Entrepreneurship: A Corridor for Developing an Emirati Skilled Workforce

Abstract:

The need to be more flexible and innovative to deal with unfamiliar situations, there must be a great change in the society to develop the skills of thinking out of the box. Now, the time is in a great change and reality last days going to weak with more thinking about the future prospective. With individual thinking and team efforts, entrepreneurship creating better prospects by development of the people with rationally preparation of change adaptability and skill adaptability. The respective study evaluate the entrepreneurship in establishing the human skills and empowering the workforce to take over the responsibility for their goals and dispensed tasks. This paper used Quantitative approach utilized to reveal the Emiratisation that confronts many entrepreneurial challenges. The need to pursue and development of abilities and skills to adopt change with Emiratisation is considered as a key factor for entrepreneurial environment that gave push towards continues improvement by following the norms for long term time frame. A successful implementation of skills development in workforces of Abu Dhabi, this study identifies the entrepreneurial role in assisting and communicating within the society to actively awaking workforce for adding change at all levels of private sectors.

Key words: Entrepreneurship, Emiratisation, Private Sector, Knowledge transfer, UAE

1 Introduction

The new world economic order has given birth to the entrepreneurship as an attractive genre of business venture and future economic growth. Therefore, entrepreneurship is being viewed as an effective mediator for assisting a segment of the ambitious job seekers into self-employed business owners, and ii- a necessary component to the creation of a new skilled workforce. Developing an Emirati (national) skilled workforce at different levels of employment, as well as competing in the private job market is the essence of the national strategic plan, and economic vision. The recent movement toward rapid development of private sector businesses had been strongly fortified by national and international speculation and market liberalization (Senyucel, 2009). Although the UAE generosity and leisure industries are significantly shaped by western notions of development, there are regional differences.

The Emirate of Dubai for instance had been liberal in developing workforce that reflect wider innovative dimensions through the promotion of its industry. The recently development of sectorial stocks of total employment for the countries in which regular labor force reviews were undertaken. One of the main markets for Arab and Asian job seekers had been that of the Gulf States. The current era of business atmosphere needed workforces appeared to be devoted to their respective organizations. Since a company cannot guaranteed the constancy or longevity of their employees' business career paths or the safety of their jobs, the old contract of workforce loyalty in exchange for job security and fair work had broken down (Hays, 2001). Today, however, retention of workforce is a global challenge.

Managers and top level specialists are constantly met with the shifting their trends of with the involvement of the entrepreneurship in the retention of skilled workforce that had been of serious concern to private organizations in the face of ever increasing high rate of turnover (Sabry, 2009). In UAE, entrepreneurship was mainly regulated by an individual organization or industrial group. Such a singular system for the development of the workforce and to improve their skills and efficiency it represented a relatively integrated, advanced, and efficient Workforce system.

In this respect, Emiratisation will keep away from displacing expat employees with the local ones to get a new definition from human resources development viewpoint. Emiratisation could be redefined as Customisation of the transferred knowledge and technologies, through the channels of entrepreneurship and other business co-ventures, by the Emirati workers to be

compatible with their business and work environments. Thus, the successful Emiratisation process would depend upon the Emiratis who are talent, creative, job-devoted, and experience foragers. This new paradigm of Emiratisation should be fostered by legal and socioeconomic frameworks, whereas the exposure to the expat experience remains an important component.

The current study tend to proceed for the development of the workforce and their skills with the inclusion of entrepreneurship. The entrepreneurship program will going to detain in UAE that will focused on attracting the human power towards their area with more intellectual abilities and their skills that matter most to them in the Emirates region. The wide range of opportunities for developing the workforce is now highly considered to process the entrepreneurship successfully. This paper discusses the potential impact of entrepreneurship on transferring the advanced technology, knowledge, and experience for enhancing in developing skilled Emirati workforce; particularly in the private sector. Opportunities and obstacles of developing new concept of Emiratisation are addressed, and recommendations for future studies are suggested.

1.1 Research Gaps:

The respective study will work out to fill the gap for the development of skills and abilities in workforce formerly described the nature and context about entrepreneurship in various fields of Emiratisation. There were few studies available that contained the material about workforce development for private sector with respect to Emiratisation but this study will explore the central reimbursements of developing the workforce under entrepreneurship.

1.2 Statement of the Problem:

The current workforce markets in United Arab Emirates are relying on less involvement of entrepreneurship sources of private sector but the development of skills and abilities in human forces are not aligned. Currently, the focus of the problem is the development of skills in workforce entrepreneurship program under Emiratisation in United Arab Emirates.

1.3 Purpose and Significance of the Study:

Entrepreneurship is considered as an important driver of economy. Countries that have more entrepreneurs are more economically stable and are able to offer more job opportunities to their people. Traditionally entrepreneurship has not been a much preferred objective by individuals, men would have preferred working in Government organizations. The changing times and economic factors have made it mandatory for the countries even in the oil MENA region to focus

and divert their energies on promoting entrepreneurship. The Government of UAE has taken substantial measures to facilitate individuals into becoming entrepreneurs.

