

REFERENCES

- Addis, M. 2003. Basic Skills and Small Business Competitiveness: Some Conceptual Considerations, *Education and Training*, 45(3):152-161.
- Ahwireng-Obeng, F. & Piaray, D. 1999. Institutional obstacles to South African entrepreneurship. *South African Journal of Business Management*, 30(3):78-98.
- Ahwireng-Obeng, F. 2003. Youth economic empowerment in South Africa: entrepreneurship versus small business policy. *Proceedings at the 48th Conference of the International Council for small business (ICBS)*, Dublin, 9 – 11 June:1-18.
- Al-Madhoun M & Analoui F. 2002. Developing managerial skills in Palestine. *Education and Training* 44(8/9):431-442.
- Alvord, S.H., Brown, L.D. & Letts, C.W. 2001. Social entrepreneurship – leadership that facilitates societal transformation – an exploratory study. [Online] Available from: <http://www.hks.harvard.edu/leadership/Pdf/AlvordBrownLettsWorkingPaper.pdf> [Accessed: 2008-11-20].
- Andries, P. & Debackere, K. 2007. Adaptation and Performance in New Businesses: Understanding the Moderating Effects of Independence and Industry. *Small Business Economics*, 29(1/2):81-89.
- Antonites, A.J. 2003. *Action learning to entrepreneurial creativity, innovation and opportunity finding*. Unpublished DCom Thesis. University of Pretoria.
- Ardichvili, A., Cardozo, R. & Ray, S. 2003. A theory of entrepreneurial opportunity identification and development. *Journal of Business Venturing*, 18(1):105-123.
- Ayotte, K. 2007. Bankruptcy and Entrepreneurship: The Value of a Fresh Start. *Journal of Law, Economics and Organization*, 23(1):161-185.
- Baard, V.C. & Van den Berg, A. 2004. Interactive information consulting system for South African small businesses: part 1. *South African Journal of Information Management*, 6(2):1-19.

- Baines, S. & Robson, L. Being self employed or being enterprising? The case of creative work for the media industries. *Journal of Small Business and Enterprise Development*, 8(4):349-362.
- Baron, R.A. 1998. Cognitive mechanisms in entrepreneurship: Why and when entrepreneurs think differently than other people. *Journal of Business Venturing*, 13(4):275-294.
- Baron, R.A. 2003. Human resource management and entrepreneurship: Some reciprocal benefits of closer links. *Human Resource Management Review*, 13(2):253-256. Editorial.
- Baron, R.A. 2004a. Potential benefits of the cognitive perspective: Expanding entrepreneurship's array of conceptual tools. *Journal of Business Venturing*, 19(2):169-172. Editorial.
- Baron, R.A. 2004b. The cognitive perspective: a valuable tool for answering entrepreneurship's basic why questions. *Journal of business venturing*. 19(2):221-239.
- Batjargal, B. 2006. The Dynamics of Entrepreneurs' Networks in a Transitioning Economy: The Case of Russia. *Entrepreneurship and Regional Development*, 18(4):305-320.
- Barreira, J.C.D. 2004. *The influence of business knowledge and work experience, as antecedents to entrepreneurial success*. Unpublished PHD thesis. University of Pretoria.
- Bateman, M. 2000. Neo-liberalism, SME development and the role of business support centres in the transition economies of Central and Eastern Europe. *Small Business Economics*, June 2000, 14(4):275-298.
- Baum J.R., Locke, E.A. & Smith, K.G. 2001. A multi-dimensional model for venture growth. *Academy of management Journal*, 44(2):292-303.
- Besser, T.L. 1999. Community involvement and the perception of success among small business operators in small towns. *Journal of Small Business Management*, 37(4):16-29.

- Berry, A., Von Bottnitz, M., Cassim, R., Kesper, A., Rajaratnam, B. & Van Seventer, D. E. 2002. The economics of SMMEs in SA. Trade and industry policy strategies: draft for comment. [Online] Available from: <http://www.TIPS.org.za> [Accessed: 2007-12-20].
- Bhave, M.P. 1994, A process model of entrepreneurial venture creation. *Journal of Business Venturing*, 9(3):223-242.
- Bird, B.J. 1988. Implementing Entrepreneurial Ideas: The Case for Intention. *The Academy of Management Review*, 13(3):442- 463.
- Bolton, B. & Thompson, J. 2002. *The entrepreneur in focus – achieve your potential*. Cengage Learning EMEA, Thomson.
- Bolton, B. & Thompson, J. 2004. *Entrepreneurs: Talent, Temperament and Technique*. 2nd edition, Butterworth-Heinemann, Elsevier.
- Botha, M. 2006. *Measuring the effectiveness of the women entrepreneurship programme as a training intervention, on potential, start-up and established women entrepreneurs in South Africa*. Unpublished PHD thesis, University of Pretoria.
- Bradley, E. 2002. I want to start my own business. *Women in Business*, 54(5):14-16, Sep/Oct.
- Bridges. 2002. Measuring success in entrepreneurship support initiatives: what works and what more is needed. [Online] Available from: <http://topics.developmentgateway.org/evaluation/rc/BrowseContent.do?source=RCCContentUser&folderId=5014> [Accessed: 2007-12-20].
- Bryant & Yarnold. 1995. Principal component analysis and Exploratory and Confirmatory Analysis. In L.G. Grimm and P.R. Yarnold, Ed. *Reading and Understanding Multivariate Statistics*. American Psychological Association. Washington D.C. USA.
- Bruyat C. & Julian, P. 2000. Defining the field of research in entrepreneurship. *Journal of Business Venturing*, 16(165-180).
- Bygrave, W.D. 1993. Theory building in the entrepreneurship paradigm. *Journal of Business Venturing*, 8(3):255-280.

- Bygrave, W.D. 1997. *The portable MBA in entrepreneurship*. New York: John Wiley & Sons.
- Carter, N.M., Gartner, W.B. & Reynolds, P.D. 1996. Exploring start-up event sequences. *Journal of Business Venturing*, 11(3):151-166.
- Chapman, P., James-Moore, M., Szczygiel, M. & Thompson, D. 2000. Building Internet capabilities in SMEs. *Logistics Information Management*, 13(6):353-361.
- Clinton, M., Totterdell, P. & Wood, S. 2006. A Grounded Theory of Portfolio Working - Experiencing the Smallest of Small Businesses. *International Small Business Journal*, 24(2):179-203.
- COJ. 2004. City of Johannesburg. Strategic framework for skills development. Unpublished report compiled by Resolve Workplace Solutions for the Economic Development Unit.
- Clover, T.A. & Darroch, M.A.G. 2005. Owners' perceptions of factors that constrain the survival and growth of small, medium and micro agribusinesses in KwaZulu-Natal, South Africa. *Agrekon*, 44(2):238-263.
- Collins, L. Hannon, P.D. & Smith, A. 2004. Enacting entrepreneurial intent: the gaps between student needs and higher education capability. *Education and training*. 46(8/9):454-463.
- Cope, J. 2003. Entrepreneurial learning and critical reflection. Discontinuous events as triggers for higher level learning. *Management learning*. 34(4):429-450.
- Cope, J. & Watts, G. 2000. Learning by doing - An exploration of experience, critical incidents and reflection in entrepreneurial learning. *International Journal of Entrepreneurial Behaviour and Research*, 6(3):104-124.
- Cook, R.G., Belliveau, P & Sandberg, M.E. 2004. Training and learning as drivers of US micro enterprise business plan quality. *Education and Training*. 46(8/9):398-405.
- Cooper, D.R. & Schindler, P.S. 2008. *Business research methods*. 10th edition. Boston: McGraw-Hill Irwin.

