

**EXAMINE FACTORS ASSOCIATED WITH YOUTH EXPERIENCE AND
GROWTH OF ENTERPRERISES IN TANZANIA: A CASE OF
REGISTERED MOTOR TAXI BUSINESS ENTERPRISE IN KIMARA
WARD, DAR-ES-SALAAM**

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**A DISSERTATION SUBMITTED IN PARTIAL FULFILMENT OF THE
REQUIREMENTS FOR THE DEGREE OF MASTER OF PROJECT
MANAGEMENT OF THE OPEN UNIVERSITY OF TANZANIA**

2018

CERTIFICATION

The undersigned certifies that has read and hereby recommends for acceptance by the Open University of Tanzania, a dissertation entitled; *“To Examine Factors Associated with Youth Experience and Growth Enterprises in Tanzania”*. A Case of Registered Motor Taxi Business Enterprise in Kimara Ward - Dar-es-Salaam” in partial fulfillment of the requirements for the degree of Master of Project Management (MPM) of the Open University of Tanzania

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DECLARATION

I, **Benedicto Winfrida**, do hereby declare that this study is my original work and has not been presented in any other university or any higher learning for examination and will not be presented to any university for similar or any other degree award.

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Signature

.....

Date

DEDICATION

This academic research is dedicated to my beloved parents, the late Adrophina Runazi and Benedicto Lyoba for their directives and guidance of acceptable standards of life. Though you are no longer around, your fresh memory still lingers. Furthermore, research is dedicated to my lovely daughter Abigaili J. Mwinyi for her tolerance during the entire period of my studies.

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ABSTRACT

Unemployment is the global issue of concern among youth. Effort to reduce unemployment through entrepreneurship approach is limited by many factors including lack of experience, particularly in the contemporary period of which youth entrepreneurship is picking up. A study aims to examine factors associated with youth experiences and growth of enterprises in Tanzania: A case of registered motor taxi business enterprise in Kimara ward-Dar-es-Salaam. A study employed a cross sectional study with mixed methods. To ensure consistency for quantitative data reliability analysis was made and data were analyzed by using SPSS software version 22. The study found that, (28.6%) of respondents were enclose working experience, (40.5%) prior entrepreneurship experience, (47.6%) entrepreneurial experience, (40.5%) business ownership experience, (35.7%) industry specific experience and (26.2%) management experience. Linear regression model found that, work experiences had ($p=0.028$), prior-entrepreneurship experiences had ($p=0.049$), business ownership experiences had ($p =0.001$) and management experience had ($p=0.024$) in which were statistically significant toward the growth of the enterprises at 95% confidence level. With regards of the factors, study found that, lack of trainings, family support, business competence, lack of networking and low awareness of risk management were the common associated factors with experience and growth of enterprises. Conclusively, the appropriate and significance interventions are encouraged to be done by formulating programs to support youth to gain potential experience and to ensure they become competency and innovative through self-employed rather than to become a job seeker. However, overall of this study contributes to the entrepreneurial target body of knowledge.

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LIST OF ABBRIVIATION

AMCEETYA	Australian Ministerial Council on Education, Employment Training and Youth Affairs
EE	Entrepreneurial Experience
EU	CoE-European Union and Council of European
GDP	Gross Domestic Product
IE	Specific Industry Experience
ILO	International Labour Organization
ME	Management experience
ANA	Ach-Need for Achievements
NIT	National Institute of Transportation
OE	Business Ownership Experience
OECD	Organization for Economic Cooperation and Development
PE-Prior	entrepreneurship experience
SMEs	Small and Medium Enterprises
STD	Standard Seven
UNCTAD	United Nations Conference on Trade and Development
URT	United Republic of Tanzania
VETA	Vocational Education and Training Authority
WE	Working Experience
YBIs	Youth Business Internationals
YEDF	Youth Entrepreneurs Development Fund

CHAPTER ONE

INTRODUCTION AND BACKGROUND OF THE STUDY

1.1 Background of the Study

Reducing youth unemployment is one of the major challenges being faced by most governments in the world (Ernest and Young, 2013). International Labor Organization (ILO) articulated that, young people make up 25% of the global working-age population, yet their share of total unemployment is 44% (ILO, 2013). Burden of unemployment have an effect on approximately to 226 million youth from Africa with age of 15-24 years old and increasing significantly for 25-34 years old which accounts 19% of global youth population of unemployed or underemployed (University of Wolverhampton, 2016).

According to Tanzania National Bureau of Statistics, (2000), 65% of the labour force (17.9 million people) were young people with age between 15-35 years. However, overall, unemployment estimated to be 12.9% and almost half of the unemployed were living in urban areas. Approximately, 46.5% of unemployed people were living in Dar-es-salaam while 25.5% of labour forces were from other urban regions nevertheless, unemployment in rural area estimated to be 8.4% (URT, 2007). Basically, unemployment in Tanzania dropped out to 11.7% by 2011 while unemployment among youth is still higher (13.4% and more high in youth women (14.3%) compared to young men (12.3%) (URT, 2012). Of the reviewed study with regards to unemployment data, Dar-es-salaam accounts to almost 21.5% of the total youth unemployment (National Bureau of Statistics, 2015).

Overall migrants of youth resulted to the imbalance urban public services , social infrastructure and largely an increase burden of employment among youth(URT, 2007). In regard with growth of youth population , one of the study found that, youth population continues to arise and anticipated to 39% by 2100, whereas half of the world's population is under 25 years old (University of Wolverhampton, 2016). International Labour Organization reported that, 85% of the young people between the age of 15 and 24 are living in developing countries (ILO, 2013). Additionally, findings regarding the growth of the population stated that, African population is anticipated to increase to 113% (2.5 billion) by 2050; however, youth are growing at rapidly pace and leading Africa boom occurrence. Increasing urbanization by youth migration from rural areas constitutes the most significance challenge of Africa in its efforts to integrate into global economy (University of Wolverhampton, 2016). In other hand, by 2040 Sub Saharan Africa is expected to receive youth migrants equivalent to United State of America (University of Wolverhampton, 2016). Basically, youth migrants is not observed only in Africa and United State of America, in Tanzania migration of the youth from rural to urban found to increase the burden to the urban region including Dar-es-salaam (URT, 2007).

On the other hand, unemployment among youth was mentioned to be associated with school acquired skills; however, for a long time, the school curriculums have been criticized for not preparing youth for self-employment. It is also observed that, business ideas among youth only come to their mind when they realized that they could not get jobs which resulted to the very few youth with experience and knowledge of business management before entering into business (Kaburi et al.,

2013). Further, lack of employment skills contributed to the oversupply of the motorbike drivers even though many are unskilled and often experience bad accidents and eventually become incapacitated and helpless (Chalya et al., 2010; Outwater et al., 2015).

Finally, poor quality jobs in the informal sector continue to threaten the challenge of youth unemployment including social problems such as poverty, HIV/AIDS, drug abuse, crime and violence were confronted by unemployed youth. Other risks includes, unsafe sex, suicide, alcohol, breaking of societal norms, breaking of limbs and lives and for a while breaking the chain of oppression (Kimando et al., 2012). For this situation, youth are considered as vulnerable and unprepared to make any contribution to national development affairs and consequently, they are marginalized in national, state policies and have a weak legal position (Abbink and Ineke, 2005).

In an effort to reduce unemployment, establishing a new venture has positive impacts on the youth employment and economic growth, because it offers unemployed youth an opportunity to build sustainable livelihoods and to integrate into society (Ernest and Young, 2013). It is necessary for national to support efforts through appropriate planning of programs and policies to enhance job creation and self-employment particularly in youth sector. However, encouraging development of the entrepreneurship talents among the youth population may effectively contribute, if paralleled by adequate policies addressing the constraints of the labour market to achieve employment generation and inclusive growth (Ortiz and Cummins, 2012).

Essentially, entrepreneurship among youth is significant and has found that, self-employed youth have higher “life satisfaction” than youth in the same age group and are likely to hire fellow youths, setting up fertile ground for further employment creation dynamics (Simpson and Christensen, 2009). Consequently, productive entrepreneurship offers not only an opportunity to build sustainable livelihoods, but also a chance for integrating themselves into society (African Development Bank, 2011). Several governments struggle to support youth through entrepreneurship approach however, meanwhile, African governments through policymakers have increasingly recognized productive entrepreneurship to be an important deliver of economic development through fostering growth, job creation, technology adoption and innovation and poverty alleviation (Ács and Varga, 2005; United Nations, 2013). The UN recognizes the shortages of entrepreneurship skills that have lowered search effectiveness of potential young entrepreneurs and the rate of youth startups (United Nations, 2013). Consequently, it contributes to closing a gap in the entrepreneurship and development literature with a model, costly firm creation and skill differences between young and adult entrepreneurs.

Overall, entrepreneurship acknowledged to be the effective approach to address the challenge of unemployment among youth however the model shows that, young entrepreneurs is facing the high cost of searching for business opportunities and support for training while is more effective in stimulating productive startups than subsidies (United Nations, 2013). Notably, there are several key constraints impede young people in different countries, including Sub-Saharan Africa countries and made them most vulnerable including starting a successful business, identifying

incentives and measures to tackle the barriers (Schoof, 2006). It also reported that, entrepreneurship alone cannot tackle the youth employment challenge, it can be an important part of the response on some key constraints faced by young entrepreneurs in Africa, as covered in various literatures (African Development Bank, 2011).

One of the constraint found in the study conducted by (Kaburi et al., 2013) in South Africa articulated that, experience was a challenge among youth before entering into business. Additionally, another study conducted in Eastern and Southern Africa in 2005 by Chigunta et al., (2005) and reported in International Labor Organization report of 2003 found that, capacity building among youth was underscored. Likewise, Chigunta et al., (2005) in his study confined looking the need to differentiate between youth and adult entrepreneurship articulated that, youth have unique constraints and greater barriers. Further, young people found to face constraints as a result of their limited resources and experience, entrepreneurial education, access to start-up capital and business provider services in which were the key factors impeding youth entrepreneurship alongside societal attitude and a regulatory framework (Chigunta et al., 2005).

Essentially, in Tanzania, the approach of entrepreneurship was implemented through method entitled Small and Medium Enterprises (SMEs) sector. It has been recognized as a significant sector in employment creation, income generation and poverty alleviation and as a base for industrial development (UNIDO, 2012) while lacks specific policy, focusing on the development of SMEs sector. Recently the sector of SMES was estimated to generate about a third of Gross Domestic Product

(GDP) and employs about 20% of the Tanzanian labour force which had the greatest potential for further employment generation (URT, 2002). However, lack specific policy has resulted in a number of gaps leading to inability to address the core constraints inhibiting the growth of the sector including lack of experience.

Therefore, empowering youth is a global issue to meet their needs and rights of young people. According to (African Development Bank, 2011), understanding the opportunities and constraints to youth entrepreneurship in different settings is thus critical for driving and successfully implementing this policy agenda. However, failing to integrate young people into the labour market has consequences for youth, their families, their communities and the development of the countries.

1.2 Statement of the Problems

The global economic downturn persistence is leading to growing recognition of entrepreneurship approach among government and international organizations as a relevant strategic tool to address unemployment challenges (ILO, 2013). Despite of existing challenges, African economies can articulate a coherent strategy that provides their youths with the education, training and employability skills essential to their person development. Essentially, youth sector could provide powerful force that unlocks Africa's socioeconomic growth and global integration (University of Wolverhampton, 2016). Regardless of entrepreneurship to be an appropriate strategic tool to tackle unemployment challenges, barriers to performance of youth enterprises is mired by a number of factors particularly lack of experiences which have led to poor overall performance of youth enterprises (Chigunta et al., 2005). Very few

youths who found have experience and knowledge of business management before entering into business enterprises. However, experience among youth entrepreneurs remain as a major challenge for the formation, survival and growth of youth enterprise Chigunta et al., (2005). Generally, governments in Africa need to change their policy thinking to enable scalability because little efforts have been directed towards youth entrepreneurs (Fox, Senbet, and Simbanegavi, 2016).