The purpose of this study is to know whether the initiatives taken by the government are doing what they are supposed to do. The study specifically aims to explore the domain and state of entrepreneurship in UAE and seek the answers for the following.

- Are the measures taken by the government are sufficient or not
- How are the measures taken by the Government of UAE to promote entrepreneurship perceived by Emarti's
- What are the key challenges or obstacles that people encounter when becoming an entrepreneurs.

The study has grave significance as entrepreneurship is considered as a pillar of economy and the government of UAE is earnestly pushing for the youth to adopt to entrepreneurial ventures. There are many services being offered by the department of economic development to promote entrepreneurship. Even on "The Global Entrepreneurship & Development Index " UAE has a much better standing than the rest of the Arab nations. This study can not only help in understanding the state of entrepreneurship in UAE but also help in devising policing to foster the economic group and achieve the aims of Emiratization. The development of skills in workforce in UAE is centrally focused in the respective study to provide the information for labor markets. This study will assist in improvement of skills in human by cracking out the core points of Entrepreneurship functioning under Emiratisation. The workforce skill development will assist in stability of economy of United Arab Emirates by attracting more knowledge from outside the Emirate states as well as inside of Emirates. The collective efforts in the study will contribute the workforce skill development to increase the optimization with entrepreneurship ideas.

1.4 Research Objectives:

The aim of this research was to known about the state of entrepreneurship in UAE. The study was aimed at discovering the following;

- Do people in UAE have an acumen for entrepreneurship
- Are Emirati's inclined about starting a venture of their own, that is are they will willing to become entrepreneurs
- What are the key drivers pushing Emirati's for Entrepreneurship

- What are the key Challenges being encountered Emirati's when starting a business venture of their own
- Are women in UAE also involved in the process of Entrepreneurship
- How can the culture of entrepreneurship promote and facilitate Emiratisation of the Workforce

1.5 Research Questions

Entrepreneurship is an important component and driver of economic growth. The government and the policies of UAE are known to be business friendly and this is the reason that many international companies have selected UAE to be their regional headquarters. The new directions and directives set by the government of UAE includes high stress on the development and inculcation of the spirit of entrepreneurship in UAE. There is a lot of stress on fostering the culturing of innovation and entrepreneurship. UAE would like to see a generation of entrepreneurs that would not only increase the sense of pride, accomplishment and achievement in them but also facilitate the goals of transforming into a knowledge economy (Ryan, et al., 2011) (Formica, 2005) (TONG, et al., 2012). The research also investigates these vital questions and issues and strives to find an answer on how successful are the intentions and interventions of the government. The questions that this research would like to answer include the following.

- There is a significant potential for entrepreneurship in UAE
- The Government is facilitating entrepreneurs through helping them in financing and acquisition of other resources
- The economic and legal barriers for entrepreneurs are diminishing
- The economy of UAE offers many opportunities for entrepreneurship

The research also aims to assess how effective are the various initiatives of the government. It will assess the facilitation and support of government through 4 perspectives;

- Government support in terms of provision of training and facilities
- Government support in terms of provision of consultancy and advisory services
- Feasible and supportive economic conditions and factors for Entrepreneurship
- Feasible and supportive legal and administrative factors

1.6 Nature of the Study:

The study on the development of skills in workforce of UAE with entrepreneurship is of empirical nature. All the aspects of workforce in this study are covered with the literature

provisions and supported Theory of Achievement Motivation. The study material fulfill the aim of the study by conducting quantitative analysis by considering the employers, job seekers and relevant working bodies of UAE.

1.7 McClelland's Theory of Achievement Motivation

The theory of achievement motivation is about the creating and the increase in the power of motivation in people that brings them together to achieve their goals and target oriented while developing the skills. This theory of McClelland considered the three areas under the entrepreneurship:

- Need for achievement
- Need for affiliation
- Need for Power

The theory shows that need for achievement and need for power are directly drive the entrepreneurship as people are able to do the things in better ways and skills and also makes better decisions.

2 Literature Review:

2.1 Economic Efficiency:

The workforce markets UAE, modification depended on both the innovative talent and the skills potential. In recent years the private sector had become progressively significant but the main focused was on skill development into the workforces because it was the most important cause of economic growth and efficiency (Noor, 2006). Currently, the share of oil and oil industries constituted around one third of the GDP and part of the revenue from oil was used to fund the import of technologies and enhance economic development in the Gulf countries. Hence, economic growth and a sustainable expansion strategy in the UAE depend on both a shift from a resources based economy to a knowledge and skill based economy and on economic discrepancy in addition to economic inducements to improve them (Noor, 2006).

The trend these times seems geared toward having a 'career portfolio' as employees realized that they had to take the inventiveness in job resiliency developing the skills and flexibility needed to respond quickly to shifting employer necessities. Because of these changes, loyalty to one's professional growth had substituted organizational loyalty. Employees recognized that the traditional psychological contract that existed between an employer and an employee was now softened (Hays, 2001). The disappointment of the skills development progresses into the private

sectors to grow reliably among the different areas of working could be clarified in this context by a faster workforce output growth and the development of highly incompetent employment areas protected through several policy tools (Riveros, 1989).

