

The Impact of Entrepreneurs' Characteristics on Small Business Success at Medical Instruments Supplies Organizations in Jordan

Murad Husni Abdulwahab, MBA
Business Administration Department
Faculty of Business
Amman Arab University
Jordan

Dr. Rula Ali Al-Damen
Assistant Professor
Business Administration Department
Faculty of Business
Amman Arab University
Jordan

Abstract

This study is aimed to investigate the impact of the entrepreneurs' characteristics on small business success at Medical Instruments Supplies Organizations in Jordan. The population is small business of Medical Instruments Supplies Organizations in Jordan-Amman. The study surveyed the owners and managers working at these organizations which consist of 66 organizations. Data collected by developed questionnaire. Statistical techniques such as descriptive statistics, t-test, ANOVA test, correlation, multiple regressions employed to test the hypotheses. The result shows that there is an impact of the entrepreneurs' characteristics on the small business success, which indicate the small business success related to the entrepreneurs' characteristics. The study recommends carrying out similar studies on other industries in Jordan and other countries.

Keywords: Entrepreneur, Entrepreneurship, Entrepreneurs' Characteristics, Small Business, Business Success

1. Introduction

The consumption culture spread all over the world, and the level of consumers' expectations have been raised. The higher consumers' expectations can only be met by offering them something new and better than the current products, this process is known as innovation. Innovation is guided by a person who come with new ideas or products and regarded as an entrepreneur. Trott (2005:7) said "in United States the innovation management is often covered in terms of entrepreneurship". Trott (2005:13) also distinguished between entrepreneurship as innovation management and individual entrepreneur as starting small business and growing them into large and successful business. Entrepreneurial research has both academic and practical significance (Cheng et al., 2009:646); it is process that calls for further and continuing research studies (Okhomina, 2010:2). Entrepreneurship researchers are interested in the relationship between human capital and success (Unger et al., 2011:341). Small business with single employees constitute 86.7% of the total Jordanian organizations, the small business with number of employees less than or equal 5 constitute 91.5% of the total Jordanian organizations, and the small business with number of employees equal and less than 20 employees constitute 98.1% of the total Jordanian organizations (Jordanian Department of Statistics 2012). Al-Ghalbi (2009) indicated that small business employ more than half of the private sector labor force in Jordan. He said every year small business creates 60-80% new jobs. He indicated in his book small business create more than 50% of the Gross Domestic Product (GDP) of the private sector and pay 44.5% of the salaries of the private sector. The number of the failed organizations was 19128 out of 165879 organizations (Jordanian Department of Statistics 2012). It seems that small business play a major role in almost all economies, whether in developed or developing countries including Jordan. Therefore, the purpose of this study is to investigate the impact of entrepreneurs' characteristics on small business success at Medical Instruments Supplies Organizations in Jordan.

2. Study Importance and Scope

This study presents the necessary components of entrepreneurship and entrepreneurs definitions at an organizational level. The research results may be of an interest to academic studies related to the entrepreneurship. A better understanding of the effect of entrepreneurs' characteristics on the small business success draws conclusions that can be beneficial not only for small business at medical supplies field but also for other organizations and industries. At the same time, the researcher hope it be beneficial for entrepreneurs (owners and managers) and policy makers for developing their business and finally improve their success.

3. Problem Statement and its Elements

According to a pilot study done by the researcher it was found that there are differences in entrepreneurs' characteristics between owners and managers working in the instruments medical supplies filed. This motivates the researcher to investigate the impact of entrepreneurs' characteristics on small business success at Medical Instruments Supplies Organizations in Jordan.

4. Main Hypothesis

H01: The entrepreneurs' characteristics do not have an impact on small business success at Medical Instruments Supplies Organizations in Jordan, at statistical significance ($\alpha \leq 0.05$).

5. Study Model

Is available in the Fig. 1 at end of the study.

