



AFRONTAMIENTO PSICOLOGICO EN EL SIGLO XXI

ASSESSMENT OF BUSINESS SKILLS EXPERIMENTAL STUDY: ASPECTS AND PERSONALITY TRAITS

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ABSTRACT

Entrepreneurs are people investing their own asset to create opportunities for them selves and others, they are requie to be flexible as both job market and global economy have varied enormously over the years.

They're currently seen as the only ones able to tackle unemployment which is spreading accross the world undermining local economies .

This study main is to look at the entrepreneur himself: the role he plays within his community, the influence he has on the economy, the values and ideas driving his action.

the sample in represented by a group of 400 italian entrepreneurs, including (36,5%) of males and female (63,5%), and age range is 37,02 (d.s.=11,61).

We asked them to fill in a questionnaire (Coem Joseè Carlos Sanchez, 2006), which takes into account either work engagement, cognitive styles and aspect and personalità traits, for to assess what their career choice.

Key words: entrepreneurs, unemployment, education, aspects and personality traits and cognitive styles.

Entrepreneurship hits the headlines, often dominates governments agendas, has attracted multidisciplinary studies.

As local authorities and world organizations struggle to keep unemployment rates under reasonable levels, Entrepreneurship is urged to delivery solutions or alternatives on job creating and economic growth.

Driving specific policies towards new businesses creation and funding those who want to join a carreer on their own looks to be a global priority.



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A quick glance through latest researches reveals some voices are louder than others, the attention is focused on market terms and values while the figure of entrepreneur seems neglected. aim of this study is to give voice to the entrepreneur, give a shape to his figure, claiming his voice should be heard through scientific approach.

Locus of control: Initially developed by Rotter (1966), internal locus of control measures the awareness people holds in taking over life and events that have an influence on it. Efforts, abilities, confidence all team up on leading to an internal locus of control.

The external locus features external forces influencing life achievements.

Survey applicants will be requested to state whether they agree or not through Likert scale 0 to 5. Sample line given: "What I'll manage to get in life will depend on me".

Higher score will be awarded to those with high locus of control.

Proactive personality: Proactive personality people are well aware of their own potentials, are brilliant on spotting opportunities, aim to operate decisive changes on their environment.

Proactive personality and entrepreneur behaviour are strictly linked (Becherer e Maurer, 1999; Jennings, Cox e Cooper, 1994).

Scale made of 10 items. Applicants will be required to state whether they agree or not on a Likert scale 0 to 10, also a range of applicants statements featuring personal tasks, opportunities spotting will be taken into account. Sample line given: "I'm constantly looking for improvement".

Self-efficacy: personal attitudes, skills and control ability all come under the idea of self efficacy. As Bandura points there's a strong link between self efficacy and self employment. Even further, people are more likely to step on a career according to their attitudes (Chen, Green e Crick 1998, Krueger e Brazeal 1994). scale made of 10 items. Applicants will be asked to state whether they agree or not, also a range of applicants statements featuring tasks will be taken into account, through a Likert scale 0 to 6. sample line given: "I'm quite confident on the the professional task I've got ahead".

Employability: It belongs to the area widely known as positive psychology, which drives towards people wealth increasingly undermined by instability.

Scale made of 5 items. Applicants will be requested whether they agree or not also a range of applicants statements featuring tasks driven by employability will be taken into account, through a Likert scale 1 to 5. Sample line given: "Have you got real chances to get a decent job outside your firm?"

Proactivity: Anyone who is able to look further, beyond present aspects of life and anticipate incoming consequences is rated as a proactive person.

Proactivity has a positive impact on delivering results (Crant 1995) and supports career levels improvement because it gets rid of anxiety (Saks and Ashforth 1966).

Scale made of 13 items, applicants will be asked to state whether they agree or not, also a range of applicants statements featuring tasks driven by proactivity will be taken into account, through a Likert scale 0 to 6. Sample line given: "I'm ready to compromise my current professional security to get a better opportunity in return".

Engagement: Strength and commitment and absorption are key factors of this state of mind known as Engagement as Schaufeli and associates point. Rather than being occasional and temporary it refers to a global cognition. According to Schaufeli Engagement splits in three different



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aspects. Scale is made of 9 items, applicants statements are based on tasks driven by engagement, through a Likert scale 0 to 6. Sample line given: "At the workplace I'm loaded with energy".

