

INTOLERANCE TO UNCERTAINTY AND MOTIVATIONAL PERSISTENCE AMONG TURKISH FEMALES ACCORDING TO ENTREPRENEURIAL INTENTION

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Abstract: This paper aims to examine the effect of motivational persistence on intolerance to uncertainty in the comparison of female entrepreneurs and non-entrepreneurs to reveal what the decisive internal factors are in Turkey. Motivation, decisiveness and intolerance to uncertainty are the most determinative characteristics of an entrepreneur. As of now, most of the studies have been conducted in terms of external factors of entrepreneurial intention, but in this study, the researchers have focused on internal factors that are causing the potential individuals to fail. A total of 250 female entrepreneurs and non-entrepreneurs from Turkey were surveyed who are actively involved in business/working life. During the analysis process, the data were analysed by using Correlation Analysis, Independent-Samples T-Test and One way ANOVA method. The results of the study reveal that female entrepreneurs have higher motivational persistence for following long-term goals, tracking existing goals and repeating unreachable goals than the non-entrepreneur females. Further, the study asserts that participants who are over 35 years old have more intention to follow the current goals when compared to younger females, and the individuals with a low economic income have higher levels of motivation to be an entrepreneur.

Keywords: female entrepreneurship, Motivational persistence, intolerance to uncertainty, entrepreneurial intention, Turkey

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Introduction

Women entrepreneurship is one of the critical points in developing countries (Meyer, 2018; Njaramba et al., 2018; Maziriri et al., 2019; Thandabhani, 2020). It has been recognized by governments, and improved policies have been applied to use empowerment of women entrepreneurship in the recent decade. Turkey is one of the countries that make policies to use the power of women entrepreneurship. Hence, the current empirical studies inform the external factors that affect to failure of entrepreneurial activities for females. Firstly, the study has focused on internal factors such as following long-term goals, tracking existing purposes and repeating unreachable goals. Secondly, the authors have tried to find the relationship between

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following long-term goals, tracking existing purposes and repeating unreachable goals and intolerance to uncertainty. Thirdly, the researchers have analyzed the effect of motivational persistence for female entrepreneurs and non-entrepreneurs. Finally, the intolerance to uncertainty has been analysed in the same group. Since it has been seen obviously, women who do not intend to be an entrepreneur can only follow current targets and therefore cannot give sufficient intolerance to uncertainty. On the other hand, women who want to be an entrepreneur follow the current goals and repeat the same targets, and they can partially tolerate uncertainty. Since in recent years, the participation of females on entrepreneurship has been quite noticeable. In addition to that, differences in perception of female entrepreneurs and non-entrepreneurs in Turkey are also investigated here.

Literature Review

Entrepreneurship has become one of the most popular areas of the recent 20 years with the commercial boundaries of the world, and the world has become an open market. Countries have developed various policies to encourage young people to be an entrepreneur as this leads to economic growth (Meyer and Meyer, 2017; Kowo et al., 2019). Successful entrepreneurs mostly have a higher tolerance for uncertainty. Many of the decisions are made without clarification and clarity about which decision will succeed. Such entrepreneurs continue their business by taking risks at uncertainty levels that many people would not dare to face (Vasa et al., 2014). Different studies have been conducted to reveal the relationship between entrepreneurial intention and uncertainty tolerance variables (Baranyai et al., 2012; Saleem et al., 2018). For example, the research of Gürol and Atsan (2006) uncovers the characteristics of Turkish entrepreneurship, which have a positive and significant relationship between entrepreneurial intentions and intolerance to uncertainty. Besides, in a survey conducted by Tabak and Erkuş (2008) in the public sector, it was found that individuals with internal control focus were more likely to tolerate uncertainty. Meyer (2019) found that females in South Africa, despite the difficult economic condition, still strive for higher growth businesses. According to the research of Gedik et al. (2015), which was surveyed among 78 participants, entrepreneurs in Turkey can most likely to decide future of their business effectively while they are least likely to work projects and jobs that enable them to earn new perspective (Gedik et al., 2015). It is essential to know right from here, how to conduct motivational persistence to reach the goal effectively and affordably.

