

Module 1 Personal Entrepreneurial Competencies Pecs

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provides analysis of 650 jobs based on 20 years of research using the mcclelland mcbcr job competence assessment jca methodology includes generic job models for entrepreneurs technical professionals salespeople service workers and corporate managers defines jca and describes in detail how to conduct jca studies suggests future directions and uses for competency research

aims to assist ilo partner organizations in promoting enterprise development among women in poverty who want to start or are already engaged in small scale business contains training modules and exercises on entrepreneurship the business environment including marketing production services finance and support explains essential business and financial terms appends a marketing mix board game for the exploration of ideas and to increase participants knowledge

entrepreneurship is of critical importance to the modern economy researchers have studied entrepreneurship for decades in recent years significant relationship between entrepreneurial competencies and firm performance has been reported in empirical studies applying the competency approach researchers have assumed that entrepreneurial competency differentiates entrepreneurs from non entrepreneurs without empirically examining if this is the case the research conducted under this thesis addresses this gap drawing upon a thorough literature review regarding the components antecedents and performance outcomes of the entrepreneurial competency we propose the following hypothesis the entrepreneurs generally possess higher level of entrepreneurial competencies than the non entrepreneurs and the entrepreneurs and the non entrepreneurs can be discriminated based on their entrepreneurial competency level a survey is conducted among the business owners and the managers employing discriminant analysis we find empirical evidence that the business owners generally possess higher level of entrepreneurial competencies than the managers and the business owners and the managers can be discriminated based on their entrepreneurial competency level which supports our hypothesis

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