

# Entrepreneurial Inclination: Reviewing Literature for Entrepreneurship among Tribal Women

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## ABSTRACT

**Purpose-** As stated earlier, the goal of this research is to give a complete overview of the existing literature on entrepreneurial inclination. The paper examines and reviews the different definitions and terminologies used by previous scholars towards defining entrepreneurial inclination which includes definition of entrepreneur, women entrepreneur, entrepreneurship, entrepreneurial intention, entrepreneurial inclination, entrepreneurship education, entrepreneurial culture and their views. The review found that the term 'entrepreneurial inclination' is of psychological phenomenon which influences by many other factors for a woman in deciding entrepreneurial behaviour. The study identified and addressed the causes of inadequate supply of entrepreneurship among tribal women. The study provide suggestions putting forward the policy measures for inclusive entrepreneurship.

**Methodology-** Uses a desk-based approach.

**Findings-** If one wants to understand the motivations of an entrepreneur, one must first grasp the individual's psychological characteristics. Based on what we've learned from the study, we can begin a discussion about how we can help indigenous women develop their entrepreneurial skills and abilities so that they may pursue their dreams of starting up a business.

**Research Limitations/Implications-** The research is summarised in this paper. The lack of information on one's aptitude for entrepreneurship lays the groundwork for more study.

**Originality-** Tribal women's entrepreneurial inclination is summarised in this article, and the likely policy measures needed to understand and foster entrepreneurship among tribal people are addressed.

**Paper Type-** Literature Review.

**Keywords--** Tribal Entrepreneurship, Entrepreneurial Intention, Entrepreneurial Inclination, Entrepreneurial Culture, Tribal Women

recognized as an essential element of national prosperity (Wube, 2010) and as a means to foster growth. (Scarborough and Zimmerer, 2003; Kuratko and Hodgetts, 2004). The term has been a male dominated phenomenon since decades but with an increase of knowledge and scope today women have assumed greater responsibility both in household and outside the home. Academic circles (Lee, Chang, et al., 2005) and business and political circles have embraced the word "entrepreneurship" as one of the most popular research areas.

An inclination is a natural tendency, whereas an inclination toward is an interest or fondness for something. As a result, despite complaints of this approach and its predictive value, it has been shown to be a main predictor of future entrepreneurial behaviour (Katz, 1988; Reynolds, 1995; Krueger, 2000). (1989, Gartner). An entrepreneurial tendency is one of the most important factors in students' desire to start a new firm (Mitton, 1989). 2011 (Geland). Because research has demonstrated a positive association between education and entrepreneurial qualities, entrepreneurial traits may be connected to an individual's attitude toward starting a business or being developed (German et al., 1997; Henry et al., 2003; Peterman and Kennedy, 2003; Fayolle et al., 2006; Ferreira et al., 2007; Raposo et al., 2008; Oosterbeek et al., 2010; Von Graevenitz et al., 2010). Entrepreneurial attitudes may be fostered during childhood and adolescence (Peterman and Kennedy 2003), as well as all through the educational system from primary school to university (Peterman and Kennedy 2003, Frank and colleagues, 2005). Furthermore, a research discovered that kids who got formal entrepreneurship training at a young age were far more likely to pursue entrepreneurial goals in the future (Frank et al., 2005). As a result, we may infer that a university has a considerable impact on students' judgement (Dinis et al 2013). Knowledge about a student's unique personality features and the reasons he or she uses to make decisions can help him or her choose a career path (Robinson, 1991; Koh and Ho, 1992; Bakotic and Kruzic, 2010).

## I. INTRODUCTION

In order to add value to existing resources, entrepreneurship is a process of producing something fresh (Hisrich and Peter, 1995). Entrepreneurship is generally

## II. ENTREPRENEURSHIP AMONG TRIBAL WOMEN

Central India and the North-Eastern Areas of India are the two regions where the majority of India's tribal population that lives (Arunachal Pradesh, Assam, Nagaland, Mizoram, Manipur, Meghalaya, Sikkim & Tripura). Many indigenous women engage in agriculture, gardening, weaving, animal husbandry, and other small

businesses in their community. It is projected that the country's tribal population is 10.43 million, or 8.6% of the overall population, in 2011. Tribal population in the Northeastern region (NER) is 3.9 crore, or 12 percent of India's total, with 89.97 percent living in rural areas and 10.03 percent living in urban areas. There is a summary of the state's total indigenous population and their proportion in Table 1.