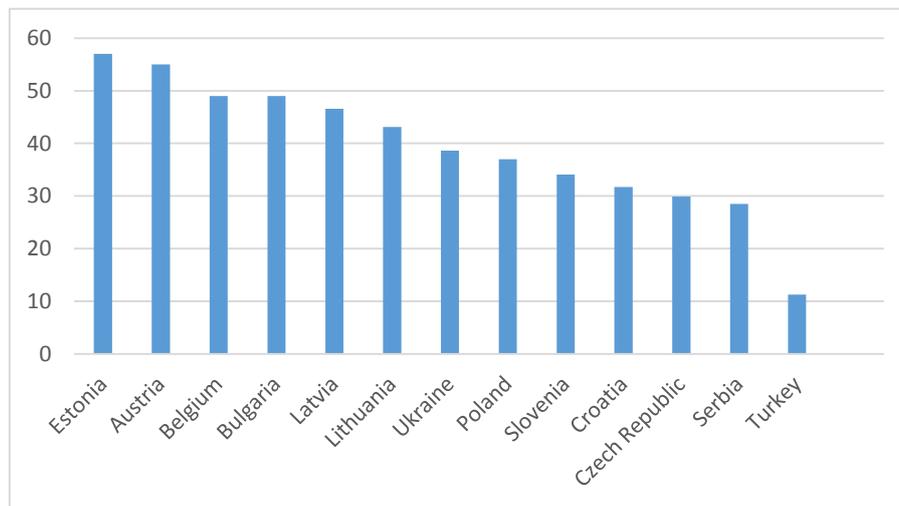
Lenka et al. (2014) argue that, among 180 samples, the importance of the primary motivation for establishing a business has been explained in two sections; 1) starting a business out of necessity (that has also been as lack of employment) 2) starting business voluntarily (to achieve self-fulfilment). According to the results of the study, 65% of the participants have professed to start their business out of

necessity (Lenka et al., 2014). In this context, it is essential to know which internal factors push them to be an entrepreneur.

Çera et al. (2018) mentioned that learning how to manage extraordinary situations is one of the features of successful entrepreneurs for coming over from business-related stress when in another study it has argued that Higher intolerance to uncertainty has been linked to burnout (Wiklund et al., 2018).

Sarfaraz et al. have analyzed the strengths and weaknesses business climate of three countries such as Turkey, Iran and Pakistan. According to their results, it shows that Turkey holds an overall higher rank than the other two countries (Sarfaraz, 2018). As it can be seen from the Table-1, Turkey has the worst place according to ‘firms with female participation in ownership’ among selected EU countries.

Table 1: Firms with female participation in ownership (% of firms)



Source: World Bank 2019

Table 1 shows the current firms with female participation in ownership. The authors have chosen some of the European countries, which currently have 2019 data to compare with Turkey, as shown in Table 1. It is the worst performing country among the selected countries for firms with female participation in ownership. It is evident that there is a female entrepreneurship problem in Turkey. If the rate of women entrepreneurs in a country is low, Turkey cannot show the potential economic growth. Considering the global competition, the support and successful implementation of women's entrepreneurship in a country can be a critical success factor in the development of that country.

In the literature, reasons for failure in female entrepreneurship has been analyzed around external factors. In this study, the authors have concentrated on the internal

factors that come from the characteristics of individuals are sufficient to be an entrepreneur. The study aims to reveal the reasons that the internal factors cannot explain the characteristics of individuals that are adequate to be an entrepreneur.

Methodology

In this part of the research, the research model, hypothesis, qualifications of data collection tools, and the method of data analysis are given.

Research Model

The research aims to reveal the relationship between tolerance towards uncertainty and motivational persistence in Turkish females based on entrepreneurship intention. This research was conducted within the framework of the relational survey model. The relational screening model is a set of research models aimed at identifying the presence or degree of exchange between two or more variables. Relational search models are research models aimed at determining the presence and/or degree of mutual exchange between two or more variables (Karasar, 2016). The research model shows that, when only individual factors are considered, the characteristic that makes an individual entrepreneur is motivational persistence. According to Andersen and Schumpeter (2011), self-motivation and determination play an important role in individuals' entrepreneurial characteristics. Individuals who have gained a sign of motivational courage will be more tolerant towards uncertainties on the way they realize their ideas. In this context, someone with an entrepreneurial intention must meet these requirements to achieve their goals.