1.3 Justification of Study

Basically, improving knowledge and experience among youth would contribute to the growth of the business enterprises and have positive implication to the reduction of youth unemployment burden including poverty, stress, diseases, social exclusion and discrimination. This study is vital because educated, skilled and unskilled youth needs to be entrepreneurs while business ideas among youth only come to their mind when they realize that they cannot get jobs. From this reason, most of youth are involved in less paying jobs and more risk works, such as home guidance and working in mines. This is also supported by Chigunta et al., (2005) in his study of youth entrepreneurship in Eastern and Southern Africa as reported in ILO, 2003 that, need for capacity building was underscored, lack of business knowledge and experiences which led to poor overall performance of youth enterprises Chigunta et al., (2005) .

On the other hand, motor taxi business enterprises serves a number of goals, providing a number (relatively) safe and comfortable environment for investors/tourists/ aid workers, keeping large numbers of mobile eyes on the street, and ensuring that drivers are licensed and pay tax. A tension is evident between the

movement to keep very tight limits on the sector and the fact that it is a useful livelihood option in the city where job creation is limited (Goodfellow, 2015). Meanwhile, there is no previous study that has been conducted in Dar-es-salaam trying to understand the factors associated with youth experience and growth of enterprise among registered motor taxi drivers.

Notably, Small and Medium Enterprises (SMEs) in Tanzania constitute a vast number of businesses and estimated to be more than 3 million SMEs. More than 45% located in urban and the remainder in rural areas (URT, 2002). SMEs account for a large share of the enterprises active in Tanzania (Mchome 2016; URT, 2002). However, ensuring high experience among youth is prospective because experience would support to minimize challenges associated with growth of youth enterprise and hence increase number of self-employment among youth.

1.4 Significance of the Study

Study was designed to contribute on development and the knowledge on entrepreneurship and public transport, to support the population growth and goods demand in urban and rural areas. However, studies conducted to examine factors associated with the youth experience and growth of the enterprises in Dar-es-salaam is limited. Basically, the study should facilitate planners and decision makers to foresee experience as essential component of entrepreneurship development and sustainability of the business that need to be accounted. Further, information would also inform policy makers and developmental stakeholders the reason for the low experience among youth and the information obtained should be used during planning and assist in prioritizing appropriate interventions based on the available resources.

1.5 Research Objectives

The objectives of the study were stated as general objective and specific objectives as follows:

1.5.1 General Objective

To examine factor associated with youth experiences on growth of enterprises among motor taxi business people at Kimara ward -Dar-Es-Salaam.

1.5.2 Specific Objectives

- i. To assess factor associated with work experience and growth of enterprises
- ii. To assess factor associated with prior entrepreneurial experience and growth of enterprises.
- iii. To assess factor associated with entrepreneurial experience and growth of enterprises.
- iv. To assess factor associated with specific industry experience and growth of enterprises.
- v. To assess factor associated with business ownership experience and growth of enterprises.
- vi. To assess factor associated with management experience and growth of enterprises.

1.6 Research Questions

On the basis of the specific objectives of the study, the following were research questions: -

- i. What are the factors associated with work experience and growth of enterprises?

- ii. What are the factors associated with prior entrepreneurial experience and growth of enterprises?
- iii. What are the factors associated with entrepreneurial experience and growth of enterprises?
- iv. What are the factors associated with specific industry experience and growth of enterprises?
- v. What are the factors associated with business ownership experience and growth of enterprises?
- vi. What are the factors associated with management experience and growth of enterprises?

1.7 Study Implication

The Study is not intended to be the definitive solution to all of Tanzanian's youth entrepreneurial challenges, however it is hoped that, it will catalyze debate and underpin a nationwide dialogue that will bring together a range of actors to develop policies and programs that meet the needs of young people particularly on the challenge the youth experience towards enterprise growth. This study offers an opportunity to youth entrepreneurs that, they are potential people to be activated, capacitated and facilitated to be successful entrepreneurs. Further, they can be motivated and assisted to become experienced towards motor taxi business growth.

1.8 Scope and Delimitation of the Study

The study focused to examine factors associated with youth experience and growth of youth enterprises among registered motor taxi business enterprise at Kimara Ward-Dar-s-salaam. Basically, contributions of this study intended to expose youth to the creation of economy and become a possible solution of experience and growth of youth enterprises. Limitation of the study found that, registered moto taxi drivers were few in such ward however; they managed to provide reliable information. On the other hand, financial resource was also the limitation of the study which leads the researcher to conduct in-depth interview by note taking instead of both note taking and tape recording suitable for qualitative method.

1.9 Definition Key Terms

Youth: The Tanzania National Youth Policy defines young people as persons aged between 15 – 35 years of age (URT, 2007) while (UNECA, 2009) define youth as people between 15-39 years of age but in this study youth was considered as from 15-45years. This definition is broader than that of the United Nations, which is 15-24 years.

Entrepreneur: Entrepreneur is an enterprising individual or group of individuals who take risks, innovates and create wealth (Hisrich et al., 2013).

Entrepreneurship: Entrepreneurship is the process of creating something new with value by devoting the necessary time and efforts, assuming the accompanying financial, psychic and social risks, and receiving the resulting rewards of monetary and personal satisfaction and independence (Wube, 2010).The most obvious from of

entrepreneurship is that of starting new business (referred as Start-up Company); however, in recent years, the term has been extended to include social and political forms of entrepreneurship activity (Kaburi et al., 2013).

Entrepreneurial success: Entrepreneurial success is simply a function of the ability of an entrepreneur to see these opportunities in the marketplace, initiate change (or take advantage of change) and creates value through solutions (Kaburi et al., 2013).

Performance: Performance refers to outcomes that come from undertaking entrepreneurship activities. It has been noted that performance is multidimensional concept (Kilonzo, 2012).

Youth Enterprises: Youth enterprises are defined as businesses owned and run by people aged below 35 years (URT, 2012).

Motor Taxi: Is a small two and three-wheeled Indian vehicles, these are popular as they cost approximately half the equivalent taxi fare and are able to travel alongside the road when blocked by inevitable traffic jams. Up to three people can fit in the seat behind the driver.

Experience: According to Canadian Senior Dictationary (1979), is to live through something, to act, to do, to respect, to suffer the consequences of, to feel, to internalize something. Experiencing may involve studying, but it is unlikely that studying, by itself, would meet all the criteria for being called experiencing learning

1.10 Organization of the Research

In this section, the study was organized into five chapters. Start with chapter one, presents general introduction, background of the problems, a statement of the

problem, objectives of the study, research questions and significance of the study, scope and delimitation of the study, definition of the key terms and organization of the study. Chapter two which was literature review presents an introduction as an overview of the chapter.

Basically, chapter three highlighted research methods including an introduction, research approach, research design, the study area, target population, sample size and sample procedures. Additionally, data collection methods and instruments, reliability and validity of data, data analysis plan and limitation of the study were also included.

Chapter four includes presentation of the results, analysis and discussion of the study findings. In conclusion, Chapter five provided the summary of the study, conclusion and recommendation for action and suggestive of the areas that need further researches.

CHAPTER TWO

LITERATURE REVIEW

2.1 Theoretical Literature Review

Reflecting the diversity of the factors associated with entrepreneurship several studies have used theories to explain the factors associated with growth of enterprises. Essentially, a wide range of literature review has been supported by different theories to illustrate the relationships between the factors and outcomes. This part attempts to highlight the common need and major factors associated with youth experience and growth of motor taxi business through motivation theory of need for achievement and political system theory of entrepreneurship growth.

2.2.1 Need for Achievement Theory (Motivation, Need for Achievement)

In regard to this study, the theory of Need for Achievement was used to explain factors associated with youth experience and growth of enterprises. The theory explains how motivation need for achievement stimulates an individual to become an entrepreneur. It also explains how people who pursue entrepreneurship as career are motivated by the psychological need to achieve high. It is the high need for achievement which drives people towards entrepreneurship activities. This achievement motive is inculcated through family socialization and child-learning practices (experiences), which stress standards of excellence, material warmth, self-reliance training and low further dominance.

Theory explained that, individually with high achievement motive tend to take keen interest in situations of high desire for responsibility and a desire for a concrete measure of task performance. However, individuals born with inner drivers usually bear goals such as need for dominance (power), need for achievement and need for affiliation. It encourages youth to take entrepreneurship as a career and not the alternative after missing the job. Essentially, youth need to set their goals and become motivated to work hard to reach their goals.

In addition, the theory explained that, for the youth to dominate in their family, they need to work hard and fulfill the need for the family and become respected. Generally, people with high need for achievement are likely to take risks, but only reasonable ones and such risk stimulate them to be greater effort and hence need to be a well equipped with experience in the management of those risks for the growth of the business and sustainability is potential. An individual with high achievement motive tends to take keen interest in situations of high rest, desire for responsibility and a desire for a concrete measure of task performance.

In regard with tribes, the theory explains that, some nations/tribes tend to make a large number of people with a high need for achievement than others. Likewise, need for achievement theory found that, individuals always make things to happen without any reward or influence over people due to highly commitment. Culture as extrinsic factor may enhance people to be driven by any of the three drivers; this includes socialization, learning practices and training.

Notably, need for achievement theory was used in several studies including Momanyi and Munene, (2013), in his study with aim of assessing the factors affecting financial performance of youth owned enterprises in Kenya and within the study, domain of personality traits found to have effects on entrepreneurship and received much attention by youth entrepreneurs. Since entrepreneurial motivation and abilities are long run sociological issues; he has spoken out that, it is better to make political, Social and economic for the growth of entrepreneurship in underdeveloped and developing countries.

2.2.2 Political System Theory of Entrepreneurship, Growth

This is another theory supporting the study to explain the factors associated with youth experience and growth of enterprises under political influence. Like in other studies, political system theory of entrepreneurship growth highlighted the factors associated with entrepreneurship. A theory saves as a complement to the need for achievement theory and acknowledged that, for entrepreneurship to grow it needs extrinsic factors such as political support to create a better environment. From this theory of a political system of entrepreneurship, a particular country needs to enclose adequate infrastructure, favorable laws, a favorable taxation system and procedures, provide incentives and subsidies, security to entrepreneurs, create promoting policies and encourage (mentoring) people towards entrepreneurship.

Additionally, governments have to build a supporting system for potential entrepreneurship programs, thus, commitment of political system contributes significantly towards entrepreneurial development. However, youth experience and

growth of enterprises depends on the environment created by the government to increase experience among youth who devoted to be entrepreneurs including motor taxi enterprise/business.

2.3 Empirical Literature Review

Several models are mostly used to describe empirical studies. Based on this study, the factors associated with youth experience and growths of enterprises were conducted to address youth challenges and improving youth economy. This aims to enlighten the research on the existing results and conclusions thereon, which is useful in research gap identification. Overall this section discussed the concept of youth experience on the growth of enterprises, case study being motor taxi business at Kimara ward Dar-es-salaam, Tanzania.

2.4 Factors Associated with Youth Experience and Growth of Enterprises in Tanzania

2.4.1 Introduction

This chapter enclosed of literature analysis aimed at reviewing local and international researches to identify factor associated with youth experiences and growth of enterprises in Tanzania. This chapter starts with a brief discussion of the factors associated with experiences and growth of the enterprises in which considered as crucial factor for enterprise success or failure and background to the performance in entrepreneurship.

From the reviewed studies, the following are the factors associated with experience and growth of enterprises explained in various studies and models as well: This

includes age, gender, education system, level of education, socialization ability, learning through practices, perception toward business, motivation (personal trait or family members), highly commitment, nation/tribe, government/political support, education and training, community/family support and advice, business ownership.

Additionally, several studies explain that, young entrepreneurs face the high cost of searching for business opportunities (Networks), support for training for more effective in stimulating productive startups than subsidies. However, the interventions targeted at youth arise in societies and high cost of youth employment (United Nations, 2013). Consequently, review of the six types of experience is crucial because, youth entrepreneurs, once established, are particularly active in high-growth sectors (Donna , Kelley and Herrington,2011).