However, as economic growth into the private sector was not much faster than in other sectors, the share of skilled employment did, in fact, rise meaningfully over time. Although the patterns type method may be a useful way of analyzing long-term tendencies of skilled workforce market, there were two other explanations which were of undoubted rank. The first was that in most of the republics, private sector employment as grown disproportionately very the retro (Riveros, 1989).

2.2 Workforce Development:

Skilled development into the Workforce strategies and the practices of UAE were shaped by the following:

- The erection of the economy
- The political structure
- The labor market
- The national HRD strategy, and;
- The national culture

Emiratisation as the replacement of the emigrant workforce with a locally qualified and skilled workforces. The Ministry of Labor described the Saudization policy as part of a greater vision meant at increasing self-sufficiency and sanctuary within Saudi society (Torofdar, 2010). In order to uphold the success of any organization, it was believed that workforces were a significant contributing factor. Businesses can achieved a competitive advantage by the effective utilization of the workforce and by exploiting their expertise and creativity with the common goal of reaching the organization's objectives (Salehi-Isfahani, 2002).

In essence, the Saudization program was a job localization strategy with the wider view of nationalizing the workforce. Nationalization agendas such as Saudization were generally modeled on a quota based scheme where the target was to increase the number of residents in the private sector while reducing the amount of expatriate workers. Furthermore, Emiratisation mainly focused on three main goals:

- Increasing skills of people for UAE nationals

- Reducing and reversing over-reliance on distant labor, and;
- Recapturing and reinvesting income which otherwise would had flowed overseas as payments to other countries (Torofdar, 2010)**.**

Modern organizations were constantly faced with a changing environment which forces them to change and adapt in order to survive. Human resource management, in code, aims to employ people that are dedicated, competent and flexible to exploit productivity within an organization (Salehi-Isfahani, 2002). The skill development into the workforce had become one of the most active economic factors in the Middle Eastern and North African countries; remittances from labor back to the United Arab Emirates exceeded the value of regional trade in goods as well as official capital flows. Similarly, the relocations to the Gulf States speed up the growth of certain regions of India, Pakistan, Bangladesh, the Philippines or Indonesia (Kapiszewski, 2006).

2.3 Entrepreneurship and Skill Development:

To better understand Workforce developments, a renewed interest in mature learning will emerge that is Entrepreneurship, as it had a long tradition in social, critical, and emancipatory knowledge. It was evident that the focused in Workforce development should shift from the organization to the individual, to individual knowledge, objectives, motivation and circumstances. If individual knowing was at the center of the knowledge-productive place of work, it should also be acknowledged that you cannot be smart in contradiction of your will. Then, work related learning certainly comprises reflection, learning from mistakes, critical opinion sharing, challenging groupthink and asking for feedback, trialing, knowledge sharing and career consciousness (Kessels, 2002).

When workforce development was to play a protuberant role in an emerging knowledge with certain innovation and adaptive skills, it needed to rediscover the basic knowhow, as they offered valuable expectations on self-directed, individual learning and the social network for shared knowledge efficiency (Poell, 2004)**.** However, because workers were moveable, entrepreneurship practices into the workforce will not be the end of the section. Higher knowledge and skill development in work forces will entice new workers and cause the area to produce in people. Furthermore, as new workers move in the contested with existing residents for housing and bid up cover prices (Shapiro, 2006).

As economic globalization had become more marked, the ability of entrepreneurship to compete in the global marketplace was all the more secured to the quality of their human resources. Many

organizations rely on the knowledge of their labor to gain competitive advantage in global economies. In this entrepreneurial environment, the holding of valued workforce became an extremely important strategy for human resources managers and organizational bests (Reiche, 2007). There was increasing gratitude that increases in worldwide trade eased by advancements in technology, communication and transportation began to bring the markets of the world into better competition (Gregory, 2002).

2.4 Workforce and Innovative Environment:

(Shapiro, 2006), suggested that the local workforce level growths the implicit value of an area's ingesting amenities; i.e., the stock of workforce make an area a more required place to live and increases the quality of life under the innovative culture. The important factors in workforce development were the existence of innovative environment and learning opportunities that gave push the skill development and adaptability that assisted in developing the workforce (Winters, 2011).

In the last decade, the Gulf countries had formulated three strategies which focused on the innovative environment of the Gulf workforce: diversification, technological expansion and development of the labor skills. The idea underlying these policies was that the Gulf countries needed to build local capacity and improve their sonority in the international labor market. The idea behind the technological expansion strategy was that in the long run the Gulf countries needed to reduce their requirement on foreign technologies. To that end, the costly process of building national technologies can be funded from oil proceeds (Noor, 2006).

Private organizations in United Arab Emirates, in particular, had been increasingly exposed to global flows in workforce development practices, expertise and organizational cultures with inclusion of the innovation practices. The main effects of increasing knowledge in workforces include rising knowledge competitions of national and international labor, higher rates of staff involvement into the organizational activities, lower levels of retention and clashes between structural environments in the workforce (Iqbal, 2008). A contrast of workforce development practices in the United Arab Emirates is central with contrast serves to highlight differences characterizing the neighboring cities of Dubai and Sharjah (Wouter, 2007).