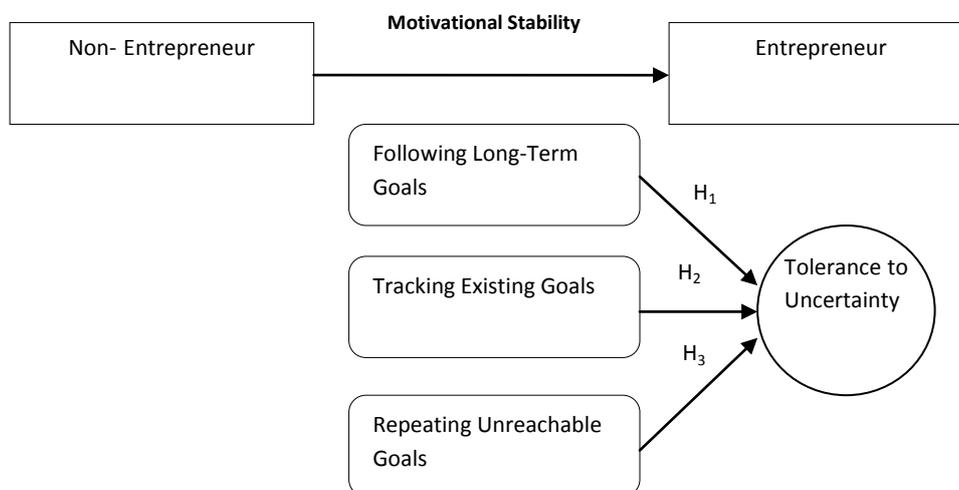


Figure 1: Proposed research model

H1: There is a significant relationship between following long-term Goals and intolerance to uncertainty among entrepreneurs.

H2: There is a significant relationship between tracking existing goals and intolerance to uncertainty among entrepreneurs.

H3: There is a significant relationship between repeating unreachable goals and intolerance to uncertainty among entrepreneurs.

H4: There is a significant difference between entrepreneurs and non-entrepreneurs in motivational persistence.

H5: There is a significant difference between entrepreneurs and non-entrepreneurs in intolerance to uncertainty.

Data Collection

A pre-determined questionnaire was presented to Turkish females who work in the research group to gather the data. The collection of data lasted between March of 2019 and June of 2019.

Measurement

The survey was prepared for examining the tolerance towards uncertainty and the motivational persistence level of Turkish females who work. The questionnaire includes Tolerance towards Uncertainty Scale and Motivational Persistence Scale after demographic questions. In demographic questions, six questions asked for getting more information.

Tolerance towards Uncertainty Scale

The Tolerance Scale of Uncertainty is one of the five subscales of the Scale of Entrepreneurship Determination, developed by Erdurur and Bozkurt (2013). The Cronbach alpha internal consistency of your scale is .76. Internal consistency was found as .85 in this study.

Motivational Persistence Scale

The Motivational Persistence Scale was adapted to Turkish by Sariçam et al. (2014). The scale consists of 13 items and consists of three sub-dimensions: following long-term goals, tracking existing goals, and repeating unreachable goals. The Cronbach alpha internal consistency coefficients of the scale were .69, .72, .70 and .71 for the subscales. In this study, Cronbach alpha internal consistency coefficients of the scale were found to be .86 and, .70, .64 and .65 for the subscales.

Sample

The universe of the research is composed of all Turkish females who work. Specifically, in studies which data were collected using a scale and the relationship between variables was examined; the sample size formula " $n = \frac{n_0}{1 + (n_0/N)}$ " and " $n_0 = \frac{t^2 S^2}{d^2}$ " was based on estimation in continuous variables (Cha et al., 2017). When adapted for this study, considering the use of four-point Likert type scales, the estimated deviation amount for the average of the responses to the items is taken as the basis for $d = .05$, standard deviation $S = .4$. The t value corresponding to the reliability level is 1.96. According to Turk Stat database Basic Labor

Indicators in November 2017, it is known that 10287 of women participated in the labor force in Turkey.

$$n_0 = [t \cdot S / d]^2$$

$$n_0 = [1.96 \cdot 4 / .05]^2 = 245.86$$

$$n = [n_0 / (1 + (n_0 / N))]$$

$$n = [245.86 / (1 + (245.86 / 10287))] = 240.12$$

It concluded that at least 250 participants would be sufficient to conduct analysis. In the data collection phase of the study, 262 females who work were interviewed. Twelve of the surveys were excluded from the study due to incomplete observations. Participants of the research constitute a total of 250 Turkish females who work. A sampling of the study was chosen by convenience sampling. According to this technique, the researchers collect data by interviewing the appropriate prospective subjects, which are most comfortable to reach, to provide the sample of the time required for the study (Gürbüz and Şahin, 2016).