2.4.2.1 Work Experiences

With regard to work experience, age and duration of working in a particular industry was highlighted. According to (Minniti, Bygrave, and Autio, 2005), age of the entrepreneurs is another factor that influences the success of enterprises. He said, in the USA for example, the optimal age for starting a business was found to be between 22 and 45 years. This means starting too early may mean limited abilities, with the period before 22 years. Similarly, starting too late may mean lack of energy and resilience of youth that the business needs regardless of training, education and work experience (Ucbasaran, 2004). Increasing age was found to be strongly positive correlated with work experience, fostering the development of entrepreneurial skills until diminishing effort associated with old age set in (GEM, 2005) while a

successful entrepreneurs have the optimism and energy of youth and experience that comes with age (Kunene, 2008).

Essentially, the ability to assimilate experience and learn from experience itself is one of the key factors influencing the entrepreneurial process. A large number of new firms started by people who have worked (prior to start-up) in the other jobs have relevant experience to identify a business opportunity and the technical ability to produce the product or give the identified services (McCline, Bhat, and Baj 2000). Unfortunately, people lacking work experience have fewer capabilities and may find it more difficult to develop a good business idea (Robertson et al., 2003). For example, one of the study found that, without work experience many of South Africa's black SMEs were remains at the survivalist stage or are doomed to failure from the start (Rwigema and Karungu, 1999). However, previous working experience (especially the one closer to management and the networks of influence found to have essential correlation with success in entrepreneurship (Pantea,2014).

It is generally found that, through work experience, people may develop information and skills that facilitate the formulation of entrepreneurial strategy, the acquisition of resources, and the process of organizing (Kilonzo, 2012). Conversely, experience encompasses work experiences and other practical learning can takes place on the job and non-formal education including education and as training. Both depth of work experience and broad experience across markets are theorized to increase human capital (Becker, 1975).

2.4.2.2 Prior Entrepreneurial Experience

The findings from one of the study found that, previous entrepreneurship experience is considered as an important factor in assessing firm performance (Delmar and Shane 2006; Shane 2000). This experience can be gained into two ways, i.e one through working for or with entrepreneurs, growing up the entrepreneurial parents and watching a friend on how to develop a business. Secondly, is gained hands-on from having started previous ventures (Bird, 1989). It's also supported by need for achievement motivation theory whereby, person's traits and self-motivation (find the opportunities for success in business or being motivated by friends, family members with previous experience in such business industry.

On the other hand, prior entrepreneurial experience helps to develop key competencies, provide considerable motivation for venturing again, open new opportunities and link the entrepreneur to important resource providers. Therefore, youth entrepreneurs with previous startup experience are expected to report better performance of their enterprises (Kilonzo, 2012)). However, in other study, it has been found that, self-employed youth have higher "life satisfaction" than youth in the same age group and are likely to hire fellow youths, setting up fertile ground for further employment creation dynamics (Simpson and Christensen, 2009).

2.4.2.3 Entrepreneurial Experience

In particular, entrepreneurship experience was explained through the education system including type of education level and support through mentorship. Further, youth entrepreneurs with entrepreneurial experience were found to have high chances of success in the management of the enterprises, negotiating for loans,

payment of loans and accessing markets. Overall, the practice of effective small business ownership and entrepreneurship includes a variety of different qualities have association with possessing the knowledge and professional practice to run a business (e.g. Competency development finance) (Kaburi et al., 2013).

One of the reviewed studies found that, entrepreneurship experience was the second-best predictor of performance of youth enterprise development funded enterprises, with a significant positive correlation ($r=0.440$). This implies that entrepreneurial experience among youthful entrepreneurs is paramount to the overall performance of the enterprise (Mwangi and Namusonge, 2015). Additionally, in the similar study entrepreneurial experience found to have positively contributes to business readiness among the youth entrepreneurs since it equips them with enterprise knowledge and management competencies to successfully operate the business. Thus, entrepreneurial enables the youth entrepreneurs to possess the necessary attributes to pursue their dreams and acquire high levels of performance.

Essentially, entrepreneurial experience was measured through the number of businesses previously owned by entrepreneur (Kilonzo, 2012). Of the reviewed study findings, social networks found to be potential source of raising financial capital however, the study highlighted that, less experienced entrepreneurs may lack the social capital to access seed finance (Mosey and Wright, 2007). Recognizes the shortages of entrepreneurship skills have lowered an effectiveness of potential young entrepreneurs and the rate of youth startups which contributes to closing a gap in the entrepreneurship and development literature with a model costly firm creation and

skill differences between young and adult entrepreneurs (United Nations, 2013).

2.4.2.4 Business Ownership Experience

In regard with business ownership experience, one of the study found that, an entrepreneurs who initiated their businesses without any prior business ownership experience have to go through the costs of gaining entrepreneurial skills while implementing the idea (Tustin, 2001). One more study conducted in Kenya 2009 found that, the YEDF managers interviewed during the study admitted that, they had had to cater more to youths with business experience and a track record of success in a similar line of business in order to maintain repayment levels. This indicates clearly that, entrepreneurial experience plays a crucial role in contributing to an entrepreneur's ability to access credit (Gudda and Ngoze, 2009; Mwangi and Namusonge, 2015).

Additionally, the constraints that young entrepreneurs were facing in accessing funding for their business ventures have outlined by the ILO (2003) including ;the lack of business experience and skills (for debt financing); the strict credit-scoring methodologies and regulations; the complex documentation procedures; the long waiting periods (time needed to decide on an application for funding); the lack of knowledge, understanding and awareness of start-up financing possibilities and the lack of successful micro lending/finance funding. Overall, business knowledge and skills was found to influence the business growth and reducing uncertainties (Bruhn-Leon, Eriksson, and Kraemer-Eis, 2012; ILO, 2003).

2.4.2.5 Industry-Specific Experience

One of the studies found that, knowledge gained from career experience provides the entrepreneur with certain key competencies and inside information needed to recognize and exploit opportunities. Having professional experience in an organization that is in the same industry as the one in which the entrepreneur starts his new venture can increase the probability of survival and high performance (Kunene, 2008). Additionally, industry-specific experience is an essential way of acquiring abilities and expertise to respond to a perceived market need) along with gaining important business contacts and insights about the industry (Barreira, 2004).

In generally, knowledge is mostly tacit and costly to build, with entrepreneurs who lack experience struggling to make accurate estimates of sales and expenditure targets (Kunene, 2008). According to Bird, (1989) observes that, those who are lacking industry experience such as high school and college graduate compensate for unproved and possibly underdeveloped skills with technical training and extraordinary zeal. This means that, industry experience have association with better performance. Gibbons and Waldman, (2004) argued that, task-specific human capital is the skills and knowledge acquired through on job learning and that is the reason why people lie in the way their task-specific skills and knowledge are more efficiently in certain tasks and are augmented through past experiences irrespective of the firm or industry, in which they were employed.

2.4.2.6 Management Experience

In the effort to address the challenges of youth various guidelines were formulated depending on the need of the youth. One of the guide formulated as '*The International Labour Organization's Integrated Framework Assessment Guide*' highlighted that, youths bring low levels of management experience to their business since they resort to self-employment only after they have failed to access employment(ILO, 2013). Basically, an entrepreneurial management is a major or minor for the person interested in organizing, owning, managing and assuming the risks of business (entrepreneurship), or assisting organizations in developing w business opportunities (entrepreneurship). However, a new entrepreneur, have the plenty of things to worry about on the daily tasks of running the business is necessary. Overall, one of the more important elements of the business that requires a lot of attention is risk management(ILO, 2013).

Further, there are problems that many new entrepreneurs are still facing, including running business in risk environment and they do not appreciate just how comprehensive a good risk management plan needs to be. Therefore, a business needs protection from loss by taking a long look at exposure to risk and then reduces that risk. However, there are many ways to decrease risk, but first, it's important to become familiar with the entire concept of risk management before beginning protecting the business to avoid negatively affected financially and operationally. Lastly, risk management is something that the new entrepreneurs need to become familiar with if they want their business to survive (<https://ww.cornerstoneondemand.com> n.d.).

Essentially, facing problems may determine their success or failure among the owners of the Small and Medium Enterprises (SME). From such situation problem-solving skills including time management, ability to handle stress and all problem-solving behavior are potential however decisiveness is very important among entrepreneurs as it determines the success or failure of the business

2.5 Growth of Enterprises and its Measures

The selection of success measures that reflect the true situation of small business with some degree of certainty and reliability is indeed a crucial process (Mmari 2014; Murphy, Trailer, and Hill 1996). Lack of the universally accepted standard success measures left the door open to business organizations to decide and choose their own success measures that might not truly reflect their success. Such measures include, but not limited to; market share, sales volume, company reputation, Return on Investment (ROI), profitability, and established corporate identity. Additionally, most of these measures are common to larger corporations in developed countries of Western Europe and North America. Overall, business performance has traditionally been measured by financial success and the growth of the business in terms of revenue (Howard, 2005; Kunene, 2008).

Several studies have found that, there are other various factors that entrepreneurs use to assess the success of their business. Simpson, Tuck, and Bellamy, (2004) argued for the use of the entrepreneur's perceptions is a more meaningful measure of success for entrepreneur's performance. Additionally, factors of success used by entrepreneurs are; sense of achievement, sense of pride and being own boss, contributing to the welfare of the community, customers' and clients' satisfaction,

earning a living, having quality products, lifestyle and staff's satisfaction (Kunene, 2008). According to Mmari, (2014), many of these measures of success are ambiguous; it is difficult to compare data between different studies. This study, therefore, decided to use a measure of youth satisfaction to measure for enterprise growth and associated factors at Kimara Ward, Dar-Es-Salaam.

2.6 Information about Motor Taxi Business Enterprises

Transport infrastructures are significant for the development of exchange in society (UNCTAD, 2005). The rapid diffusion of private, public transport has been boosted by the absence of firm regulation from the public services who adopt a lukewarm attitude over public transport (UNCTAD, 2005). In this less controlled sector, operators of vehicles of great capacities (cars, buses and mini-buses) are more and more in competition with engines of smaller sizes which cover most often a greater share of collective transport. Most recently have appeared in town and cities a new form of public, private transport to serve the growing population however, personal transport is still reserved for minorities (UNCTAD, 2005). In Tanzania, the government sustained to create more jobs among youth and recognizing the motor taxi to be the public, private transport of people and small goods (Bajaj Auto Ltd, 2012).

Currently, commercial motorcycle popularly known as moto taxis are working as registered or not. Until the year 2010, Dar-es-salaam had no room for the Indian Bajaj (tricycle) to be used as a means of transporting passengers. However, today it is a common feature around town and cities after being allowed to fill the gap of

transport services in the city after it become clear that taxis couldn't handle the increased number of passengers (Bajaj Auto Ltd, 2012). On the other hand, penetration of such motor taxi has gotten major consequences in the economic, social and cultural functioning of Tanzanian society including accidents and injuries however, a new business of motor taxi turns out to be a source of revenue that goes a long way to influence the way of life of population.

An Indian two-wheeler and three-wheeler manufacturing company, Bajaj Auto Ltd has introduced a new boxer 100 ES motorbike with engine targeting to expand its motorcycle market share in Tanzania from current 22% to 40% come 2017. Contemporary, motor taxi growth has been a fantastic journey and has great achievement in Tanzania. Additionally, Indian Auto Ltd was selling about 100 items per month in 2012 but currently (2017); they are recently selling 2,500 per month. *“With this new edition, which is about 20% fuel efficiency, the company wishes to take its business to the next level”* (Bajaj Auto Ltd, 2015). One of the Bajaj riders was interviewed by Bajaj Auto Ltd and said that, *“The Bajaj consumes little fuel compared to taxi and usually use \$4.45 fuel on my daily trips and still come up with a profit of \$ 9.55 which is a good business.* Overall, This may be good news for the operator and passengers, it is a tragedy to the taxi business as hardly makes more than Tsh.30, 000 (\$19.10) a day (Bajaj Auto Ltd, 2012).