Hypothesis can be issued as it follows:

HYPOTHESIS 1. That there are differences in the variables considered in relation to the independent variable working group membership.

HYPOTHESIS 2. What there are associations between all variables studied, since these areas are concerned with the way that psychological commitment that covers all business entities.

Survey sample features 400 applicants, covering a wide age range and representing both male and female applicants. They are requested to fill in a questionnaire COEM, that tests both working commitment and individual skills.

Data are collected through this sample, the COEM allows researchers evaluating study variables.

Questionnaire headlines have been turned in both Italian and Portuguese through back translation (Behling e Diritto Law 2000)

Hypothesis 1

First Hypothesis test concerns applicable differences among the 4 following professional groups:

- a) employed/directors
- b) students/workers
- c) employed/ female directors only
- d) students - trainee/ employed

To study the main effect caused by factor incidence, we joined ANOVA oneway, the analysis of changeable factor, and through the Duncan test we might be able to spot and number significant differences at each comparison. The analysis result over the internal locus changeable measure is impressive ($F=14,36$; $p=,000$) (table 16 graphic 16) and shows incidence on group factor.

Indeed, through the Duncan results (different exponent letters next to the average values shown in the table highlight remarkable differences) there's unanimous clarity in arguing that B and D groups by far hold an internal locus of control much higher than that belonging to A and C groups.

Table 16 - Analysis of variance of Internal Locus

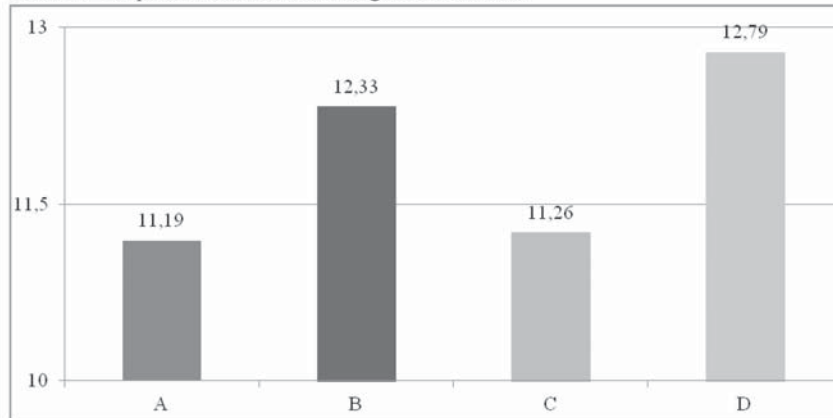
| Group | Mean | d.s. |
|-------|--------------------|-------|
| A | 11,19 ^a | 2,063 |
| B | 12,33 ^b | 1,881 |
| C | 11,26 ^a | 2,241 |
| D | 12,79 ^b | 2,176 |

| | Devianze | Gdl | Varianze | $F_{(3, 396)}$ | p |
|----------------|----------|-----|----------|----------------|------|
| Between groups | 189,047 | 3 | 63,016 | 14,364 | ,000 |
| Within groups | 1737,330 | 396 | 4,387 | | |
| Total | 1926,377 | 399 | | | |



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Chart 16 - Representation of the average internal locus



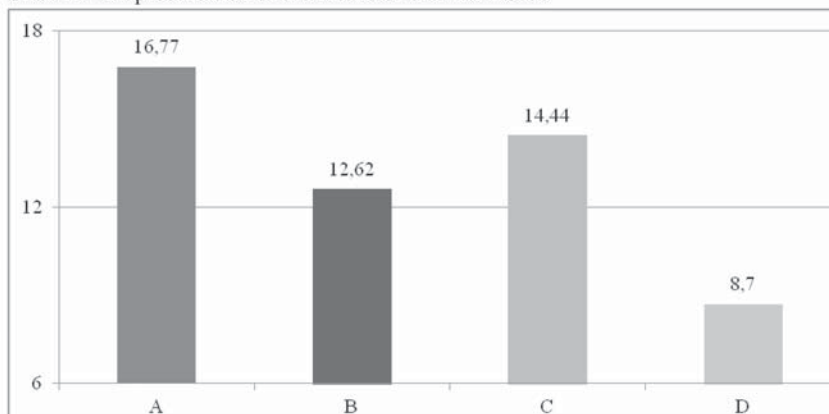
Even external locus variable measure analysis results are quite remarkable ($F=32,49;p=,000$) (Table 17 and Graphic 17) while Duncan test highlighting 4 marking differences among the groups such as the external locus constant rise D to B and C to A