- Cornwall, J.R. & Naughton, M.J. 2003. Who is the Good Entrepreneur? An Exploration within the Catholic Social Tradition. *Journal of business ethics*, 44:61-75.
- Coughlin P, Rubin M, Darga L.A. 2001. *The SADC Textile and Garment Industries - Constraints and Opportunities: Myopia or Global Vision*. Study commissioned by the Southern African Development Community, August.
- Czinkota, M.R. & Ronkainen, I.A. 2003. Have Lunch or Be Lunch. *Marketing Management*, 12(2):48-50.
- Dahlqvist, J., Davidsson, P. & Wiklund, J. 2000. Initial Conditions as Predictors of New Venture Performance: A Replication and Extension of the Cooper et al study. *Enterprise and Innovation Management Studies*, 1(1):1-17.
- Dana, L.P. 2001. The Education and Training of Entrepreneurs in Asia. *Education and Training*, 43(8/9):405-415.
- Darroch, M.A.G. & Clover, T.A. 2005. The effects of entrepreneurial quality on the success of small, medium and micro agri-businesses in KwaZulu-Natal, South Africa. *Agrekon*, 44(3):321-343.
- Davies, T. 2001. Enhancing competitiveness in the manufacturing sector: Key opportunities provided by inter firm clustering. *Competitiveness Review*, 11(2):4-16.
- Davila, A., Foster, G. & Gupta, M. 2003. Venture capital financing and the growth of startup firms. *Journal of Business Venturing*, 18(6):689-708.
- Dawson, S., Breen, J. & Satyen, L. 2002. The ethical outlook of micro business operators. *Journal of Small Business Management*, 40(4):302-313.
- De Faoite, D., Henry, C., Johnston, K. & Van der Sijde, P. 2004. Entrepreneur's attitudes to training and support initiatives: evidence from Ireland and the Netherlands. *Journal of small business and enterprise development*, 11(4):440-448.
- Deakins, D. & Freel, M. 1998. Entrepreneurial Learning and the Growth Process in SMEs. *Learning Organization*, 5(3):144-155.
- Dees, J.G. 1998. The meaning of social entrepreneurship. Paper by the Kauffman Centre for Entrepreneurial leadership. [Online] Available from:

<http://www.fntc.info/files/documents/The%20meaning%20of%20Social%20Entreneurship.pdf>

[Accessed: 2008-11-20].

- Delmar, F., Davidson, P. & Gartner, W.B. 2003. Arriving at the high growth firm. *Journal of Business Venturing*, 18(2):189-216.
- Dess, G.G., Lumpkin, G.T. & McGee, J.E. 1999. Linking corporate entrepreneurship to strategy, structure, and process: Suggested research directions. *Entrepreneurship Theory and Practice*, 23(3):85-10.
- Devins, D., Johnson, S & Sutherland, J. 2004. Employer characteristics and employee training outcomes in UK SMEs: a multivariate analysis. *Journal of small business and enterprise development*, 11(4):449-457.
- Dimantopoulos, A. & Schlegelmich, B.B. 2002. *Taking the fear out of data analysis*. London, U.K: Thomson Learning.
- Dockel, J.A. & Ligthelm, A.A. 2005. Factors Responsible for the Growth of Small Businesses. *South African Journal of Economic and Management Sciences, N.S.*, 8(1):54-62.
- Dollinger, M.J. 1999. *Entrepreneurship: strategies and resources*. 2nd edition. Prentice Hall, Upper Saddle River, N.J.
- Drakopoulou Dodd, S. & Patra, E. 2002. National differences in entrepreneurial networking". *Entrepreneurship & regional development*, 14(2):117–134.
- Drakopoulou Dodd, S. & Anderson, A.R. 2007. Mumpsimus and the Mything of the Individualistic Entrepreneur. *International Small Business Journal*, 25(4):341-360.
- Dreisler, P., Blenker, P. & Nielsen, K. 2003. Promoting entrepreneurship - changing attitudes or behaviour? *Journal of Small Business and Enterprise Development*, 10(4):383-392.
- Drucker, P.F. 1985. *Innovation and entrepreneurship: practice and principles*. Heinemann, London.

- Durand, D. E. 1975. Effects of achievement motivation and skill training on the entrepreneurial behavior of black businessmen. *Organizational Behavior and Human Performance*, 14(1):76-90.
- Erikson, T. 2002. Entrepreneurial capital: the emerging venture's most important asset and competitive advantage. *Journal of business venturing*, 17(3):275-290.
- Eriksson, T & Kuhn, J.M. 2006. Firm spin offs in Denmark 1981 – 2000 – patterns of entry and exit. *International journal of Industrial organization*, 24:1021-1040.
- Fernald, L Jr, Solomon, G. & Bradley, D. 1999. Small business training and development in the United States. *Journal of Small Business and Enterprise development*. 6(4):310-325.
- Fielden, S.L., Davidson, M.J. & Makin, P.J. 2000. Barriers encountered during micro and small business start-up in North West England. *Journal of Small Business and Enterprise Development*, 7(4):295-304.
- Finmark. 2006. *Finmark Trust: making financial markets work for the poor*. [Online] Available from: www.finscope.co.za/documents/2006/PR_smallbusiness.pdf [Accessed: 2007-11-27].
- Fletcher, D.E. 2006. Entrepreneurial Processes and the Social Construction of Opportunity. *Entrepreneurship and Regional Development*, 18(5):421-440.
- Fox, C. 2004. *Some thoughts on Intrapreneurship*. [Online] Available from: <http://www.chrisfoxinc.com/> [Accessed: 2006-07-27].
- Freel, M.S. & Robson, P.J.A. 2004. Small Firm Innovation, Growth and Performance - Evidence from Scotland and Northern England. *International Small Business Journal*, 22(6):561-575.
- Freeman, S. 2000. Partnerships between small and medium enterprises and universities that add value. *Education and Training*, 42(6):372-377.
- Friedrich, C., Glaub, M., Gramberg, K. & Frese, M. 2003. *Does Training Improve the Business Performance of Small Scale Entrepreneurs: An Evaluation Study*. Unpublished document, Cape Town.

- Gadenne, D. 1998. Critical Success Factors for Small Business: An Inter-industry Comparison. *International Small Business Journal*, 17(1):36-58.
- Gartner, W., Starr, J. & Bhat, S. 1999. Predicting new venture survival: An analysis of “anatomy of a start-up.” cases from Inc. Magazine. *Journal of Business Venturing*, 14(2):215-232.
- Gbadamosi, G. 2002. Entrepreneurial behaviour: research issues and agenda in Africa. An article in “Entrepreneurship Africa: the Road to freedom”. 1st International Conference. Pretoria. October 3-4:95-101.
- GEM. 1999. Reynolds, P.D., Hay, M. & Camp, S.M. *Global Entrepreneurship Monitor*, Babson College. [Online] Available from: <http://www.esbri.se/gem-rapport.pdf> [Accessed: 2007-12-20].
- GEM. 2001a. Driver, A., Wood, E., Segal, N & Herrington, M. *Global Entrepreneurial Monitor*. South African Executive Report. [Online] Available from: <http://www.gemconsortium.org/> [Accessed: 2006-05-20].
- GEM. 2001b. Galloway, L. & Levie, J. *Global entrepreneurship monitor*. University of Strathclyde. Scotland. [Online] Available from: <http://www.gemconsortium.org/> [Accessed: 2008-05-07].
- GEM. 2002a. Foxcroft, M.L., Wood, E., Kew, J., & Segal, N. *Global Entrepreneurship Monitor*. South Africa Executive report. Cape Town: University of Cape Town. [Online] Available from: <http://www.gemconsortium.org/> [Accessed: 2004-07-03].
- GEM. 2002b. Levie, J., Brown, W. & Galloway, L. *Global Entrepreneurship Monitor*. University of Strathclyde. Scotland. [Online] Available from: <http://www.gemconsortium.org/> [Accessed: 2007-08-20].
- GEM 2002c. Neck, H.M., Zacharakis, A.L., Bygrave, W.D. & Reynolds, P.D. *Global Entrepreneurship Monitor*. Executive Report. [Online] Available from http://www.kauffman.org/pdf/us_gem_2002.pdf [Accessed: 2007-12-20].
- GEM. 2003a. Foxcroft, M.L., Wood, E., Kew, J., Herrington, M. & Segal, N. Global Entrepreneurship Monitor (GEM) South African executive report, The Graduate