6. Literature Review

6.1 Definition of Entrepreneur and Entrepreneurship

From the literature review, it seems that there is neither unified definition regarding entrepreneur nor entrepreneurship. Hisrich and Brush (1985:89) referred entrepreneurship to "the process of creating something different with value". Coulter (2003:4) stated that entrepreneurship is "the creation and management of new business, small business, and family business". Some scholars relate the entrepreneur with different characteristics and behaviors such as innovation, risk taking, build small business and leading it to the success. Schumpeter (1934) defined entrepreneur as the person who creates something new and innovation in existing economy. While Collins et al. (1964) described entrepreneur as a person who is a risk-taker and has consistency with his goals and objectives in different situation. Moreover Crant (1996:62) defined entrepreneurial careers as owning one's own business. Hogarth and Karelaia (2012:1733) related the entrepreneurs with starting own business. Moloi and Nkhahle-Rapita (2014:78) said entrepreneurs are individuals who accept risks and who are innovative in terms of their business management skills. Kedmenec et al. (2015:120) said Entrepreneurship recognized as a leading force of economic growth and development. P.120 In Summary entrepreneurs is defined as the people who create, manage and lead their own business to success, and being responsible for their decisions and consequent results. Moreover the researcher can define entrepreneurship a process of creating, establishing, organizing and managing new venture in the way that lead them to success.

6.2 The Importance and Role of Entrepreneur and Entrepreneurship

Karayiannis (2003:553) pointed out that the entrepreneurial role as the leading force in the free market economy had already been recognized since the time of the proto-capitalist system of ancient Greece. Rani (2013:44) said entrepreneurship is critical for the economy as entrepreneurship is an engine of economic progress and job creation. The importance and roles of entrepreneurs and entrepreneurship can be summarized as follows: They are playing an important role in economic development, backbone of country's development, having major contribution in job creation, and playing an important role in wealth generation.

6.3 Entrepreneurs' Characteristics

Li and Jia (2015) said entrepreneurship has becoming a popular term currently, he add not all of entrepreneurs can succeed in entrepreneurial business. They need specific characteristics to enable them to success. Entrepreneur characteristics extensively studied, with mixed results on his impact on small business result (Bouazza et al. 2015:104). Entrepreneurs' characteristics: They are personal traits and skills which constitute competency of the entrepreneur which needed to venture success. In this study, the researcher will capitalize on the most important

entrepreneurs' characteristics that have been used by many researchers as will be showed in the coming sub-sections.

6.3.1 Need for Achievement

McClelland (1961) explained entrepreneurship as the expression of a high need for achievement. Different studies conducted on entrepreneurs showed the need for achievement has a strong relation with the entrepreneurship (Hansermark, 1998). Moreover Pendergast (2003:2-9) mentioned entrepreneur deals with many characteristics, one of these characteristics need for achievement. Driessen and Zwart (2007:8) stated entrepreneurs' characteristics include need for achievement. Smith (2013:29) claimed need achievement is one of psychological traits of entrepreneurs, and he defined need for achievement as desire to meet an internal standard of accomplishment. Sajilan et al. (2015:40) define need for achievement as people who want to be high achievers and want to have a strong desire for success. The researcher defines need for achievement as a psychological trait that drives the entrepreneur to achieve high standards that lead him toward success.

6.3.2 Self-Confidence

Koh (1996:17) focused on the self-confidence as an important entrepreneurial characteristic. While Rubino and Freshman (2005:399) declared that the confidence is one of the eight entrepreneurial competencies exist in his study. Moreover Othman et al. (2006:59-61) explained the main psychological characteristics of entrepreneurial personality including mainly self-confidence. Bondima et al. (2013:102) stated one of the characteristics and demographic factors influencing entrepreneurial inclination is self-confidence. Laguador (2013:62) mentioned the personal entrepreneurial competencies and they involved self-confidence. Javan (2014:22) stated entrepreneurship had has been consists of six dimensions one of these dimension is self-confidence. The researcher believe self-confidence defines as entrepreneur believing about himself, and to which level he believes that he can lead his organization towards success

6.3.3 Initiativeness (Pro-Activeness)

Lumpkin and Dess (2001:431) define the pro-activeness as opportunity-seeking, forward-looking perspective involving introducing new products or services ahead of the competition and acting in anticipation of future demand to create change and shape the environment Vijaya and Srinath (2012) mentioned initiativeness and pro-activeness are entrepreneurs' characteristics. Sanchez and Hernandez-Sanchez (2013:31) stated pro-activeness is entrepreneurship characteristics. Al-Dhaafri et al. (2013:74) defined pro-activeness as willingness of organizations and their ability to expect new development. The researcher define the initiativeness as the ability of the entrepreneur to start motivating others to do something useful, which adds value to himself, his organization and society.