Demographic information of the responding entrepreneurs and female employees is shown below.

Table 2: Table of demographic variables

	n	%
Age		
18-24 Age	48	19.2
25-34 Age	140	56.0
Over 35 Age	62	24.8
Job		
Employee	164	65.6
Entrepreneur	86	34.4
Entrepreneurship Intention		
Not Willing to be an Entrepreneur	75	30.0
Willing to be an Entrepreneur	87	34.8
Entrepreneur	88	35.2
Total	250	100.0

This research has been conducted among 250 females who work as entrepreneurs (34.4%) and employees (65.6%), including white-collar employees. About entrepreneurship intention, it has been seen that 34.8% of the participants are willing to be an entrepreneur, 30.0% of the participants are not willing to be an entrepreneur and 35.2% of the participants are already entrepreneurs.

Data Analysis

The data of the research were coded and transferred to the analysis program. Statistical analysis of the data was done by using the Social Sciences Statistical

Package Program (SPSS) 22. In the analysis stage of the research, the missing and outliers were excluded from the analysis. In the study of the data, firstly, reliability analysis was performed to determine whether the scales used showed sufficient internal consistency in the sample of this research. Then, after calculating the scores of the scales, the conformity of the variables to the normal distribution was tested. Descriptive methods reveal that the data provide the assumption of normality, which is one of the premises of parametric analysis. However, it was decided to use parametric analysis techniques to analyze the data. Data were analyzed using Pearson Correlation Analysis, Regression Analysis, and ANCOVA. For statistical significance, $p < .05$ was accepted.

Findings

A Pearson Correlation Analysis was performed to specify the relationship between demographic variables, intolerance to uncertainty and motivational persistence.

Table 3: Testing the statistical relationship between the variables

	M	SD	1.	2.	3.	4.	5.	6.	7.	8.
1. Age	-	-	-							
2. Job	-	-	-	-						
3. Entrepreneurship intention	-	-	-	-	-					
4. Intolerance to uncertainty	13.62	5.69	.29*	.16*	.39*	-				
5. Motivational persistence	24.30	6.57	.33*	.28*	.43*	.80*	-			
6. Following long-term goals	6.75	2.74	.26*	.19*	.38*	.71*	.89*	-		
7. Tracking existing goals	8.56	1.96	.41*	.29*	.39*	.71*	.86*	.66	-	
8. Repeating unreachable goals	9.00	2.67	.26*	.27*	.38*	.73*	.91*	.69**	.72**	-

* $p < .05$, ** $p < .01$, M=Mean, SD=Standard Deviation; Age 1 = 18-24 Age, 2 = 25-34 Age, 3 = Over 35 Age; Job 1 = Employee, 2 = Entrepreneur; Entrepreneurship Intention 1 = Not Willing to be an Entrepreneur, 2 = Willing to be an Entrepreneur, 3 = Entrepreneur

According to Pearson Correlation Analysis results which can be seen in above; intolerance to uncertainty ($r(258) = .29$, $p < .001$), motivational persistence ($r(258) = .33$, $p < .001$), following long-term goals ($r(258) = .26$, $p < .001$), tracking existing goals ($r(258) = .41$, $p < .001$) and repeating unreachable goals ($r(258) = .26$, $p < .001$) were significantly correlated with age. According to this, the older participants have high level of intolerance to uncertainty, motivational persistence, following long-term goals, tracking existing goals and repeating unreachable goals than the elder ones.

Intolerance to uncertainty ($r(258) = .16, p < .05$), motivational persistence ($r(258) = .28, p < .001$), following long-term goals ($r(258) = .19, p < .001$), tracking existing goals ($r(258) = .29, p < .001$) and repeating unreachable goals ($r(258) = .27, p < .001$) were significantly correlated with job. According to this, the participants who are already entrepreneurs have higher stability level on intolerance to uncertainty, motivational persistence, following the long term targets, tracking the current targets and repeating unreachable goals than the other group of participants.