- Business School University of Cape Town, Cape Town. [Online] Available from: <http://www.gemconsortium.org/> [Accessed: 2005-09-13].
- GEM. 2003b. Orford, J., Wood, E., Fisher, C., & Segal, N. *Global Entrepreneurship Monitor*. South African Report. University of Cape Town: Cape Town. [Online] Available from: <http://www.gemconsortium.org//> [Accessed: 2006-07-03].
- GEM. 2004. Orford, J, Herrington, M. & Wood, E. 2004. *Global Entrepreneurship Monitor: South African Report*. Cape Town. University of Cape Town. [Online] Available from: <http://www.gemconsortium.org//> [Accessed: 2007-03-27].
- GEM 2005a. Minniti, P. Bygrave, W.D. & Autio, E. 2005. *Global Entrepreneurship Monitor*. London. London school of business and Babson College. [Online] Available from: <http://www.gemconsortium.org//> [Accessed: 2007-02-05].
- GEM. 2005b. Von Broembsen, M., Wood, E. & Herrington, M. 2005. *Global entrepreneurship Monitor*. The South African Report. UCT Centre for Innovation and Entrepreneurship. [Online] Available from: <http://www.gemconsortium.org//> [Accessed: 2007-10-21].
- GEM. 2006. Bosma, N. & Harding, R. *Global Entrepreneurship Monitor*. Summary Results. Babson College and London Business School. [Online] Available from: <http://www.gemconsortium.org//> [Accessed: 2008-02-20].
- GEM. 2007. Autio, E. *Global Entrepreneurship Monitor*. Global Report on High Growth entrepreneurship. Babson College and London Business School. [Online] Available from: <http://www.gemconsortium.org//> [Accessed: 2008-03-17].
- Gibb, A.A. 1993. The enterprise culture and education. *International Small Business Journal*, 11(3):1-12.
- Gibbon, P. 2004. South Africa and the global commodity chain for clothing: export performance and constraints. Article in "*Clothing and Footwear in African Industrialisation*". Edited by McCormick D and Rogerson C. Africa Institute of South Africa.
- Glancey, K. 1998. Determinants of growth and profitability in small entrepreneurial firms. *International Journal of Entrepreneurial Behavior and Research*, 4(1):18-27.

- Glancey, K., Greig, M. & Pettigrew, M. 1998. Entrepreneurial dynamics in small business service firms. *International Journal of Entrepreneurial Behaviour and Research*, 4(3):249-268.
- GMAP. 2007. Small Business Survival – a joint report to the governor. By the state of Washington's department of economic trade and economic development; employment security department; department of land and industry and the department of revenue. [Online] Available from: <http://dor.wa.gov/docs/reports/BusinessSurvivalReportOct2007.pdf>. [Accessed 2007/09/10].
- Goolnik, G. e-Learning for smaller rurally based businesses: A demand-led challenge for Scottish Educational Institutions. *Online Journal of Distance Learning Administration*. [Online] Available from: <http://0nurs.westga.edu.innopac.up.ac.za:80/~distance/ojdla/summer52/goolnik52.pdf>. [Accessed 2007/09/10].
- Govender, K.K. 1994. Problems and training needs of small business in Transkei, *Development Southern Africa*, 11(1):113-119.
- Gruber, M. 2002. *Transformation as a challenge – new ventures on their way to viable entities*. pages 193-201. [Online] Available from: http://www.igw.unisg.ch/rencontres/band2002/C_03_Gruber.pdf [Accessed 2007/09/10].
- Gundry, L.K. & Welsch, H.P., 2001. The Ambitious Entrepreneur: High growth strategies for women-owned enterprises. *Journal of business venturing*, 16(5):453-470.
- Gurol, Y. & Atsan, N. 2006. Entrepreneurial characteristics amongst university students. *Education and training*, 48(1):25-38.
- Guzman, J. & Santos, F.J. 2001. The Booster Function and the Entrepreneurial Quality: An Application to the Province of Seville. *Entrepreneurship and Regional Development*, 13(3):211-228.
- Hair, J.F. Jr., Anderson, R.E., Tatham R.R. & Black, W.C. 1998. *Multivariate Data Analysis. 5th edition*. Prentice Hall, Upper Saddle River, NJ.

- Hankinson, A. 2000. The key factors in the profiles of small firm owner-managers that influence business performance. The South Coast Small Firms Survey, 1997-2000. *Industrial and Commercial Training*, 32(3):94-98.
- Harris, S, Forbes, T & Fletcher, M. 2000. Taught and enacted strategic approaches in young enterprises. *International Journal of Entrepreneurial Behaviour and Research*, 6(3):125-144.
- Harris, S. & Wheeler, C. 2005. Entrepreneurs' relationships for internationalisation: functions, origins and strategies. *International Business Review*, 14(2005):187-207.
- Hellmann, T. 2007. Entrepreneurs and the Process of Obtaining Resources. *Journal of Economics and Management Strategy*, 16(1):81-109.
- Henning, J.J. 2003. Optimising the closely held corporation to enhance commercial participation and development: The Southern African experience in comparative perspective. *Journal for Juridical Science*, 28(2):1-32.
- Henry, C., Hill, F. & Leitch, C. 2005. Entrepreneurship education and training: can entrepreneurship be taught? Part 1. *Education and Training*, 47(2):98-111.
- Hill, R. & Stewart, J. 2000. Human resource development in small organizations. *Journal of European Industrial Training*, 24(2/3/4):105-117.
- Hisrich, R.D. & Peters, M.P. 2002. *Entrepreneurship. International 5th ed.* McGraw Hill/Irvin; Higher Education.
- Hisrich, R.D., Peters, M.P. & Shepherd, D.A. 2005. *The entrepreneurial process. Entrepreneurship. 6th Edition.* New York: McGraw-Hill Irwin.
- Hite, J.M. 2005. Evolutionary processes and paths of rationally embedded network ties in emerging entrepreneurial firms. *Entrepreneurship Training and Education*, 1084-2087(January):113-144. T & P. Baylor University.
- Hofstede. G. 1980. *Culture's consequences: international differences in work related values.* Beverly Hills. CA: Sage publications.

- Honig, B. 1998. What determines success? Examining the human, financial, and social capital of Jamaican microentrepreneurs. *Journal of Business Venturing*, 13(5):371-394.
- Hudson, M., Smart, A. & Bourne, M. 2001. Theory and practice in SME performance measurement systems. *International Journal of Operations and Productions Management*. 21(8):1096-1115.
- Hupalo, P.I. 2003. Thinking like an entrepreneur: Measuring Success in Small Business and Entrepreneurship. [Online] Available from: Micro Internet e-Journal. <http://www.hcmpublishing.com> [Accessed 2007/07/17].
- Ibrahim, A.B. & Soufani, K. 2002. Entrepreneurship education and training in Canada: a critical assessment. *Education and training*. 44(8/9):421-430.
- Ibrahim, A.B., Soufani, K., Poutziouris, P. & Lam, J. 2004. Qualities of an effective successor: the role of education and training. *Education and training*. 46:8/9):474-480.
- Jack, S. & Robson, J.A. 2002. *A comparative study of the usefulness and impact of forma and informal networks for entrepreneurship*. University of Aberdeen and USA Babson College, Boston.
- Jansen, D. 2003. *Supporting newly founded firms – personal and professional networks*. TV discussion papers. Forschungsinstitut fur offentliche verwaltung.
- Jennings D.F. 1994. *Multiple Perspectives of Entrepreneurship*. Cincinnati, Ohio: South-Western Publishing Co.
- Joubert, C.S., Schoeman, N.J & Blignaut, J.N. 1999. Small, medium and micro-sized Enterprises (SMMEs) and the housing Construction Industry: A possible solution to South Africa's Socio-Economic problems. *South African Journal of Economic and Management Science*, 2(1):21-33.
- Kamaha, A.P. 2004. South Africa's Clothing Industry: The Case of Successful SMEs in Johannesburg. An article in D. McCormick and C.M. Rogerson (eds), *Clothing and Footwear in African Industrialisation*, Africa Institute of South Africa, Pretoria, 426-456.