The foremost challenge UAE is presently encountering is the extreme phase of unemployment among its natives, and the incompetence of the labor market to attract the further enormous young people looking for jobs every single year. This exhibits a condition fronting the entire

GCC states, and is rightly associated to their previously high levels of internal labor migration. According to the studies of (Kapiszewski, 2000) about half of the entire GCC population is aged less than fifteen and that 15-30 year-olds are the rapid maturing people in the area, while many people of this age group are graduating from different institutions every year and looking for jobs. It was assessed by (Fasano, 2004) that there would be yearly growth of about 4 to 5% in GCC's graduates looking for jobs in the average tenure. A study was made by (Bank, 2004.), in which it was examined that by 2020 about 80–100 million fresh jobs altogether would require to be generated within the GCC region.

By the end of 2009, the local population of UAE was forecasted to increase by 3.4%, whereas its emigrant population was predicted to grow by 6.9% (Vine, 2015). Even though legitimate statistics up till now are not presented to illustrate whether these estimates were carried out in fact, they propose swift rates of development for both groups, with great number of natives along with emigrants penetrating the labor market each year in the predictable future. The latest trends would resume by this: legitimate government statistics exhibited that in 2006 about 16,187 of local Emiratis penetrated the labor market (Forstenlechner, 2008). It has also been observed that, if trends resume, the yearly number of fresh people looking for jobs in the UAE by 2010 will move at a point of about 20,000 and by 2020 it will be about 40,000 (Al Abed, 2007.)

2.5 Unemployment in UAE

Consequently the above trends are showing that the problem of unemployment especially in graduates is rapidly growing in the UAE. It was stated by (Al Shaiba, 2009) in 2008 the unemployed nationals in UAE were more than 89,000 while in 2009 the authoritative unemployment rate of country was expected to reach 3.86%. (Vine, 2015). Even though this is not an awfully high rate of unemployment, if we compare these rates with the global unemployment rate of 7% in 2008 we can see the difference (Al Shaiba, 2008) but the major problem in UAE is the high rate of structural unemployment, along with the regular happening of cyclical unemployment which fallouts from the UAE's enduring greater reliance on the oil industry and the instabilities in oil prices which frequently happen (Ibrahim, 2005)

There is no availability of exact statistics for the unemployed nationals of UAE, however there were 29,000 nationals of UAE that were registered as jobless with Ministry of Tanmia and Planning (Al Abed, 2007.) It should be noted that there is no registration by all job seekers with these two institutes and there is possibility that those who are registered may be only searching

for good opportunities and not be ready for doing work. These registered nationals were related with age group of 20 to 30 out of which half were female and almost 85 percent of these nationals have completed their schooling. At the same time as economy of the UAE is increasing quickly with construction of the organizational capital, it is argued by (Kapiszewski, 2000) that there is need of expansion by the private sector for absorbing hundreds of thousands of the jobs for youthful nationals that have just left schooling (Kapiszewski, 2000).

Nationals are considered as high job seekers and they have reputation of leaving private jobs after being employed because public sector is preferred by them. (Abdelkarim, 2001), argued that this characteristic is the result of inequitable contest from the non-nationals in private sector even though private sector is larger and the employment is rising faster. It has been said by the researcher that if such issues are not properly addressed then social and political cohesion of UAE would be at risk (Al-Dosary, 2003).

2.6 Knowledge building in Workforces

The concept of knowledge and skill development and in workforces described a procedure to develop new competences and to apply these capabilities to incremental improvement and radical innovation of working procedures, products, and services (Kessels, 2002). In development of workforce, over knowledge had become less noticeable for intermediate and higher jobs incongruities had increased in the case of the least skilled jobs (Peypoch, 2006). One possible understanding would therefore reflected professional experience as an extra for initial training in order to be a possible applicant for employment and to cope them with skills and aptitudes. The resulting incongruity can be considered as an adaptive process in the search of a passable job which create certain disparities among the labor forces.

In a knowledge economy, in which development and innovation were required for long-term existence, standardization was not the goal but the surprising artistic. This assumption did not only affect managerial philosophy but also will have an influence on our perception of the role of practically every employee and skilled labor forces (Caffarella, 1999). The process of skills development was a way of enabling learning of individuals in working environment, entrenched in the social context of organizational teams. In this context, individual learning, and social capital forms opening perspective for human resource development in a knowledge economy was based on the following chain of cerebral: played a significant role in an emerging knowledge economy as human beings were the main knowledge builders. In a knowledge economy, growth

was based on development and innovation of work processes, products, and services and was a result of skills development (Poell, 2004).