Generally, this is a good news that the job created through motor taxi in Dar-es-salaam is potential among young entrepreneurs because motor taxi had really changed the life to many ((Bajaj Auto Ltd, 2012). However, youth are certainly

highly vulnerable to business failure and this has seen many youths who find themselves in the street-type activities such as hawking and other petty businesses. Unfortunately, a sudden change in transport habits over the various roads in Dar-es-salaam was a call for concern. News of accident on various television channels, in newspapers and radios relates regular scenes of the accident involving motorbike riders and motor tricycle and passengers. Consequently, government need had to invest greatly in addressing challenges associated with small business for youth to engage in registered business including motor taxi which may assist the government to earn additional tax and hence national development.

2.7 Conceptual Framework

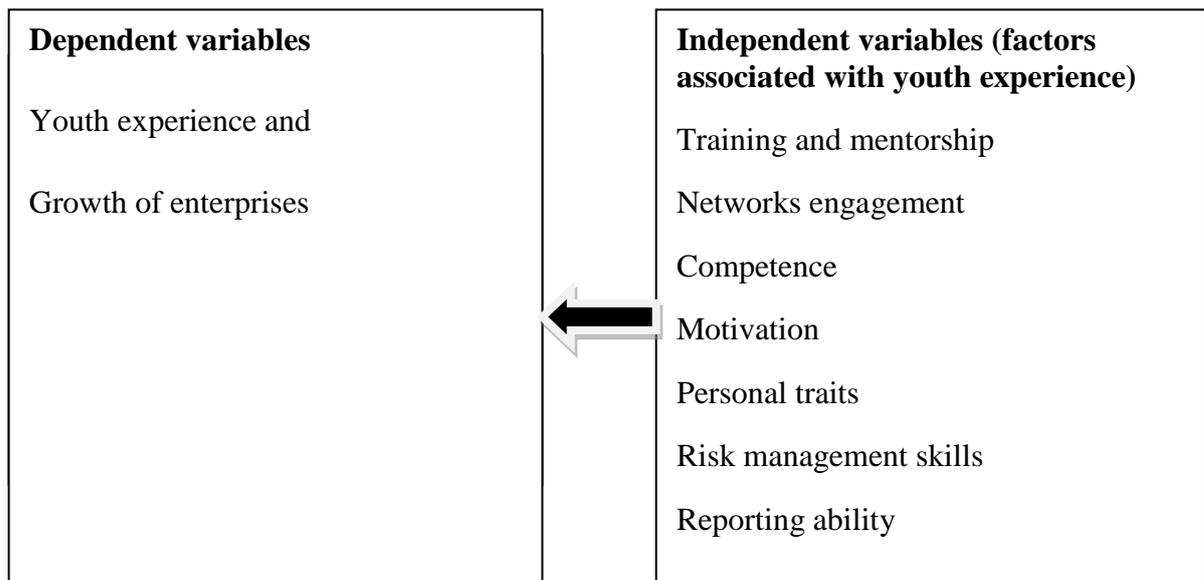


Figure 2.1: Conceptual Framework

Source: Self-conceptualization (2018)

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter represents the methods used in the study and a description of the data analysis. It describes the research procedures in detail, namely; the research design, population and sampling design, sample and sampling techniques, data collection methods, data collection procedures, data analysis and presentation and chapter summary.

3.2 Research Design

A cross-sectional study design with both quantitative and qualitative data was employed to examine the factors association youth experience and growth of enterprises at Kimara ward Dar-es-Salaam. The principal use of descriptive research statistics is to describe information and data through the use of numbers (Cooper, Schindler, and Sun, 2006). This study employed a descriptive research design to describe the general information about quantitative data including the situation of the business, experiences possessed by respondents and factors associated with experience and growth of enterprises. Additionally, qualitative study was designed to explore experience, perception and opinions in detail which might be difficult to be collected from quantitative survey.

3.3 Program Description

Entrepreneurship is the process of creating something new with value by devoting the necessary time and efforts, assuming the accompanying financial, psychic and social risks, and receiving the resulting rewards of monetary and personal satisfaction and independence (Wube ,2010). Specifically, UN and African governments through policymakers have increasingly recognized productive entrepreneurship to be an important driver of economic development through fostering growth, job creation, technology adoption and innovation and poverty alleviation(Ács and Varga, 2005; United Nations, 2013).

Nevertheless, it also reported that, entrepreneurship alone cannot tackle the youth employment challenge, it can be an important part of the response on some key constraints faced by young entrepreneurs in Africa, as covered in various literatures(African Development Bank, 2011). Overall, young people face constraints as a result of their limited resources and experience, entrepreneurial education, access to start-up capital and business provider services. This study was conducted to examine factors associated with experiences and growth of enterprises to improve youth experience because, understanding the factors associated with youth experience is paramount in planning interventions to address youth associated challenge particularly in business.

3.4 Population and Sampling Design

3.4.1 Target Population

The target population was composed of youth entrepreneurs known as motor taxi drivers in Kimara ward, Dar-Es-Salaam Tanzania.

3.4.2 Sampling Design

Essentially, sampling of respondents from the population is potential to ensure generalization of the findings for the entire population. Additionally, sampling was chosen based on the study design where exposure and outcome information were collected at once in a time to reduce the cost with greater accuracy of results, great speed of data collection and availability of the population elements.

3.4.3 Sampling Frame

In regard with the sampling frame, youth who were working as motor taxi drivers aged between 15-45 years were employed to facilitate recruitment of the members of the target population required for survey. Study was done in Dar-es-salaam because, it has been reported that, in urban rate of unemployment is high. This is because most of youth migrated from rural areas to the urban seeking jobs. The motor taxi drivers were chosen from those which had been in business for at least from one year of the motor taxi business (Transport service). Basically, sampling frame was derived from a list of motor taxi drivers through stratified and simple random sampling using folded papers. However, participants who did not give the consent freely, participants with mental disorders like those unable to speak/hear were excluded. Group leaders were also involved in qualitative studies.

3.5 Sample Size and Sampling Techniques

3.5.1 Study Sample Size

The sample size of 42 people was calculated by using mathematical formulae of Cochran Equation to ensure the 95% significance level with 10% non-respondents to bring the power of 80%

Cochran equation

$$n_0 = \frac{Z^2 pq}{e^2}$$

Where

n_0 is the sample size is the sample size,

Z is the abscissa of the normal curve that cuts off an area α at the tails;

$(1 - \alpha)$ is equals to the desired confidence level, e.g., 95%)

- From the sample calculated persons that is unable to complete questionnaires)

e is the desired level of precision (10%)

p is the estimated proportion of an attribute that is present in the population

$$n_0 = \frac{Z^2 pq}{e^2}$$

$q = 1 - p$. is the estimated proportion of an attribute that is absence in the population

$P =$ Unemployment prevalence in Dar-Es-salaam Tanzania (21%)

$$q = 1 - p = (79\%)$$

$$= \frac{1.96^2 * 0.21 * 0.79}{0.017^2}$$

$$= 37.49$$

Add 10% of attrition rate or not obtained to get the desired sample size.

$$= 37.49 / 0.90 = 42$$

Source: Cochran (1963:75).

The sample size was recruited from 6 groups of motor taxi driver groups of which 2 groups were Bajaj and 4 groups were motorbike to make 6 strata. 50 respondents operated in Kimara ward in Dar-Es-Salaam were included in the study for both

quantitative and qualitative information. Additionally, researcher used to assign names to the groups such as group A and B which were Bajaj groups from Korogwe and Baruti center respectively whereas from group C to F was motorbike (motorbike). These two groups were the unit of analysis and forty-two (42) registered motor taxi drivers were considered to be adequate and representative to provide reliability and validity. Overall, respondents were randomly sampled from each motor taxi group with a total of 42 respondents enough to obtain quantitative information while purposive samplings of eight (8) group leaders enrolled to obtain qualitative information through for In-depth Interview (IDIs).

3.5.2 Sampling Techniques

The sampling technique was stratified sampling. The enterprises were first stratified according to the business location and then samples were selected from each stratum and random sampling was applied to get a representative from each group by using folded paper after. Purposive sampling for qualitative information was also employed through recruiting eight group leaders from similar groups recruited for quantitative study. Overall, four group leaders were from two Bajaj group while the other four leaders were from four motorbike groups of which one leader was recruited from each group after all logistics of venue has been made.

3.6 Data Collection Methods

Primary and secondary data were used in this study. Primary data was collected from field while secondary was reviewed from the literature. In this study two different data collection tools were used, including a structured questionnaire for motor taxi drivers to collect all information about factors associated with youth experience and

growth of enterprises. Additionally, in-depth interview checklist was used to explore experience, perception and opinion associated with youth experience and growth of enterprises in detailed to complement information from quantitative survey.

3.7 Data Collection Procedures

Basically, primary data were collected using questionnaires and collected the filled-in questionnaires before leaving each of the selected youth respondents were answered and this took a period of one month. On the other hand, in-depth interview (IDIs) was conducted to eight (8) leaders from each group to explore detailed explanation in relation to experiences, perception and opinions factors associated with youth experience and growth of enterprises. In depth interview allowed to identify a diverse range of the themes in interaction with social environment compared to questionnaire. Additionally, open-ended questions, allowed participants to respond questions and present issues in their own words to increase clarity and understanding of the survey from the same group of study. These allowed determining the data saturation point that had been achieved.

3.8 Pre-Testing

Essentially, pre-testing was made to the registered motor taxi drivers for quality control after the interviewer was trained intensively in convenient environments with competent. Revision of questionnaire was done after pre-testing to improve the quality of questionnaires.

Validity: Content validity was determined by pre-testing to determine whether the questionnaire items were correctly sound in order to avoid misinterpretation when

they were finally administered to the samples in the main study. After pre-testing, the questionnaire was reversed by an expert while using more than one method of data collection employed to increase the validity of the study. A questionnaire was also translated to Kiswahili to allow easy understanding and validity as well.

Reliability: Data cleaning was done to enhance consistency and dependency, accuracy and adequacy of the instruments. Reliability analysis by SPSS was used also to check out the reliability of the data before analysis. Consistencies of the test items were measured by the degree to which the test items attracted similar and related responses from the samples in the pre- testing exercise.

Additionally, pre-test was made even for the qualitative study whereas in-depth interview sheet was used to enhance consistency and dependency, accuracy and adequacy of the instruments.

The table below shows how reliability analysis of the data was presented.

