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TO DETERMINE IMPACTS OF ENTREPRENEURSHIP EDUCATION IN SKILLS DEVELOPMENT OF ENTREPRENEUR'S IN THE CONTEXT OF TANDO-MUHAMMAD KHAN, SINDH

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ABSTRACT

This paper contributes to determine the contribution of entrepreneurship education in skills development of entrepreneur's, as that higher education is playing important role in entrepreneurial skilled development. It support to youth to develop own skills, decision and risk-taking ability, managing situation, complete acquisition of knowledge which can be beneficial for them in planning, organizing, directing and managing own enterprises as well as may be helpful in economic development. Graduate students are targeted population in existing research. In perspective of this study, researchers has identified 10 learners from same district who study in same academia institute. Recorded data has been analyzed with help of manual content. The existing study present the evidences about entrepreneurship education in skills development of entrepreneurs that based on equal components, such as creativity, innovation and development, taking decision, faculty members, entrepreneurship development cells and taking initiative so on. The existing study will contribute to improve entrepreneur's in the perspective initiatives planning, innovation, creativity, research and development, taking decision. Faculties and entrepreneurs development section are based on equal opportunity. All sections have equal chance to everyone.

Keywords: Entrepreneurship Education, Promotion and Entrepreneurs Skills.

1.1 Introduction

Entrepreneurship education in the Pakistan received relevance among the young entrepreneurs. In education field of entrepreneurship is playing significant role regarding the development of entrepreneurial skills that may be helped to young entrepreneurs in ability management, complete acquisition of management and

developing skills which may become beneficial initiating, organizing and managing in their owned enterprises. Similarly, entrepreneurs contribute for economic development through change job equation rather than providing the job opportunities by the length of pool entrepreneurs. The pool of entrepreneurs improves the quality of entrepreneurship education that can be act as an approach against unemployment and poverty (Aluwong, 2010).

The entrepreneurship education becomes essential improvement in increasing competition and globalization face (Gadzali et al., 2023). It's may improve entrepreneurs ability in creation and innovative about job then build the business (Raharjo et al., 2023). However has not ability to become to become effective and efficient entrepreneurs? Hence, it is essential for successful entrepreneurs who want to enter in business world, they have need to good mentor who can support to them in succeed.

The faculties are contributing the experience and expensive knowledge in regard the entrepreneurship (Memon et al., 2015) and (St-Jean & Mitrano-Méda, 2016). The faculties encourage to students in new business projects with supports of directions and advises (Manafe et al., 2023), (Ausat & Suherlan, 2021). Observed themes support in reducing mistakes which takes place in new business. In the addition, education helps to improve entrepreneurs capacity in the time decision making (Zen et al., 2023, Ausat, Suherlan, et al., 2022), and (Diawati et al., 2023).

1.2 Scope of Study

The role of Entrepreneurship education in development is enhancing the importance to promote success business. The role of faculty members in entrepreneurship education can support to find more effective ways for providing the support graduate students who become the successful entrepreneurs. This research will understand to know, how teachers influence success business and performance of young entrepreneurs. This research will contributes the new insight for developing in entrepreneurship education.

In the promotion of individual entrepreneur education is playing the significant role, as that this research may be in any shape that may be formal or informal. Informal model has focused on learning reinforcement toward attainment of individual entrepreneur behavior. It has been admitted that entrepreneurship and education are positively correlated with each other, because of educated entrepreneurs has in well-being behavior unit higher than sick behavioral units. Few last years are witnessing that entrepreneurship education has positive effect in development of entrepreneurship.

1.3 Research Questions

Following questions of study are formulated to answer general research problem of study:

- How does determine the developing role of entrepreneurship education for youth skilled development?
- What is role of faculty members in entrepreneurship education and skills development?
- How does analysis role entrepreneurship development cells in young entrepreneur's decision making?
- How does identify role of entrepreneurship education in driven demand for innovative research and development skills.
- How does determine the role entrepreneurship education in creativity entrepreneurs skills?
- What is role of entrepreneurship education in entrepreneur's initiatives business decision?