2.7 Growth Opportunities:

The labor market was slack, workers have diminished bargaining power. The migration control process was flexible and open to operation partly because enforcement costs were substantial and partly because certain citizens within each state clearly profit from this uncertainty. The reason for the payment of an excess labor pool in the UAE was that it also well-found a standby that facilitated the control of labor. Moreover, the presence of a surplus labor pool leads individual companies and the UAE government to impose extra guidelines that facilitated the tracking of migrant workers who had no legal right to reside in the UAE without a job (Willoughby, 2005). These extra controls draw workers more tightly to particular jobs and created a modern form of indentured bondage. The effort to tie workers to a specific job in the Gulf was both a technique designed to extract greater worker effort and a national security response to the undermining threat of large numbers of unemployed non-citizen workers within a lightly populated country (Caffarella, 1999).

UAE government favored nationals to encourage them to become active memberships of the labor force and to align their aptitudes with the skilled workers as their levels of job training increase. In the Emirates states there had been another very important cause of the condition in the workforce market namely the contribution of entrepreneurial events. In general, that contribution had been limited due to successive norms and custom. It was demonstrated that there had been an important increase in the relative importance of expatriate workers within the UAE labor market. Some of this was due to the slow but stable feminization of retail and clerical work. More significant, however, was been a sharp rise in the use of migratory workers to do domestic service. Because of the rise in household incomes, the creation of cabins for nuclear as opposed to extended families, and the augmented labor (Willoughby, 2005).

Innovative knowledge work required unfavorably reflective work behavior of liberated professionals. In the current time frame, it was stimulating to consider the features and necessities of an emerging knowledge economy and its implications for distinct development in the context of work related learning. These were imposed for compulsory performance goals, power-based managerial positions and the concept of possessions of knowledge intensive corporations by mysterious shareholders constrain knowledge productivity (Cantwell D.

Archibugi, 1999). Skills development required personal involvement and individual learning in a favorable social situation. To enable knowledge productivity, the work environment should transformed into a favorable learning environment.

2.8 Theoretical Framework:

Entrepreneurship and Skill Development	
Particulars	Work Done
Economic Efficiency	Innovative talent, Skill development, Economic growth and efficiency, Resources based economy, Career portfolio, Skilled employment
Workforce Development	Workforce strategies, National HRD strategy, Emiratisation, Expertise and creativity
Workforce and Innovative Environment	Workforce level growths, Quality of life, Innovative culture, Learning opportunities, Technological expansion
Unemployment in UAE	Problem of unemployment
Knowledge building in Workforces	Knowledge and skill development, Innovation, Standardization, Working environment, Work processes
Growth Opportunities	Labor market, Bargaining power, Tracking of migrant, Stable feminization, Innovative knowledge, Skills development

3 Methodology:

The choice of appropriate and best research method is a part of planning and designing a research. According to (Holt, 2013), the empirical research can be either qualitative or qualitative but in the respective study, the quantitative approach is used for the data collection purpose.

3.1 Quantitative Research Approach:

Quantitative research emphases upon the measurement of fundamental relationships between variables with a view to building models that can prophesied the outcomes. It is concerned with measuring and establishing quantity, amount, frequency, and strength. This is often persuaded from relationships developed between the researcher and the researched within specific situational contexts (Beduwé, 2004). Thus, the respective research used quantitative research method because of the speculative nature of the study. The Quantitative method of collecting and analysing data, were studied to determine the validity of their potential for this study. Instead of

dealing with the meaning of qualitative research encompasses a wide range of technologies that provide various types of processing for processing the numeric results or frequency (Graner, 2001)

3.2 Sampling and population

As a quantitative study or a particular characteristic, the process of selecting units and representative group from a population group or larger group is used as a basis for estimating the elements related to the purpose of research, sampling, this can explore that the purpose of the researchers in the study as the research involves to collect the data from those who belongs to working into private sectors and somehow involved with training practices which will be described the entrepreneurial challenges and skill development approached.

3.3 Sample:

Sample of the study consist of survey questionnaire filling from Private organizations and it is especially noticed that the sample will consist of high profile people, it is also noticed that all people are well educated and know the whole purpose of research. However, achieving such a goal to support the process to achieve the required standards is they must have the participant of the highest quality. Therefore, both men and women has witnessed the skill development who develop a different skills and aptitude.

4 Limitations:

Entrepreneurship has inclusive implication inside the single word. The study is constraint only to the skill development aspects. The research can be further carried towards the other aspects of the entrepreneurship that are inventive ideas and innovation, unique business proposal etc. It also have prospect to do research on skill development with employee's retentions and satisfaction rate for private sector. The limited period of time evade us to extend the research towards the other areas of entrepreneurship.

5 Implications:

The paper is not only helpful in Emiratisation, but also to the entrepreneurial private sector aiming to hire the local talent. The people belongs to the working organization can get aware about their skills and further the outcomes can be utilized for bringing the improvement into the knowledge of the workforces while developing the skills at the most. The chances for hiring as mentioned earlier are increased when the workforces are mentally grow with inactive environment.