Table 17 - Analysis of variance of External Locus

| Group | Mean | d.s. |
|-------|--------------------|-------|
| A | 16,77 ^d | 7,339 |
| B | 12,62 ^b | 5,105 |
| C | 14,44 ^c | 6,031 |
| D | 8,70 ^a | 5,171 |

| | Devianze | Gdl | Varianze | $F_{(3, 396)}$ | p |
|----------------|-----------|-----|----------|----------------|------|
| Between groups | 3485,068 | 3 | 1161,689 | 32,490 | ,000 |
| Within groups | 14158,910 | 396 | 35,755 | | |
| Total | 17643,977 | 399 | | | |

Chart 17 - Representation of the means of external Locus



Nothing relevant to report concerning proactive personality measure ($F=1,33;p=,263$) (table 18 graphic 18)



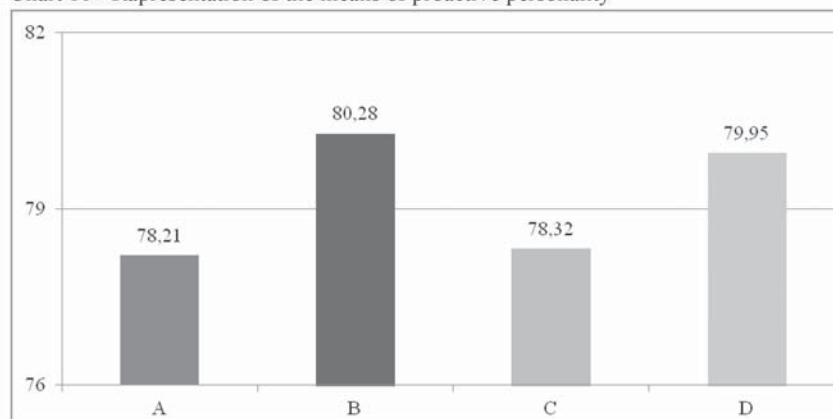
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Table 18 - Analysis of variance of proactive personality

| Group | Mean | d.s. |
|-------|--------------------|--------|
| A | 78,21 ^a | 10,155 |
| B | 80,28 ^a | 9,704 |
| C | 78,32 ^a | 9,892 |
| D | 79,95 ^a | 7,283 |

| | Devianze | Gdl | Varianze | F _(3, 396) | p |
|----------------|-----------|-----|----------|-----------------------|------|
| Between groups | 348,300 | 3 | 116,100 | 1,334 | ,263 |
| Within groups | 34469,260 | 396 | 87,044 | | |
| Total | 34817,560 | 399 | | | |

Chart 18 - Representation of the means of proactive personality



what we managed to report on Employability variable measure is therefore relevant ($F=50,70$; $p=,000$) (table 19 Graphic 19), The Duncan test displays lowest score belonging to C group which is different to the whole of the remaining groups, B is different to D and C to both B and C.

Table 19 - Analysis of variance of Employ Ability

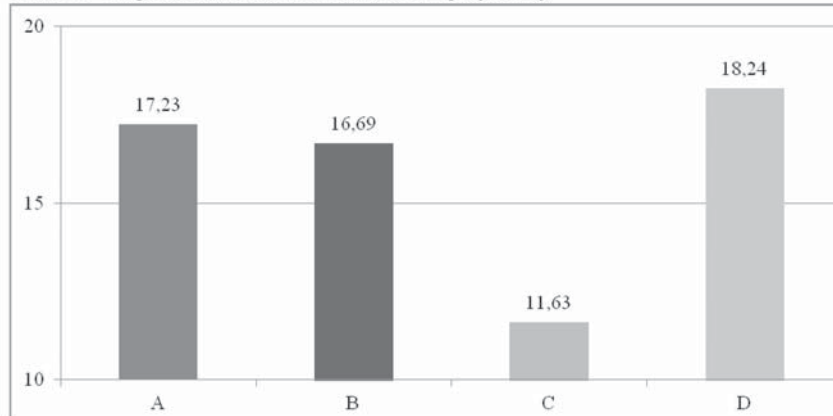
| Group | Mean | d.s. |
|-------|----------------------|-------|
| A | 17,23 ^{b,c} | 4,559 |
| B | 16,69 ^b | 3,689 |
| C | 11,63 ^a | 4,287 |
| D | 18,24 ^c | 3,980 |

