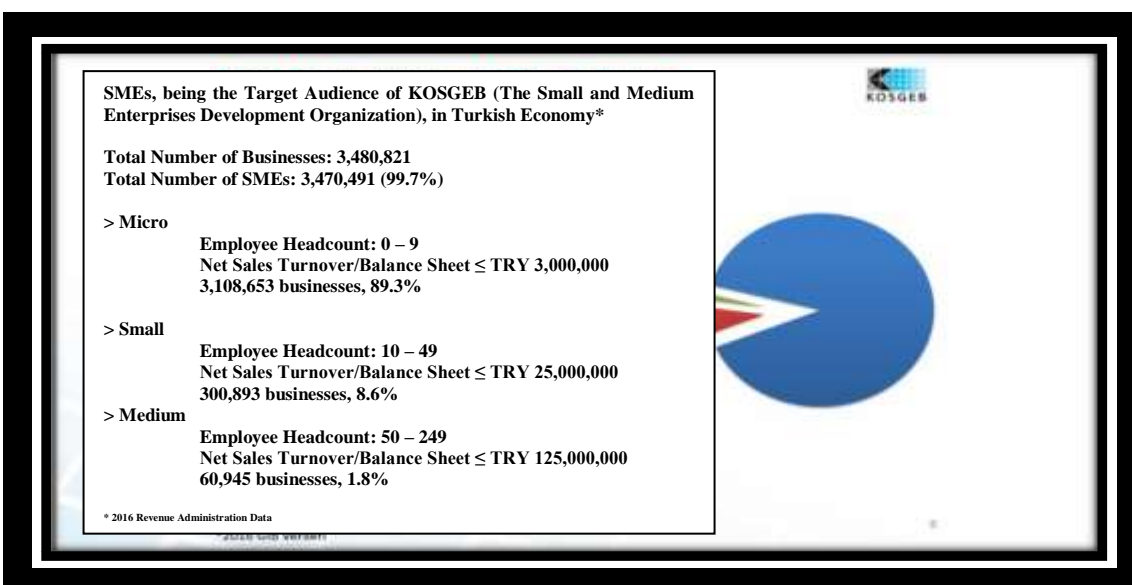
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KOSGEB DESTEK PROGRAMLARI

KOSGEB (THE SMALL AND MEDIUM ENTERPRISES DEVELOPMENT ORGANIZATION) SUPPORT PROGRAMS			
R&D, TECHNOLOGICAL PRODUCTION AND NATIVIZATION SUPPORTS	BUSINESS DEVELOPMENT, GROWTH AND INTERNATIONALIZATION SUPPORTS	ENTREPRENEURSHIP SUPPORTS	SME FINANCING SUPPORTS
R&D and Innovation Support Program	KOBIGEL – SME Development Support Program	Entrepreneurship Development Support Program	Loan Interest Support
Industrial Application Support Program	Business Development Support Program		Developing Businesses Market SME Support Program
KOBİ TEKNOYATIRIM – SME Technological Product Investment Support Program	Cooperation Support Program		
Strategic Product Support Program	Internationalization Support Program		
	International Incubation Center and Accelerator Support Program		
	TEKNOFAZAR – Technological Product Publicity and Marketing Support Program		

Support Programs Revised and Abrogated in Line with the Needs of SMEs	
1-	Revision of Entrepreneurship Support Program
2-	Revision of General Support Program
3-	Revision of Isbirligi-Gucbirligi (Cooperation – Union of Forces) Support Program
4-	Revision of Loan Interest Support Program
5-	Revision of Developing Businesses Market Support Program
6-	Preparation of Early Payment Principles and Procedures
7-	Abrogation of Collateral Costs Support
8-	Abrogation of Thematic Project Support Program