6 Analysis and Key Findings

The legendary Drucker has defined an entrepreneur as some who is eagerly looking for a change, finds something that needs change and then responds to it, an entrepreneur is an opportunity seeker, who exploits the opportunity to gain advantage out of it (Drucker & Noel, 1986). The benefits of entrepreneurship to the individual and to the economy have also been discussed in great detail in the secondary literature (Praag, et al., 2008) (Holtz-Eakin & ROsan, 2004) (Wüstenhagen, 2008) (Urban, 2010). Entrepreneurs has never had a high priority in the Middle East and Arab States until the last few decades, one can claim that Middle East is facing the Prima facie of Entrepreneurship but in a very short span of time the governments and the policy makers have been able to develop some regulatory frameworks and policies that to drive people to opt for entrepreneurship (Hershlag, 1975) (Fielden & Davidson, 2010) (Braet, 2010) (Wiseman, 2014) (IBP, 2014) (OECD, 2012). The aim of this research was to known about the state of entrepreneurship in UAE. The study was aimed at discovering the following;

- Do people in UAE have an acumen for entrepreneurship
- Are Emirati's inclined about starting a venture of their own, that is are they will willing to become entrepreneurs
- What are the key drivers pushing Emirati's for Entrepreneurship
- What are the key Challenges being encountered Emirati's when starting a business venture of their own
- Are women in UAE also involved in the process of Entrepreneurship
- How can the culture of entrepreneurship promote and facilitate Emiratisation of the Workforce

6.1 Reliability

For analyzing these questions and also accomplishment of the aims and purposes of the research, it is imperative to first check the reliability of any research. Reliability refers to the fact that the research is dependable and if the same or similar research is conducted again using the same research instrument, keep other factors constant and unchanged, one would obtain similar results. The overall reliability of the research instrument is found to be 0.915 or 91.5%, this is a very healthy and stable Cronbach alpha.

The reliability for other sections of the questionnaire are also healthy that indicate that the research instrument is very reliable and the results are very consistent.

Topic	Cronbach Alpha	No of Items
Entrepreneurship	0.756 or 75.6%	4
Government support in terms of provision of training and facilities	0.904 or 90.4%	7
Government support in terms of provision of consultancy and advisory services	0.707 or 70.7%	5
Feasible and supportive economic conditions and factors for Entrepreneurship	0.596 or 59.6%	5
Feasible and supportive legal and administrative factors	0.840 or 84%	7

The reliability scores of all the domains of the research instrument is high, only one area that explored supportive economic condition has a relatively low reliability but that is also under the acceptable range.

The results of the reliability analysis indicate that the research instrument or the questionnaire is very reliable and the results are very consistent hence the findings of this research based on this research instrument are to be considered valid, trustworthy and dependable.

6.2 Diversity and Participation of Women

Traditionally it has been observed that women are less involved in the economic activity and the workforce of UAE. The results of the survey indicated that women are playing a key role in the entrepreneurial process. The sample size of this survey was 500 and the number of females was 90 or 18% but out the 90 females 80 were entrepreneurs.

	Frequency	Percentage
Male	410	82%
Female	90	18%

The sample was also a total representative of various emirates. The sample consisted of fair representation of entire UAE. The highest number of participants came from the three leading Emirates of Abu Dhabi, Dubai and Sharjah

6.3 Economic Factors

Economic factors play a vital role, if the economic indicators are positive, the businesses would flourish and if the economic conditions are worsening, then businesses would decline and entrepreneurial activity would be hampered. As we know that the economy of UAE is performing really well, the GDP of UAE is US $ 402 Billion and Gross National Income is US $ 551 Billion (World Bank, 2013). UAE is also the second largest economy in the MENA region,

hence it was anticipated that entrepreneurs won't be facing many economic barriers and challenges.

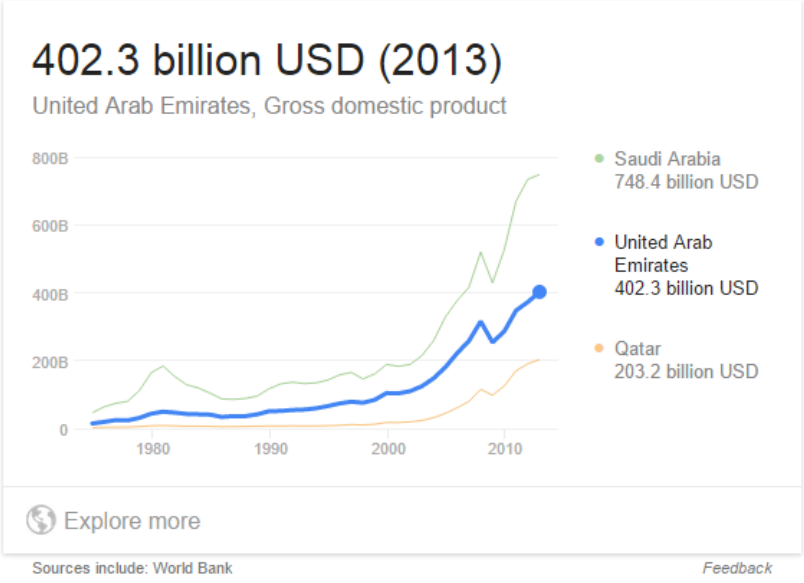

Figure 1: GDP of UAE

The results of the study indicated that;