Intolerance to uncertainty ($r(258) = .39, p < .001$), motivational persistence ($r(258) = .43, p < .001$), following long-term goals ($r(258) = .38, p < .001$), tracking existing goals ($r(258) = .39, p < .001$) and repeating unreachable goals ($r(258) = .38, p < .001$) were significantly correlated with entrepreneurship intention. Accordingly, it is seen that the employees who want to become entrepreneur has higher level of intolerance to uncertainty, motivational persistence, following long-term goals, tracking of existing goals and repeating unreachable goals than those who do not want to be entrepreneurs.

Motivational persistence ($r(258) = .80, p < .001$), following long-term goals ($r(258) = .71, p < .001$), tracking existing goals ($r(258) = .71, p < .001$) and repeating unreachable goals ($r(258) = .73, p < .001$) were significantly correlated with intolerance to uncertainty.

Following long-term goals ($r(258) = .89, p < .001$), tracking existing goals ($r(258) = .86, p < .001$) and repeating unreachable goals ($r(258) = .91, p < .001$) were significantly correlated with motivational persistence.

Tracking existing goals ($r(258) = .66, p < .001$) and repeating unreachable goals ($r(258) = .69, p < .001$) were significantly correlated with following long-term goals.

Repeating unreachable goals ($r(258) = .72, p < .001$) were significantly correlated with tracking existing goals.

An Analysis of Covariance (ANCOVA) was used to compare the intolerance to uncertainty levels according to entrepreneurship intention, considering motivational persistence a covariate.

Table 4: Examination of the significance of differences in intolerance to uncertainty levels according to the job, considering motivational persistence a covariate

Source	Sum of Squares	df	Mean Square	F	p	ηp^2
Corrected model	5248.882	2	2624.441	229.525	.000	.650
Intercept	225.076	1	225.076	19.684	.000	.074
Motivational persistence	5053.370	1	5053.370	441.951	.000	.641
Job	41.137	1	41.137	3.598	.059	.014
Error	2824.254	247	11.434			
Total	54422.000	250				
Corrected total	8073.136	249				

Dependent Variable: Tolerance Towards Uncertainty, $R^2 = .65$ ($AR^2 = .65$)

According to Analysis of Covariance (ANCOVA) results which can be seen above; a statistically significant main effect of motivational persistence ($F(1,247) = 441.951, p < .001, \eta^2 = .641$) is on intolerance to uncertainty levels. In addition, no statistically significant differences have encountered in intolerance to uncertainty levels after adjusted for motivational persistence, between entrepreneurs and employees ($F(1,247) = 3.598, p > .05$).

A Linear Regression Analysis was calculated to predict intolerance to uncertainty based on motivational persistence sub-dimensions according to entrepreneurship intention.

Table 5: Predicting predict tolerance towards uncertainty based on motivational persistence sub-dimensions according to entrepreneurship intention

		SE	β	t	p	F	R ²
Not Willing to be an Entrepreneur	Tracking Existing Goals	.33	.48	4.493	.000	39.248	.62
	Repeating Unreachable Goals	.22	.24	1.987	.051		
	Following Long-Term Goals	.16	.16	1.677	.098		
Willing to be an Entrepreneur	Tracking Existing Goals	.22	.28	2.955	.004	32.527	.54
	Repeating Unreachable Goals	.16	.61	6.233	.000		
	Following Long-Term Goals	.20	-.12	-1.316	.192		
Entrepreneur	Tracking Existing Goals	.23	.17	2.109	.038	201.321	.88
	Repeating Unreachable Goals	.24	-.20	-2.436	.017		
	Following Long-Term Goals	.15	.96	12.617	.000		
Dependent Variable: Tolerance Towards Uncertainty							