Source: <http://askon.org.tr/wp-content/uploads/2019/03/KOSGEB-Sunum.pdf>



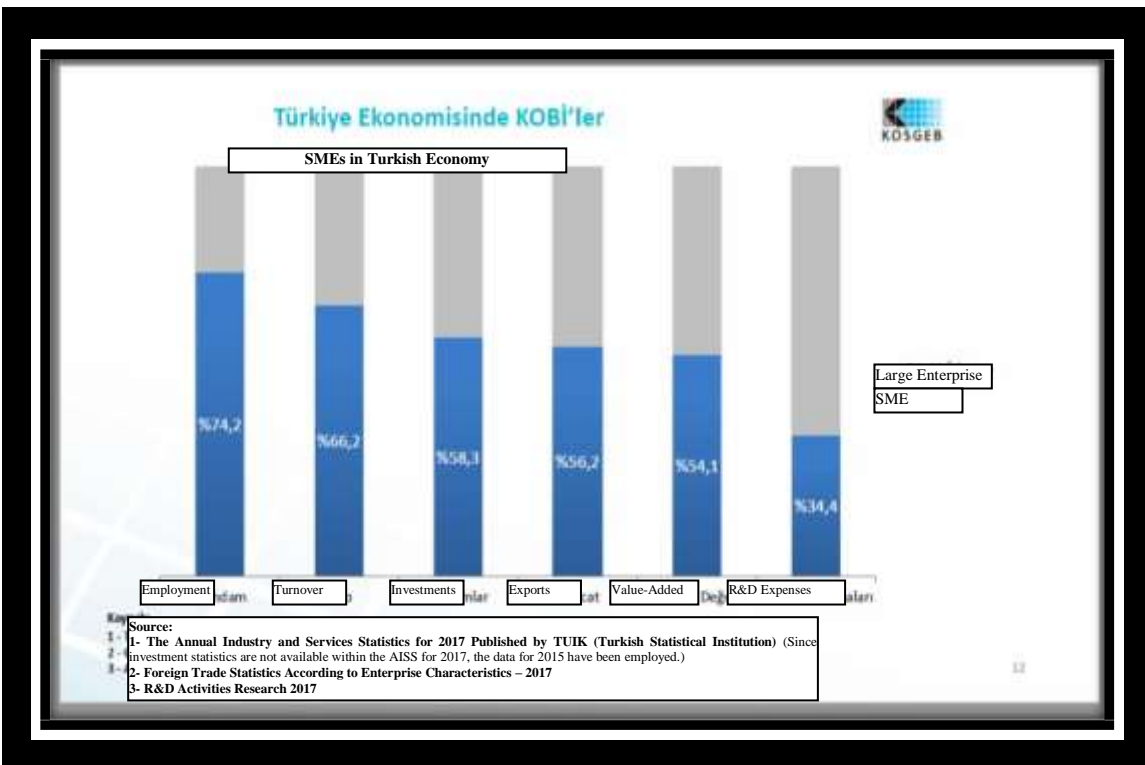
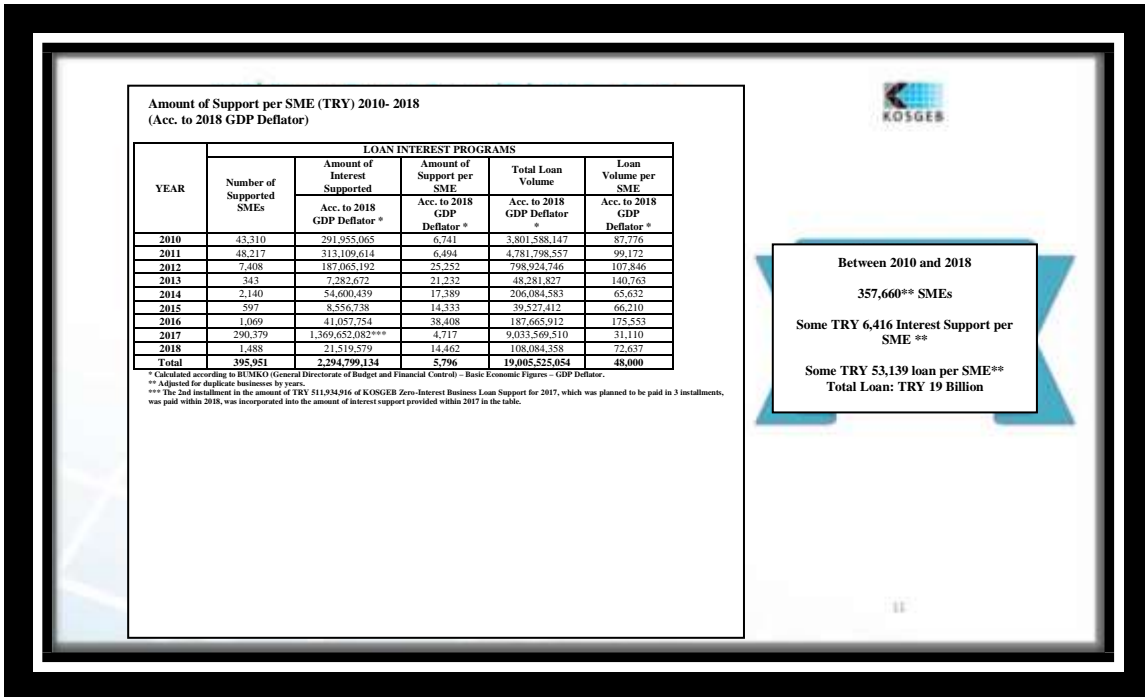
2018 Yılı Destek Bütçesi ve Gerçekleşmeleri

Support Budgets and Realizations for 2018				
SUPPORT BUDGET TYPE	2018 KBO (DEDUCTED INITIAL ALLOWANCE)	2018 REVISED BUDGET	REALIZATION	REALIZATION VS. REVISED BUDGET %
NON-REPAYABLE SUPPORTS	798,426,000	1,277,343,479	1,276,978,614	99.97
REPAYABLE SUPPORTS	202,083,000	122,083,000	119,803,199	98.13
LOAN INTEREST SUPPORTS*	706,709,000	567,070,800	531,417,826	93.71
CAPITAL TRANSFERS*	23,112,000	23,112,000	0	0.00
GRAND TOTAL	1,730,330,000	1,989,609,279	1,928,199,639	96.91

* As a part of Saving Measures: some TRY 32,750,000.- allowance was blocked from Loan Interest Supports and some 23,112,000.- allowance was blocked from Capital Transfers by the Ministry of Treasury and Finance.

Support Budgets and Realizations for 2018				
SUPPORT BUDGET TYPE	2018 KBO (DEDUCTED INITIAL ALLOWANCE)	2018 REVISED BUDGET	REALIZATION	REALIZATION VS. REVISED BUDGET %
NON-REPAYABLE SUPPORTS	928,440,000	928,440,000	297,458,419	32.04
REPAYABLE SUPPORTS	240,312,000	240,312,000	34,317,473	14.28
LOAN INTEREST SUPPORTS*	724,232,000	724,232,000	23,215,026	3.21
GRAND TOTAL	1,892,984,000	1,892,984,000	354,990,918	18.75