**Table1:** Showing Tribal Groups, Total population, Population of Tribal in NER (Decadal growth in ST population)

State	Tribal Groups	Total Population	Proportion of Tribal Population (2001 Census)	Proportion of Tribal Population with decadal growth (2011 Census)
Arunachal Pradesh	26	1097968	64.2	64.2 (28.1%)
Assam	23	26655528	12.4	12.8 (15.1%)
Manipur	29	2166788	34.2	34.2 (17.2%)
Meghalaya	03	2318822	85.9	85.9 (31.3%)
Mizoram		888573	94.5	94.5 (28.4%)
Nagaland	16	1990036	89.1	89.1 (67.2%)
Sikkim	03	540851	20.6	33.8 (22.6%)
Tripura	19	3199203	31.1	31.1 (16.4%)
		<b>38857769</b>		

**Source:** Census Report

The above table shows that the North Eastern Region (NER) of India has a high concentration of tribe that speak numerous Tibeto-Burman, Sino-Tibetan and Austro-Asiatic language. In India, total 461 tribes are listed in total and in NER, total 145 tribes are inhabited, due to that the area is also known as the land of colors. According to their own tradition the tribal came from North Western Burma and inhabited in the North Eastern part of India since unrecorded period. At first they were taken to Mizoram and Manipur, then on to Arunachal Pradesh and Nagaland, before finally arriving in Assam (including some part of Cachar district in the Eastern including Jirighat, Jiribam, in the Western Hailakandi and Karimganj, in the North the North Cachar Hills and in the South Silchar, Lakhipur and Sonai.) Arunachal Pradesh, Tripura, and Mizoram are just a few of the neighbouring states where they have hard territory.

Tribal societies have their own culture and occupation. There is no doubt that the increasing popularity of tribal produces and growing education among them gaining the opportunity of entrepreneurship but they feel gap in leveraging their entrepreneurial skills. India's first Tribal Entrepreneurship Summit (Part of 8th

Global Entrepreneurship Summit) which was organized by National Institute of Transforming India (NITI) Aayog at Dantewada in Chattishgarh with Govt. of USA, during November, 2017 highlighted that the tribal community's issues need to be addressed if the country really want to inspire, nurture and promote spirit of entrepreneurship among tribal youth which ensures tribal-centric sustainable and inclusive development. Study conducted by Rao (2002) on socio-economic status of tribal women in Arunachal Pradesh, found that how the traditional systems controls tribal women and how they are benefited from various governmental programs another study found that the socio economic status did not influence the vocational choice of Angami tribe whereas the educational aspirations of Ao pupils were found to be significantly different from those of Sema tribes, the educational aspirations of boys belonging to Angami and Sema Tribes differ significantly from those of girls of respective tribes Chand, J (1985). As a result of participating in SHGs and similar programmes, women in the Cachar district of India have a better socioeconomic status. Since there is a lack of education and training as well as a lack of honesty and timely support from the government, entrepreneurs face many difficulties.

As a result, entrepreneurship movement for tribal women is still in transitory stage (Sharma, 2016) in many parts of NER of India which needs to be explored yet. Assam's largest pineapple Orchard in Hmarkhawlien (Lakhipur sub-division of Cachar) 25 kms from Silchar town once could export 10000 pineapple (15 tons approx.) in 2020 then why not every year? Tribal in this area are self-dependent and they grow many more crops like ginger, turmeric etc. but due to lack of many supports like cold storage, marketing problems they are unable to grow their produces and businesses. As a result, despite having competitive and skilful entrepreneurial advantages they face many constraints in initiating the business. So, this missing link between entrepreneurship and tribal women needs top addressed with more serious, sincere and

integrated approaches. Thus, the entrepreneurial inclination sometimes depend on the existing factors that promote or deter in doing business, therefore it is only through research at different levels and platforms that can bridge this gap.