6.3.4 Independency (Autonomy) and Responsibility

a. Independency (Autonomy): Born and Altink (1996:71) mentioned three most important behavioral attributes for entrepreneurial success, one of them independence. Santos-Cumplido and Linan (2007:90-91) claimed self-employed (autonomy) is one element which configured entrepreneurial quality. Vanesaar et al. (2008:454) studied the entrepreneur's characteristics including independence. Jaafar et al. (2010:57-58) said one of the entrepreneur's characteristics is independency. Liang and Dunn (2011:111) indicated that entrepreneurs' characteristics include independent. He categorized need for autonomy as one of the five entrepreneurial motivations. Rani and Tih (2013:5) defined Independency; independency is desire to be in control.

b. Responsibility: Ali et al. (2010:66,77) stated entrepreneurial attributes include taking responsibilities. Vijaya and Srinath (2012) defined responsibility; responsibility is the ability to take charge and not attribute success or failure to an unknown entity such as luck or fate. He added that responsibility is one of entrepreneurs' characteristics.

The researcher define independency and responsibility it is desire to have control over the work you are doing, desire to be responsible about the result you achieve, desire of the challenge for having own business, and to be own boss.

6.3.5 Risk Taking Propensity

Koh (1996:17) focus on the take risk propensity as an important entrepreneurial characteristic. In addition to that Pendergast (2003:7) said Entrepreneurs are commonly described as risk-takers; he defined the risk as possibility of loss due to uncertain future events.

Moreover Scarlat et al. (2011:92) stated one of the characteristics of successful entrepreneurs is risk-taking. Resurreccion (2012:551) stated entrepreneurial competencies include risk seeking. With reference to Rani and Tih (2013:5); risk taking propensity was identified as one of the essential characteristics which refer to entrepreneurial quality. Javan (2014:22) stated risk-taking is one of the six dimensions of the entrepreneurship. This study defines the risk taking propensity as propensity of the entrepreneur towards decision making in a turbulent environment with minimal information and unclear results.

6.3.6 Experience

Barahona et al. (2006:99) said complementary educational activities and work experience prior to graduation could help to explain the propensity to create business start-ups. In addition to that Sandika and Kulasinghe (2010:86&91) said that entrepreneurs' characteristics contain experience. At the same time Scarlat et al. (2011:92) stated the characteristics of successful entrepreneurs include business knowledge and experience. Javan (2014:22) stated personality traits are the big five model that consists of extroversion, agreeableness, conscientiousness, emotional stability, and openness to experience. Onsongo and Muturi (2015:6) said experience give to entrepreneur knowledge and capabilities that can help in developing more successful strategies leading to more growth rates. Finally the researcher define the experience as the know-how which developed over years about the business, problem solving and decision making, experience reflects his acquired knowledge and skills over years. From the above literature review, this research focuses the following entrepreneurs' characteristics as the most important characteristics to be studied: need for achievement; self-confidence; initiativeness; independency and responsibility; risk taking propensity and experience.

6.4 Business Success Dimensions

Firm performance was influenced or affected by many factors either positively or negatively (Abdullahi et al. 2015:1). Barman and Dutta (2010:1) proclaimed entrepreneur was about having the attitude and the drive to success in business. Zhao et al. (2010:381) pronounced entrepreneurial personality played a role in the emergence and success of entrepreneurs in business. Eriksson and Li (2012:1) found entrepreneurial characteristics could have a significantly positive effect on the business success of small and medium enterprises. Singh et al. (2013:229) mentioned the success or failure of small and medium business rest in part on how entrepreneurs think. Davis et al. (2013:148) results demonstrated that the various aspects of entrepreneurial behaviors have a differential effect on firm performance. Kaur and Bains (2013:31) showed that entrepreneurs play a very important role for business survival and its success. Tanveer et al. (2013:450) defined the dimensions of performance measurement as: growth, profit, size, liquidity, success/failure and others. Small Business success indicates the level of achievement. How much the small business is near or far from its target? Business success can be measure based on many different dimensions such sales growth, capital, increase in employment, increase in production line and others. The current research considers sales growth, gross profit, capital growth and work expansion as success indicators.