The hierarchical multiple regression revealed that among females who are not willing to be an entrepreneur, it was found that tracking existing goals ($\beta = .48, p < .001$) contributed significantly to the regression model while repeating unreachable goals ($p > .05$) and following long-term goals had no significantly predictive effect ($p > .05$) ($F(3,71) = 39.248, p < .001, R^2 = .62$). Among females who are willing to be an entrepreneur, it was found that tracking existing goals ($\beta = .28, p < .01$) and repeating unreachable goals ($\beta = .61, p < .001$) contributed significantly to the regression model while following long-term goals had no significantly predictive effect ($p > .05$) ($F(3,83) = 32.527, p < .001, R^2 = .54$). Among female entrepreneurs, it was found that tracking existing goals ($\beta = .17, p < .05$), repeating unreachable goals ($\beta = -.20, p < .05$) and repeating unreachable goals ($\beta = .96, p <$

.001) contributed significantly to the regression model ($F(3,84) = 201.321$, $p < .001$, $R^2 = .88$).

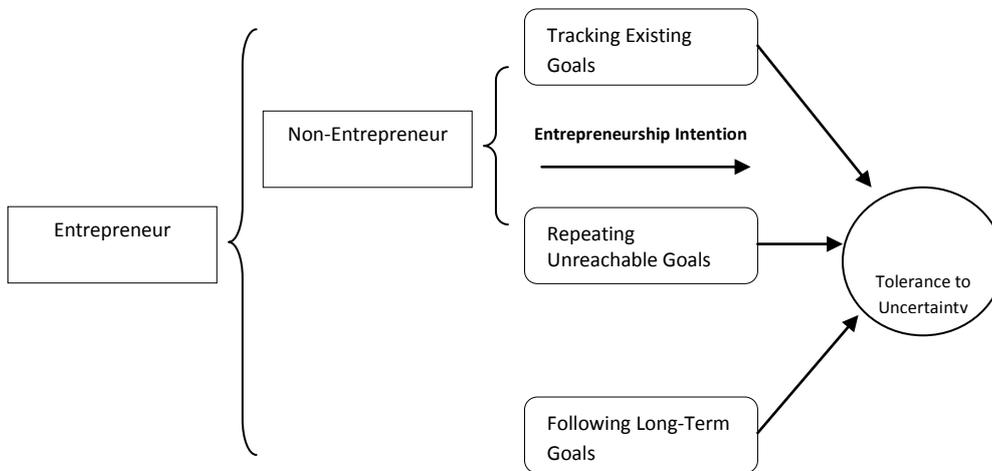


Figure 2: Revised research model

According to the model that emerged as a result of the research, following an existing target is the common point of all the working women and non-entrepreneurs. With the desire for entrepreneurship, individuals tend to retry an idea that they have not succeeded before. Although this sub-dimension of motivational persistence increases the tolerance of non-entrepreneurial individuals to uncertainty, it does not bring them to a sufficient level to follow long-term goals, and it is not enough to be sufficiently entrepreneurial. This model can be described as an entrepreneurship process. The question of what is useful in the inability of the person to follow the long-term goals caused by the other factors that lead the individual to be fully entrepreneurial or who have the desire for entrepreneurship. The stages that demonstrate the entrepreneurship process and can be reconciled with the steps of the entrepreneurship process put forward by Reynolds (2000). According to this and as in the study, the stages start with the entrepreneurial intention on individuals, and then her entrepreneurial idea comes. In the third stage, the individual begins to collect the resources to make an actual entrepreneurial idea. In the last step, the entrepreneurial approach starts to operate. In the present study, the entrepreneurs completed those stages, and they concentrated on the new goals. The failure of individuals who want to be an entrepreneur can be explained as stuck on the second and third stage. In short, it is not enough willing to be an entrepreneur; the individual needs to have motivational persistence to follow the right steps. At this point, it is crucial to investigate what kind of problems the potential entrepreneurs suffer while creating the idea or if they are already created where they will be squeezed during the collection of resources.

Lessem (1986) explains the entrepreneurial personality in spectral theory, and each character has its personality tendencies. According to this, entrepreneurial personality traits are adventurous, social, flexible, determined, authoritarian, intuitive and imaginative. Stability is stated among the basic profile characteristics of entrepreneurial individuals (Arıcan Kaygusuz, 2018; Lawyer, 2013; Lessem, 1986). Following the literature, it was determined in the present study that female entrepreneurs have higher motivational persistence, following long-term goals, tracking existing goals and repeating unreachable goals than the female non-entrepreneurs. However, factors such as age and experience can significantly reduce the level of the entrepreneurial intention of individuals.