Table 3.1 Show the Reliability Analysis output of the Factors Associated with Youth Experience and Growth of Enterprises

Factors associated with experience and growth of business enterprises	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
WE1=Duration spent in business	11.1905	31.865	.403	.890
WE2 =Ability to generate good business ideas	10.5714	25.275	.738	.839
WE3 =Ability to identify business opportunities	10.6667	23.837	.885	.809
WE4 =Number of training attended by participants	10.8333	24.240	.943	.801
WE5= Number of networks established or engaged by participants	10.6667	24.276	.873	.812
WE6 =Number of networks established or engaged by participants	10.7143	34.014	.223	.913
PE1 =Government and stakeholders support	11.5238	27.329	.002	.886
PE2 =Previous business before motor taxi business	11.8095	19.134	.820	.726

PE3= Passion and self-motivation toward business	11.6429	19.699	.725	.746
PE4= Competence to open new opportunities and develop link with resources providers	11.6905	18.414	.760	.733
PE5 =Ability of reporting better performance of enterprise	11.5476	19.864	.612	.770
PE6 =Motivation from entrepreneurial parents/family members	11.7857	19.831	.599	.773
EE1 =Business readiness to equip enterprise knowledge and management competence	8.2619	11.369	.733	.807
EE2 =Ability to negotiate for loan, repayment and access markets	8.2857	12.746	.519	.862
EE3= Number of networks established or engaged by participants	8.0952	12.332	.533	.861
EE4= Number of mentorship training attended by participants	8.4286	11.226	.879	.774
EE5 =Effects of education system on entrepreneurship experience	8.2619	11.320	.719	.811
OE1= Benefit of the business	11.4286	30.056	.375	.887
OE2= Ability to track records in order to maintain repayment	11.3810	24.339	.921	.791
OE3= Ownership of motor taxi (motorcycle	11.2619	24.637	.855	.802
OE4= Knowledge and awareness of start-up financing possibilities and risk management	11.4048	29.564	.409	.882
OE5 =Credit scoring methodology and regulations	11.1905	26.743	.600	.850
OE6 =Capability of being financed/funded	11.3095	24.658	.859	.801
IE1 Key competences to recognize and exploit opportunities	8.9524	12.437	.796	.695
IE2 Acquiring ability and exploit to respond to perceived market	8.8571	14.272	.547	.772
IE3= Ability to make accurate estimates of sales and expenditure	8.4762	14.256	.376	.836
IE4 Ability to foreseeing the problems more clearly	8.5476	14.059	.596	.759
IE5 =Ability to increase technical, interpersonal and communication skills both oral and written	8.7857	12.807	.663	.735
ME1= Ability to develop new opportunities	11.6905	27.438	.738	.859
ME2= Ability to create unique experiences for customers& Manage human resources	11.4286	24.153	.885	.831
ME3= Number of risk management training	11.5476	32.156	.401	.905
ME4= Ability to make decision for determining success or failure	11.3571	30.333	.458	.901
ME5= Knowledge on strategic management and leadership	11.4286	24.056	.839	.839
ME6= Ability to make follow-up from planning stage to the closing stage	11.4762	24.792	.877	.833

3.9 Data Analysis and Presentation

The raw data was properly inspected for completeness whereas a quantitative method was emphasized objective measurement and the statistical mathematical models. Data were collected through administered questionnaires and in-depth interview guide by manipulating pre-existing statistical data using computation techniques, transcribing and coding of the themes. Additionally, data from the questionnaires were coded and analyzed using Statistical Package for Social Science (SPSS) for common themes while Microsoft excel was used to generate tables, charts and graphs for the presentation. Quantitative findings presented using percentages and correlation coefficients to check the significance relationship. Essentially, correlation and linear regression model was carried out for easier to understand and work with and secondly is flexible and offers an important set of tools for clear understanding for association among parameters of the study. Overall, Qualitative information was analyzed and presented in each section to complement the quantitative data by giving explanation in detail of quantitative study.

3.9.1 Linear Regression Equation Model

$$Y = \alpha_0 + \alpha_1 X_1 + \alpha_2 X_2 + \alpha_3 X_3 + \epsilon$$

Y is the dependent variable (growth of enterprises as determined by operator's satisfaction)

α_0 Y-intercept (autonomous growth α_0 intercept (autonomous growth)

α_i coefficients of independent variables

Xi Independent variables (X1 = Work Experiences, X2=Prior-entrepreneurship experiences, X3= Entrepreneurship experiences, X4= Business ownership experiences, X5= Industry specific experiences and X6= Management experiences

3.10 Chapter Summary

This provided step by step methods of carrying out the study. It was given details of the target population; how a sample was obtained. Moreover, it was endowed with details of instrument used to collect data and the research procedures undertaken and finally, it provided details on data analysis. Overall, factors that were found to be significance with high effect size were suggested to be considered in formulation of programs or policies to increase youth economy through improving experience among them.

3.11 Ethical Considerations

Ethical practices were defined as moral stance that involves conducting research to acquire not just high professional standards of technical procedures but also respect and protection for peoples actively involved in the study. Therefore, prior permission to conduct research permission ethical approve was requested.

Furthermore, all information about research was provided adequately and clear explanation on the purpose of the study to the respondents and their voluntary participation and consent sought. Overall, respondents were also assured of confidentiality of information they provided since they were not required to provide their names on questionnaires to conceal their identities.

CHAPTER FOUR

FINDINGS AND DISCUSSIONS

4.1 Introduction

This chapter represents the findings and discussion of the study. It presents the analysis of the quantitative information views and qualitative information including experience perception and opinions of the study sample about factors associated with youth experiences and growth of youth entrepreneurs; a case of motor taxi business in Kimara ward Dar-Es-Salaam.

4.2 Background and Demographic Information of the Respondents

This study employed mixed method of quantitative study. Quantitative data were collected from 42 and while qualitative data were collected from 8 respondents of which both were used to secure the relevant information required for the study. For the in-depth interview's leaders from each selected group were recruited. Next were the demographic information collected from the participants during survey at Kimara ward Dar-es-Salaam.

Table 4.1: Shows the Demographic Information of Participants

Demographic information of participants (Youth)			
Factors	Attributes	Number of frequencies	Percentage (%)
Age	1. 16-25 years	21	50
	2. 26-35 years	13	31
	3. 36-45 years	8	19
Gender	1. Male	41	98
	2. Female	1	2
Education Level	1. Std Seven	17	40.5
	2. Form Four	12	28.6
	3. Form Six	4	9.5
	4. College	2	4.8
	5. University	4	9.5
	6. Uncompleted primary/secondary school	3	7.1

Source: Researcher, (2018).

4.2.1 Gender of Respondents

The following Table 4.1 Shows the general background of the respondents. It shows the categorical data from the respondents, which include gender, education level and age. The findings of the study found that, (98%) of the respondents were males compared to female (2%). This revealed that, youth women are more vulnerable to employment compared to men based on this available data. They need to be empowered for them to generate their own economy even through business. Most of women were committed and engaged even in intensive labour activities including preparation of the concrete materials during the road and housing constructions. Generally, this finding is similarly to the national information of which unemployment found to be more high in youth women (14.3%) compared to young men (12.3%) (URT, 2012).

4.2.2 Education Level of Respondents

Figure 4.1 shows the categorical data for the respondents, regarding the education level of the respondent. The findings show that, most of the youth involved in the motor taxi completed standard seven with (40.5%) and form four (28.6%). The remaining were form six (9.5%), college (4.8%), university (9.5%) and who did not complete primary/secondary school (7.1%). From these results, a great number of youths were not sustained to higher education to acquire the knowledge and skills that would facilitate them to improve their business and support growth of the business. Overall, intensive entrepreneurship and mentorship training, attitude and confidence were significance in influencing the growth of the business enterprises.

Additionally, this is supported by Australian Ministerial Council on Education, Employment Training and Youth Affairs (AMCEETYA) who defined entrepreneurial education as; learning directed towards developing young people, those skills and competence, understanding the attributes which equip them to be innovative, to identify, create, initiate and successfully manage personal, community business and work opportunities including working themselves. Thus education is not only means to foster youth entrepreneurship and self-employment, but also equips young people with attitudes and skills to cope with uncertain employment paths of today's societies (Gallaway et al., 2005).

Notably, most education systems still teach traditional values of competence to the norm rather than independent thinking and acting, risk taking and self-reliance and nurtures skills appropriate to working in the public sector or large organizations and

companies but not for an entrepreneurial career (Schoof, 2006). Successful entrepreneurs are usually literate, numerate, have some technical or occupational competence and are able to communicate effectively. Therefore, the useful tool is basic knowledge of generic business activities such as product development, pricing, sales and marketing, record keeping and cost control and money management. However, the need to empower youth from the primary level was of necessity. Lastly, respondents continue to clarify that, those who graduated from a high-level education, they also lack entrepreneurship skills, hence fearing of engaging in self-employment.

4.2.3 Age of Respondents

The findings confirmed that, the business was truth targeted for the youth because most of the motor taxi drivers were within the range of the youth age category. The study found that, most of them were aged between 16-25 years was (50%) and between 26-35 years were (31%) while only (19%) were between 36-45 years.

Additionally, successful entrepreneurs, irrespective of their age should exhibit the following traits; need for achievement, innovation, proactive personality, generalized self-efficiency, stress tolerance, need for autonomy, internal focus of control and risk taking.

Compared to Knight et al of 2003 in Mokaya, (2013) entrepreneur risks of losing their investments in the contract to managers and therefore, they are in high risk taking. Risk taking is an important trait because entrepreneurs are required to take decisions in an environment full of uncertainty. Therefore, the need for achievement requires entrepreneurs to choose tasks of moderate difficulty accept responsibility for

results and seeks feedback on action outcomes. Overall, age should be considered in respect to the youth experience and growth of the business whereas youth were at risks because large number of youths involve in motor taxi business without experience of managing business risks.

4.3 Youth Experiences and Growth of Enterprises

Various experiences on the growth of the motor taxi business were discussed based on frequencies. The experiences possessed by motor taxi drivers were very limited including working experience, prior entrepreneurship experience, entrepreneurship experience, business ownership experience, industry specific experience and management experience. Only (28.6%) of respondents found to enclose working experience, (40.5%), prior entrepreneurship experience, (47.6%), entrepreneurship experience, (40.5%) business ownership experience, (35.7%) industry specific experience and (26.2%) management experience. Additionally, youth entrepreneurs were lacking the fundamental experiences which found to be drivers in business growth in supportive with knowledge skills. Furthermore, lack of experience was found to be an indicator of limited skills in their business, but not limited to the motor taxi business only.

Table 4.2: Types of Experiences Responses

Types of experience	Response	Frequency	Percentage (%)
Work experience	Yes	12	28.6
	No	30	71.4
	Total	42	100.0
Prior entrepreneurship experience	Yes	17	40.5
	No	25	59.5
	Total	42	100.0
Entrepreneurship experience	Yes	20	47.6
	No	22	52.4
	Total	42	100.0
Business ownership experience	Yes	17	40.5
	No	25	59.5
	Total	42	100.0
Specific industry experience	Yes	15	35.7
	No	27	64.3
	Total	42	100.0
Management experience	Yes	11	26.2
	No	31	78.8
	Total	42	100.0

Source: researcher, (2018)

4.3.1 Work Experience

Table 4.2 shows the data for the respondents, regarding the work experience of the respondents. Of respondents who have work experience in motor taxi business accounts to (28.6%) while (71.4%) were lacking the work experience before start-up of the motor taxi business. Additionally, few respondents who had work experience had been working with various industries including milk processing industry which is found at Ubungo area in Dar-Es-Salaam. Overall, they used Bajaj in milk distribution while the other respondents gained experience from being taxi drivers before shifting to motor taxi business in grown towns. Compared to Sagwe, Gicharu, and Mahea, (2011) who highlighted that, work experience as one of the factors that positively contributes to business readiness among the youth and women entrepreneurs in Kenya. Work experience is also linked to business success in a

survey study conducted by Ernest and Young, (2013) in which 685 entrepreneurs and winners of Entrepreneur of the Year Award were interviewed and many of whom cited experience in the corporate environment as an employee had the greatest impact in contributing to the success of their ventures.

4.3.2 Prior Entrepreneurship Experience

Table 4.2 shows the data for the respondents; regarding of prior entrepreneurship experience. Prior entrepreneurship experience was an important key in this study. Of the findings found that approximately (40.5%) of respondents were having prior entrepreneurship experience before the motor taxi business and (59.5%) respondents were lacking prior entrepreneurship experience. Overall, lack of prior entrepreneurship experience has negative impacts on the business, thus youth requires additional entrepreneurship skills before entering any business.

Similarly, Makau (2010) in their study to assess the extent of empowerment of low income at household levels was found that, youth micro-entrepreneurs with previous experiences had been able to honor their loan commitments and had attained great strides in the process of poverty alleviation. In a study on the current practices and opportunities for microfinance with youth in conflict-affected areas, James-Wilson and Hall, (2006) found that, business startups, whether by adults or youth are usually only financed if the applicant has prior experience in the type of business, while persons with no real experience in the business are viewed as having no chance of success.

4.3.3 Entrepreneurship Experience

Table 4.2 shows the data for the respondents; regarding of entrepreneurship experience. In this study (47.6%) respondents found to have entrepreneurship experiences while (52.4%) respondents were lacking entrepreneurship experiences during the study. It also found that, youth with business experience were silent lack entrepreneurship skills. Additionally, the aforementioned studies were clearly indicated that entrepreneurial experience plays a crucial role in contributing to an entrepreneur's ability to access credit (Kinyua, 2015). Notably, in another study clearly indicated that, entrepreneurial experience plays a crucial role in contributing to an entrepreneur's ability to access credit (Mwangi and Namusonge, 2015).