7. Methodology

7.1 Population and Survey

The small business of Medical Instruments Supplies Organizations (organizations with capital less than 30,000 JD and employing less than 20 employees; Jordanian Department of Statistics of Jordan) registered in Jordanian Ministry of Industry and Trade and they are only 66 organizations. The entire population was chosen and surveyed to investigate the topic of entrepreneurs' characteristics, thus negating any need for sampling.

7.2 Unit of Analysis

The survey unit of analysis is composed of owners and managers of the small business of Medical Instruments Supplies Organizations.

7.3 Data Collection Methods

Both secondary and primary data were used to fulfill the purpose of this study. Secondary data were collected from Jordanian Ministry of Industry and Trade, Jordanian Department of Statistics of Jordan, journals, books, thesis, dissertations, working papers, and the Worldwide Web. Primary data was collected by comprehensive survey using questionnaire.

7.4 Tool of Collecting Primary Data

To actualizing the research project a tested instrument was developed to suit the current study. Initial items designed in the questionnaire were developed depending on prior studies. Then the questionnaire was validated through a panel of referees; academic and professional experts with high professional background.

7.5 Data Collection

Data have been gathered during the period from March to June 2014. The targeted organizations were 66 organizations, one organization was closed and the researcher could not reach 3 organizations. Questionnaires were distributed to 130 out of about 150 owners and managers in 62 organizations i.e. 86.7% of total unit of analysis. The researcher gathered only 115 questionnaires representing a response rate of 77% of total unit of analysis, because 15 respondents failed to return the questionnaires. Another four respondents failed to complete the questionnaire statements. Therefore, the actual number of questionnaires analyzed was only 111 representing 74% of the total unit of analysis. SPSS 20 was used to analyze the impact of entrepreneurs' characteristics on the small business success.

8. Data Processing and Analysis

8.1 Normal Distribution (Kolmogorov-Smirnov Z Test)

In order to verify the normal distribution of variables, the researcher carried out Kolmogorov-Smirnov (K-S) Z test. All dependent and independent variables were tested for normality. If the significance is more than 5%, normality is accepted. Table (1) shows that all the all independent and dependent variables are normally distributed, since the significances of all variables were more than 5%, so normality was assumed.

8.2 Validity Test

Methods were used to confirm validity; face validity: for face validity two sources of data were used (literature and panel of referees) to develop and refine the measures.

8.3 Reliability Test (Cronbach's Alpha)

The reliability is evident by strong Cronbach's alpha coefficients of internal consistency. Reliability analysis for variables is show in table (2). If Alpha Coefficients is more than 60% will be accepted. As shown in table (2) Cronbach's alpha coefficients for independent variables are ranging between 0.640 and 0.867 and for dependent dimensions are ranging between 0.787 and 0.907.

8.4 Testing Study Hypothesis

To test hypotheses, a multiple regression analysis was used to analyze the relationship between the entrepreneurs' characteristics variables and small business success, and the effect of independent variables on dependent dimensions. As far as normality, validity and reliability were assumed, so regressions analysis is robust against and applicable in the case at hand; especially after achieving the following underlying assumptions: Durbin-Watson test to ensure independence of errors, VIF (Variance Inflation Factor) and tolerance to test multi-collinearity. If Durbin-Watson test value is around 2 the model does not violate this assumption. While, when VIF is less than 10 and tolerance is more than 5%, the multi-collinearity model does not violate this assumption. To test this assumption, Durbin Watson test is conducted, where ($d=1.726$), which around of value equal two. This indicates that the residuals are not correlated with each other; therefore, the independence of errors is not violated. From table (3), the VIF value is less than 10 and the Tolerance value is more than 0.05. This indicates that there is no multi-collinearity within the independent variables of the study.