### III. REVIEW OF LITERATURE

Many individuals used the term 'entrepreneurial inclination' interchangeably with attitude and motivation but reviews shows quite different meanings. They all have a few similarities that highlight the importance of personal characteristics such as these in determining one's propensity towards entrepreneurship.

**Table 1:** Showing the characteristics, Authors, and Research results

Characteristics	Researched by (Chronological order)	Research results
Gender	Ghazali, Ghosh, & Tay (1995); Kourilsky and Walstad (1998); Phan, Wong, & Wang (2002); Dunn (2004); Seet and Seet (2006); Vehruel & Thuirik (2006); Bendixen & Migliorini (2006); Kepler & Shane (2007); Greene & et al (2008); Deshpande & Sethi (2009); Popli & Rao (NA)	Representation of women entrepreneurs is relatively low and most of them are from forced entrepreneurs. As leaders, women entrepreneurs have both advantages and limitations which they can use to their advantage. Traditional female roles and many leadership roles are discordant, resulting in a number of difficulties and challenges.
Ethnicity & Marital Status	Blau (1985); Buttner (2001); Wang and Wong (2004); Othman, Ghazali, & Cheng (2005); Greene & et al (2008);	There was a lack of information or training that allowed women to question societal conventions that were distorting their business operations. For Muslim women who work in this industry, social norms affecting business activity are quite restrictive.
Age	Birley & et al (1987); Lorrain and Raymond (1991); Buttner (2001); Weber and Schaper (2003); Popli & Rao (NA); Vehruel & Thuirik (2006); Kepler & Shane (2007); Greene & et al (2008); Sadhu & et al (2010); Bjorkhuag & Kvam (2011); Singhal & Saxena (2017);	As the number of women enrolling in business schools rises, it is becoming extremely critical to provide them with the education and tools they should be entrepreneurs. Theoretical background provided support and knowledge. To avoid common mistakes in their process of venture creation financial calculation should be made first in making of the business plan.
Places of origin & Marital Status	Zainal, Grigga, & Planisek (1995); Kepler & Shane (2007); Greene & et al (2008)	Women entrepreneurs need making positive, inspiration, motivation, and collaboration.

Level of Education	<p>Birley &amp; et al (1987); Crant (1996); Koh (1995); Lena and Wong (2003); Minitti (2003); Handy &amp; et al (2003); Kollan &amp; Parikh (2005); Kepler &amp; Shane (2007); Goyal &amp; Prakash (2011); Lathwal (2011); Singh &amp; Raghuvanshi (2012); Tambunan (2009); Das (2012); Koturwar (2012); Allain &amp; Gailly (2015)</p>	<p>Entrepreneurship education and training needs to be introduced in inducing self-concept, self-reliance and self-confidence among rural women. Initiatives to be taken to establish Proper training institute, appropriate curricula which bring about a society attitude change.</p>
Work/Past Experience	<p>Gasse (1982); Birley &amp; et al (1987); Gibb (1993); Ghazali, Ghosh, &amp; Tay (1995); Handy &amp; et al (2003); Kristiansen and Indarti (2004); Popli &amp; Rao (2010); Othman, Ghazali, &amp; Sung (2006); Zegeye (2013); Allain &amp; Gailly (2015); Derera &amp; et al (2014)</p>	<p>Entrepreneurial qualities and skills for women must be developed properly so that they may adapt to the ever-changing demands of the global marketplace and flourish in their respective areas.</p>
Business experience in the family	<p>Crant (1996); Sanders and Nee (1996); Koh (1996); Fisher and Padmawidjaja (1999); Tkachev and Kolvereid (1999); Buttner (2001); Dunn (2004); Wang and Wong (2004); Kollan &amp; Parikh (2005); Veciana, Aponte, &amp; Urbano(2005); Kirkwood (2007); Sadhu &amp; et al (2010); Aslam &amp; et al (2012); Ramos (2013)</p>	<p>Students' inclination for entrepreneurship is affected by their family's business history and demography.</p>