4.3.4 Business Ownership Experience

Table 4.2 shows the data for the respondents; regarding of business experience. The finding of the study shows that (40.5%) respondents were having business ownership experience. Of respondents with business experience found that, ownership of business experience before had increased their commitment in business they are currently operating. Overall, failures and successfulness on the previous business were termed as the reason learnt to the current business.

According to Gudda and Ngoze, (2009), managers interviewed during the study admitted that, they had had to cater more to youths with business experience and a track record of success in a similar line of business in order to maintain repayment levels. Additionally, experience in business has also been shown to have a marked influence on the level of loan repayment within financial schemes (ILO, 2013).

Generally, the study found that, motor taxi entrepreneurs need additional business experience to determine the growth of their business.

4.3.5 Industry Specific Experience

Table 4.2 shows the categorical data for the respondents, regarding specific industry experience of the respondents. Based on the findings, the study found that, only (35.7%) respondents were having the specific industry experience. The specific experience was experienced from driving the taxi before engaging the motor taxi business. In other hand respondents gained specific experience from being trained from transportation institution, including NIT, VETA and other registered driving schools and reported to have driving license however they were not equipped in safe driving experience.

Notably, specific experience includes management know-how and specific industry knowledge from accumulated work habits and business experience, which brings understanding of how business is done in a specific context of suppliers, competitors and customers in a specific industry. Thus, industry experience is paramount as expected to associate with better success of the business and revealed during engagement of contract between youth with motor taxi owners.

4.3. 6 Management Experience

Table 4.2 shows the data for the respondents; regarding of management experience and (26.2%) found to have management experience. A dynamic business depends on the leader being able to articulate the vision of the company to the team and to build a team towards efficiency (Rigwema and Venter, 2004). Further, having persuasive

negotiating skills is important for entrepreneurship (Guzmán and Javier Santos, 2001). One of the studies found that, timing and time management are important for entrepreneurship however, (73.8%) were lacking the management experience. It also found that, competent management skills are a prerequisite for the success of SMEs (Spence and Rutherford, 2003).

Overall, management competence (or know-how, capacity, abilities and skills) are a set of factors associated with successful businesses, as they give the entrepreneur the ability to perform a role successfully and the power to act effectively in a particular range of possible future circumstance (Kunene, 2008). Generally, for the business to survive for many years to come, then creation of the comprehensive risk management plans for every possible contingency is necessary. However, if the risk management plan wouldn't do, the company or business would be exposed to a great deal of potential problems(<https://ww.cornerstoneondemand.com> n.d.).

4.4 Linear Regression between Growth Satisfaction and Youth Experiences

Table 4.3 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.768 ^a	.590	.520	.44353

a. Predictors: (Constant), Management experience, Industry specific experience, Business ownership experience, Prior entrepreneurship experience, Entrepreneurship experience, Working experiences

Table 4.4 ANOVA^a

Model		Sum of Squares	d.f	Mean Square	F	Sig.
1	Regression	9.901	6	1.650	8.388	.000 ^b
	Residual	6.885	35	.197		
	Total	16.786	41			

a. Dependent Variable: Growth satisfaction of enterprises

b. Predictors: (Constant), Management experience, Industry specific experience, Business ownership experience, Prior entrepreneurship experience, Entrepreneurship experience, Working experiences

Table 4.5 Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.776	.672		1.154	.256
	Working experiences	.485	.211	.347	2.299	.028
	Prior entrepreneurship experience	.306	.150	.238	2.040	.049
	Entrepreneurship experience	-.121	.170	-.096	-.712	.481
	Business ownership experience	1.105	.193	.858	5.715	.000
	Industry specific experience	-.045	.153	-.034	-.293	.772
	Management experience	-.386	.164	-.269	-2.359	.024

a. Dependent Variable: Growth satisfaction of enterprises

This table 4.5 shows the p-value and coefficients for the explanatory variable in the study from linear regression. In this study the findings showed that, work experiences were significance with ($p=0.028$), prior-entrepreneurship experiences, ($p=0.049$), business ownership experiences ($p =0.001$) and management experience ($p=0.024$). These findings were statistically significant toward the growth of the enterprises at 95% confidence level while entrepreneurship experience ($p=0.481$) and industry specific experience ($p=0.777$) were not significant. Overall, these results of work experiences, prior-entrepreneurship experiences, business ownership experiences and management experience were critical for the growth of enterprises while the effect of entrepreneurship experience and industry specific experience was low. The value of coefficients was substituted in the linear Regression Model:

$$Y = 0.776 + 0.485 (\text{Working Exp}) + 0.306 (\text{Prior-Entre. Exp.}) + 1.105 (\text{Business ownership Exp.}) + -0.386 (\text{Management Exp}) + -0.121(\text{Entrepreneurship Exp}) + -0.045 (\text{Industry Spec. Exp.}).$$

4.5 The Factors Associated with Youth Experience and Growth of Enterprise

In this section, the factors associated with youth experience and growth of enterprises was acknowledged from the correlation analysis of each type of experience and particular associated factor.

4.5.1 Correlations between Factors Associated with Working Experiences and Growth of Enterprise

Table 4.6: Correlations between Factors Associated with Working Experiences and Growth of Enterprises.

		Correlations					
Growth satisfaction of enterprises		WE1	WE2	WE3	WE4	WE5	WE6
Growth satisfaction of enterprises	Pearson Correlation						
	Sig. (2-tailed)						
	N						
WE1	Pearson Correlation	.278					
	Sig. (2-tailed)	.075					
	N	42					
WE2	Pearson Correlation	.367*	.324*				
	Sig. (2-tailed)	.017	.036				
	N	42	42				
WE3	Pearson Correlation	.420**	.497**	.816**			
	Sig. (2-tailed)	.006	.001	.000			
	N	42	42	42			
WE4	Pearson Correlation	.527**	.492**	.815**	.901**		
	Sig. (2-tailed)	.000	.001	.000	.000		
	N	42	42	42	42		
WE5	Pearson Correlation	.540**	.431**	.681**	.805**	.910**	
	Sig. (2-tailed)	.000	.004	.000	.000	.000	
	N	42	42	42	42	42	
WE6	Pearson Correlation	.122	-.145	.129	.219	.294	.409**
	Sig. (2-tailed)	.441	.358	.416	.163	.059	.007
	N	42	42	42	42	42	42

*. Correlation is significant at the 0.05 level (2-tailed). **. Correlation is significant at the 0.01 level (2-tailed).

WE 1= Duration spent in business

WE2= Ability to generate good business ideas

WE3= Ability to identify business opportunities

WE4= Number of training attended by participants

WE5= Number of networks established or engaged by participants

WE6= Access to information and skills to develop entrepreneurship strategy

In regard to, the findings from correlation between factors associated with work experience and growth of enterprises the study found that: Duration spent in business had $r=0.278$ and ($p= 0.075$), ability to generate good business ideas had $r=0.324$ and ($p=0.036$), ability to identify business opportunities had $r= 0.816$ and ($p= 0.001$) number of training attended by participants had $r=0.901$ and ($p=0.001$), number of networks established or engaged by participants had $r=0.910$ and ($p=0.001$), access to information and skills to develop entrepreneurship strategy had $r=0.409$ and ($p=0.007$). Generally, from these findings five indicator variables significance at p-value less than 0.05 were considered to have positive significance relationship and working experience

4.5.2 Correlations between Factors associated with Prior-Entrepreneurship Experience and Growth of enterprises

Table 4.7: Correlations between Factors Associated with Prior-Entrepreneurship Experience.

		Correlations					
Growth satisfaction of enterprises		PE1	PE2	PE3	PE4	PE5	PE6
Growth satisfaction of enterprises	Pearson Correlation						
	Sig. (2-tailed)						
	N						
PE1	Pearson Correlation	-.343*					
	Sig. (2-tailed)	.026					
	N	42					
PE2	Pearson Correlation	.217	.003				
	Sig. (2-tailed)	.167	.983				
	N	42	42				
PE3	Pearson Correlation	.099	-.038	.841**			
	Sig. (2-tailed)	.534	.813	.000			
	N	42	42	42			
PE4	Pearson Correlation	.172	.013	.893**	.787**		
	Sig. (2-tailed)	.277	.936	.000	.000		
	N	42	42	42	42		
PE5	Pearson Correlation	.039	-.017	.523**	.521**	.497**	
	Sig. (2-tailed)	.804	.917	.000	.000	.001	
	N	42	42	42	42	42	
PE6	Pearson Correlation	-.096	.042	.543**	.428**	.475**	.654**
	Sig. (2-tailed)	.546	.790	.000	.005	.001	.000
	N	42	42	42	42	42	42

*. Correlation is significant at the 0.05 level (2-tailed). **. Correlation is significant at the 0.01 level (2-tailed).

PE1= Government and stakeholders support

PE2= Previous business before motor taxi business

PE3= Passion and self-motivation toward business

PE4= Competence to open new opportunities and develop link with
resources providers

PE5= Ability of reporting better performance of enterprise

PE6= Motivation from entrepreneurial parents/family members and friends

Of the findings of the correlation between factors associated with prior-entrepreneurship experience and growth of enterprises were found that: Government and stakeholders support had $r = -0.343$ and ($p=0.026$), previous business before motor taxi business had $r= 0.003$ and ($p= 0.983$), passion and self-motivation toward business had $r=0.841$ and ($p= 0.001$), competence to open new opportunities and develop link with resources providers had $r= 0.787$ and ($p=0.001$), ability of reporting better performance of enterprise had $r=0.497$ and ($p= 0.001$) and motivation from entrepreneurial parents/family members and friends had $r=0.654$ and ($p=0.001$). In general, four associated factors had positive correlation while one with negative correlation at significance level at 0.05. On the other hand, one factor was found not to correlate with prior entrepreneurship experience.

4.5.3 Correlations between Factors associated with Entrepreneurship Experience and Growth of Enterprise

Table 4.8: Correlations between Factors associated with Entrepreneurship Experience and Growth of Enterprise.

Growth satisfaction of enterprises		EE1	EE2	EE3	EE4	
Growth satisfaction of enterprises	Pearson Correlation					
	Sig. (2-tailed)					
EE1	N					
	Pearson Correlation	.257				
EE2	Sig. (2-tailed)	.100				
	N	42				
EE3	Pearson Correlation	.005	.407**			
	Sig. (2-tailed)	.974	.007			
EE4	N	42	42			
	Pearson Correlation	.330*	.433**	.442**		
EE5	Sig. (2-tailed)	.033	.004	.003		
	N	42	42	42		
EE1	Pearson Correlation	.188	.817**	.510**	.544**	
	Sig. (2-tailed)	.234	.000	.001	.000	
EE2	N	42	42	42	42	
	Pearson Correlation	.077	.707**	.398**	.384*	.847**
EE3	Sig. (2-tailed)	.626	.000	.009	.012	.000
	N	42	42	42	42	42

EE1= Business readiness to equip enterprise knowledge and management

competence

EE2= Ability to negotiate for loan, repayment and access markets

EE3= Number of networks established or engaged by participants

EE4= Number of mentorship training attended by participants

EE5= Effects of education system on entrepreneurship experience

Findings from correlation between factors associated with entrepreneurship experience and growth of enterprises revealed that: Business readiness to equip enterprise knowledge and management competence had $r = 0.257$ and ($p = 0.100$); ability to negotiate for loan, repayment and access markets had $r = 0.407$ and

($p=0.007$); number of networks established or engaged by participants had $r = 0.442$ and ($p=0.003$); number of mentorship training attended by participants had $r=0.544$ and ($p= 0.001$); effects of education system on entrepreneurship experience $r = 0.847$ and $p = (0.001)$. Lastly, five associated factors had confidence level at p -value less than 0.05 in which were considered to have significant relationship between entrepreneurship experience and growth of business enterprises

4.5.4 Correlations between Factors associated with Business Ownership Experience and Growth of Enterprise

Table 4.9: Correlations between Factors associated with Business Ownership Experience and Growth of Enterprise.