8.5 Multiple Regressions

After achieving the underlying assumption of regression model, the researcher conducted the analysis Table (4). The R^2 value is 0.876; therefore, the model is regarded as being suitable to be used for multiple regressions with the data, see table (4), while table (5) also confirms that.

8.6 The Main Hypothesis

The results of the multiple regressions analysis that regress the six variables of entrepreneurs' characteristics are shown on table (4). It shows that the six variables together explained 87.6% of the variance, where ($R^2=0.876$, $F=121.945$, $Sig.=0.000$).

Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted, which states that the entrepreneurs' characteristics have impact on small business success at Medical Instruments Supplies Organizations in Jordan, at ($\alpha=0.05$). Table (6) shows the significant effect of each variable within the entrepreneurs' characteristics variable.

8.7 Stepwise Regressions

Table (7) shows stepwise regression, it shows that there are sex models. R^2 shows the power of explanation of variance. Model 1 shows that R^2 can explain 57.5% of the variance. Model 2 shows R^2 explains 71.6% of the variance, i. e. Model 2 adds 14.1% of explanation power over model 1. Model 3 explains 80.7% of the variance, i. e. Model 3 adds 9.1% explanation power on model 2. Model 4 explains 84.9% of the variance, i. e. Model 4 adds 4.2% explanation power on model 3. Model 5 explains 86.2% of the variance, i. e. Model 5 adds 1.3% explanation power on model 4. Model 6 explains 86.8% of the variance, i. e. Model 6 adds 0.6% explanation power on model 5.

Again Table (8) shows stepwise regression result. Model 1 indicates that the independency and responsibility have positive impact on small business success where $B=0.76$. Model 2 shows that independency and responsibility, and experience have positive impact on the small business success where $Beta=0.953$ ($Beta$ of independency and responsibility= 0.488 and for experience= 0.465). Model 3 shows that independency and responsibility, experience and need for achievement have positive impact on the small business success where $Beta=1.1$ ($Beta$ of independency and responsibility= 0.352 , for experience= 0.391 and for need for achievement= 0.357). Model 4 shows that independency and responsibility, experience, need for achievement and risk taking propensity have positive impact on the small business success where $Beta=1.235$ ($Beta$ of independency and responsibility= 0.289 , for experience= 0.392 , for need for achievement= 0.335 and for risk taking propensity= 0.219). Model 5 shows that independency and responsibility, experience, need for achievement, risk taking propensity and initiativeness have positive impact on the small business success where $Beta=1.255$ ($Beta$ of independency and responsibility= 0.233 , for experience= 0.357 , for need for achievement= 0.271 , for risk taking propensity= 0.220 and for iniviativeness= 0.174). Model 6 shows that independency and responsibility, experience, need for achievement, risk taking propensity, initiativeness and self-confidence have positive impact on the small business success where $Beta=1.265$ ($Beta$ of independency and responsibility= 0.226 , for experience= 0.308 , for need for achievement= 0.242 , for risk taking propensity= 0.210 , for iniviativeness= 0.157 and for self-confidence= 0.122).

9. Conclusion

Result shows that the entrepreneurs' characteristics have positive impact on small business success of the Medical Instruments Supplies Organizations in Jordan. This result is supported by most of the previous studies, such as: Baum and Locke (2004), Adegbite et al. (2006), Sola (2013), Gupta and Muita (2013), Sarwoko et al. (2013).

10. Limitations and Recommendation

The study is limited to the small businesses at Medical Supplies field in Jordan and it includes specific entrepreneurs' characteristics. In the light of the study limits and results the researcher hope to follow the recommendations below:

1. Carrying out further studies to include medium and large business. Moreover further testing might consider a cross-sectional group of participants from a wide variety of industries.
2. Further empirical researches involving data collection over diverse countries are needed.
3. Investigating more entrepreneurs' characteristics in the future researches to include more personal entrepreneurs' characteristics, skill, competencies, and traits of the entrepreneurs.
4. Studying the demographic factors to investigate if they have impact on the entrepreneurial success, and if yes which of these demographic factors have more impact on the entrepreneurial success.
5. Working on increasing the awareness of the owners and managers work in the all fields of small business about the importance of the entrepreneurs' characteristics and their impact on the success of the small business that will increase the rate of success.