| | Devianze | Gdl | Varianze | F _(3, 396) | p |
|----------------|----------|-----|----------|-----------------------|------|
| Between groups | 2609,247 | 3 | 869,749 | 50,705 | ,000 |
| Within groups | 6792,650 | 396 | 17,153 | | |
| Total | 9401,898 | 399 | | | |



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Chart 19 - Representation of the means of Employability



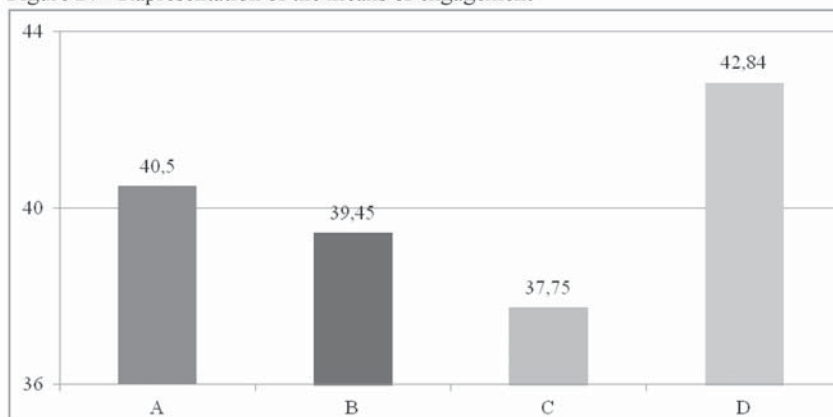
Group factor leads massive influence on Engagement too: variable analysis produce relevant results ($F=5,00;p=,002$) (table 20 Graphic 20). Duncan test highlihgts B and C groups performed the lowest level while the highest belongs to D group and A group has no differences to others

Table 20 - Analysis of variance of Engagement

| Group | Mean | d.s. |
|-------|----------------------|--------|
| A | 40,50 ^{a,b} | 8,043 |
| B | 39,45 ^a | 9,454 |
| C | 37,75 ^a | 10,353 |
| D | 42,84 ^b | 10,068 |

| | Devianze | Gdl | Variance | F _(3, 396) | p |
|----------------|-----------|-----|----------|-----------------------|------|
| Between groups | 1360,770 | 3 | 453,590 | 5,003 | ,002 |
| Within groups | 35899,940 | 396 | 90,656 | | |
| Total | 37260,710 | 399 | | | |

Figure 20 - Representation of the means of engagement



Proactivity performs different rates and figures among the groups ($F=11,07;p=,000$)(table 21 graphic 21) featuring lowest level reported for C group while the remaining don't present defferences.



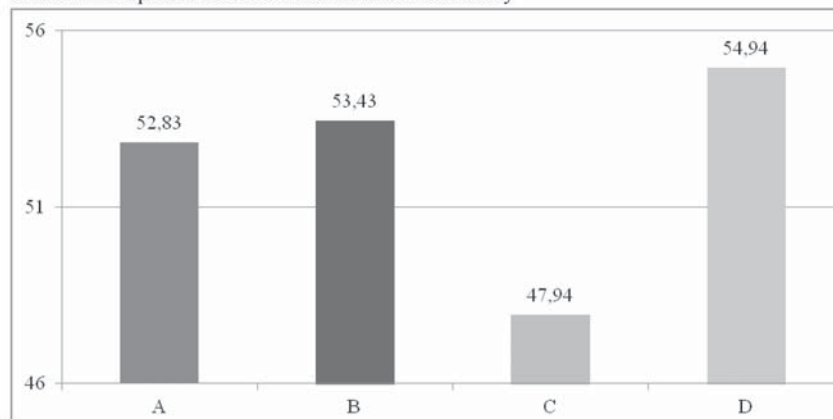
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Table 21 - Analysis of variance of Proactivity