1.4 Objective of Study

The main purpose of this paper to determine role of entrepreneurship education for promoting entrepreneurs skills. Developed objectives are followed:

- To determine the developing role of entrepreneurship education for youth skilled development
- To determine role of faculty members in entrepreneurship education and skills development.
- To analysis role entrepreneurship development cells in young entrepreneurs decision making.
- To determine the role of entrepreneurship education in driven demand for innovative research and development skills.
- To determine the role entrepreneurship education in creativity entrepreneurs skills
- To analysis role of entrepreneurship education in entrepreneurs initiatives business decision.

1.5 Literature Review

The education embraces solution for societal and environmental challenges as well as education is playing the vital role in economic development with support of technological innovation and job creation (Bradley et al., 2021; Vedula et al., 2022). Subsequently, the universities make strategies to incorporate entrepreneurial skills, further educational institutes mindset for planning development for institutional ethos and academic program (Overwien et al., 2024). Entrepreneurship education is central theme to emphasize individual ideology of entrepreneurs to move in progress, (Bromley et al., 2022). The principles of neo-liberal works in international market in

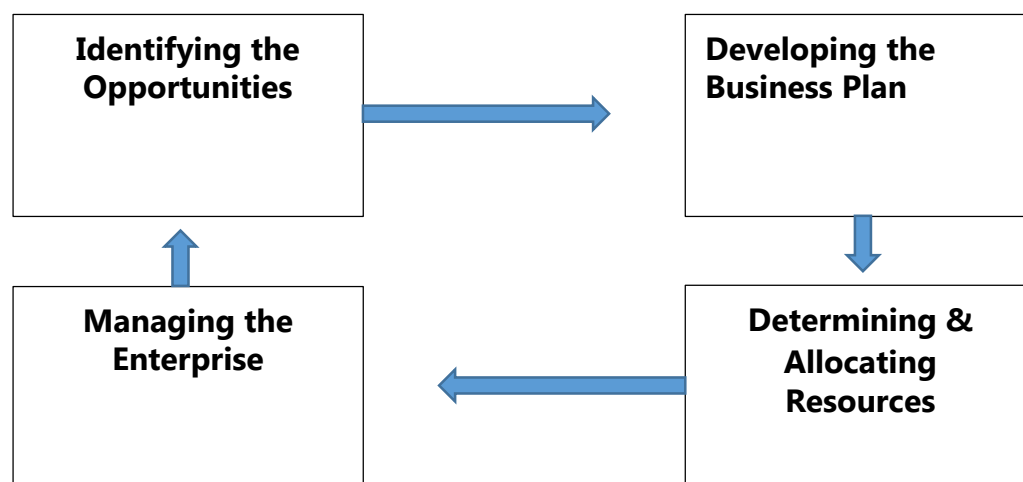
regard free capital market and deregulation, as that the negligence of government imposes the bad impacts on economic and education. Therefore, UAE is working to diver's cultural nation in entrepreneurship for economic growth (Byat & Sultan, 2014; Qasim et al., 2023). The diversifications of free market capitalism have been highlighted to align with entrepreneurial values, self-reliance, innovation and competition. High income of developed countries blend to determine multicultural environment, governmental initiatives and committed to talent development by international partnerships and educational reforms. Although, these efforts of students show preference with state (Jabeen et al., 2017). The existing study has examined relation of entrepreneurship education and entrepreneurship level that has aim to understand their association in rapidly high income and evolving to deliver valuable policy implementations for academia practices.

Additionally, existing literature has lack of attention regarding the essential aspect of entrepreneurship education design, such as cultivation of international educational organization that has crucial to equip participants with essential mindset, knowledge and skills for entrepreneurial success (Martins et al., 2022). While, existing research extensively prior to entrepreneurial orientation impacts on entrepreneurship level in perspective of organizational level, consistently enlightening positive effects (Frunzaru & Cismaru, 2018; Sahoo & Panda, 2019; Singh & Mehdi, 2022), in this research is notable to explore the international educational organization with key competencies, including the risk taking, innovativeness and proactivity(Hassan et al., 2021; Martins et al., 2022). Existing oversight underscore has another research gap in current literature that has need to require more attention on entrepreneurship education.