In this study, it was observed that women over 35 years of age were more likely to follow the current goals and follow long-term goals when compared to younger women. This situation coincided with the definition of the fact that the individual in the burnout theories (Edelwich and Brodsky, 1980) is stagnating as a result of his/her difficulty in not meeting his/her expectations or having difficulties in coping with the problems they face. Individuals who are at the beginning of business life or individuals who are new in entrepreneurship have been unable to provide enough experience to understand whether they have sufficient willingness, motivation, and will to make up their goals. For this reason, it is more likely for young individuals to focus on a new purpose without having to underestimate their goals or focus on a new goal rather than to individuals who have older age. At this point, they can learn from the experiences of the entrepreneurs and colleagues who have gained expertise in their fields while determining the strategies they will make to realize their dreams and the strategy they will use to realize their dreams. In this regard, new entrepreneurs can participate in training and seminars about the situations they may face frequently, take ideas about the ways of coping with the problems that may decrease their determination to reach their goals and increase their motivation.

In a study conducted by Sarri and Trihopoulou (2005) among the Greek women entrepreneurs, it was determined that economic reasons are among the motivating factors for women entrepreneurs. In this study, the findings obtained from Turkish women entrepreneurs and employees showed that individuals with a low economic income have higher motivation levels. These individuals were found to have a higher commitment to follow long-term goals and current goals than other women. Frumkin (2002) mentioned the search for income while expressing the goals of entrepreneurship. Every entrepreneur sets out with the determination to gain economic benefits (Arıcan Kaygusuz, 2018). In this case, the inadequacy of individuals, the existing work environment, and the opportunities for income, as a negative motivation source, can push individuals into an entrepreneurship decision to raise their economic prospects. Making money is one of the leading sources of external motivation for working individuals. This factor is among the wishes of the motivation of entrepreneurial individuals, such as the desire to be his/her boss.

Motivational persistence is defined as an indicator of the achievement of purpose and success (Sarıçam et al., 2014). It was determined that female motivational determination and entrepreneurship intention have a significant effect on intolerance to uncertainty. When examined among female entrepreneurs, the commitment of entrepreneurs to follow current targets and long-term goals increases their intolerance to uncertainty. When the effect of motivational persistence on uncertainty tolerance was controlled, it was determined that the difference between entrepreneurs and non-entrepreneurs was eliminated. As can be seen from this finding, motivational persistence is an essential feature found in an entrepreneur. Sarri and Trihopoulou (2005) emphasized the importance of the contribution of women entrepreneurship to the economy. According to Hong (2018), female entrepreneurship positively affects social and economic progress. This study also showed that the effect of motivational persistence on female individuals' intention to be entrepreneurs is significant. As a result, it is vital to identify and promote the factors that motivate women's activities to promote women's entrepreneurship.

From this conclusion, it can be understood that the stability of entrepreneurs to follow current targets increases their intolerance to uncertainty; its determination to try to reach the distant goals reduces their intolerance to uncertainty. The commitment of those who want to be entrepreneurs to try to reach distant targets increases their intolerance to uncertainty.

In these two groups, unreachable targets were reversely effective because entrepreneurs probably tried them multiple times and could not reach them. But those who intend to be entrepreneurs possibly just imagined and did not work. There is no relationship between motivational persistence and uncertainty in those who do not want to be entrepreneurs because they do not tend to be entrepreneurs. Those who want to be entrepreneurs are dreaming and trying. Entrepreneurs both try their dreams and follow their dreams as a duty.

Conclusions

In this study, the authors have analyzed the effect of motivational persistence on intolerance to uncertainty among female entrepreneurs and non-entrepreneurs. This study also attempts to figure out what are the key elements, which increase entrepreneurial intention on females in Turkey. In this perspective, an entrepreneur has to have persistence and has to have intolerance to uncertainty. Those are some of the essential critical characteristics of entrepreneurs. The results of the present study have shown that there is a significant difference between the tolerance levels of the entrepreneur and the non-entrepreneur in terms of uncertainty. Still, this difference disappears when the effect of intolerance to uncertainty on motivational persistence controlled. In other words, as in the proposed research model, motivational persistence is an important feature that differentiates entrepreneurs and non-entrepreneurs. In the research, the authors asked the non-entrepreneur