Source: <http://askon.org.tr/wp-content/uploads/2019/03/KOSGEB-Sunum.pdf>

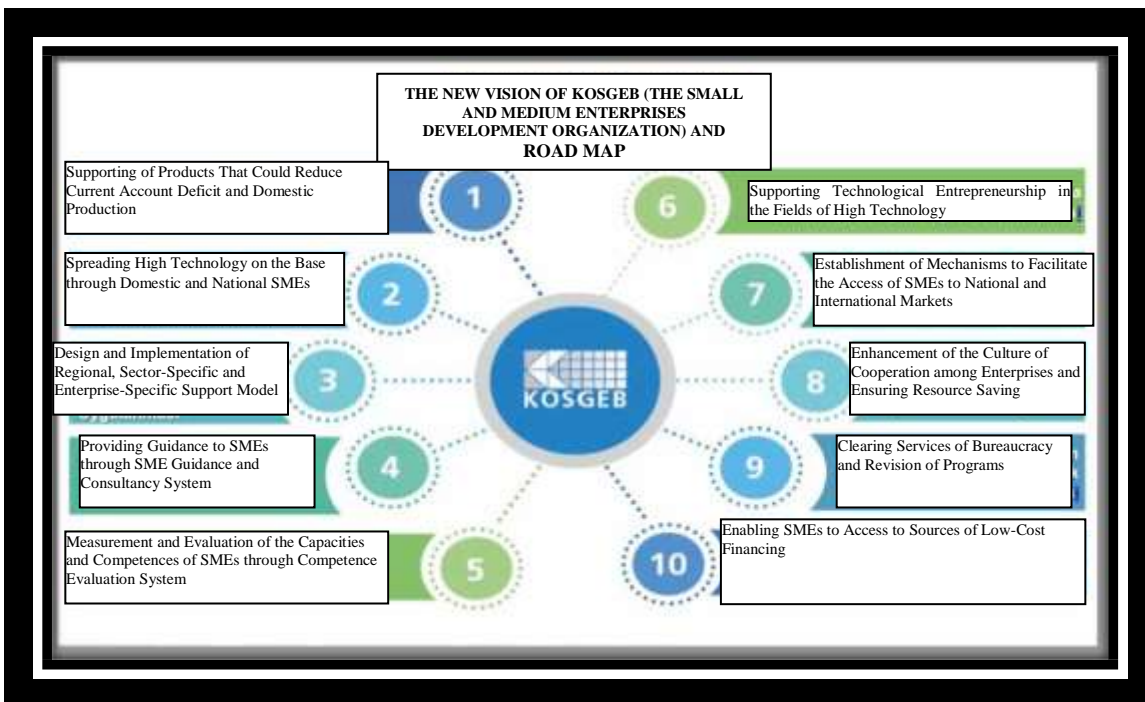


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YENİ VİZYONUMUZ

OUR NEW VISION
**Supporting Technology-Based and Added Value Producing SMEs to
 Become Competitive Actors in the International Domain**

FIELDS OF FOCUS
**DOMESTIC AND NATIONAL PRODUCTION TO REDUCE CURRENT
 ACCOUNT DEFICIT**
TECHNOLOGY-BASED PRODUCTION AND ENTREPRENEURSHIP
VALUE-ADDED PRODUCTION
SCALE GROWTH
**INSTITUTIONALIZATION, BRAND CREATION AND
 DIGITALIZATION**
**ENHANCING COOPERATION BETWEEN LARGE ENTERPRISES
 AND SMES**
EXPORT-ORIENTED COMPETITIVE SMES

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For Traditional entrepreneurs 60,000 ₺

Advanced entrepreneurs 370.000 ₺ support

CAN BE YOUR OWN BOSS



Purpose of the Programme

Purposes of the programme are to rise information and capabilities of entrepreneurs on establishing business and maintenance; to award successful business plans/business models; to increase cooperation between actors who take place in entrepreneurship ecosystem; to provide creating structures which contribute to increase survival rate of newly established enterprises and to provide establishing of new enterprises within the line of national plans and programmes.

Traditional Entrepreneur Support

Within the scope of the establishment support, for the enterprises having natural person status and which were established within the last one year of period as of the date of application, the relevant supports are provided without any re-payments.

	Established enterprises with the statute of real person	Established enterprises with the statute of equity company
Establishment Support	5.000 TL	10.000 TL
	For 1 st Performance Period [*]	For 2 nd Performance Period [*]
Performance Support**	- 5.000 TL for enterprises which total number of premium days are 180-539. -10.000 TL for enterprises which total number of premium days are 540-1079. -20.000 TL for enterprises which total number of premium days are 1080 and above.	-5.000 TL for enterprises which total number of premium days are 360-1079. -15.000 TL for enterprises which total number TL of premium days are 1080-1439. -20.000 TL for enterprises which total number of premium days are 1440 and above.

* 1st performance period covers the period from the start date of the programme to the end of the first year; 2nd performance period covers the period from the last day of 1st performance period to the end of the second year.

** For the enterprises that reach up to the minimum premium days, if the entrepreneur is a young person, woman, disabled person, war veteran or first degree relative of a martyr; then in such a case TRY-5.000 is added into the determined amounts for each one of the relevant performance periods.

Advanced Entrepreneur Support

Within the scope of the establishment support, for the enterprises having natural person status and which were established within the last one year of period as of the date of application, the relevant supports are provided for the enterprises those are operating their activities as listed in the "Table of Areas of Activities within the scope of the Advanced Entrepreneur Programme

	Established enterprises with the statute of real person	Established enterprises with the statute of equity company
Establishment Support	5.000 TL	10.000 TL
	For 1 st Performance Period [*]	For 2 nd Performance Period [*]
Performance Support**	- 5.000 TL for enterprises which total number of premium days are 180-539. -10.000 TL for enterprises which total number of premium days are 540-1079. -20.000 TL for enterprises which total number of premium days are 1080 and above.	-5.000 TL for enterprises which total number of premium days are 360-1079. -15.000 TL for enterprises which total number of premium days are 1080-1439. -20.000 TL for enterprises which total number of premium days are 1440 and above.

* 1st performance period covers the period from the start date of the programme to the end of the first year; 2nd performance period covers the period from the last day of 1st performance period to the end of the second year.

** For the enterprises that reach up to the minimum premium days, if the entrepreneur is a young person, woman, disabled person, war veteran or first degree relative of a martyr; then in such a case TRY-5.000 is added into the determined amounts for each one of the relevant performance periods.

Advanced Entrepreneur -Machine, Equipment and Software Support

	Support Amount	Support Rate
Middle-Low and Low Level Technology	100.000 TL	%75
Middle-High Technology Level	200.000 TL	
High Technology Level	300.000 TL	

*Should the machine, equipment and software decided to be supported were purchased in accordance with

SGM 2014/35 numbered Local Product Communiqué issued by the Ministry of Industry and Technology, of which was promulgated on 13/09/2014 dated and 29118 numbered Official Gazette and if such machine, equipment and software are proven with respective up-to-date local product certificates as of the date of their relevant invoices; then in such a case, 15% worth of amount is added into the support amount thereto.

