CHAPTER VI

SUMMARY AND CONCLUSIONS
The present research attempted to investigate the motivational and personality characteristics that distinguish entrepreneurs from nonentrepreneurs. Hence, comparison was done between entrepreneurs who were beginning their entrepreneurial venture and those who already established an enterprise and sustain in the entrepreneurship with a group of nonentrepreneurs (i.e., managers). The comparison pertains to n Ach, n Pow, n Aff, risk-taking propensity, innovative disposition, androgyny, personal efficacy, probabilistic orientation, optimism, and enterprising personality orientation.

Formal hypotheses were developed with regard to the possible differences between entrepreneurs on the one hand and the managers on the other on the set of motivational and personality characteristics herein investigated. In order to test the hypotheses, data
were collected from 50 Entrepreneurs, 50 Potential Entrepreneurs, and 50 Managers. The samples were all purposive ones, and the individuals included in the sample were randomly selected from sample frames exclusively developed for this investigation. The subjects were individually administered the following instruments:

**The Adapted Version of the McClelland's TAT**
(McClelland, 1966; SIET, 1964, Prakasam, 1976; Padmanaban, 1981);

**The Kogan–Wallach's Choice Dilemmas Questionnaire**
(Kogan & Wallach, 1964);

**The Innovative Personality Inventory**
(Venkatachalam, 1978);

**The Coimbatore Androgyny Inventory,**
(Balakrishnan, 1985);

**The Personal Efficacy Scale** (deRebello, 1979);

**The Probabilistic Orientation Questionnaire**
(Narayanan, 1982);

**The Ladder of Life Scale** (Lewin, 1979); and

**The Vocational Preference Inventory**
(Balakrishnan, 1979).
Besides the above instruments, biographical data pertaining to the sample were collected in this study.

The data gathered from the subjects were analysed using Analysis of Variance (ONE-WAY) and Honestly Significant Difference to test the hypotheses.

The findings of the present study reveal the following:

As expected, the entrepreneurs and the potential entrepreneurs are having higher scores on n Ach, risk-taking propensity, innovation, optimism, and enterprising personality orientation; the entrepreneurs are having higher androgyny, personal efficacy, and probabilistic orientation; the entrepreneurs and the potential entrepreneurs are having lower n Pow.

The differences between the potential entrepreneurs and the managers on androgyny, personal efficacy and probabilistic orientation are in the direction expected in this study. However, they are not found to be statistically significant.

Findings which contradict the hypotheses have been found with regard to the differences between the entrepreneurs and the potential entrepreneurs on the one hand, and the managers on the other on n Aff; the
entrepreneurs and the potential entrepreneurs were found to have significantly higher level of n Aff when compared with the managers.

The over-all pattern of the findings presents a congruent picture of the distinguishing characteristics of entrepreneurs. The finding that deviates from the prediction may be regarded as indicating the complexity of this situation and also implies a unique socio-cultural factor. The picture of the entrepreneurs that emerges in the present study is as follows.

The entrepreneurs have high n Ach, n Aff, innovative disposition, androgyny, personal efficacy, probabilistic orientation, optimism and enterprising personality orientation, moderate risk-taking and low n Pow.

The upshot of the findings suggests that motivation and personality play a major role in the development of entrepreneurs. Meaningful difference could be identified and delineated that distinguish the motivation and personality of the entrepreneurs from managers.