| Group | Mean | d.s. |
|-------|--------------------|--------|
| A | 52,83 ^b | 9,347 |
| B | 53,43 ^b | 8,778 |
| C | 47,94 ^a | 10,528 |
| D | 54,94 ^b | 7,493 |

| | Devianze | Gdl | Varianze | F _(3, 396) | p |
|----------------|-----------|-----|----------|-----------------------|------|
| Between groups | 2753,610 | 3 | 917,870 | 11,078 | ,000 |
| Within groups | 32809,900 | 396 | 82,853 | | |
| Total | 35563,510 | 399 | | | |

Chart 21 - Representation of the means of Proactivity



self efficacy holds a remarkable deal of variable measure ($F=8,96$; $p=,000$) (table 22 graphic 22). Duncan test report lowest levels equally performed by both B and D groups while A and B have equally the highest.

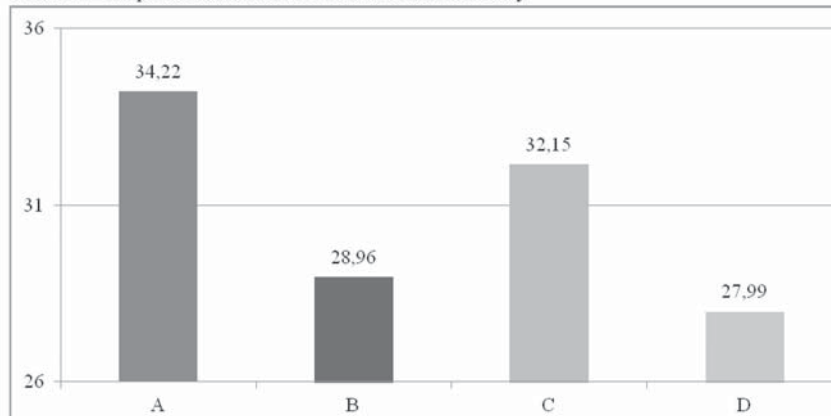
Table 22 - Analysis of variance of self-efficacy

| Group | Mean | d.s. |
|-------|--------------------|--------|
| A | 34,22 ^b | 9,448 |
| B | 28,96 ^a | 9,145 |
| C | 32,15 ^b | 8,193 |
| D | 27,99 ^a | 11,349 |

| | Devianze | Gdl | Varianze | F _(3, 396) | p |
|----------------|-----------|-----|----------|-----------------------|------|
| Between groups | 2479,700 | 3 | 826,567 | 8,965 | ,000 |
| Within groups | 36512,740 | 396 | 92,204 | | |
| Total | 38992,440 | 399 | | | |

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Chart 22 - Representation of the means of self-efficacy



The second hypothesis test displays the whole range of possible variables connections and aims to find out whether the connections are positive or negative. Table 23 highlights quite a few of those relationships.

Internal locus is found to hold a negative connection with the external while it does positive with the proactive personality $r=,269$, Employability $r=,297$ Engagement $p=,209$, Proactivity $r=,200$. Negative again between external locus and Employability $r=-,130$ Engagement $-,295$ while there's a positive relation with self efficacy $r=,281$. proactive personality maintains positive ties with Employability $r=,147$ Engagement $r=,180$, proactivity $r=,240$ and negative ones with self efficacy $r=-,279$ and proactivity and self efficacy $r=,188$.

CONCLUSION

Entrepreneurship can lead the way in abilities expression .it values people according to their talent ,it offers them to be sel-sufficient ,it tackles unemployment .

This study gave a scientific approach at the entrepreneurship issue, collected data and figures, conducted a survey .

Having assumed entrepreneurship in the key in boosting either individual confidence or global economy, can it also be turned into a pratical tool?

Will anyone be able one day to teach entrepreneurship ?(Gibb 1971). That can be done as long as you've got a multidisciplinary approach. He argues the picture has to be taken as a whole, considering all aspects and keeping them under the same view .

We as psychologists should work along with other professional figures.The issue treated here is far more complex than it requires further appropriate investigations and analysis.

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