**Table 2:** Showing related literature on Entrepreneurial Intent

Characteristics	Researched by (Chronological Order)	Research Findings
Risk Taking Behaviour/ Uncertainty Bearing Attitude	Knoght (1921); Chantilon (1755); Blume (1971); Brochkaus (1980), Bowen & Hisrich (1986); Sparrow (1991); Dowling & Staelin (1994); Osborne (1995); Teoh and Foo (1997); Busenitz (1999); Entrialgo (2000); Thomas and Mueller (2000); Littunen (2000); Cromie (2000); Erdem (2001); Praag and Cramer (2001); Kepler & Shane (2007); Deshpande & Sethi (2009); Sorokhaibam & Laishram (2011); Singh & Raghuvanshi (2012); Zegeye (2013); Zadeh & et al (2014)	When women gain confidence, they are less afraid to take risks. Risk-taking tendency is different between men and women, despite the fact that the both sexes exhibit equal proclivities. The danger with one's professional and personal well-being, as well as to one's relationships with friends and one's own psychological health and well-being.
Individual Personality/Character istics	Bowen & Hisrich (1986); Buttner (2001); Blisson & Rana (2001); Eagli & Carli (2003); Handy & et al (2003); Kollan & Pareekh (2005); Bendixen & Migliorini (2006); Tambunan (2009); Deshpande & Sethi (2009); Das (2012); Singh & Raghuvanshi (2012); Zegeye (2013); Kenyatta (2017)	Subjective standards recommend that students who are more confident in their abilities are less inclined to pursue entrepreneurship than those who have not had the opportunity to develop their own employment in the first instance..
Self-Concept	Eagli & Carli (2003); Handy & et al (2003); Tambunan (2009); Kollan & Pareekh (2005); Deshpande & Sethi (2009); Singh & Raghuvanshi (2012); Zegeye (2013);	Education in entrepreneurship must be tailored to the individual cultural context of each country.
Self-Efficacy	Bandura (1977, 1989); Stump and et al (1987); Gist & Mitchell (1992); Buttner (2001); Yasin & Mahmood (2011); Kenyatta (2017)	Entrepreneurial competency can be transferred to students through education
Self-Confidence	Mohar & Manjit (2008); Zadeh & et al (2014); Hidaya Tiftik (2014)	
Need factor	Murray (1938); McClelland (1961); Johnson (1990); Stimpson & et al (1991); Shaver & Scott (1991); McClelland (1991); Hansemark (1998); Scott (1998); Sagie and Elizur (1999); Utsch and Rauch (2000); Littunen (2000); Entrialgo (2000); Cromie (2000); Minitti (2003); ; Stewart (2003) Kollmann, Christofeer & Kuckkertz, 2007)	Women fail to venture in non-traditional business sector due to lack of seed capital.
Networking	Ozgen & Baron (2007); Hughes et al (2012); long & et al (2014)	The youthful generation's suggest ideas should be fostered by an adequate infrastructure and financial sources.
Tolerance of Ambiguity	Budner (1962); p Sarachek (1978); Mitton (1989); Ho & Koh (1992); Teoh and Foo (1997); Entrialgo (2000); Cromie (2000); Bendixen & Migliorini (2006)	Students possesses entrepreneurial intentions skills and capabilities is not affected by the profile variables.
Innovation & Creativity	Schumpeter (1983); Cromie (2000); Ames & Runco (2005); Greene and et al (2008); Rauch & Frese (2000);	Found that entrepreneurial competency can be transferred to students through education
Locus of Control	Rotter (1966); Bornett & Furnham (1991); Ho & Koh (1992); Pervin (1980); Cromie (2000); Tambunan (2009)	



Personal attitude towards entrepreneurship	Kollan & Pareekh (2005); Tambunan (2009); Deshpande & Sethi (2009); Sorokaibam & Laishram (2011); Goyal & Prakash (2011)	Need for specially designed courses for women
Parents Occupation	Kepler & Shane (2007); Sharma & Verma (2008); Stephen & Burger (2009); Popli & Rao (NA); Sadhu & et al (2010); Aslam& et al (2012)	Entrepreneurial intentions (skills and capabilities) is not affected by the profile variables.
Entrepreneurship Education	Yasin & Mahmood (2011); Goyal & Prakash (2011); Aslam& et al (2012); Zegege (2013)	Need more innovative approaches with respect to both selection of trainees, course and training, training content and methodology.
Intuitiveness	Myers (2002); McCraty and et al (2004); Goyal &Pareekh (2011)	Business Studies students are more inclined towards starting their own enterprises compared to other discipline students.