		Correlations					O
Growth satisfaction of enterprises		OE1	OE2	OE3	OE4	OE5	E6
Growth satisfaction of enterprises	Pearson Correlation						
	Sig. (2-tailed)						
	N						
OE1	Pearson Correlation	.043					
	Sig. (2-tailed)	.789					
	N	42					
OE2	Pearson Correlation	.019	.426**				
	Sig. (2-tailed)	.903	.005				
	N	42	42				
OE3	Pearson Correlation	.000	.387*	.893**			
	Sig. (2-tailed)	1.000	.011	.000			
	N	42	42	42			
OE4	Pearson Correlation	-.040	.036	.536**	.561**		
	Sig. (2-tailed)	.799	.821	.000	.000		
	N	42	42	42	42		
OE5	Pearson Correlation	.251	.327*	.642**	.568**	.165	
	Sig. (2-tailed)	.108	.034	.000	.000	.296	
	N	42	42	42	42	42	
OE6	Pearson Correlation	.084	.394**	.920**	.812**	.416**	.690**
	Sig. (2-tailed)	.596	.010	.000	.000	.006	.000
	N	42	42	42	42	42	42

*. Correlation is significant at the 0.05 level (2-tailed). **. Correlation is significant at the 0.01 level (2-tailed).

OE1= Benefit of the business

OE2= Ability to track records in order to maintain repayment

OE3= Ownership of motor taxi (motorcycle)

OE4= Knowledge and awareness of start-up financing possibilities and risk management

OE5=Credit scoring methodology and regulations

OE6= Capability of being financed/funded

Additionally, correlation between business ownership experience and associated factors were found that: Benefit of the business had $r=0.043$ and ($p=0.789$); ability to track records in order to maintain repayment had $r = 0.426$ and ($p=0.005$); ownership of motor taxi (motorcycle $r = 0.893$ and ($p=0.001$); knowledge and awareness of start-up financing possibilities and risk management had $r= 0.561$ and $p= 0.001$; credit scoring methodology and regulations had $r = 0.165$ and ($p= 0.296$) and capability of being financed/funded had $r=0.690$ and ($p= 0.001$). Notably from these findings, four indicator variables at significance level of less than 0.05 in which were considered to have a positive significance relationship between youth entrepreneurship experience and growth of enterprises.

4.5.5 Correlations between Factors associated with Specific Industry Experience and Growth of Enterprises

Table 4.10: Correlations between Factors associated with Specific Industry Experience and Growth of enterprise.

Correlations						
Growth satisfaction of enterprises		IE1	IE2	IE3	IE4	IE5
Growth satisfaction of enterprises	Pearson Correlation					
	Sig. (2-tailed)					
	N					
IE1	Pearson Correlation	-.071				
	Sig. (2-tailed)	.654				
	N	42				
IE2	Pearson Correlation	.039	.588**			
	Sig. (2-tailed)	.808	.000			
	N	42	42			
IE3	Pearson Correlation	.035	.317*	.328*		
	Sig. (2-tailed)	.826	.041	.034		
	N	42	42	42		
IE4	Pearson Correlation	-.205	.632**	.281	.389*	
	Sig. (2-tailed)	.192	.000	.071	.011	
	N	42	42	42	42	
IE5	Pearson Correlation	-.205	.814**	.505**	.210	.525**
	Sig. (2-tailed)	.192	.000	.001	.182	.000
	N	42	42	42	42	42

*. Correlation is significant at the 0.05 level (2-tailed). **. Correlation is significant at the 0.01 level (2-tailed).

IE1= Key competences to recognize and exploit opportunities

IE2= Acquiring ability and exploit to respond to perceived market

IE3= Ability to make accurate estimates of sales and expenditure targets

IE4= Ability to foreseeing the problems more clearly

IE5= Ability to increase technical, interpersonal and communication skills both oral and written

Essentially, correlation between specific industry experience and associated factors were found that: Key competences to recognize and exploit opportunities had $r = -$

0.071 and $p=0.654$; acquiring ability and exploit to respond to perceived market had $r=0.588$ and $p= 0.001$; ability to make accurate estimates of sales and expenditure targets had $r=0.328$ and $p= 0.034$; and ability to foreseeing the problems more clearly had $r=0.389$ and $p= 0.011$ and ability to increase technical, interpersonal and communication skills both oral and written had $r=0.525$ and $p= 0.001$. On the other hand, four indicator variables which had probability values equal to or less than 0.05 ($p=0.05$) were considered to have significant relationship variables between specific industry experience and growth of business enterprises

4.5.6 Correlations between Factors associated with Management Experience and Growth satisfaction of enterprise

Table 4.11: Correlations between Factors associated with Management Experience and Growth satisfaction of enterprise.

		Correlations					
Growth satisfaction of enterprises		ME1	ME2	ME3	ME4	ME5	ME6
Growth satisfaction of enterprises	Pearson Correlation						
	Sig. (2-tailed)						
	N						
ME1	Pearson Correlation	-.054					
	Sig. (2-tailed)	.733					
	N	42					
ME2	Pearson Correlation	-.025	.647**				
	Sig. (2-tailed)	.873	.000				
	N	42	42				
ME3	Pearson Correlation	.167	.433**	.380*			
	Sig. (2-tailed)	.291	.004	.013			
	N	42	42	42			
ME4	Pearson Correlation	-.022	.602**	.385*	.176		
	Sig. (2-tailed)	.891	.000	.012	.266		
	N	42	42	42	42		
ME5	Pearson Correlation	-.050	.603**	.953**	.378*	.341*	
	Sig. (2-tailed)	.752	.000	.000	.014	.027	
	N	42	42	42	42	42	
ME6	Pearson Correlation	-.031	.648**	.962**	.338*	.430**	.917*
	Sig. (2-tailed)	.847	.000	.000	.029	.005	.000
	N	42	42	42	42	42	42

*. Correlation is significant at the 0.05 level (2-tailed). **. Correlation is significant at the 0.01 level (2-tailed)

ME1= Ability to develop new opportunities

ME2=Ability to create unique experiences for customers& Manage human resources

ME3= Number of risk management training

ME4= Ability to make decision for determining success or failure of business

ME5= Knowledge on strategic management and leadership

ME6= Ability to make follow-up from planning stage to the closing stage

Generally, correlation between associated factors and management experience found the following relationship as a result of the management experience as agreed with respondents: Ability to develop new opportunities had $r = -0.054$ and $p = 0.733$; ability to create unique experiences for customers& manage human resources had $r = 0.647$ and $p = 0.001$; number of risk management training had $r = 0.380$ and $p = 0.013$, ability to make decision for determining success or failure of business had $r = 0.176$ and $p = 0.266$, knowledge on strategic management and leadership $r = 0.341$ and $p = 0.027$ and ability to make follow-up from planning stage to the closing stage had $r = 0.917$ and $p = 0.001$. Overall, four indicator variables at confidence level of equal to or less than 0.05 ($p = 0.05$) were considered to have significant relationship between management experience and business growth of the business enterprises.

4.6. Reasons Explored for the Low Youth Experience and Growth Enterprises

4.6.1 Ownership of Business Prior to Business Enterprise

Of concern from the findings of in-depth interview with group leaders', very few of the respondents found to have business before the current business. Overall, around half of youth were engaged to the business without experience however, some were gained experience through participating, act or by observation. Further, they also reported that, for those who owned retailed shops before, they failed to manage effectively their shops and therefore decided to engage in motor taxi business (business expectation has influence on the growth of the business). However, only few respondents reported on existing of previous business as, they initiated worth entrepreneurship project, including selling of sugar, salt, flours, oil etc.

Additionally, interviewers highlighted that undergo the failure experience in business have greater opportunity to select worth entrepreneurship project later and hence the pre-experience itself have significance on the growth of the business. From these explanations, having business before choosing of a new business increases the possibilities of business to grow due to the skills gained and experience compared to those without business before engaging to the business. According to Mwangi and Namusonge, (2015) having prior business increases ability to access credit and being able to initiate new business or expand the existing business.

4.6.2 Ownership Pattern of Motor Taxi (Bajaj or Pikipiki)

In regard with ownership pattern of motor taxi, a great number of youths found to lack the ownerships of motor taxi and engaging the contract with people who owned motor taxis with agreement of providing part of the revenue collected per day. Overall, were required to hand over twenty thousand shillings (20,000) per week in case of motorcycle (pikipiki) while the other hand over, thirty thousand (30,000) per day for the case of Bajaj.

On the other hand, group leaders emphasized that, having their own motor taxi has influence on the growth of the business and for such reason's youth need proper strategy including subsidized the motor taxis or getting motor taxi loan as equipment. Generally, group leaders stated that, contracting system is potential for business growth if youth were focused because it needed nothing as starting capital compared to other kind of business. However, the system has its own challenges. Overall, youth need to be empowered through entrepreneurship training to gain skills and experience on how to run motor taxi as business and an alternative to employment.

4.6.3 Experience of Business Registration

From the experience of group leaders involved in the study, business registration is very potential as it creates good network and collaboration among themselves however; most of the motor taxi groups were not registered despite of the goodness of collaboration. At Kimara ward the groups registered as Bajaj private-public transport were only two (Korogwe and Baruti) and four groups for motorbikes though the study found more groups of moto-taxis along Morogoro road.

Additionally, being a member of the association, the constitution required entry fee in which differs from one group to another. Entry fee in those registered groups'

ranges between 200,000 to 500,000Tshs per year for Bajaj and 50,000-300,000Tshs per year for motorbike. 1000Tshs was additional daily fee per each motor taxi driver to sustain emergencies. Various benefits of being a member of association were stated by group leaders including social support, communication and assisting one another in cerebrations including burial and when a group member is sick. One of the reviewed study was also supporting the study because findings of in the study found that, social networks can be an important source of raising financial capital and suggested that less experienced entrepreneurs who may lack the social capital to access seed finance (Mosey and Wright, 2007).

4.6.4 Business Operating Area

Notably, flexibility of the business increases sales and profits. However, it was not always accounted. Most of the motor taxi business found to operate in few areas such as Kimara followed by Baruti, Korogwe and Kilungule. Overall, operating in every place in Dar-Es-Salaam region and its districts was the great opportunity created to motor taxi drivers to increase revenue in case they were hired by individuals. On the other hands, fare of 500Tsh per customer in Bajaj which was used to carry 3-4 people increased the sales per day

4.6.5 Training Attended Prior and During Business Operation

On the concern of the findings, training mentioned to be crucial by group leaders however; there were very few motor taxi drivers who attended the training before entering the taxi business. Most of them found to lack the training before entering the

business. However, entrepreneurship and driving trainings were the training at least mentioned by leaders that they were attended by few motor taxi drivers before and during the business operation.

Additionally, a great number of the motor taxi drivers could not manage to attend trainings because of the high costs. Basically, training required money which was difficult for most of youth to manage. For example, to attend training at NIT for driving training of motor taxi in four weeks required one to pay 200,000Tshs in which were not easy for the youth to find such amount. Furthermore, the study found that, most of the motor taxis get a simple training from the experienced people in 1-3days, 1week training or very few were trained for four (4) weeks. This is to say that, engaging in the motor taxi business without proper training have negative implication to the business growth and sustainability of enterprises.

4.6.6 Duration of Engagement in Motor Taxi Business

Of the number of the years spent in the business, some of youth found to work in this industry for 2-15 years. Most of the drivers were found to have experience of 2-10years. Despite of the most studies, population of drivers having a long period of time in the business, many were still using the contracted motor taxis and only few managed to purchase their own motor taxi. Consequently, much efforts are required to focus on youth entrepreneurship education to overcome the tremendous challenges that they are facing. Additionally, failure to expand their business working experience has less significance in business growth other than gaining knowledge and social network.