Advanced Entrepreneur- Consulting and Enterprise Coaching Support

	Support Amount	Support Rate
Consulting and Enterprise Coaching Support	10.000 TL	% 75

Source: KOSGEB (The Small and Medium Enterprises Development Organization), Revision-15.02.2018

3.2. KOSGEB (The Small and Medium Enterprises Development Organization) Support Table

In the following table; considering that an entrepreneur, who receives support under category 2, 3 and 4, also benefit from KOBIGEL (SME-DEV) support program under category 5, the number of entrepreneurs, who benefit from the supports offered, is established to be 130. In this table; in the cases, where a municipality participates in a business without the utilization of its own resources or through venture capital model on the condition of the retrieval along with the profit generation, it can contribute to the local economic development by way of the transfer of funds of some TRY 5 mio. While Article 14 of the Municipality Act No. 5393 clearly imposes duties on municipalities on the matter, it does not provide for the methods to be employed and the manner of employment of the same for local development purposes. The municipalities can, thus, act in their own initiative, utilize the resources of KOSGEB (The Small and Medium Enterprises Development Organization), identify their own methods that are suitable their local texture, and so support local economic development.¹⁷

Support Name	Support Amount	Number of Persons Receiving Support	Total Support Amount
1) Traditional Entrepreneur Support (Performance Support)	TRY 60,000 (FEMALE)	10 Persons	TRY 600,000
	TRY 50,000 (MALE)	10 Persons	TRY 500,000
2) Advanced Entrepreneurship Production Support LOW	TRY 150,000	10 Persons	TRY 1,500,000
3) Advanced Entrepreneurship Production Support MEDIUM HIGH	TRY 250,000	10 Persons	TRY 2,500,000
4) Entrepreneurship (Advanced Technology) Production Support HIGH	TRY 350,000	10 Persons	TRY 3,500,000
5) KOBIGEL - SME Development Support Program	TRY 1,000,000	10 Persons	TRY 10,000,000
6) Cooperation Support Program	TRY 10,000,000	10 Persons	TRY 100,000,000
7) Techno Market Support	TRY 150,000	10 Persons	TRY 1,500,000
8) R&D and Innovation Support Program	TRY 7,500,000	10 Persons	TRY 7,500,000
9) Strategic Product Support Program	TRY 5,000,000	10 Persons	TRY 50,000,000
10) Industrial Application	TRY 8,180,000	10 Persons	TRY 81,800,000
11) Techno Investment Support	TRY 5,000,000	10 Persons	TRY 50,000,000
12) International Incubation Center and Accelerator Support Program	TRY 360,000	10 Persons	TRY 3,600,000
Grand Total Amount	TRY 33,500,000	130 Persons	TRY 313,000,000

Source: KOSGEB (The Small and Medium Enterprises Development Organization), Revision-15.02.2018

¹⁷ Source: KOSGEB (The Small and Medium Enterprises Development Organization), Revision-15.02.2018

3.3. University and Entrepreneurship Training

The changing conditions in our time also cause universities to change their ways of organization and mode of operation in order to adapt themselves accordingly. As a consequence, new forms of university have emerged in line with the aspects and elements changed by universities for alignment with the currently prevailing conditions. Such novel form of universities is referred to as entrepreneur universities.

In order to be awarded such title, universities organize entrepreneurship trainings by way of joint endeavors with " KOSGEB (The Small and Medium Enterprises Development Organization) or ISKUR (Turkish Employment Agency)", which are authorized to organize entrepreneurship trainings, through being awarded tender contracts from or cooperation efforts.

Such training cooperations not only provide universities with additional financial resources but also enable the training of businessmen, who have been trained to gain a stronger knowledge about business administration and gained profound knowledge, for the business world.

A review of the literature would reveal studies, in which it is indicated that the spirit of entrepreneurship is currently present and is manifested, individually, at universities. However; the young individuals, who attend university and lack any work experience, perceive the entrepreneurship training module, which is based on the lecturing of the facts and realities of the business world, as a virtual environment. The trainings delivered fail to motivate and canalize all of the students to start new businesses, which consequence brings into question the requirement that both universities and the individuals, who receive entrepreneurship training at universities should examine and discuss the program in every aspect and that the concept of "innovation", being the essential element of entrepreneurship, should be considered within the scope of training.¹⁸

However; the fact that university students receive entrepreneurship training is a great opportunity also in respect of digital entrepreneurship as it is in respect of other fields of entrepreneurship, relatively to other groups of persons and age groups.

TUBITAK (The Scientific and Technological Research Council of Turkey) classifies the universities, which it examines in five different aspects with respect to the data received thereby through YOK (Council of Higher Education), within the "Entrepreneur and Innovative University Index". It is established that foundation universities make a greater deal of efforts in terms of the development of entrepreneurship and innovation.¹⁹

3.4. A Study for the Establishment of the Effect of Entrepreneurship Training on Local Development

In globalizing economies, competition has gone brutal and sustainability has become an issue of priority for businesses. Another main issue is to find qualified labor force. The results of the studies conducted indicate that there is a negative correlation between entrepreneurship and unemployment.²⁰

Novel business ideas are generated by entrepreneurs at all stages, and new jobs are mostly created by entrepreneurs. Any country, which increases the number of its entrepreneurs, also happen to increase the competitive capabilities thereof. There is a direct proportional relation between the increase in the income per capita and the number of entrepreneurs since, even though the growth in GDP is affected by many other factors, entrepreneurship contributes quite positively to economic growth.²¹

Entrepreneurship function as a factor of both social and economic balance in such regions, which are relatively underdeveloped socially and economically. In that regards, the job creation potential that entrepreneurship poses lead numerous individuals, who are not happy with their jobs, as well as unemployed individuals or disadvantageous individuals to step into the business world, in which process the financial resources and support offered by a variety of agencies and institutions (KOSGEB (The Small and Medium Enterprises Development Organization), TUBITAK (The Scientific and Technological Research Council of Turkey), TGV and ISKUR (Turkish Employment Agency)) play an important role.

¹⁸ Emre Cansız, "Üniversite Öğrencilerinin Girişimcilik Eğilimlerinin Belirlenmesi" (Determination of Tendencies of University Students to Entrepreneurship), Suleyman Demirel University, Institute of Social Sciences, Isparta, 2017, s.40 (**Unpublished Postgraduate Thesis**)

¹⁹ TUBITAK (The Scientific and Technological Research Council of Turkey), **Entrepreneur and Innovative University Index 2016 Indicator Set**, 2017

²⁰ Peter Aghion and others, "Industrial Policy and Competition" **Harvard Research Paper**. <http://www.economics.harvard.edu/faculty/files/industrial-policy> (Date of Access: 29.12.2017)

²¹ David Audretsch, "Entrepreneurship: Survey Of The Literature" Entrepreneurship: Determinants And Policy In A European- US Comparison GEM", **Search Reports**, 2002, p. 67