#### IV. FINDINGS FROM THE LITERATURE

Many scholars in the field of Economy, Sociology, Psychology, Sciences have tried to define the term entrepreneurship but no consensus has been reached to its definition (Bendixen, 2006). Bonin (2006) emphasises the 'spirit of enterprise' and phenomenon connected with entrepreneurial action (Ahmad and Seymour 2008), including translating ideas into economic opportunities (Ahmad and Seymour 2008). (Wube, 2010). As a result, it's critical to remember that entrepreneurship is a result of a combination of individual and social factors, such as social factors such as personal and family background, career stage (Robinson et al., 1991), early life work experiences, and growth surroundings (Gibb & Indarti 2004; Othman, Ghazali, & Sung 2006; Popli & Rao 2010; Allain & Gailly 2015; Derera et al., 2015; Derera & et al., 2016). Consequently, entrepreneurship is a combination of individual and social factors, such as entrepreneurship personality traits and environmental variables Contextual variables that are associated with their attitudes include the value of wealth and tax reduction and indirect benefits, timing of career opportunities, the impact of market conditions, social upheavals, a supportive social and economic culture (Green and et al., 1996; Yasin & Mahmood, 2011; Aslam& et al., 2012; Zegege 2013). Numerous authors' views of the influence of entrepreneurial mindset on behaviour are in agreement with Krueger's (1993). According to his research results, there is a strong connection between a person's entrepreneurial inclination and their family background, and he comes to the conclusion that people who have a

background of starting up a business have a more positive view of entrepreneurship than folks who are more certain of their own skills. When women gain self-assurance, they are less fearful about taking risks (Li and Smith 1976; Bruce and Johnson 1996). Despite the fact that men and women have shown similar propensity qualities (Chung 1998; Slovic 2000), there are obvious differences in risk taking propensity, financial, professional, family, emotional condition, and psychological well-being are all at danger (Brockhaus, 1980; Erdem, 2001; Littunen 2000). Intentions to start a new business are influenced by a variety of factors, including education in entrepreneurship (Zegege 2013; Hill, Cinneide et al. 2003; Raichaudhuri 2005; Volery and Mueller 2006; Gorman, Hanlon et al. 1997) and entrepreneurship's favourable impact on self-efficacy (Bandura 1997) (Bygrave 1989; Bandura 1997; Zegege 2013; Hill, Cinneide et al. 2003). (Thomson 2009).

The concept of entrepreneur and entrepreneurship is continually being refined, according to the findings of the review. There is a greater willingness amongst non-technical students in India to start their own business as soon as possible from university, despite the perceived obstacles, according to Yasin & Mahmood (2011). But Tkachev and Kolvereid (1999) discovered no association between the engagement of one's family and a person's entrepreneurial tendencies. As Lee et al (2006) discovered, entrepreneurship education needs to be tailored to each country's distinct cultural context. There has to be a strong infrastructure and financial support system for entrepreneurship growth in India's youth, as according Popli & Rao (NA). Entrepreneurship may be taught with practical training by making it a core part of the curriculum.