- Kangasharju, A. 2000. Growth of the smallest: Determinants of small firm growth during strong macroeconomic fluctuations. *International Small Business Journal*, 19(1):28-43.
- Kekale, T. Pirolt, K & Falter, C. 2002. IT tools in personal training in Small enterprises: results of project “apply”. *Journal of workplace learning*. 14(7):269-277.
- Keough, J. 2003. A better year in 2003. *Industrial Distribution*. 92(1):17-19.
- Kickul, J. & Gundry, L.K. 2002. Prospecting for strategic advantage: The proactive entrepreneurial personality and small firm innovation. *Journal of Small Business Management*, 40(2):75-97.
- Kim, J.,O. & Mueller, C. W. 1988. *Factor analysis: Statistical methods and practical issues*. Beverly Hills, CA: Sage.
- Kirzner, I.M. 1973. *Competition and entrepreneurship*. University of Chicago Press, Chicago.
- Kitching, J. 1998. Book Review: Investing in Training and Small Firm Growth and Survival: An Empirical Analysis for the UK in 1987-97. *International Small Business Journal*, 17(1):110-113.
- Klofsten, M. 2000. Training entrepreneurship at universities: a Swedish case. *Journal of European Industrial Training*, 24(6):337- 344.
- Klofsten, M & Spaeth, M. 2004. *Entrepreneurship training for regional growth and innovation: A Swedish case study and ten year retrospective*. Entrepreneurship training for regional Growth and Innovation. [Online] Available from <http://www.sbaer.uca.edu/research/icsb/2004/Papers%20pdf/130.pdf>. [Accessed 2008/08/17].
- Knight, F.H. 1964. *Risk, uncertainty and profit*, Augustus M. Kelley, New York.
- Kodithuwakku, S.S. & Rosa, P. 2002. The entrepreneurial process and economic success in a constrained environment. *Journal of Business Venturing*, 17(5):431-465.

- Kuratko, D.F. 2001. *Strategic entrepreneurial growth*. Harcourt College Publishers, Fort Worth ; London.
- Ladzani, W.M. & van Vuuren, J.J. 2002. Entrepreneurship training for emerging SMEs in South Africa, *Journal of Small Business Management*, 40(2):151-161.
- Lange, T., Ottens, M. & Taylor, A. 2000. SMEs and barriers to skills development: a Scottish perspective. *Journal of European Industrial Training*, 24(1):5-11.
- Larsson, E., Hedelin, L. & Garling, T. 2003. Influence of expert advice on expansion goals of small businesses in rural Sweden. *Journal of Small Business Management*, 41(2):205-212.
- Lawless, N., Allan, J. & O'Dwyer, M. 2000. Face to face or distance training: two different approaches to motivate SMEs to learn. *Education and Training*. 42(4/5):308-317.
- Leah, J. & Tucker, J. 2000. *Information asymmetry and small firm finance*. Paper presented at the 23rd ISBA National Small firms policy and research conference. Aberdeen. November.
- LeBrasseur, R., Zanibbi L., & Zinger, T.J. 2003. Growth Momentum in the Early Stages of Small Business Start-Ups. *International Small Business Journal*, 21(3):315-330.
- Lee, S.M., Lim, S. Pathak, R.D. Chang, D & Li, W. 2006. Influences on student attitudes towards entrepreneurship: A multi country study. *Entrepreneurship mgt*, 2:351-366.
- Li, D. & Ferreira, M.P. 2006. The Evolutionary Model of Entrepreneurial Firms' Dependence on Networks: Going beyond the Start-Up Stage. *Notas Economicas*, 24(06):48-63.
- Ligthelm, A.A. & Cant, M.C. 2002. *Business success factors of SMEs in Gauteng: A proactive entrepreneurial approach*. UNISA. Bureau of market research. Research report no 311. Faculty of economic and management science.
- Lowe, R & Marriott, S. 2006. *Enterprise, Entrepreneurship and Innovation – Concepts, Contexts and Commercialization*. Butterworth-Heinemann.

- Luiz, J. 2002. Small Business Development, Entrepreneurship and Expanding The Business Sector In A Developing Economy: The Case Of South Africa. *Journal of Applied Business Research*, 18(2):53-65.
- Lussier, R.N. & Pfeifer, S. 2001. A crossnational prediction model for business success. *Journal of Small Business Management*, 39(3):228-239.
- Lumsdaine, E. & Lumsdaine, M. 1995. *Creative Problem Solving. Thinking skills for a changing world. International Editions*. New York: McGraw-Hill Inc.
- MacMahon, J. & Murphy, E. 1999. Managerial effectiveness in small enterprises: implications for HRD. *Journal of European Industrial Training*, 23(1):25-35.
- Man, T.W.Y., Lau, T. & Chan, K.F. 2002. The competitiveness of small and medium enterprises: A conceptualization with focus on entrepreneurial competencies. *Journal of Business Venturing*, 17(2):123-142.
- Markman, G. & Baron, R. 2003. Person–entrepreneurship fit: why some people are more successful as entrepreneurs than others. *Human Resource Management Review*, 13(2):281-301.
- Marri, H.B., Gunasekaran, A. & Kobu, B. 2003. Implementation of computer-integrated manufacturing in small and medium enterprises. *Industrial and Commercial Training*, 35(4/5):151-157.
- Martin, R.L. & Osberg, S. 2007. Social entrepreneurship: The case for definition. *Stanford Social Innovation Review*, Spring 2007:27-39
- Martinez, D., Mora, J. & Vila, L.E. 2007. Entrepreneurs, the Self-Employed and Employees amongst Young European Higher Education Graduates. *European Journal of Education*, 42(1):99-117.
- Massey, C. 2004. Is the training train out of control? A case evaluation failure from New Zealand. *Journal of Small Business and enterprise development*, 11(4):448-466.
- Matlay, H. 2001. Entrepreneurial and vocational education and training in central and eastern Europe. *Education and training*, 43(8/9):395-404.

- Matlay, H. 2004. Contemporary training initiatives in Britain: a small business perspective. *Journal of Small Business and enterprise development*, 11(4):504-513.
- Mayrhofer, A.M & Hendriks, S.L. 2003. Service provision for street based traders in Pietermaritzburg, KwaZulu-Natal: comparison local findings to lessons drawn from Africa and Asia. *Development Southern Africa*, 20(5):595-604.
- Mazzarol, T., Volery, T., Doss, N. & Thein, V. 1999. Factors influencing small business start-ups A comparison with previous research. *International Journal of Entrepreneurial Behaviour and Research*, 5(2):48-130.
- Mazzarol, T. 2003. A model of small business HR growth management. *International Journal of Entrepreneurial Behaviour and Research*. 9(1):27-49.
- McClelland, D.C. 1961. *The achieving society*, Van Nostrand, Princeton, N.J.
- McClelland, D.C. 1987. Characteristics of Successful Entrepreneurs. *Journal of Creative Behavior*, 21(3):219-233.
- McCline, R.L., Bhat, S. & Baj, P. 2000. Opportunity recognition: An exploratory investigation of a component of the entrepreneurial process in the context of the health care industry. *Entrepreneurship Theory and Practice*, 25(2):81-94.
- McCormick, D. & Rogerson, C.M. (eds). 2004. Introduction: researching clothing and footwear in African Industrialisation. Article in *Clothing and Footwear in African Industrialisation*, Africa Institute of South Africa, Pretoria.
- McKeiver, C. & Gadenne, D. 2005. Environmental Management Systems in Small and Medium Businesses. *International Small Business Journal*, 23(5):513-537.
- McMahon, R.G.P. 2001. Growth and Performance of Manufacturing SMEs: The Influence of Financial Management Characteristics. *International Small Business Journal*. 19(3):100-31.
- McPherson, M.A. 2000. Structural Adjustment and Small Enterprises: The Case of Zimbabwe. *South African Journal of Economics*, 68(3):514-536.
- Mead, D.C. & Liedholm, C. 1998. The Dynamics of Micro and Small Enterprises in Developing Countries. *World Development*, 26(1):61-74.