- Entrepreneurs were largely satisfied with the market conditions and policies of the government. Only a mere 6% found the market conditions to be serving as a barrier
- The acquisition and transmission of technology is also satisfactory, UAE has a saturation of mobile and internet penetration is also high. The government is focused on innovation hence there aren't many technological barriers for entrepreneurs. A small 8% considered the technology as a barrier but this was also related either to the high cost of technology or lack of home grown technology. The availability and access to technology is not a barrier for entrepreneurs in UAE
- The availability of finance is certainly not an area of concern for Emarti planning to start a business. There are sufficient government funding options available. Apart from government funding even private banks are very supportive in terms of financing entrepreneurial ventures. Only 2% consider financing as a barrier
- The main culprit or the biggest impediment and obstacle was lack of training or sources of training employees. 74% consider lack of training as a barrier
- Infrastructure is already available for business, there are many free zones and trade zones that's why many international companies are also flocking to UAE. The survey indicates

that people are by large happy about the infrastructure available and only 4% find it as barrier.

6.4 Regulatory Factors

Regulatory factors refer to the rules, regulations and government policies. The government is by large very supportive of business. The results of the study indicate that people are by-large very satisfied with the government policies and hardly consider it as a barrier. 90% of the respondents don't find any government intervention a hindrance. There is no red tape or bureaucratic processes that would cause delays. Most of the processes are automated and many licenses can even be obtained or renewed online also, the state of e-government is also very supportive for entrepreneurs in UAE.

The results of this are completely in line with the OECD study that asserted that UAE is committed to promote SME and entrepreneurship and is doing all to facilitate entrepreneurs (OECD, 2011).

Studies by Global Entrepreneurship monitor also indicate that the government is very supportive and the regulatory factors push for entrepreneurship and cultivate it (GUPTA, et al., 2012).

6.5 Regression Analysis

Regression analysis is done to check the interdependence of variables on each other or how change in one variable can impact and influence a same or contrasting change in other variable. In the hypothetical framework developed for this research we had the following variables;

- Entrepreneurship
- Government support in terms of provision of training and facilities
- Government support in terms of provision of consultancy and advisory services
- Feasible and supportive economic conditions and factors for Entrepreneurship
- Feasible and supportive legal and administrative factors

Here Entrepreneurship is the dependent variable and the for other factors are the independent variables.

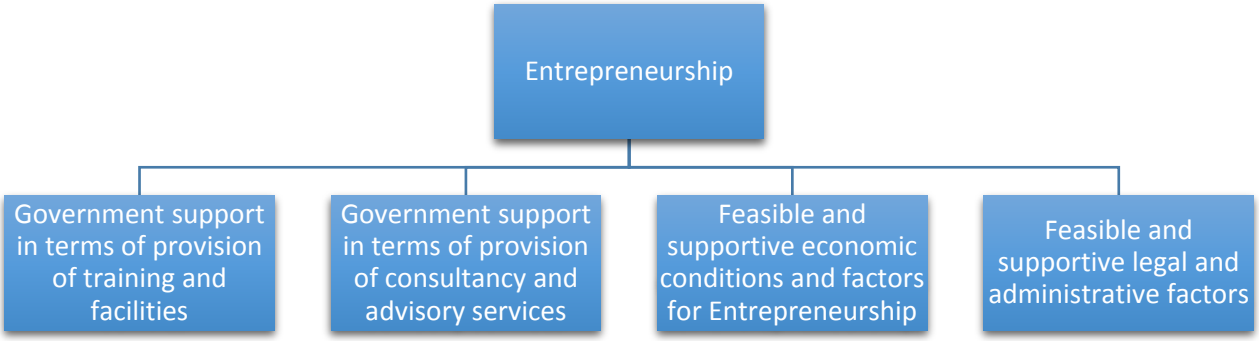

Figure 2 The Association of Direct and Indirect Variables

The model summary asserts that the model has a validity of this model for gauging entrepreneurship is 94% and the variance of explainable variation along the regression line is 9%. The only unexplainable variation accounts for just 1%. This indicates the high level of authenticity and trustworthiness of the model.

In the regression model we have the following four factors that can influence entrepreneurship

Factor 1	Government support in terms of provision of training and facilities
Factor 2	Government support in terms of provision of consultancy and advisory services
Factor 3	Feasible and supportive economic conditions and factors for Entrepreneurship
Factor 4	Feasible and supportive legal and administrative factors

The regression equation for the model is;

$$\textbf{Entrepreneurship} = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4$$

Where

- A= Constant
- B_N = Per Unit Change
- X_1 = Government support in terms of provision of training and facilities
- X_2 = Government support in terms of provision of consultancy and advisory services
- X_3 = Feasible and supportive economic conditions and factors for Entrepreneurship
- X_4 = Feasible and supportive legal and administrative factors

The study indicates that all four factors have the power to influence the state of entrepreneurship. We find that;

- Government support in terms of provision of training and facilities has a positive and strong association of 47%. This means a per unit change in this role can impact 0.47 per unit change in the status of entrepreneurship