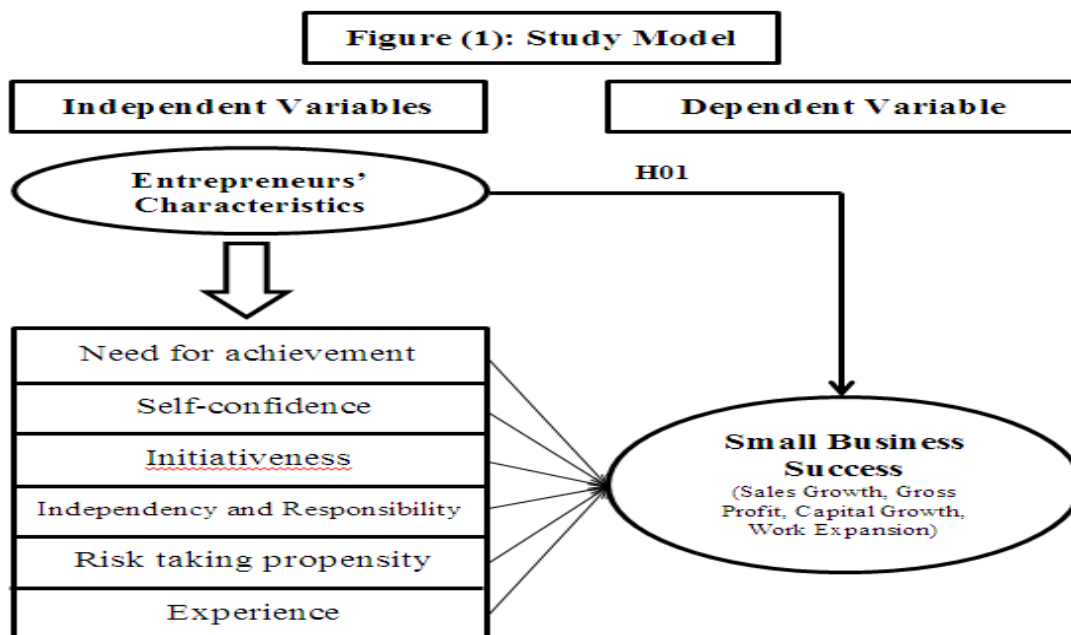
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Source: From the researcher based on many studies such as (Adegbite et al., 2006; Driessen and Zwart, 2007; Stefanovic et al., 2010; Islam et al., 2011; Hojjati, 2012; Sarwoko et al., 2013; Roa et al., 2013; Sarwoko et al., 2013; Kamitewoko, 2013; Tanveer et al., 2013).

Table (1): One-Sample Kolmogorov-Smirnov Test

Variable	Kolmogorov-Smirnov Z	Sig. (2-tailed)
Need for Achievement	1.328	0.059
Self-Confidence	1.299	0.069
Initiativeness	1.250	0.088
Independency and Responsibility	0.983	0.289
Risk Taking Propensity	0.963	0.312
Experience	1.183	0.122
Sales Growth	1.286	0.073
Gross Profit Growth	1.162	0.134
Capital Growth	1.341	0.055
Work Expansion	1.253	0.087

Table (2): Reliability Analysis for Independent and Dependent Variables

Variable	No. of Items/Variables	Cronbach's Alpha
Need for Achievement	5	0.640
Self-Confidence	5	0.651
Initiativeness	5	0.758
Independency and Responsibility	8	0.852
Risk Taking Propensity	5	0.798
Experience	5	0.867
Sales Growth	5	0.787
Gross Profit Growth	5	0.875
Capital Growth	5	0.903
Work Expansion	5	0.907