- Miller, N.J., Besser, T.L., Gaskill, L.R, Sapp, S.G. 2003. Community and managerial predictors of performance in small rural US retail and service firms. *Journal of retailing and consumer services*, 10(2003):215-230.
- Miruna Radu, M. & Redien-Collot, R. 2008. The Social Representation of Entrepreneurs in the French Press. Desirable and Feasible Models? *International Small Business Journal*, 26(3):259-298.
- Mogale, M.M. 2005. Local governance and poverty reduction in South Africa. *Progress in development studies*, 5(2):135-143.
- Monk, R. 2000. Why small businesses fail. *CMA Management*, 74(6):12-15.
- Morris, M.H., Pitt, L.F. & Berthon, P. 1996. Entrepreneurial activity in the Third World informal sector. The view from Khayelitsha. *International Journal of Entrepreneurial Behaviour & Research*, 2(1):59-76.
- Morris, M.H. & Zahra, S. 2000. Adaptation of the business concept over time: The case of historically disadvantaged South African owner/managers. *Journal of Small Business Management*, 38(1):92-100.
- Morrison, A. 2000. Initiating entrepreneurship in *Enterprise and Small Business: Principles, Practise and Policy*. Carter, S and Jones-Evans, D. (eds). Financial Times, Prentice-Hall, London.
- Mueller, S.L. & Thomas, A.S. 2001. Culture and entrepreneurial potential: A nine country study of locus of control and innovativeness. *Journal of Business Venturing*, 16(1):51-75.
- Mughan, T., Lloyd-Reason, L. & Zimmerman, C. 2004. Management Consulting and International Business Support for SMEs: Need and Obstacles. *Education and Training*, 46(8/9):424-432.
- Nafukho, F.M. 1998. Entrepreneurial skills development programs for unemployed youth in Africa: A second look. *Journal of Small Business Management*, 36(1):100-103.
- Nasser, M.E., du Preez, J. & Herrmann, K. 2003. Flight of the young flamingoes: alternative futures for young entrepreneurs in South Africa. *Futures*, 35(4):393-401.

- Nieman, G. 2000. *Study guide for MPhil in Entrepreneurship and small business management*. Unpublished document. Department of business management. University of Pretoria.
- Nieman, G. 2001. Training entrepreneurs and small business enterprises in South Africa: A situational analysis. *Education and Training*, 43(8/9):445- 450.
- Nieman, G. 2006. *Small business management: a South African approach*, Van Schaik, Pretoria, South Africa.
- Nieuwenhuizen, C. & Kroon, J. 2002. Identification of entrepreneurial success factors of entrepreneurs in small and medium enterprises. *South African Journal of Higher Education*, 16(3):157-166.
- Nieuwenhuizen, C. & Kroon, J. 2003. The Relationship between Financing Criteria and the Success Factors of Entrepreneurs in Small and Medium Enterprises. *Development Southern Africa*, 20(1):129-142.
- Norda, H.K. 2004. *The global textile and clothing industry, past the agreement on textiles and clothing*. World Trade Organisation, Geneva.
- Krueger, JR. N.F., Reilly, M.D. & Carsrud, A.L. 2000. Competing models of entrepreneurial intentions. *Journal of Business Venturing* Volume 15(5-6):411-432.
- North, E. 2002. A decade of entrepreneurship education in South Africa. *South African Journal of Education*, 22(1):24-27.
- NTSIKA, 2001. *The state of small business in South Africa, 2000 annual review*. Pretoria: Department of Trade and Industry.
- OECD. 2002a. *OECD Information technology Outlook*. Organisational for economic cooperation and development. Paris.
- OECD. 2002b. *Small and medium enterprises*. Organisational for economic cooperation and development. Paris.
- Orser, B.J., Hogarth-Scott, S. and Riding, A.L. 2000. Performance, firm size and management problem solving. *Journal of Small Business Management*, 38(4):42-53.

- Otiso, K.M. 2004. *The African Growth and Opportunity Act and the textile and footwear industry in Africa*. Article in *Clothing and Footwear in African Industrialisation*. Edited by McCormick D and Rogerson C. Africa Institute of South Africa.
- Oxford dictionary. 2005. [Online] Available from: <http://www.askoxford.com> [Accessed: 2006-11-23].
- Panco, R. & Korn, H.J. 1999. Understanding factors of organizational mortality: considering alternatives to firm failure. [Online] Available from: <http://www.eaom.org/AnnualMeetings/Philadelphia1999/Papers/PancoRobert.html> [Accessed: 2006-11-23].
- Patton, D., Marlow, S. & Hannon, P. 2000. The Relationship between Training and Small Firm Performance; Research Frameworks and Lost Quests. *International Small Business Journal*, 19(1):11-27.
- Peberdy, S. & Rogerson, C. 2000. Transnationalism and Non-South African Entrepreneurs in South Africa's Small, Medium and Micro-Enterprise (SMME) Economy. *Canadian Journal of African Studies / Revue Canadienne des Etudes Africaines*, 34(1):20-4. Special Issue: Transnationalism, African Immigration, and New Migrant Spaces in South Africa.
- Perks, S. & Struwig, M. 2005. Skills Necessary to Grow Micro Entrepreneurs into Small Business Entrepreneurs. *South African Journal of Economic and Management Sciences, N.S.*, 8(2):171-186.
- Pittaway, L. & Thedham, J. 2005. Mind the Gap - Graduate Recruitment in Small Businesses. *International Small Business Journal*, 23(4):403-426.
- Porter, S. 2000. Building business success: a case study of small business coaching. *Industrial and Commercial Training*, 32(7):241-244.
- Praag, C.M. & Versloot, P.H. 2007. What is the value of entrepreneurship? A review of recent research. *Small Business Economics*, 29:351-382.
- Pretorius, M. 2001. *A training model to enhance micro and small business start-ups in South Africa*. Unpublished DTech thesis. Pretoria: Technikon Pretoria.

- Pretorius, M. & Shaw, G. 2004. Business plans in bank decision-making when financing new ventures in South Africa. *South African Journal of Economic and Management Sciences*, 7(2):221-241.
- Pretorius, M., & van Vuuren, J. 2003. Contribution of support and incentive programs to entrepreneurial orientation and start-up culture in South Africa. *South African Journal of Educational Management*, 19(5):413-427.
- Pretorius, M., van Vuuren, J. J. & Nieman, G.H. 2005. Critical evaluation of two models for entrepreneurial education: An improved model through integration. *The International Journal of Educational Management*, 9(5):413-427 (Pretorius et al, 2005b).
- Pretorius, M., Millard, S.M. & Kruger, M.E. 2005. Creativity, innovation and implementation: Management experience, venture size, life cycle stage, race and gender as moderators. *South African Journal of Business Management*, 36(4):55-68 (Pretorius et al, 2005a).
- Probst, G. & Raisch, S. 2005. Organisational crisis: The logic of failure. *Academy of Management Executive*, February 2005. 19(1):90-105.
- Rae, D. 2000. Understanding entrepreneurial learning: a question of how? *International Journal of Entrepreneurial Behaviour and Research*, 6(3):145-159.
- Rauch, A. & Frese, M. 2000. *Human capital of small scale business owners and business success: A longitudinal study of moderators and mediators*. ICSB World Conference.
- Robertson, M., Collins, A., Medeira, N. & Slater, J. 2003. Barriers to start-up and their effect on aspirant entrepreneurs. *Education and Training*, 45(6):308-316.
- Robertson, P.L. 2003. The role of training and skilled labour in the success of SMEs in developing economies. *Education and Training*, 45(8/9):461-473.
- Rogerson, C.M. 2000. Emerging from apartheid's shadow: South Africa's informal economy. *Journal of international affairs*, 022197X, Spring, 53(2):673-695.