- Government support in terms of provision of consultancy and advisory services is also very important and has a high bonding of 55%. This mean a per unit change impact the overall model by 0.55
- Feasible and supportive economic conditions and factors for Entrepreneurship has a negative correlation of 21%. This means per unit addition in this would result in decreasing the per unit value of the model by 0.211 and vice versa.
- Feasible and supportive legal and administrative factors has a positive and strong bonding with entrepreneurship, the bonding is estimated to be 49%. This means a per unit change in legal and administrative support can impact the model by 0.49

The results of the study indicate that the government is playing a very supportive role in promoting entrepreneurship

7 Conclusion

Entrepreneurship is considered as an important driver of economy. Countries that have more entrepreneurs are more economically stable and are able to offer more job opportunities to their people. Traditionally entrepreneurship has not been a much preferred objective by individuals, men would have preferred working in Government organizations. The changing times and economic factors have made it mandatory for the countries even in the oil MENA region to focus and divert their energies on promoting entrepreneurship. The Government of UAE has taken substantial measures to facilitate individuals into becoming entrepreneurs

- Do people in UAE have an acumen for entrepreneurship
- Are Emirati's inclined about starting a venture of their own, that is are they will willing to become entrepreneurs
- What are the key drivers pushing Emirati's for Entrepreneurship
- What are the key Challenges being encountered Emirati's when starting a business venture of their own
- Are women in UAE also involved in the process of Entrepreneurship
- How can the culture of entrepreneurship promote and facilitate Emiratisation of the Workforce

The focal point of the research was to assess how supportive and facilitative is the role of the government in promoting entrepreneurship. The report assess the support offered by the government through 4 perspectives.

- Government support in terms of provision of training and facilities
- Government support in terms of provision of consultancy and advisory services
- Feasible and supportive economic conditions and factors for Entrepreneurship
- Feasible and supportive legal and administrative factors

The results indicate that more than 90% of the participants are very appreciative of the role of the government and consider it to be very supportive be it the provision of finances, training, advisery or consultation or promoting and maintain economic conditions that would foster economic activity. Even when regulatory and economic factors were inquired, participants responded very favorably in the favor of the government.

The study also showed that women are also participating in the economic activity and taking on the entrepreneurial roles. The Emirates with highest number of entrepreneurs included Abu Dhabi, followed by Dubai and Sharjah.

8 Recommendation for the Government

One of the biggest barrier for entrepreneurs was training and availability of the skilled talent. These are two areas where the government should focus and try to offer more facilitation so that even this barrier can be removed.

The main thinking behind this research was that if there would be more entrepreneurs, more Emirati's would be hired and there would be less joblessness among the youth. The more entrepreneurial policies, more easy it would be to implement the process of emiratization. This postulate hold true that by promoting entrepreneurship, the Government will not only foster economic activity but also implement and accomplish the goals of Emiratization.

9 Future Studies

The topic is novel and contemporary hence there is a lot of room exploration and investigation. The topics that scholars can explore and investigate while studying the entrepreneurship in UAE include the following;

- The role of women in promoting entrepreneurship in UAE
- The joint ventures between Emiratis and Expatriates as drivers of economic activity
- International and transnational entrepreneurship by Emiratis and the role of Government
- The most lucrative sectors or the least capital intensive sectors or the most promising sectors for entrepreneurs in UAE
- The role of knowledge management in entrepreneurial success

There can be many more but these are some of the least researched topics from a core UAE perspective hence it is recommended for future researchers to explore them.

10 Appendix

Table 1Regulatory Factors

What are the problems you faced during your business operations as per the following

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Government Policy	20	4.0	4.0	4.0
	Government Support	10	2.0	2.0	6.0
	Government Procedures	20	4.0	4.0	10.0
	Other	450	90.0	90.0	100.0
	Total	500	100.0	100.0	

Table 2Economic Factors

What are the problems you faced during your business operations as per the following

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Market	30	6.0	6.0	6.0
	Technology	40	8.0	8.0	14.0
	Finance	10	2.0	2.0	16.0
	Training	370	74.0	74.0	90.0
	Infrastructure	20	4.0	4.0	94.0
	Other	30	6.0	6.0	100.0
	Total	500	100.0	100.0	

Table 3Model Summary for Fitness

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.094[a]	.009	.001	.25476

Table 4 Regression Analysis

a. Predictors: (Constant), ALF, GS1, ECO, GS2 Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4.419	.291		15.164	.000
Factor 1	.047	.060	.042	.786	.433
Factor 2	.055	.082	.047	.675	.500
Factor 3	-.211	.103	-.138	-2.061	.040
Factor 4	.049	.086	.045	.578	.564

a. Dependent Variable: Ent

Table 5Gender Diversity

		Gender	
		Male	Female
		Count	Count
Do you have any private business	Yes	270	80
	No	140	10

Table 6 Emirates wise Segregation

		Frequency	Percent
Valid	Abu Dhabi	170	34.0
	Dubai	110	22.0
	Sharjah	60	12.0
	Ajman	40	8.0
	UAQ	50	10.0
	Fujairah	50	10.0
	RAK	20	4.0
	Total	500	100.0

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