1.5.1 Entrepreneurship Process

Entrepreneurship process is systematic way for establishing the new business project, Dhenak (2010) narrated which entrepreneur is recognizing and utilizing the opportunity via overcome the hindrance of resistance, Barringer and Ireland (2010) have defined the four stages within process of entrepreneurship as a assessing and recognizing opportunities and preparing business plan and strategy, applying available resources, arranging the required resources, in the end achieve the goals.

Figure 1 Stages of Entrepreneurship Education



Above figure creates the road map of entrepreneurship process to planning, assessing, identifying, organizing, directing, preparing the business plans for achieving the business goals.

Stage 1:

Initial stage of entrepreneurship process is identification of venture opportunity, simply opportunity is to be called favorable situation via that need the new business, product or service has been created. In this stage of entrepreneurship process is to introduce the new concepts and ideas for building new business ventures. Plan has been developed to fill the gap of opportunities such as attractiveness, timeline, durability and fixation of product have four necessary qualities of opportunities.

Stage 2:

After recognition of opportunities have to fill identified gaps are designed, usually it called the business plan. Further, Harjai (2012) defined that business plan has explained future direction and business plan provide the different opportunities as that this plan is interacted with entrepreneurs and organization. This process involves in planning and thinking strategic way.

Stage 3:

Third stage of entrepreneurship process is based allocating and determining resources. The resources are required to implement in business plan which must be identified by entrepreneurs. Harjai (2012) stated to determine risks that occurs due to insufficient resources that should be kept outside from ones sufficient. Financial and non-financial resources used in new project that venture has secured by organization.

Stage 4:

Last stage of entrepreneurship process is based on managing business enterprises, as that resources are required in running business, plans develop for implementing the business venture, managing the enterprises involves in many operational activities that

occurs in managing and operating business plan during complete business cycle, another thing is compulsory for business that is called setup control system which monitors activities and solve problem for smooth run of business cycle. In last existing ideas can be modified to achieve favorable outcomes.

1.6 Material Methods

In regard of qualitative approach in research, Creswell (2013:19) said that researcher is to determine significant phenomenon from the participant's perspective. In perspective of this study, researchers has identified 10 learners from same district who study in same university. therefore few characteristics of qualitative research approach has been listed by Creswell (2013:175) which have used in existing research, such as researcher key instruments, natural setting, numerous data source, inductive approach emergent design and participant meanings. Further (Creswell, 2013) has defined, qualitative research inclines to comprehend and explore perception of respondents in respect of problem solve at the hand.

1.6.1 Face-to-Face Interviews

Preceding to actual interviews, researchers were sent the interviews questions to respondents as that each respondent has received interview questions. Generally, respondents were punctual for their interviews and two student said that we have not ideas regarding the interview questions. Finally researchers have conducted ten interviews from participants. It was noteworthy that the majority of respondents responded well and length of interview session remained 10 to 15 minutes. All interviews were noted because administrators was feeling unsure in recording, therefore researcher took diary for writing their quoted word during interview.

According the perception of Kvale (1996:2), the interview is collaborative knowledge, further he explained that interview is source of collecting the data from one person to another person in the term of conversation Kvale (1996).

1.7 Results and Discussion

The themes have been analysed with help of manual content analysis, generally role of entrepreneurship has positive in skill development for young entrepreneurs with others components, like creativity, decision making, research and development with innovation and faculty inspiration have been done. The responses of respondents are positive which are mentioned in below table.