- Rogerson, C.M. 2001b. Growing the SME manufacturing economy of South Africa: Evidence from Gauteng Province. *Journal of contemporary African Studies*, 19(2):267-291.
- Rogerson, C.M. 2001a. In search of the African miracle: debates on successful small enterprise development in Africa. *Habitat International*, 25(1):115-142.
- Rogerson, C. 2004. The impact of the South African government's SMME programmes: a ten-year review (1994-2003). *Development Southern Africa*, 21(5):765-784.
- Rogerson, C.M 2004b. Sunrise or Sunset Industries? South Africa's clothing and footwear sectors. Article in *Clothing and Footwear in African Industrialisation*. Edited by McCormick, D and Rogerson C. Africa Institute of South Africa.
- Romijn, H. 2001. Technology Support for Small-Scale Industry in Developing Countries: A Review of Concepts and Project Practices. *Oxford Development Studies*, 29(1):57-76.
- Rowden, R.W. 2002. High performance and human resource characteristics of successful small manufacturing and processing companies. *Leadership & Organization Development Journal*, 23(1/2):79-83.
- Rwigema, H. & Karungu, P. 1999. SMME development in Johannesburg's Southern Metropolitan Local Council: an assessment. *Development Southern Africa*, 16(1):107-125.
- Rwigema, H. & Venter, R. 2004. *Advanced entrepreneurship*. Oxford University Press, Oxford.
- Sackett, P., Rose, T. & Adamson, V. 2003. The importance of business process clarification within the virtual enterprise. *Journal of Small Business and Enterprise Development*, 10(3):298-305.
- Santarelli, E. & Vivarelli, M. 2007. Entrepreneurship and the Process of Firms' Entry, Survival and Growth. *Industrial and Corporate Change*, 16(3):455-488.
- Schamp, T. & Deschoolmeester, D. 1998. Strategic and operational planning attitudinal changes and the survival and growth of business start-ups revisited *Management*

- training matters. *International Journal of Entrepreneurial Behaviour & Research*, 4(2):141-177.
- Schumpeter, J.A. (1934b), *Business cycles: a theoretical, historical and statistical analysis of the capitalist process*. 2 vols, Porcupine Press, Philadelphia.
- Schumpeter, J.A. 1934a. *The theory of economic development: an inquiry into profits, capital, credit, interest, and the business cycle*. Harvard U.P, Cambridge, Mass.
- Senjem JC & Reed K 2002. *Social Capital and Network Entrepreneurs*. Boston, Babson College.
- Shane, S. & Venkataraman, S. 2000, The promise of entrepreneurship as a field of research. *The Academy of Management Review*, 25(1):217-226.
- Simpson, M., Tuck, N. & Bellamy, S. 2004. Small business success factors: the role of education and training. *Education and Training*. 46(8/9):481-491.
- SME Survey. 2003. [Online] Available from <http://www.smesurvey.co.za> [Accessed: 21 May 2007].
- Solymossy, E. & Penna, A. A. 2001. *Sustainable growth for the small business: A theory of organizational transition*. Paper presented at the 2001 usasbe/sbida conference, Orlando, fl.
- South Africa. 1995. White paper on National strategy for the development and promotion of Small Business in South African. Government Gazette. 357, 16317, Government printers: Cape Town.
- South Africa. 1996. Republic of South Africa. National Small Business Act, no 102 of 1996, Government Gazette, 377, 17612.
- South Africa. 1998. Department of Labour. *The skills development Act*. South African Act No. 97, No, 19420. Government Gazette. 2 November 1998.
- South Africa. 2001a. *Budget Speech 2001/2002 by the Minister of Finance, T.A. Manuel*. 21 February 2001. [Online] Available from: <http://www.info.gov.za/speeches/2001/010221345p1002.htm> [Accessed: 2006-11-23].

- South Africa. 2001b. Department of Labour. The National Skills Development Strategy. April 2001 – March 2005. Unpublished report. Department of Labour, Pretoria.
- South Africa. 2002. Department of Education. *Improvements in the senior certificate examination*. [Online] Available from <http://education.pwv.gov.za> [Accessed: 2006-07-23].
- South Africa. 2003. Department of Labour. *National Skills Fund Social Development Funding Window – Implementation report*: Unpublished report. DOC Placement Verification Study.
- South Africa. 2004. The DTI. *Annual Review of Small Business in South Africa*. Enterprise Development Unit: The Department of Trade in Industry, Pretoria. [Online] Available from: <http://www.thedti.gov.za/publications/SMME.pdf> [Accessed: 2004-07-23].
- South Africa. 2005a. Gauteng Enterprise Propeller ACT, 2005, GEP Gauteng Enterprise Propeller, Gauteng Provincial Legislature. No. 5. [Online] Available from: http://www.gep.co.za/files/download_file/11Gauteng_Enterprise_Propeller_Act_2005.pdf [Accessed: 2004-07-23].
- South Africa. 2005b. CTFL SETA. *Annual Report of the Clothing and Textile Education and Training Authority*. [Online] Available from: www.ctflseta.co.za [Accessed: 2008-05-03].
- South Africa. 2006. Statistics South Africa. 2001-2006 labour force survey. [Online] Available from: <http://www.statssa.gov.za> [Accessed: 2006-03-06].
- Stengg, W. 2001. The textile and clothing industry in the EU: a survey. *Enterprise papers*, No. 2, July. Published by DG: Enterprise.
- Sternberg, R & Wennekers, S. Determinants and Effects of Small Business Creation Using Global Entrepreneurship Monitor Data. *Small Business Economics*. 2005:293-203.
- Stewart, W.H., Carland, J.C., Carland, J.W., Watson, W.W. & Sweo, R. 2003. Entrepreneurial dispositions and goal orientations: A comparative exploration of United States and Russian entrepreneurs. *Journal of small business management*. 41(1):27-47.

- Strydom, J. W. & Tustin, D. 2003, *Small business skills audit in PERI-URBAN areas of Northern Tshwane*. Bureau of Market Research, Research report 315.
- Sullivan, R. 2000. Entrepreneurial learning and mentoring. *International Journal of Entrepreneurial Behaviour and Research*, 6(3):160-175.
- Terre Blanche, M & Durrheim, K. 2002. *Research in practice: Applied methods for the social sciences*. Unpublished document. University of Cape Town.
- Themba, G. Chamme, M., Phambuka, C.A. & Makgosa, R. 1999. *Impact of macro-environmental factors on entrepreneurship development in developing countries*. In African Entrepreneurship and Small Business Development, L Kinunda-Rutashobya and DR Olomi (eds.), pp. 103-119. University of Dar-Es-Salaam.
- Thornhill, S. & Amit, R. 2003, "Learning about failure: bankruptcy, firm age and the resource based view", *Organisation Science*, 14(5):497-509.
- Thomas, A.S. & Mueller, S.L. 2000. A Case for Comparative Entrepreneurship: Assessing the Relevance of Culture. *Journal of International Business Studies*, 31(2):287-301.
- Timmons, J.A. 1999, *New venture creation: entrepreneurship for the 21st century, 5th ed*. Irwin/McGraw-Hill, Boston: London.
- Toye, J. 2002. *Research summary, centre for the study of African economies*. University of Oxford.
- Tustin, D.H. 2001. *Economic growth prospects for SMEs in the Greater Johannesburg research*. UNISA: Bureau of market research. Research report no. 284. Faculty of economic and management science.
- Tustin, D.H. 2003. *Small business skills audit in peri-urban areas on Northern Tshwane*. UNISA: Bureau of market research. Research report no. 315. Faculty of economic and management science.
- Ucbasaran, D., Westhead, P. & Wright, M. 2004. Human capital based determinants of opportunity recognition. *Frontiers of Entrepreneurship Research*, pp.430-444, Wellesley, M.A., Babson College.