As also stated within (The Small and Medium Enterprises Development Organization) publicity and performance tables provided above, entrepreneurs are the driving forces of the economy, and provide communities with wealth and new job opportunities and consumers with variety of options through their success. Many large corporations have determined formal corporate social responsibility strategies to address the ever-growing expectations of the public about the effects of economic activities on the community and the environment. Such approach covers the voluntary reflection of the matters that concern the public and the environment to business operations and the relations with the stakeholders with due consideration of the fact that the concept of responsible business could support the efforts for the achievement of success in the business world. Examples of such approach could include making the commitment to carry out production activities in an environment-friendly manner or respecting the concerns of consumers and doing business in a consumer-friendly manner. Even though SMEs are not engaged in "responsible entrepreneurship" as formally as described above, they constitute the texture and focus of such phenomenon in many societies.²²

When an entrepreneur starts her/his business, s/he has to attend all functions of the business and is overwhelmed by the extremely busy pace of work, which manifests itself also in procurement processes. Even if the stress level can be reduced through delegation of tasks, the entrepreneur has to be actively involved in major decisions to be made.²³

David Mc Clelland advocates within his work, entitled *The Achieving Society*, that the economic development of the society depends on the individual entrepreneurship, and argues that societies with high level of achievement motive achieve economic development. Mc Clelland defines an entrepreneur as an energetic person, who tends to take medium-level risks.²⁴

In the current economic theory, entrepreneurship is described through four fundamental approaches.²⁵

- Distribution of Income
- Perfect Competition
- Innovative Vision
- An approach, which is based on the relation between the entrepreneur and the company, and focuses on the entrepreneur as the decision-maker, the motivation thereof and the her/his perception of the environment.

Through the survey given to the individuals, who have attended the entrepreneurship training in Corlu, an industrial town in Thrace, the tendency of the individuals, have attended the entrepreneurship training, to make an investment in their local town has been studied in the context of R&D and innovation, whereby the effect of entrepreneurship on local development has been endeavored to be exemplified.

3.5. Statistical Evaluation

In this study, the data derived have been analyzed statistically, using the Statistical Program for Social Sciences (SPSS 25.0) following the entry of such data to the computer in the form of numeric expressions. The data were examined in the aspect of normal distribution prior to the commencement of the analyses. It has been established as a result of the check of Kurtosis/Skewness values conducted for the analysis of the normality distribution in the sample group of the study variable that all scales demonstrated normal distribution. The values in all scales and sub-scales range between -2 and +2, and thus, the scales demonstrate a normal distribution.²⁶ A reliability degree of 95% has been taken as the basis for the analysis conducted. For the purpose of the analysis of the difference between the two parametric groups in the comparison of the quantitative data, two the independent variables T-Test has been employed. The correlation between the scales has been tested through Pearson Correlation analysis. The Multiple Linear

²² European Commission, "Best Project on "Promoting entrepreneurship amongst women ve Young Entrepreneurs, Women Entrepreneurs, **Co-Entrepreneurs and Ethnic Minority Entrepreneurs in the European Union and Central and Eastern Europe searches**, Luxembourg, 2000, p. 15

²³ Stuart and Sorenson, "Stretagic networks and entrepreneueial ventures", 2007, **Strategic Entrepreneurship Journal**, pp. 211-227

²⁴ Halil Can, "Başarı Güdüşü ve Yönetmel Başarı" ("Achievement Motive and Managerial Success"), **Hacettepe Üniversitesi İ.İ.B.F. Yayınları**, No: 12, Ankara, 1985, p. 27-29

²⁵ Arikan, *ibid.*, p. 113

²⁶ George, D. and Mallery, P. (2010) **SPSS for Windows Step by Step A Simple Guide and Reference 17.0 Update**. 10th Edition, Pearson, Boston.

Regression has been employed to establish the effect of independent variables on the dependent variable. In respect of the statistical significance, p has been taken as <0.05.

4. FINDINGS

This section provides the findings derived from the demographic information form, which has been prepared by the researcher.

Table 4.1. Distribution of the Sample Group by Demographic Variables

		f	%
Gender	Female	75	37.5
	Male	125	62.5
	Total	200	100.0
Age	20 years and Younger	8	4.0
	21-30	36	18.0
	31-40	120	60.0
	41-50	30	15.0
	51 years and Older	6	3.0
	Total	200	100.0
Marital Status	Married	78	39.0
	Single	121	60.5
	3.00	1	0.5
	Total	200	100.0

		f	%
Educational Status	Literate	21	10.5
	Primary School Graduate	44	22.0
	Secondary School Graduate	87	43.5
	Associate Degree	32	16.0
	Undergraduate Degree	14	7.0
	Graduate Degree	2	1.0
	Total	200	100.0
Any Other Entrepreneurs in the Family	No	196	98.0
	Yes	4	2.0
	Total	200	100.0
Any Previous Experience of Entrepreneurship	Yes	5	2.5
	No	195	97.5
	Total	200	100.0

As indicated within the table; some 37.5% of the sample group is comprised of female individuals and some

62.5% of the same is comprised of male individuals, and some 4.0% of the same is comprised of individuals, who are 20 years old or younger, some 18.0% of the same is comprised of individuals, who are 21 to 30 years old, and 60.0% of the same is comprised of individuals, who are 31 to 40 years old, and 15.0% of the same is comprised of individuals, who are 41 to 50 years old, and 3.0% of the same is comprised of individuals, who are 51 years old or older, and 39.0% of the same is comprised of married individuals while 60.5% of the same is comprised of single individuals, and 10.5% of the same is comprised of individuals, who are literate, and 22.0% of the same is comprised of individuals, who are primary school graduate, and 43.5% of the same is comprised of individuals, who are secondary school graduates, and 16.0% of the same is comprised of individuals, who hold an associate degree, and 7.0% of the same is comprised of individuals, who hold an undergraduate degree, and 1.0% of the same is comprised of individuals, who hold a graduate or a higher degree, and some 98.0 of the sample group is comprised of individuals, in whose family there are not any other entrepreneurs, and some 2.0 of the same is comprised of individuals, in whose family there is or are other entrepreneur(s), and some 2.5 of the same is comprised of individuals, who have previous experience of entrepreneurship, and some 97.2% of the same is comprised of individuals, who do not have previous experience of entrepreneurship.