Table (3): Multi-Collinearity Test for Main Hypothesis

Entrepreneurs' Characteristics Variables	Multi-Collinearity Statistics	
	Tolerance	VIF=1/Tolerance
Need for Achievement	0.553	1.808
Self-Confidence	0.492	2.033
Initiativeness	0.459	2.180
Independency and Responsibility	0.487	2.053
Risk Taking Propensity	0.867	1.153
Experience	0.502	1.993

Table (4): Results of Multiple Regression Analysis: Regressing Entrepreneurs' Characteristics Variables against Business Success

Variable	r	R ²	ANOVA F- Value	Sig.
Entrepreneurs' Characteristics Variables	0.936	0.876	121.945	0.000

Table (5): Conformity Test (ANOVA Analysis)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	38.430	6	6.405	121.945	0.000 ^b
	Residual	5.462	104	0.053		
	Total	43.892	110			

Table (6): Un-standardized and Standardized Coefficients of Multiple Regression Model for Entrepreneurs' Characteristics Variables

Entrepreneurs' Characteristics Variables	Un-standardized Coefficients		Standardized Coefficients	t-value	p
	B	Std. Error	Beta		
(Constant)	-2.200	0.215		-10.216	0.000
Need for Achievement	0.312	0.060	0.242	5.198	0.000
Self-Confidence	0.151	0.061	0.122	2.475	0.015
Initiativeness	0.173	0.056	0.157	3.069	0.003
Independency and Responsibility	0.285	0.062	0.226	4.561	0.000
Risk Taking Propensity	0.199	0.035	0.210	5.643	0.000
Experience	0.326	0.052	0.308	6.311	0.000

*CALCULATE IS LESS THAN 0.05

Table (7): Stepwise Regression Models

Model	r	R ²	Adjusted R ²	Std. Error of the Estimate
1	0.761 ^a	0.579	0.575	0.41172
2	0.849 ^b	0.721	0.716	0.33687
3	0.901 ^c	0.812	0.807	0.27757
4	0.924 ^d	0.854	0.849	0.24574
5	0.932 ^e	0.868	0.862	0.23471
6	0.936 ^f	0.876	0.868	0.22918

Table (8): Stepwise Beta Coefficient for the Impact

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.310	0.309		-1.003	0.318
	Independency and Responsibility	0.958	0.078	0.761	12.245	0.000
2	(Constant)	-1.031	0.271		-3.802	0.000
	Independency and Responsibility	0.615	0.079	0.488	7.773	0.000
	Experience	0.492	0.066	0.465	7.404	0.000
3	(Constant)	-1.869	0.252		-7.421	0.000
	Independency and Responsibility	0.443	0.069	0.352	6.386	0.000
	Experience	0.414	0.056	0.391	7.420	0.000
	Need for Achievement	0.460	0.064	0.357	7.216	0.000
4	(Constant)	-2.110	0.227		-9.288	0.000
	Independency and Responsibility	0.364	0.063	0.289	5.764	0.000
	Experience	0.415	0.049	0.392	8.387	0.000
	Need for Achievement	0.432	0.057	0.335	7.615	0.000
	Risk Taking Propensity	0.207	0.038	0.219	5.523	0.000
5	(Constant)	-2.105	0.217		-9.700	0.000
	Independency and Responsibility	0.293	0.064	0.233	4.590	0.000
	Experience	0.378	0.048	0.357	7.797	0.000
	Need for Achievement	0.350	0.059	0.271	5.885	0.000
	Risk Taking Propensity	0.208	0.036	0.220	5.813	0.000
	Initiativeness	0.192	0.057	0.174	3.347	0.001
6	(Constant)	-2.200	0.215		-10.216	0.000
	Independency and Responsibility	0.285	0.062	0.226	4.561	0.000
	Experience	0.326	0.052	0.308	6.311	0.000
	Need for Achievement	0.312	0.060	0.242	5.198	0.000
	Risk Taking Propensity	0.199	0.035	0.210	5.643	0.000
	Initiativeness	0.173	0.056	0.157	3.069	0.003
	Self-Confidence	0.151	0.061	0.122	2.475	0.015