- Umsobomvu. 2002. *Entrepreneurial Skills development and business support needs of potential and existing young entrepreneurs*. Unpublished company report. 28 June. Midrand.
- Umsobomvu. 2004. *Leading entrepreneurship education providers in South Africa*. Unpublished company report. Study conducted by the University of Western Cape (not quoted).
- Urban, B. & van Vuuren, J.J. 2006. Entrepreneurial motivation in a multicultural society the effects of ethnicity and entrepreneurial self efficacy. *South African Journal of Industrial Psychology*, 32(1):2-10.
- USAID. 2003. *USAID and Microenterprises*. [Online] Available from: <http://www.usaidmicro/about> [Accessed: 2008-05-03].
- Van Aardt, I., Van Aart, C. & Bezuidenhout, S. 2000. *Entrepreneurship and new venture creation*. Oxford: Oxford University Press.
- Van Dyk, P.S., Nel, P., van Loedolff, Z. & Haasbroek, G.D. 2001. *Training management: a multidisciplinary approach to human resources development in Southern Africa*, 3rd ed. Oxford: Oxford University Press.
- Van Eeden, S., Viviers, S., & Venter, D. 2003, A comprehensive study of selected problems encountered by small business in the Nelson Mandela Cape Town and Egoli Metropolises. *Management dynamics*, 12(3):13-23.
- Van Vuuren, J.J. & Nieman, G.H. 1999. *Entrepreneurship education and training: A model for syllabi/curriculum development*. Proceedings at the 45th Conference of the International Council for Small Business (ICSB) Naples.
- Vesselov, Y. 2002. *Training in the informal sector Belarus*. Geneva: International Labour Office, 29:1-29. [Online] Available from: <http://www.ilo.org/public/english/employment/infe> [Accessed: 2008-05-03].
- Visser, D. 2002. *Constraints facing tourism entrepreneurs in South Africa. A study in the Gauteng and Mpumalanga provinces, South Africa*. Unpublished D Com thesis. University of Pretoria.

- Viviers, S., Van Eeden S. & Venter, D. 2001. *Identifying small business problems in the South African Context for proactive entrepreneurial education*. Paper read at the 11th global Int-Ent conference: Kruger national park, 2-4 July 2001.
- Volkman, C. 2004. Entrepreneurship Studies in Higher education – An Ascending Academic Discipline in the Twenty-First Century. *Higher Education in Europe*, 29(2):177-185.
- Von Broembsen, M. 2003. *Poverty alleviation: beyond the national small business strategy*. Occasional papers. IDASA Budget information Service. [Online] Available from: <http://www.idasa.org.za> [Accessed: 2008-05-03].
- Wasilczuk, J. 2000. Advantageous competence of owner/managers to grow the firm in Poland: empirical evidence. *Journal of Small Business Management*, 38(2):88-90.
- Way, S. A. 2002. High performance work systems and intermediate indicators of firm performance within the US small business sector. *Journal of Management*, 38(6):765-786.
- Watson, J. & Everett, R. 1999. Small Business Failure Rates: Choice of definition and Industry Effects. *International Small Business Journal*, 17(2):31-47.
- Watson, J., Everett, R & Newby, R. 2000. Improving the odds of success: the effect of screening and professional advice. Occasional papers, SBAER. [Online] Available from: <http://www.sbaer.uca.edu/research/icsb/2000/pdf/49.PDF> [Accessed: 2008-05-03].
- Watson, K., Hogarth-Scott, S. & Wilson, N. 1998. Small business start-ups: success factors and support implications. *International Journal of Entrepreneurial Behavior and Research*, 4(3):217-238.
- Weber, M. 1930. *The Protestant Ethic and the Spirit of Capitalism*. Translated by Talcott Parsons. With a foreword by R. H. Tawney, London, pp. xi. 292. G. Allen & Unwin.
- Westhead, P., Ucbasaran, D. Wright, M. 2005. Experience and Cognition, Do Novice, Serial and Portfolio Entrepreneurs Differ? *International Small Business Journal*, 23(1):72-98.

- Wickham, P.A. 2001. *Strategic entrepreneurship: a decision-making approach to new venture creation and management*, 2nd edition. Financial Times Prentice Hall, Harlow.
- YTKO. 2003. *The Management Skills Gap in Technology SMEs: Real or Perceived?* Report to East of England Development Agency, YTKO, Cambridge.
- Yusof, S.M. & Aspinwall, E. 2000. Total quality management implementation frameworks: comparison and review. *Total Quality Management*. 11(3):281-296
- Zhao, L. & Aram, J. 1995. Networking and growth of young technology-intensive ventures in China. *Journal of Business Venturing*. 10():349-370. New York, NY
- Zikmund W.G. 2003. *Business research methods*. 7th edition. Ohio: Thomson Learning South-Western.

Annexure A

Research Questionnaire

Questionnaire for the SMME survey – PhD Studies

Department of Business Management
Faculty of Economics and Management

DEAR RESPONDENT

The following questionnaire is part of an extensive doctorate study on the training of entrepreneurs and small business owners in the Textile and Clothing Industry in the Gauteng Province.

It will be highly appreciated if you, the owner and or manager of the business, would participate in the interview that is aimed at answering the questions as thoroughly as possible.

All the information will be treated as STRICTLY CONFIDENTIAL and will only be used for academic purposes. Please feel free to contact the researcher or the promoter in cases of any queries:

Researcher: Ms. Thandeka Kunene; Telefax number: 016 362 1022, Cell: 072 148 0920,
email: houseofhemp@telkomsa.net or thandeka@houseofhemp.co.za

Promoter: Prof. Van Vuuren; Phone number: 012 420 3401; Fax: 012 362 5198
Email: jvuuren@hakuna.up.ac.za

1. Instructions for completion

1. Please read the questions and instructions to answer them carefully.
2. Please answer the questions as objectively and honestly as possible.
3. Please answer based on your own business and experiences as much as possible.
4. Please mark the option which reflects your answer the most accurately by making an (X) in the space provided.
5. Where asked for comments or to express own opinion, keep answers short and to the point.
6. Please answer all the questions as this will provide more information to the researcher so that an accurate analysis and interpretation of data can be made.
7. You are kindly requested to complete the questionnaire and return it by fax or email between 30 October 2005 to 30 February 2006.

RESPONDENT NUMBER

FOR OFFICE USE

A. DEMOGRAPHIC INFORMATION:

1. Your gender:

Male	1
Female	2

2. Your ethnic group:

Indian	1
Coloured	2
Black	3
White	4
Other (please specify)	5

3. Which region in the Gauteng Province do you operate your business in?

1. Joburg Diepsloot	2. Joburg Midrand / Ivory Park
3. Joburg Sandton / Rosebank	4. Joburg Northcliff
5. Joburg Roodepoort	6. Joburg Doornkop / Soweto
7. Joburg Alexandra	8. Joburg Central Region
9. Johannesburg South	10. Joburg Diepkloof / Meadowlands
11. Joburg Ennerdale/Orange farm	12. Tshwane South
13. Tshwane North	14. Ekurhuleni Westt
15. Ekurhuleni East	16. Sedibeng East
17. Sedibeng West	18. Gauteng West
19. Gauteng North	20. Other please specify

4. What is your home language?

1. Afrikaans	7. Tsonga
2. English	8. Tswana
3. Ndebele	9. Venda
4. Pedi	10. Xhosa
5. Sotho	11. Zulu
6. Swazi	12. Other Please specify

5. What is your age?

V1 1-3

V2 4

V3 5

V4 6-7

V5 8-9

V6 10-11



B. BUSINESS INFORMATION:

6. How long have you been in business?

Less than 3 years	1
3 years or more	2

V7

12

7. Which one subsector best describes your business?

Design & Manufacturing of Textiles (fabrics)	1
Design & Manufacturing of Clothing (wearing apparel)	2
Design & Manufacturing of footwear	3
Design & Manufacturing of other accessories e.g. bags, hats, belts, leather, ties, scarves, socks, handkerchiefs, gloves	4
Design and manufacturing of Home textiles and décor	5
Support of textile industry e.g. dyeing, finishing, printing, Trims & Accessories, fasteners,	6
Wholesale Trade & Distributors of textiles, clothing & footwear & accessories	7
Retail of textiles, clothing & footwear & accessories	8
Machinery & IT for textiles, clothing & footwear	9
Business services (Studios, exhibition & conferences, management consulting, training & education, research, packaging & display)	10
Other subsectors – please specify	11

