

Studies regarding the development of entrepreneurial skills

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Abstract In this article will be presented a questionnaire that has been applied to thirteen entrepreneurs from Romania, in which we wanted to find out what exactly motivates an entrepreneur in his activity, which are the necessary competences and skills for a successful entrepreneur, and also which are the educational issues that help an entrepreneur to have a successful business.

Keywords - entrepreneur, questionnaire, motivation for entrepreneurs, abilities, educational issues.

Numerous studies that have been developed, determined the fact that certain personal qualities are necessary to be a successful entrepreneur.

Entrepreneurs are characterized as interaction between the following qualities: inside control, planning capacity, taking risks, innovation, giving feedback, decision-making, independence.[1]

Developing competences, skills, reflect changes in the area of knowledge, skills and attitudes connected only to the level of professional activities.

Acquiring new skills has two purposes. Firstly, constant changing economic reality persuades companies to increase competences or the employees which may guarantee achieving higher position on the market. Secondly, employees their self, wishing to increase their value and importance on the labor market, are trying to develop possessed skills and acquire new competences. [2]

When starting and developing a bussines, motivation is very important for an entrepreneur because this is the one that gives him energy, strength, courage to go ahead.

Because of all these, it has been realized a questionnaire in which the main objectives established were to find out what exactly motivates an entrepreneur in his activity, which are the necessary competences and skills for a successful entrepreneur, and also which are the educational issues that help an entrepreneur to have a successful business.

The questionnaire was applied to thirteen entrepreneurs from Romania, with ages from 25 to 50 years old, with most of the responders detaining post graduate studies, and the conclusions of the questionnaire and the most important results that were obtained are being presented in this article.

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Regarding the motivational issue, the respondents considered to be very important advantages detained by an entrepreneur, the capability of being your own boss, of applying your own ideas and of having a flexible work schedule. They gave medium importance for the issue of obtaining a superior social position.

Question: Indicate your opinion regarding the benefits of being an entrepreneur:

- a. to be your own boss: very important
- b. to obtain higher income: important
- c. to be able to apply your ideas: very important
- d. to get a better social position: medium importance
- e. to have a work schedule more flexible: very important
- f. others: to be an influent person: very important

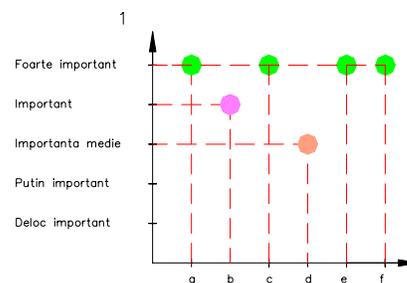


Figure 1. Benefits of being an entrepreneur

Concerning the knowledge that an entrepreneur has to detain, there were considered to be very important general knowledge of management and communication. Surprisingly, our responders thought creativity and innovation have only a medium importance in the case of a successful business.

Question: How important are the following categories of knowledge for having success in business?

- a. specialized technical knowledge: important
- b. general knowledge of management: very important
- c. knowledge of marketing: important
- d. knowledge of accounting and financial-banking: important
- e. knowledge of legislation: important
- f. knowledge in the field of creativity and innovation: medium importance
- g. knowledge in the field of communication: very important
- h. others: mental qualities: very important

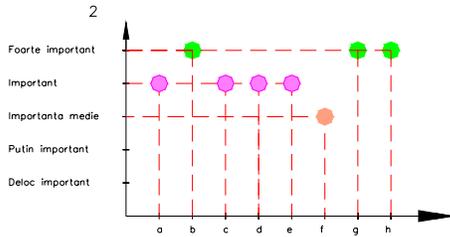


Figure 2. Knowledge of the entrepreneur

The abilities of an entrepreneur are, for sure, essential for developing a successful business. It is said that the proportion between the conceptual work and routine, for an entrepreneur, has to be of 6 to 1.

The most important abilities that our responders considered an entrepreneur has to have are the capacity of implementing a competitive strategy, initiative in developing the changing process and the ability to generate and harness the knowledge of subordinates in business management.

Question: How important you consider to be the following skills for an entrepreneur?

- a. ability to formulate a competitive strategy: important
- b. ability to implement a competitive strategy: very important
- c. skills for managing the business process: important
- d. professional knowledge needed to lead a business: important
- e. initiative in implementing the changing/renewal process: very important
- f. ability to generate, harness the subordinates knowledge in business management: very important

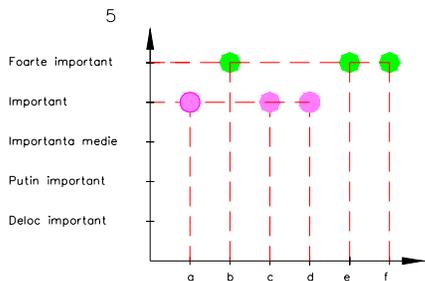


Figure 3. Skills of an entrepreneur

Studies, practical experience and other people's experience, prove to be helpful in a very big measure for the ones that became entrepreneurs, but it seems that the experience in the local government had a smaller relevance.

Question: How did it help, as an entrepreneur, followed studies/courses, practical experience, etc.? (if necessary)

- a. studies/courses followed: in large measure
- b. practical experience: in very large measure
- c. others: other people example: in large measure

experience in local government: medium importance
knowledge of the law: in large measure

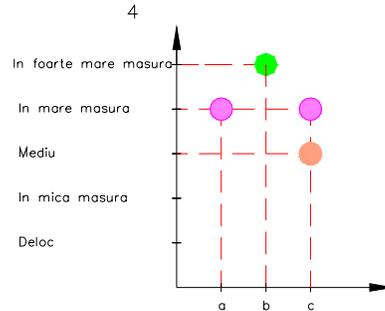


Figure 4. Importance of background for an entrepreneur

Very important criteria in assessing the subordinates of our responders resulted to be their passion for work, their experience, the loyalty to the organization, while previous results employees obtained had an average importance.

Question: Please specify the level of importance of the following criteria, in assessing your subordinates:

- a. desire to learn: important
- b. passion for work: very important
- c. experience: very important
- d. studies: important
- e. loyalty to the organization: very important
- f. the results obtained previously: medium importance
- g. proven knowledge in a specify activity: important
- h. others: conscientiousness, modesty: important

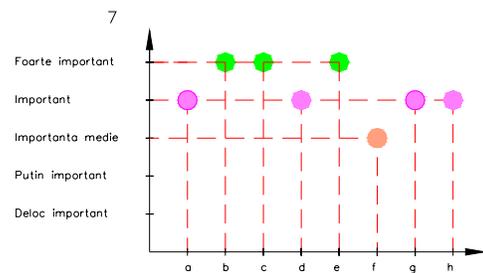


Figure 5. Criteria in assessing subordinates

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