Table 4.2. Distribution of the Sample Group by Demographic Variables

		f	%
Reason 1 to Start Her/His Own Business	To be her/his own boss	199	99.5
	To achieve her/his dreams	1	0.5
	Total	200	100.0
Reason 2 to Start Her/His Own Business	To turn a hobby into a business	1	0.5
	Financial independence	199	99.5
	Total	200	100.0
		f	%
Reason 3 to Start Her/His Own Business	Financial independence	1	0.5
	To create innovation	199	99.5
	Total	200	100.0
Reason 4 to Start Her/His Own Business	To create innovation	1	0.5
		199	99.5
Total		200	100.0
Reason 1 to Attend the Course	To receive grant and loan support	200	100.0
Reason 2 to Attend the Course	To improve herself/himself as an entrepreneur	200	100.0

The reasons designated by the sample group to start their own business are to be their own boss, to achieve their dreams, financial independence, to turn a hobby into a business and to create innovation, in descending order. The reasons designated by the sample group to attend the course are to receive grant and loan support and to improve themselves as entrepreneurs, in descending order.

Table 4.3 Scale of Tendency to R&D and Innovation and Scale of Tendency to Entrepreneurship and Descriptive Statistics of the Sub-Dimensions of the Same

	N	\bar{X}	Ss.
Scale of Tendency to R&D and Innovation	200	3.5130	1.19527
Scale of Tendency to Entrepreneurship	200	3.6775	1.12479
Eagerness for Entrepreneurship	200	3.5990	1.10066
Innovation	200	3.5200	1.12066
Decisiveness	200	3.9375	1.28573
Tendency not to Be An Employee	200	3.5900	1.07829

As indicated in the table, the average of the scale of R&D and innovation is 3.51 (sd= 1.19). The average of the scale of tendency to entrepreneurship is 3.67 (sd= 1.12). The average of the scale of eagerness for entrepreneurship is 3.59 (sd= 1.10). The average of the scale of innovation is 3.52 (sd= 1.12). The average of the scale of decisiveness is 3.93 (sd= 1.28). The average of the scale of the tendency not to be an employee is 3.59 (sd= 1.07).

Table 4.4 The Results of Pearson Correlation Analysis Conducted to Establish the Correlation Between the Scores of the Scale of Tendency to Entrepreneurship and Those of the Scale of Tendency to Communication, R&D and Innovation

Scale of Tendency to R&D and Innovation		
Scale of Tendency to Entrepreneurship	r	.865**
	p	0.000
	N	200
Eagerness for Entrepreneurship	r	.855**
	p	0.000
	N	200
Innovation	r	.877**
	p	0.000
	N	200
Decisiveness	r	.780**
	p	0.000
	N	200
Tendency not to Be An Employee	r	.910**
	p	0.000
	N	200

As indicated within the table; as a result of Pearson Correlation Analysis conducted to establish the correlation between the Scores of the Scale of Tendency to Entrepreneurship and those of the Scale of Tendency to Communication, R&D and Innovation;

A positive significant correlation has been established between the total score of the Scale of Tendency to R&D and Innovation and the score of the Scale of Tendency to Entrepreneurship. (r=865, p<.01).

A positive significant correlation has been established between the total score of the Scale of Tendency to R&D and Innovation and the score of the Scale of Eagerness for Entrepreneurship. (r=855, p<.01).

A positive significant correlation has been established between the total score of the Scale of Tendency to R&D and Innovation and the score of the Scale of Innovation. (r=877, p<.01).

A positive significant correlation has been established between the total score of the Scale of Tendency to R&D and Innovation and the score of the Scale of Decisiveness. (r=780, p<.01).

A positive significant correlation has been established between the total score of the Scale of Tendency to R&D and Innovation and the score of the Scale of not to Be An Employee. (r=910, p<.01).

Table 4.5 Effect of the Tendency to R&D and Innovation on the Tendency to Entrepreneurship

	B	Sh	Beta	t	p	Dual r	Partial r
(Fixed)	-0.042	0.134		-0.313	0.754		
Eagerness for Entrepreneurship	-0.186	0.252	-0.172	-0.739	0.461	-0.053	-0.022
Innovation	0.385	0.287	0.361	1.342	0.181	0.096	0.040
Decisiveness	-0.075	0.069	-0.080	-1.086	0.279	-0.078	-0.032
Tendency not to Be An Employee	0.881	0.115	0.795	7.643	0.000	0.480	0.225
R= ,912 R ² =,828 F=239,773 p=,000							

As indicated within the table; the eagerness for entrepreneurship, innovation, decisiveness, the tendency not to be an employee, which constitute the sub-dimension of the scale of tendency to entrepreneurship, are significantly predictive of the tendency to R&D and innovation ($R=0.912$ $R^2=0.828$, $p<0.01$).The said variable collectively explain roughly 83% of the overall variance for the tendency to R&D and innovation. According to the standardized regression coefficient (β), the order of importance of the predictor variables on the tendency to R&D and innovation is as follows; tendency not to be an employee, innovation, eagerness for entrepreneurship and decisiveness. A review of the results of the T-test related to the significance of the regression coefficients reveals that the tendency not to be an employee is a significant predictor on the tendency to R&D and innovation. A significant effect has not been observed for the other variables.

Table 4.6 The Results of the Independent Group T-Test Conducted to Establish Whether or Not the Scores of the Scale of Tendency to R&D and Innovation Differ According to the Gender

Gender		N	\bar{X}	Ss.	Shx	t	Sd.	p
Scale of Tendency to R&D and Innovation	Female	75	3.2453	1.16704	0.13476	-2.485	198	0.014
	Male	125	3.6736	1.18772	0.10623			

As indicated within the table; as a result of the independent group T-Test conducted to establish whether or not the scores of the **Scale of Tendency to R&D and Innovation** of the sample group significantly differ according to the gender variable, it has been established that it differs in a statistically significant extent since the group of male respondents have scored higher ($p<0.05$).