V8

13-14

8. What form of business do you have?

Not registered	1
Sole Proprietorship	2
Partnership	3
Close Corporation	4
Company (PTY) Ltd	5
Business Trust	6
Other. Please specify	7

V9

15

9. Where do you operate your business?

City Centre	1
Township	2
Rural area	3
Suburb	4
Other please specify	5

V10

16

10. What is the main product or service of your business?

V11 17

11. Please indicate the annual turnover of your business:

Below or equal to R12,000 per year	1
Above R12,000 but not exceeding R150,000 per year	2
Above R150,000 but not exceeding R1 million per year	3
Above R1 million but not exceeding R5million per year	4
More than R5 million per year	5

V12 18

12. What is the number of employees in your business (including yourself)?

V13 19-21

C. SKILLS TRAINING

13. What is the highest education level you have attained?

Below Matric	1
Matric	2
Graduate	3
Postgraduate	4
Company based diplomas	5
Other please specify	6

V14 22

14. How many years did you work in formal employment before running this business?

0 – 2 years	1
2 – 4 years	2
4 – 6 years	3
>6 years	4

V15 23

15. How IMPORTANT are the following skills for your business?

List of types of skills training:	Not at all	Moderately	Very	Extremely			
					V16	<input type="checkbox"/>	24
Business systems, procedures, processes and records					V17	<input type="checkbox"/>	25
Business linkages, industry clusters and networking					V18	<input type="checkbox"/>	26
Communication and access to relevant information					V19	<input type="checkbox"/>	27
Computer literacy and information technology (ICT applications)					V20	<input type="checkbox"/>	28
Creativity, innovation and opportunity Identification					V21	<input type="checkbox"/>	29
Financial Management including cash flow, forecasting, pricing and costing					V22	<input type="checkbox"/>	30
Human Resource Management and organisational planning					V23	<input type="checkbox"/>	31
Legal (Business registration, government requirements, regulations and incentives)					V24	<input type="checkbox"/>	32
Life skills (problem solving, time management, decision making, ability to learn, change management)					V25	<input type="checkbox"/>	33
Literacy and numeracy					V26	<input type="checkbox"/>	34
Marketing, promotions, customer relations and competitor analysis					V27	<input type="checkbox"/>	35
Operations including quality control and production planning					V28	<input type="checkbox"/>	36
Research & development including technical, market and product development.					V29	<input type="checkbox"/>	37
Risk taking (Calculated)					V30	<input type="checkbox"/>	38
Role Models (Learning from others)					V31	<input type="checkbox"/>	39
Securing resources and finances to start, run and grow business					V32	<input type="checkbox"/>	40
Self Motivation, commitment, resilience and confidence building					V33	<input type="checkbox"/>	41
Strategy development, business planning, contingency plans and organisational control					V34	<input type="checkbox"/>	42
Supplier, purchasing and inventory management.					V35	<input type="checkbox"/>	43
Technical and vocational skills							

16. Please rate your COMPETENCY in the following skills?

List of types of skills training:	Not at all	Moderately	Very	Extremely			
Business systems, procedures, processes and records					V36	<input type="text"/>	44
Business linkages, industry clusters and networking					V37	<input type="text"/>	45
Communication and access to relevant information					V38	<input type="text"/>	46
Computer literacy and information technology (ICT applications)					V39	<input type="text"/>	47
Creativity, innovation and opportunity Identification					V40	<input type="text"/>	48
Financial Management including cash flow, forecasting, pricing and costing					V41	<input type="text"/>	49
Human Resource Management and organisational planning					V42	<input type="text"/>	50
Legal (Business registration, government requirements, regulations and incentives)					V43	<input type="text"/>	51
Life skills (problem solving, time management, decision making, ability to learn, change management)					V44	<input type="text"/>	52
Literacy and numeracy					V45	<input type="text"/>	53
Marketing, promotions, customer relations and competitor analysis					V46	<input type="text"/>	54
Operations including quality control and production planning					V47	<input type="text"/>	55
Research & development including technical, market and product development.					V48	<input type="text"/>	56
Risk taking (Calculated)					V49	<input type="text"/>	57
Role Models (Learning from others)					V50	<input type="text"/>	58
Securing resources and finances to start, run and grow business					V51	<input type="text"/>	59
Self Motivation, commitment, resilience and confidence building					V52	<input type="text"/>	60
Strategy development, business planning, contingency plans and organisational control					V53	<input type="text"/>	61
Supplier, purchasing and inventory management.					V54	<input type="text"/>	62
Technical and vocational skills					V55	<input type="text"/>	63

17. Have you or anyone in your company RECEIVED TRAINING in this skill?

Types of training	Yes	No
Business systems, procedures, processes and records		
Business linkages, industry clusters and networking		
Communication and access to relevant information		
Computer literacy and information technology (ICT applications)		
Creativity, innovation and opportunity Identification		
Financial Management including cash flow, forecasting, pricing and costing		
Human Resource Management and organisational planning		
Legal (Business registration, government requirements, regulations and incentives)		
Life skills (problem solving, time management, decision making, ability to learn, change management)		
Literacy and numeracy		
Marketing, promotions, customer relations and competitor analysis		
Operations including quality control and production planning		
Research & development including technical, market and product development.		
Risk taking (Calculated)		
Role Models (Learning from others)		
Securing resources and finances to start, run and grow business		
Self Motivation, commitment, resilience and confidence building		
Strategy development, business planning, contingency plans and organisational control		
Supplier, purchasing and inventory management.		
Business systems, procedures, processes and records		

V56	<input type="checkbox"/>	64
V57	<input type="checkbox"/>	65
V58	<input type="checkbox"/>	66
V59	<input type="checkbox"/>	67
V60	<input type="checkbox"/>	68
V61	<input type="checkbox"/>	69
V62	<input type="checkbox"/>	70
V63	<input type="checkbox"/>	71
V64	<input type="checkbox"/>	72
V65	<input type="checkbox"/>	73
V66	<input type="checkbox"/>	74
V67	<input type="checkbox"/>	75
V68	<input type="checkbox"/>	76
V69	<input type="checkbox"/>	77
V70	<input type="checkbox"/>	78
V71	<input type="checkbox"/>	79
V72	<input type="checkbox"/>	80
V73	<input type="checkbox"/>	81
V74	<input type="checkbox"/>	82
V75	<input type="checkbox"/>	83

D: ATTITUDES

18. To what extent do you agree or disagree with the following statements about training received?

Statement	Disagree strongly	Disagree	Don't know	Agree	Agree Strongly			
						V76	<input type="checkbox"/>	84
Product quality has improved due to training you received						V77	<input type="checkbox"/>	85
The training quality received met your expectations.						V78	<input type="checkbox"/>	86
Productivity in your business has improved due to the training.						V79	<input type="checkbox"/>	87
Training received was useful to your business						V80	<input type="checkbox"/>	88
Sales improved due to the training received.						V81	<input type="checkbox"/>	89
Training received was relevant to your needs						V82	<input type="checkbox"/>	90
Training has enhanced your ability to operate a small business						V83	<input type="checkbox"/>	91
Skills level of your employees has improved due to the training received.						V84	<input type="checkbox"/>	92
Your motivation & confidence levels improved due to the training received.						V85	<input type="checkbox"/>	93

E. GENERAL

19. Please fill in the table below giving all the training you have received.

Name of course	Details of service provider

20. Please give your general comments on skills necessary to run a small business & what you think would improve the training intervention for SMEs.

21. Please give your general comments on factors leading to the success of SMEs

22. Please give your general comments on barriers to SME development

Thank you for your cooperation and participation. Please indicate if you would be interested in receiving a copy of the finalised research work for future use and reference work.