## V. FURTHER CONCEPTUAL DEVELOPMENTS

Studies on entrepreneurship so far addressed competitive behaviour (Davidson, 2004) discriminating factors that influence entrepreneurial behaviour (Atsan, 2006) among women which is partially connected to each other. To create stronger links in processes, may involve identifying entrepreneurial intent of an individual, social and environmental factors both explicit and implicit in the entrepreneurship literature. It's thought to have the potential to aid in the resolution of present financial, social, and environmental issues. (Wube, 2010). Many definitions considered entrepreneur as an arbitrageur (Kirzner 1979), organiser of factors of production (Deakins & Freel, 2001 and et al), risk avoider (Webster, 1976), innovator (Schumpeter), one who searches for change, responds to it, and exploits it as an opportunity (Drucker, 1985), risk taker and determinate "to buy at a certain price and sell at an uncertain price" (Swedberg, 2000), analysed certain traits of personality and their influencing factors locus of control (LoC), need for achievement and tolerance for ambiguity, risk taking propensity (Entriaglo et al., 2000; Thoman and Muller, 2000), creation of new economic activity (Wiklund et al., 2001), a desire to diversify and make innovations (Stepanek, 1962), invention, innovation and adaptation (Johnson, cited in Hisrich et al 2005). Thus, entrepreneurship in uncertain environment it needs strong entrepreneurial culture and environment which can be created and started from school level. At university level, more seminars and workshops has to be organized on a regular intervals. The out-dated curriculum has been cited as the biggest deterrent in the right skilling of a candidate. However, research found that government policies perceived to be the encouraging and motivating factors for start-ups. "The success of planned efforts by certain nations in developing local entrepreneurs shattered the claim that an entrepreneur is a rare character and it is not confined to those who are blessed with certain qualities at birth," said Kirzner (1979). It can also be developed...." As a result, issues relating to indigenous women's entrepreneurship must be addressed in order to foster entrepreneurship within the community. In India, the establishments owned by women are concentrated in unregistered sectors and henceforth schemes meant for them remained unutilized. As a result, majority of tribal people remain unaffected by change and development. Such policies must be made accessible to the target audience, and then the evaluation of existing policies and schemes may lead to new paths. (Tiwari, 2017).

## VI. IMPLICATIONS FOR POLICY

In order to ensure sustainable development through entrepreneurship among tribal community, knowledge should be provided but not be left merely to short term plan strategy. As most of the tribal belong to non-business family background, regular courses in collaboration with various development institutions can be initiated which will help the existing entrepreneurs to enlarge their business and for students, it will create awareness and motivation for entrepreneurship. Since most tribal entrepreneurs are the first in their families to start your own businesses and will require more than just a basic introduction to entrepreneurship training, the focus should shift to the quality of the programs available rather than the number, as has historically been the norm. Thus, the answer to the question that arises, whether there can be entrepreneurial development among tribal community. The institutional role in addressing the underlying determinants of entrepreneurial tendency, particularly in dealing with and assuring sustainability concerns, requires more research.

## VII. RESEARCH AND INFORMATION GAPS

In the topic of tribal entrepreneurship, particularly for tribal women, there are numerous research and knowledge gaps that have been identified. First, the definition of entrepreneurs among tribal community especially among women has yet not committed. Second, the impact of influencing factors among tribal women is yet to be fully explored. Risk propensity and risk attitude among tribal entrepreneurs have not been thoroughly studied. Thus, further research is needed into the causes of risk attitude and its inter-relationships with other concepts, such as self-esteem. In terms of tribal women's entrepreneurship, issues such as how and why indigenous women start and run a business are still a secret.

## VIII. CONCLUSIONS

A country's economic and social progress depends on women's entrepreneurship. In the literature on entrepreneurship, women's expanded duties have not been given enough attention, particularly less in the context of tribal women. In order to be effective, policies and programmes must take into account the needs of women from all economic classes. Due to knowledge and training deficit among tribal population, there is a need of comprehensive entrepreneurship development education and training which must include identification and

selection of entrepreneurship with career growth. If this community woman views entrepreneurship as way for change and development then it is sure to bring about the socio-economic development. For doing that, it is imperative to know about the involved factors. Thus, development of tribal people has to be accepted as a process not separate from, but inter-dependent with that of the non-tribal communities. Today the time has come to start treating entrepreneurship as an integrated approach which demands knowledge and skills to sustain and survive in the market. Therefore, an early understanding of entrepreneurial intention towards entrepreneurship can help in discovering ideas, creating venture and exploiting opportunities for the long term prosperity.

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