Thematic analysis of entrepreneurship education, development, promotion and entrepreneurs skills		
Themes	Research findings	Précised quotes from research participants
Role of Entrepreneurship Education	The accepting level entrepreneurship development cells has positive role in graduate students skills development.	" entrepreneurship education is playing importance role in our creativity and innovative skills in regard of new ventures or job searching" s
Faculty Members	"Faculty interaction inspire to students apply your ideas, thoughts in validate business process with technological supports	"In our perspective the role teachers is importance to become successful entrepreneur because teachers always inspires to take initiative in new ventures.
Decision Making	The existing theme is also accepted that interpretation of thematic analysis is not showing much difference between entrepreneurship development approaches in the skills development for students decision making.	"in our perspective entrepreneurship education has positive role in decision making"
Drive research force for development and innovation	The entrepreneurship education has been placed, where research and development cells are being promoted to pursue in new business projects after completion of graduate degree.	"In our perspective, the entrepreneurship education has been driven the force for research and development cell"
Creativity	The finding of exiting theme has been seemed to be reasonable as that creatively and innovation are best factors for motivating to young entrepreneurs.	"In our perspective entrepreneurship education is playing positive role in creative ideas and innovation in product and service"
Taking Initiatives	The finding of this theme shows most probably entrepreneurs, who quickly judge opportunities because they have to show their expertise and promptness in taking the initiatives at the business markets.	In our perspective entrepreneurship education help to people take initiative in market with their expertise"

Entrepreneurship Development Cells

The role of developing concept of entrepreneurship is essential in skill development regarding the young entrepreneurs, the treating behavior of entrepreneurship development cells is equal graduate students, as that Global Entrepreneurship Monitor (GEM) state that The (GEM), 2007 report is appreciated the participations of women in huge quantity in entrepreneurial activities explains that women participation is approximately greater than one third participation in entrepreneurship..

Faculty Members

The faculty intervention always inspires to students for getting their ideas as well as valuable thoughts about the technological supports. Daily faculty intervention creates powers in students to convince to students for setup the new business instead to go job salary. Everything depends on inner thoughts, abilities and capacity. One important thing is that institution faculty is not in bias and they treat equally students.

Decision Making

Faculty inspiration help to students in decision making, it is proved from quoted sentence of respondents, there is not dissimilarity between entrepreneurship development cell about the skills development and decision making.

Research Driving Force in Entrepreneurship Development and Innovation

Usually between entrepreneurship development cells place, where innovation and development are motivating to students to take initiative in new business after completion degrees (Pennings, 1982; Vesper, 1990; Davidsson, 1991), they are indicated that how much oriented research and development is important in creation of new project and contribution in economy.

Creativity

In this regard, creativity and innovation are essential motivational weapon for young entrepreneurs as well as creativity cannot be based on gender, further, Rissal (1992) defined that creativity is efficient factors for entrepreneurs

Taking Initiatives

It is believed that few entrepreneurs has personal characteristics such as ability of taking initiatives is more than greater male entrepreneurs as a compare the female entrepreneurs (Moriano & Gorgievski, 2007). Probably most of people who may judge quick opportunity as well as show expertise and promptness in taking initiatives decision about the new business.

1.8 Conclusion

Detailed the review of current literature, entrepreneurship education is essential for skilled development, entrepreneurship education is positively associated with development of entrepreneurs skills. The existing study denotes the numbers of ideas which are related with entrepreneurship. Entrepreneurship is milestone of outcome among the entrepreneurship prerequisite behaviour and entrepreneurial process for individual entrepreneur characteristics and skills (Heinonen Jarna and Poikkijoki SariAnne 2015). The existing study present the evidences about the role of entrepreneurship education in skill development of entrepreneurs that are based on equal components, such as creativity, innovation and development, taking decision, faculty members, entrepreneurship development cells and taking initiative so on. The existing study will contribute to improve entrepreneur's in the perspective initiatives planning, innovation, creativity, research and development, taking decision. Faculties

and entrepreneurs development cells are based on equal opportunity. All programs have equal chance for everyone. Although few limitations of this study such as support, time, lack of institutional role in entrepreneurship development cells and limited resources for entrepreneurship education in educational institutions.

1.9 Practical Implications in Future.

This paper may be beneficial in implications in educator validating, designing and delivering programs toward entrepreneur career development in perspective national and international level. It provides to understand guideline for students behavioral pattern in academic institutes regarding the entrepreneurship programs. Make aware to students about new and existing schemes that is offered by government of Pakistan for operating enterprises and new start up. This study contributes current understanding toward entrepreneurship education in promotion and development of entrepreneur's skills, it comes with research and development.

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