females whether they want to be an entrepreneur. Based on the responses obtained, it has been investigated whether the entrepreneurial intention has an impact on the model examining the relationship between motivational persistence and intolerance to uncertainty, how the desire to be an entrepreneur reflects on the level of persistence of the individual. The analysis showed that women who do not intend to be an entrepreneur could only follow current targets and therefore, cannot give sufficient intolerance to uncertainty. It has been shown that women who want to be entrepreneurs follow the current goals and repeat the targets they could not reach at the same time and partially tolerate uncertainty. Entrepreneurial women have developed their current goals and have shown that they are far from repeating the goals they have been able to follow, especially when they have followed long-term goals. From this point, the proposed model was revised as a result of the statistical findings obtained in the research as below.

This research has some limitations because it was implemented on a limited but representative sample of respondents. In the literature, there are limited studies that have conducted internal factors that represent the cause of fail for female entrepreneurial activity. The present research results are valuable for further research and develop concepts for national entrepreneurial policies to boost female entrepreneurship in Turkey.

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INTOLERANCJA NA NIEPEWNOŚĆ I TRWAŁOŚĆ MOTYWACYJNĄ WŚRÓD TURECKICH KOBIET PRZEDSIĘBIORCÓW WEDŁUG INTENCJI PRZEDSIĘBIORCZOŚCI

Streszczenie: Niniejszy artykuł ma na celu zbadanie wpływu wytrwałości motywacyjnej na nietolerancję niepewności w porównaniu kobiet-przedsiębiorców i osób niebędących przedsiębiorcami w celu ujawnienia, jakie decydujące czynniki wewnętrzne mają Turcja. Motywacja, zdecydowanie i nietolerancja niepewności są najbardziej determinującymi cechami przedsiębiorcy. Na chwilę obecną większość badań została przeprowadzona pod kątem zewnętrznych czynników intencji przedsiębiorczych, ale w tym badaniu naukowcy skupili się na czynnikach wewnętrznych, które powodują porażkę potencjalnych osób. Przebadano łącznie 250 kobiet-przedsiębiorców i nie-przedsiębiorców z Turcji, którzy aktywnie uczestniczą w życiu gospodarczym / zawodowym. Podczas procesu analizy dane analizowano za pomocą analizy korelacji, testu T niezależnych próbek i metody ANOVA jednokierunkowej. Wyniki badania pokazują, że kobiety-przedsiębiorcy wykazują wyższą motywację do realizowania długoterminowych celów, śledzenia istniejących celów i powtarzania nieosiągalnych celów niż kobiety niebędące przedsiębiorcami. Co więcej, badanie potwierdza, że uczestnicy, którzy ukończyli 35 lat, mają większy zamiar podążać za obecnymi celami w porównaniu z młodszymi kobietami, a osoby o niskim dochodzie ekonomicznym mają wyższy poziom motywacji do bycia przedsiębiorcą.

Słowa kluczowe: przedsiębiorczość kobiet, uporczywość motywacja, nietolerancja niepewności, intencje przedsiębiorcze, Turcja

根据创业意图对土耳其女性的不确定性和动机持久性的不容忍

摘要:本文旨在通过比较女性企业家和非企业家,探讨动机持续性对不宽容的不确定性的影响,以揭示土耳其的决定性内在因素。动机,果断性和对不确定性的不容忍是企业家的最决定性特征。到目前为止,大多数研究都是根据企业家意图的外部因素进行的,但是在这项研究中,研究人员将注意力集中在了导致潜在个人失败的内部因素上。总共对来自土耳其的250名积极参与商业/工作生活的女企业家和非企业家进行了调查。在分析过程中,使用相关分析,独立样本T检验和单向方差分析法对数据进行了分析。研究表明,与非企业家女性相比,女企业家在遵循长期目标,跟踪现有目标和重复无法实现的目标方面具有更高的动机持久性。此外,该研究还断言,与年轻女性相比,年龄在35岁以上的参与者更有意愿遵循当前的目标,而经济收入较低的个体更容易成为企业家。

关键词:女性创业;动机坚持;对不确定性的不宽容;创业意向;土耳其