Table 4.7 The Results of the Independent Group T-Test Conducted to Establish Whether or Not the Scores of the Scale of Tendency to R&D and Innovation Differ According to the Marital Status

Marital Status		N	\bar{X}	Ss.	Shx	t	Sd.	p
Scale of Tendency to R&D and Innovation	Married	78	3.2474	1.04543	0.11837	-2.521	197	0.012
	Single	121	3.6802	1.26172	0.11470			

As indicated within the table; as a result of the independent group T-Test conducted to establish whether or not the scores of the **Scale of Tendency to R&D and Innovation** of the sample group significantly differ

according to the gender variable, it has been established that it differs in a statistically significant extent since the group of single respondents have scored higher ($p < 0.05$).

Table 4.8 The Results of the Independent Group T-Test Conducted to Establish Whether or Not the Scores of the Scale of Tendency to R&D and Innovation Differ According to the Variable of Whether or not There Are Any Other Entrepreneurs in the Family

Any Other Entrepreneurs in the Family		N	\bar{X}	Ss.	Shx	t	Sd.	p
Scale of Tendency to R&D and Innovation	No	196	3.4872	1.19228	0.08516	-2.152	198	0.033
	Yes	4	4.7750	0.45000	0.22500			

As indicated within the table; as a result of the independent group T-Test conducted to establish whether or not the scores of the **Scale of Tendency to R&D and Innovation** of the sample group significantly differ according to the gender variable, it has been established that it differs in a statistically significant extent since the group of respondents, in whose family there is or are other entrepreneur(s), have scored higher. ($p < 0.05$).

Table 4.9 The Results of the Independent Group T-Test Conducted to Establish Whether or Not the Scores of the Scale of Tendency to R&D and Innovation Differ According to the Variable of Previous Experience of Entrepreneurship

Any Background of Previous Entrepreneurship		N	\bar{X}	Ss.	Shx	t	Sd.	p
Scale of Tendency to R&D and Innovation	Yes	5	5.0000	0.00000	0.00000	2.868	198	0.005
	No	195	3.4749	1.18619	0.08494			

As indicated within the table; as a result of the independent group T-Test conducted to establish whether or not the scores of the Scale of Tendency to R&D and Innovation of the sample group significantly differ according to the gender variable, it has been established that it differs in a statistically significant extent since the group of respondents with previous experience in entrepreneurship have scored higher. ($p < 0.05$).

Table 4.10 The Results of the Independent Group T-Test Conducted to Establish Whether or Not the Scores of the Scale of Tendency to Entrepreneurship and the Sub-Dimensions of the Same Differ According to the Gender Variable

Gender		N	\bar{X}	Ss.	Shx	t	Sd.	p
Scale of Tendency to Entrepreneurship	Female	75	3.3143	1.13408	0.13095	-3.645	198	0.000
	Male	125	3.8954	1.06544	0.09530			
Eagerness for Entrepreneurship	Female	75	3.2320	1.08356	0.12512	-3.772	198	0.000
	Male	125	3.8192	1.05507	0.09437			
Innovation	Female	75	3.1600	1.10331	0.12740	-3.625	198	0.000
	Male	125	3.7360	1.07871	0.09648			
Decisiveness	Female	75	3.5467	1.34359	0.15514	-3.418	198	0.001

	Male	125	4.1720	1.19492	0.10688			
Tendency not to Be An Employee	Female	75	3.2867	1.07858	0.12454	-3.150	198	0.002
	Male	125	3.7720	1.04052	0.09307			

As indicated within the table; as a result of the independent group T-Test conducted to establish whether or not the scores of the **Scale of Tendency to Entrepreneurship** of the sample group significantly differ according to the gender variable, it has been established that it differs in a statistically significant extent since the group of male respondents have scored higher. ($p < 0.01$).

As indicated within the table; as a result of the independent group T-Test conducted to establish whether or not the scores of the **Eagerness for Entrepreneurship** of the sample group significantly differ according to the gender variable, it has been established that it differs in a statistically significant extent since the group of male respondents have scored higher. ($p < 0.01$).

As indicated within the table; as a result of the independent group T-Test conducted to establish whether or not the scores of the **Innovation** of the sample group significantly differ according to the gender variable, it has been established that it differs in a statistically significant extent since the group of male respondents have scored higher. ($p < 0.01$).

As indicated within the table; as a result of the independent group T-Test conducted to establish whether or not the scores of the **Decisiveness** of the sample group significantly differ according to the gender variable, it has been established that it differs in a statistically significant extent since the group of male respondents have scored higher. ($p < 0.01$).

As indicated within the table; as a result of the independent group T-Test conducted to establish whether or not the scores of the **Tendency not to Be An Employee** of the sample group significantly differ according to the gender variable, it has been established that it differs in a statistically significant extent since the group of male respondents have scored higher. ($p < 0.01$).

Table 4.11 The Results of Pearson Correlation Analysis Conducted to Establish the Correlation Between the Scores of the Scale of Tendency to Entrepreneurship, Those of the Scale of Tendency to Communication, R&D and Innovation and Age

		Age
Scale of Tendency to R&D and Innovation	r	-.668**
	p	0.000
	N	200
Scale of Tendency to Entrepreneurship	r	-.545**
	p	0.000
	N	200
Eagerness for Entrepreneurship	r	-.525**
	p	0.000
	N	200
Innovation	r	-.567**
	p	0.000
	N	200
Decisiveness	r	-.493**
	p	0.000
	N	200
Tendency not to Be An Employee	r	-.582**
	p	0.000
	N	200

As indicated within the table; as a result of Pearson Correlation Analysis conducted to establish the correlation between the Scores of the Scale of Tendency to Entrepreneurship, those of the Scale of

Tendency to Communication, R&D and Innovation and Age;

A negative significant correlation has been established between the total score of Age and that of the Scale of Tendency to R&D and Innovation ($r=-.668$, $p<.01$).

A negative significant correlation has been established between the total score of Age and that of the Scale of Tendency to Entrepreneurship ($r=-.545$, $p<.01$).

A negative significant correlation has been established between the total score of Age and that of the Eagerness for Entrepreneurship ($r=-.525$, $p<.01$).

A negative significant correlation has been established between the total score of Age and that of Innovation ($r=-.567$, $p<.01$).

A negative significant correlation has been established between the total score of Age and that of Decisiveness ($r=-.493$, $p<.01$).

A negative significant correlation has been established between the total score of Age and that of the Tendency not to Be An Employee ($r=-.582$, $p<.01$).