Notably, one of the study found that, through work experience, people develop information and skills that facilitate the formulation of entrepreneurial strategy, the acquisition of resources, and the process of organizing (Kilonzo, 2012). Previous working experience (especially the one closer to management and the networks of influence) is an important correlated factor with success in entrepreneurship (Pantea, 2014).

4.6.7 Government and Running Business Environment

Of concern with environment created by the government for the youth to run their business smoothly, including the motor taxi business, the environment was not conducive. For the youth to get experience and improve their business, government support is potential. However, only support reported by participants was security during the operation of their business particularly in their chosen areas and few who were trained on road acts. Additionally, the study also found that, the government officials, including the youth officers were not visiting them in order to be familiar with the challenges they were facing in the operation of the business as youth entrepreneurs.

Compared to the political system theory, stated that, for any business to be successful the government must create convenience environment, including infrastructure and better laws however in this study situation was inversely. The motor taxi drivers confessed that, only the Regional Commissioner of Dar-Es –Salaam (Hon. Mr. Makonda) decided to take over as patron of motor taxi in Dar-Es-Salaam. Further, none of other developmental organization were found involving in holding up youth entrepreneurs at Kimara ward. Generally, these findings may have a negative

influence of the business and affect the effort of gaining experiences which enable them to run their business with enough confidence.

4.6.8 Benefit of the Motor Taxi Business Enterprises

Regardless of the challenge of experience among youth entrepreneurs, business has implication to the benefits whereas the study found that, they only access to food and clothes for their family members and ability to pay for house or room rent. Very few managed to expand their business through purchasing a new Bajaj and motorbike as well. On the other hands some were able to send their children to school and pay for small contributions. This is a marker that, youth still need more support to strengthen their business and initiate other worth projects for their self-economic independent.

4.6.9 Problems Facing Youth Entrepreneurs

Overall, youth entrepreneurs were facing many problems, including the motor taxi drivers. In this study the following were the problems mentioned by motor taxi drivers; Lack of knowledge and skills of running the business was the leading problem. Further, financial discrimination among youth was reported as a result of being jobless, which resulted to engage in unlawful business, including robbery, alcoholism and another drug abuse were reported. Generally, procedures and laws of financial accessibility were also mentioned as challenge in which delayed growth of the business. On the other hands, status of the road found to be the problem in their business. To represent other youth entrepreneur, during the interview one said that:

“With regards of the road status, bumpy road and lack of defined space for parking is a challenge in our business and sometimes resulted to unexpected accidents”.

Unfortunately, some motor taxi drivers were experiencing discrimination from their employers simply because every day were required to handle the agreed amount without consideration of being sick or absenteeism due to crucial matters engagement in the society like attending burial ceremony. Furthermore, other road users, including car drivers did not value their jobs, and mostly forced them to reside and allow them to overtake. From this point of view, youth entrepreneurs were not stimulated, animated, authenticated and reinforced learning towards a successful business.

4.6.10 Ways of Improving Youth Experiences and Growth of Business Enterprises Including Motor Taxi Business

Of concern to the ways of improving youth experience, participants suggested to have a defined program of sending youth either in country and/or outside the country to acquire knowledge and skills that would facilitate them to progress with their innovative, effective and sustainable projects. Essentially, youth requiring of the knowledge and skills through “on work training program” to reduce business risks and increases experience through government and private officials to visit them for advice, counselling and motivation. To represent other youth entrepreneur, during the interview one said that:

“Currently we are feeling lonely as we are working without a close association with the government and stakeholders, including NGOs and

companies” we are required to be provided the position to volunteer as youth to gain experience before entering to any developmental activities to acquire a number of skills”.

Notably, most of the youth programs were directed to the youth with high level of education and they argued that, it’s a time to reallocate the programs to the youth who missed the opportunity of getting higher and fundamental education. Overall, youth are the most important resource for National development, lagging the youth behind is like to run the national without productivity though the nation appears to develop statistically.

CHAPTER FIVE

CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter discusses the findings of the study, conclusion and recommendation on how the various youth experience and growth of enterprises were therefore made. The chapter is organized into a summary of findings, discussions, conclusions, recommendation and areas requires further research.

5.2. Research Summary

As discussed in the previous chapters, the study found that, motor taxi business plays great roles in the economy of the country. It creates employment opportunities for the young people. It also generates the Gross Domestic Product (GDP) of the country and promote good living standard of the youth. Intensive entrepreneurship and risk management trainings, family support, create business ownership competence and networking would support gaining experience and growth of enterprises. Therefore, to address challenges associated with youth experience and growth of enterprises is crucial for youth economy.

5.3. Conclusions

Conclusively, introduction of motor taxi business enterprises and other business enterprises programs to increase youth economy is potential. Government through its effort deserves to support various stakeholders in this business to address and solve the challenges associated with youth experience and growth of the enterprises. Overall, significance factors associated with youth experience and growth enterprise

should be put in place and practice to improve experience and the chance of youth to succeed in their established business. Essentially, knowledge and skills go together with experiences in any kind of business and job. Therefore, planning for the intensive intervention programs to support young economy is of great consideration.

5.4 Recommendation

With regard to this study, it has been put clearly that, factors associated with challenges of youth experience and growth of enterprises includes: Lack of trainings, family support, and business competence, lack of networking and low awareness of risk management were the common associated factors with experience and growth of enterprises.

It is therefore recommended that, considering the content and curriculum, training should focus on developing “entrepreneurial mind-sets” (such as recognizing and acting on an opportunity and life skills training that should encourage “attitudinal changes” rather than being trained to pass exams. Essentially, training approaches should include learning by doing, experimentation and being prepared to accept failure and learn from it. Overall, government through policy and developmental stakeholders needs to oversee challenges of experience and equip more youth with high level of competency through technical and vocational trainings to ensure more youth get engaged in such business with enough management experience and hence economic and social development.

Notably, the industry of transportation needs more attention to equip youth ready to take that opportunity by integrating issues of entrepreneurship in their courses. It is considered as a potential area for economic and social integration, but without proper training, youth will be at high risk of dying or getting disabilities due to involvement in accidents caused by the lack of experience particularly in the business and entrepreneurial risk management. Additionally, the tendency of visiting youth entrepreneurs' business by various mentors, government field/business officers, sponsors and well-wishers to motivate youth toward generation of economy is potential. This should involve a local support network of business people, companies and other entrepreneurs who provide the entrepreneurs with special advice resources through tapping the local business network.

5.5 Areas Requires Further Studies

Contemporary data available in this study is not sufficient to address challenges of youth entrepreneurs, other areas would need more research in regard with growth of enterprises, including experience of youth (female) and growth of business enterprises, costs of trainings and mentorship in regard with youth and growth of enterprise. Additionally, there is opportunity of establishing youth funding scheme for such reason this is another area that require further research. Meanwhile studies to examine factors associated with youth experience and growth of enterprises in Tanzania is still limited and therefore, evidence to support effort toward addressing the challenge associated with youth experience and growth of the business enterprises is paramount.

Additionally, similar research should be done in other areas of Dar-es-salaam and other regions based on the profitability, income, saving skills and growth of this industry. Overall, to examine the experiences and the occurrence of accident and injuries is crucial because non-communicable diseases are of great concern to most of youth. Lack experience exposes them to more risks while they are the labor force of any nation.

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APPENDINCES**NAME OF UNIVERSITY: OPEN UNIVERSITY OF TANZANIA****QUESTIONNAIRE****SECTION A: GENERAL INFORMATION**

1. Demographic information in association with Experience and growth of enterprises		
Demographic profile	Demographic information of the participants	
	Attributes	Response (Tick appropriate answer)
Age	1. 16-25 years	
	2. 26-35 years	
	3. 36-45 years	
Gender	1. Female	
	2. Male	
Education Level	1. Std Seven	
	2. Form Four	
	3. Form Six	
	4. College	
	5. University	
	6. Uncompleted primary/secondary school	

SECTION B: FACTORS ASSOCIATED WITH WORK EXPERIENCE AND GROWTH OF ENTERPRISES

2. Factors associated with Work Experience and growth of enterprises					
Factors	Level of the experience among participants (Tick appropriate answer)				
	Very Low	Low	Moderate	High	Very High
Duration spent in business					
Ability to generate good business ideas					
Ability to identify business opportunities					
Number of training attended by participants					
Number of networks established or engaged by participants					
Number of networks established or engaged by participants					

3. Factors associated with Prior -Experience and growth of enterprises					
Factors	Level of the experience among participants (Tick appropriate answer)				
	Very Low	Low	Moderate	High	Very High
Government and stakeholders support					
Previous business before motor taxi business					
Passion and self-motivation toward business					
Competence to open new opportunities and develop link with resources providers					
Ability of reporting better performance of enterprise					
Motivation from entrepreneurial parents/family members and friends					

4. Factors associated with experience and growth of enterprises					
Factors	Level of the experience among participants (Tick appropriate answer)				
	Very Low	Low	Moderate	High	Very High
Business readiness to equip enterprise knowledge and management competence					
Ability to negotiate for loan, repayment and access markets					
Number of networks established or					

engaged by participants					
Number of mentorship training attended by participants					
Effects of education system on entrepreneurship experience					

5. Factors associated with Business ownership and growth of enterprises					
Factors	Level of the experience among participants (Tick appropriate answer)				
	Very Low	Low	Moderate	High	Very High
Benefit of the business					
Ability to track records in order to maintain repayment					
Ownership of motor taxi (motorcycle)					
Knowledge and awareness of start-up financing possibilities and risk management					
Credit scoring methodology and regulations					
Capability of being financed/funded					

6. Factors associated with Industry specific experience and growth of enterprises					
Factors	Level of the experience among participants (Tick appropriate answer)				
	Very Low	Low	Moderate	High	Very High
Key competences to recognize and exploit opportunities					
Acquiring ability and exploit to respond to perceived market					
Ability to make accurate estimates of sales and expenditure targets					
Ability to foreseeing the problems more clearly					
Ability to increase technical, interpersonal and communication skills both oral and written					

7. Factors associated with Management experience and growth of enterprises					
Factors	Level of the experience among participants (Tick appropriate answer)				
	Very Low	Low	Moderate	High	Very High
Ability to develop new opportunities					
Ability to create unique experiences for customers & Manage human					

resources					
Number of risk management training					
Ability to make decision for determining success or failure of business					
Knowledge on strategic management and leadership					
Ability to make follow-up from planning stage to the closing stage					

SECTION C: TYPES OF EXPERIENCE AND GROWTH OF ENTERPRISES

Types of experience and growth of enterprises		
Types of experience	Level of the experience among participants (Tick appropriate answer)	
	Low	High
Working experience among participants		
Prior-entrepreneurship experience among participants		
Entrepreneurship experience among participants		
Business ownership experience among participants		
Industry specific experience among participants		
Management experience among participants		

8. Outcomes Experience and growth of enterprises		
Factors	Response of participants on the outcome of the study	
	Attributes	Response (Tick appropriate answer)
Experience	1. Non-experience (No)	
	2. Experienced (Yes)	
Growth of enterprises	1. Non-satisfaction (No)	
	2. Satisfaction (Yes)	

SECTION D: QUALITATIVE INFORMATION

9. Explanation of the above factors (Qualitative information to answer, why, how and what such factor to happen using In Depth Interview		
Questions/Themes	Explanations	Additional Information
Q1. What is your thought about ownership of business prior to business enterprise?		
Q2. I would like to know about the ownership pattern of motor taxi (Bajaj or pikipiki)!		
Q3. What is your experience about e Business Registration?		
Q4. What is your perception about business operating area and growth of the business?		
Q5. What are your thoughts about training attended prior and during the business operation?		
Q6. What is your experience about duration of group members engaged		

in motor taxi business		
Q7. What is your thought about Government support in regard to the creation of running business environment		
Q8. I would like to know how the motor taxi business enterprises benefited you!		
Q9. In your understanding what the problems of youth entrepreneurs that were facing particularly in this industry?		
Q10. In your opinions what are the ways of improving youth experiences and growth of business enterprises including motor taxi business		