

Impact of Business Training on FEMALE ENTREPRENEURS

Does business training make a difference in how female entrepreneurs see their business? This study found that it affects several entrepreneurial factors.

Female entrepreneurship represents a vast untapped source of innovation, job creation, and economic growth. For a country such as South Africa, with its high levels of unemployment and poverty, promoting entrepreneurial skills amongst females is essential. Given that many females receive less business training than males, to what extent does entrepreneurial/business training contribute to the success of female entrepreneurs?

Research by Professor Natanya Meyer, now with the DHET-NRF Research Chair in Entrepreneurial Education hosted at the University of Johannesburg, and Dr Luzaan Hamilton of North-West University, sought to understand if there is a significant difference in various entrepreneurial factors between South African female entrepreneurs having some form of entrepreneurial training and those who have not.

Using self-administered questionnaires, the researchers gathered data from 510 female entrepreneurs from all nine South African provinces. The female entrepreneurs were split into groups of those with no previous business training and those who had received some form of training.

The entrepreneurial factors assessed included:

- Internal and external motivation
- Intention to remain in business
- Intention to grow in the business
- Entrepreneurial training and education
- Attitude towards business

Findings

The study found that female entrepreneurs who had

previous entrepreneurial training reported:

- Higher intentions to grow their business;
- Higher commitment to entrepreneurial training and education, as well as business growth factors variables; and
- Lower means for external motivation such as wealth creation and autonomy.

In this context, external motivation refers to pull-factors urging the entrepreneur to start a new business venture due to dissatisfaction with factors such as current form of employment or inadequate family income. According to the researchers, the reported lower levels for external motivation suggest that receiving entrepreneurial training may affect the outlook of the female entrepreneurs regarding their desire for wealth; applying skills and knowledge; proving oneself; and improving one's status.

Between the two groups of female entrepreneurs surveyed, no differences were observed for variables concerning internal motivation; intention to remain in business; and attitude towards business.

Although many female entrepreneurs are educated, they lack a business background compared to their male counterparts. As such, it is important for them to have continuous entrepreneurial training. Furthermore, the researchers recommend that Government should introduce and promote special training programmes for female entrepreneurs and facilitate funding opportunities for these businesses to ensure sustained growth.

Full research article available here: <https://dergipark.org.tr/en/pub/ijefs/issue/51660/670627>



The Dilemma Facing South Africa as a Hub for AFRICAN DOCTORAL STUDENTS

Researchers seek to better understand the student mobility dynamics at play in South Africa and what this means for the rest of Africa.

Knowledge migration is inevitable as professionals seek better opportunities in the face of developmental challenges in their own countries. Consequently, this results in brain drain for many countries. While the brain drain argument on migration and development mainly takes the perspective of the origin country into consideration, little attention is paid to the impact of knowledge migrants on the host country when it is facing its own developmental challenges.

A team of researchers from the DSI-NRF Centre of Excellence in Scientometrics and STI Policy (SciSTIP); at the Centre for Research on Evaluation, Science and Technology (CREST) at Stellenbosch University, explored the dynamics of student mobility in the context of South Africa as a destination for doctoral students from the rest of Africa and the

argument that there are residual benefits (brain circulation) for the country of origin of knowledge migrants.

Doctorates from Africa studying at South African universities

Using university performance data from 2000 to 2019 from the South African Department of Higher Education and Training's Higher Education Management Information System (HEMIS), the researchers found that:

- There has been a steady growth in doctoral enrolments in South African universities driven mainly by enrolments from South Africa and the rest of Africa. The number of doctoral enrolments from the rest of Africa increased from 9% in 2000 to 34% in 2019.
- However, there has been a plateauing of >>

doctoral enrolments between 2015 and 2019. In the absence of data, the researchers suggest that factors such as unsettled university campuses in South Africa post-2015; changes in funding opportunities; a tailing off in the number of Master's graduates on the continent; and the attractiveness of new study destinations and platforms may have attributed to the plateau.

Students are confronted with an overly complex set of conditions resulting in brain circuitry

African university qualifications to be a strong motivator for selecting and remaining in South Africa.

The researchers further question if doctoral graduates from Africa are staying on to pursue postdoctoral positions as a stop gap until other, longer-term opportunities to remain in South Africa arise. If this is the case, it means they fulfil a role as providers of skills for academia, but they are less likely to make additional contributions

to the country's development if they are unable to secure a permanent university post, find employment in the labour market, or engage in entrepreneurial activities.

The prospects of doctoral graduates from Africa in South Africa

To better understand post-graduation aspirations and mobility patterns of doctoral graduates from South African universities, the researchers relied on qualitative data from a large-scale survey by SciSTIP targeted at doctoral students who completed their studies in South Africa between 2000 and 2019. The researchers found that:

- 50% of the doctoral graduates planned to return home after their doctoral studies. Family reasons were cited as the main reason behind their decision to leave South Africa. Of these, 55% of the doctoral graduates indicated that they had, in the end, returned to their home countries within the first year of graduating
- 29% of the doctoral graduates planned to remain in South Africa (29%), and it transpired that 33% of respondents ended up remaining in South Africa. Of those respondents who remained in South Africa within the first year of completing their doctoral studies, 74% indicated that academic factors constituted the main reason for their decision.

According to the researchers, the high percentage of doctoral graduates from Africa who remain in South Africa for academic reasons supports other studies which found the quality of South

South Africa continues to be an attractive destination for doctoral students from Africa

The argument of brain circulation in the African context

Despite the continued attractiveness of South Africa as a destination for doctoral students, the researchers note that South Africa's policy of creating a diverse student population and retaining valuable highly skilled labour to support national development, may be at odds with other policies which focus on equity, or redress, resulting in the reservation of doctoral places for Black South Africans, thus leaving prospective doctoral candidates, doctoral graduates, university administrators and employees of doctoral graduates from African countries confused and frustrated.

This study found that neither of the two theories of student mobility hold for African doctoral graduates in South Africa. Instead, students are confronted with an overly complex set of conditions resulting in brain circuitry or a lack of direction for doctoral graduates from Africa. SM

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