Table 4.12 The Results of Pearson Correlation Analysis Conducted to Establish the Correlation Between the Scores of the Scale of Tendency to Entrepreneurship, Those of the Scale of Tendency to Communication, R&D and Innovation and Educational Status

		Educational Status
Scale of Tendency to R&D and Innovation	r	0.049
	p	0.495
	N	200
Scale of Tendency to Entrepreneurship	r	0.027
	p	0.700
	N	200
Eagerness for Entrepreneurship	r	0.047
	p	0.506
	N	200
Innovation	r	0.043
	p	0.544
	N	200
Decisiveness	r	-0.003
	p	0.970
	N	200
Tendency not to Be An Employee	r	0.019
	p	0.794
	N	200

As indicated within the table; any correlation has not been established as a result of Pearson Correlation Analysis conducted to establish the correlation between the Scores of the Scale of Tendency to Entrepreneurship, those of the Scale of Tendency to Communication, R&D and Innovation and Educational Status.

5. CONCLUSION

In respect of economic importance and social welfare; an entrepreneur is a taxpayer, an individual, who creates employment, and enables the income to be spread on the base through the perspective of the distribution of income. The countries with large number of entrepreneurs are such countries that progress significantly in terms of not only technological advancements and reduction of employment but also in the establishment of social order in social and economic terms by way of ensuring social welfare.

In order for such progress to be made, "entrepreneurship" should be identified as a national policy and should be addressed within such a framework. However; given the competition in the international domain, such policy should be rendered rather more qualified in order to ensure and strengthen the capability of competition.

As a consequence of the revisions introduced by KOSGEB (The Small and Medium Enterprises

Development Organization) to its support program in 2019, entrepreneurship has been rendered more qualified and classified into three levels. The supports for service and commercial activity have been defined as encouraging startup support and the "performance" support, which, predominantly, incentivizes employment. The levels of qualified entrepreneurship based on high competitive capabilities are as follows:

- Level 1: industrial sector that does not require medium and advanced level of technology,
- Level 2: industrial sector that requires medium and advanced level of technology,
- Level 3: industrial sector that requires advanced level of technology.

The qualification and high competition capability incentive is at issue especially for Level 2 and 3, at which levels entrepreneurship activities based on software, R&D and innovation are at the forefront. The entrepreneurship have started to be delivered in applied manner with a view to train and educate entrepreneurs - businessmen for such high-level sectors, and it has been clearly provided within the applicable acts, codes and regulations that such training activities should be had accompanied by a qualified consultant.

It has been established on the basis of the results of the survey, which has been given to some 200 individuals, who have attended the training, with priority attached to R&D and innovation in the entrepreneurship training for the purpose of focused local development, that R&D and innovation constitute an important factor for attendance to the entrepreneurship training prior to starting a business. Because; in globalizing economies, competition has gone brutal and sustainability has become an issue of priority for businesses. Also, another main issue is to find qualified labor force. The results of the studies conducted indicate that there is a positive correlation between R&D and innovation and tendency to entrepreneurship and entrepreneurship training, which is indicated within the results of Table 4 and Table 5 under the statistical evaluation set forth below.

Statistical Evaluation

In this study, the data derived have been analyzed statistically, using the Statistical Program for Social Sciences (SPSS 25.0) following the entry of such data to the computer in the form of numeric expressions. The data were examined in the aspect of normal distribution prior to the commencement of the analyses. It has been established as a result of the check of Kurtosis/Skewness values conducted for the analysis of the normality distribution in the sample group of the study variable that all scales demonstrated normal distribution. The values in all scales and sub-scales range between -2 and +2, and thus, the scales demonstrate a normal distribution. A reliability degree of 95% has been taken as the basis for the analysis conducted. For the purpose of the analysis of the difference between the two parametric groups in the comparison of the quantitative data, two the independent variables T-Test has been employed. The correlation between the scales has been tested through Pearson Correlation analysis. The Multiple Linear Regression has been employed to establish the effect of independent variables on the dependent variable. In respect of the statistical significance, p has been taken as <0.05.

As indicated within Table 4.4; as a result of Pearson Correlation Analysis conducted to establish the correlation between the Scores of the Scale of Tendency to Entrepreneurship and those of the Scale of Tendency to Communication, R&D and Innovation;

A positive significant correlation has been established between the total score of the Scale of Tendency to R&D and Innovation and the score of the Scale of Tendency to Entrepreneurship. ($r=865$, $p<.01$).

A positive significant correlation has been established between the total score of the Scale of Tendency to R&D and Innovation and the score of the Scale of Eagerness for Entrepreneurship. ($r=855$, $p<.01$).

A positive significant correlation has been established between the total score of the Scale of Tendency to R&D and Innovation and the score of the Scale of Innovation. ($r=877$, $p<.01$).

A positive significant correlation has been established between the total score of the Scale of Tendency to R&D and Innovation and the score of the Scale of Decisiveness. ($r=780$, $p<.01$).

A positive significant correlation has been established between the total score of the Scale of Tendency to R&D and Innovation and the score of the Scale of not to Be An Employee. ($r=910$, $p<.01$).

As indicated within Table 4.5; the eagerness for entrepreneurship, innovation, decisiveness, the tendency not to be an employee, which constitute the sub-dimension of the scale of tendency to entrepreneurship, are significantly predictive of the tendency to R&D and innovation. ($R=912$ $R^2=.828$, $p<.01$). The said variable

collectively explain roughly 83% of the overall variance for the tendency to R&D and innovation. According to the standardized regression coefficient (β), the order of importance of the predictor variables on the tendency to R&D and innovation is as follows; tendency not to be an employee, innovation, eagerness for entrepreneurship and decisiveness. A review of the results of the T-test related to the significance of the regression coefficients reveals that the tendency not to be an employee is a significant predictor on the tendency to R&D and innovation. A significant effect has not been observed for the other variables.

It is established that, in the event entrepreneurship trainings are organized and implemented in a region with the focus on R&D and innovation through focused local development approach, it is likely for businesses with high level of competitive capabilities, both in national and in international scale, to emerge in such region. If such businesses can be supported with continuous qualified labor force, it would be likely for the country to develop rapidly. Thus; "qualified entrepreneur zones", which contain techno-parks, technology centers, vocational high schools and universities, should be established to that end.

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