ABSTRACT

Objective: Purpose of this study was to determining the share of self-efficacy, achievement motivation and self-esteem in predicting entrepreneurial behavior in physically disabled females. Method: The design of the present study was a predictive correlation. The sample consisted of 80 female members of Disabled Community in Isfahan City who had 18-36 years old and participated in questionnaire completing call voluntarily. Entrepreneurial behavior scale, general self-efficacy scale, Hermans achievement motivation questionnaire, and Rosenberg's self esteem scale was used for data collection. Descriptive statistics and stepwise regression was used for data analysis. Results: Results of stepwise regression showed that self-efficacy can significantly predict the rate of entrepreneurial behavior in physically disabled females (P=0.00), and adding achievement motivation can increase significantly the predicting power of their entrepreneurial behavior (P=0.00); but adding self-esteem variable to self-efficacy and achievement motivation variables can’t increase significantly the predicting power of entrepreneurial behavior in these subjects. Conclusion: Self-efficacy and achievement motivation have an important role in explaining entrepreneurial behavior in physically disabled females.

Key words: entrepreneurial behavior, physically disabled females, achievement motivation, self-efficacy, self-esteem

Introduction

As disability affects a person's health, it also affects his or her psychological-social adjustment[40]. The impact of disability on mental status and family and social relationships is undeniable [59, 60]. People with disabilities in terms of their human and social rights are in poorer condition than other people. These people have lower income, lower education and worse living conditions and as compared to most people, fewer of them have jobs, holidays and leisure [62]. The situation becomes more complicated when the person have visible disabilities and be black or female [40]. A study shows that even in Sweden, which have one of the most comprehensive programs of financial support and rehabilitation for people with physical disabilities, only 52 percent of people who suffer from a disability or poor vision, are employed. This is despite the fact that having a good job is prerequisite to restore people suffering disabilities into society [62]. For adult disabled, the most important thing is working and living and this will form the basis of their problem solving [16]. Employment is one of the most important factors to understand and eliminate negative attitudes and psychological-social barriers in disabled and non-disabled people, because it facilitates social interaction and changes in the attitudes of both groups [40]. Turner and Turner in their study found the emotional impact of unemployment on people with disabilities even is more than emotional impact it has on other people[61].

It seems that due to the limited employment opportunities, entrepreneurship is one of the best ways to create employment opportunities for people with disabilities.

Mair knows entrepreneurial behavior as creative use of resources to pursue opportunities[32]. Some researches have defined entrepreneurial behavior in a different way. For example Gartner knows entrepreneurial behavior as the creation of new organizations,Vesper points to the creation of new businesses and Van Hippel deems new products as an entrepreneurial behavior[32].

Today study of entrepreneurship has applied importance. Reason of this importance is not only to help entrepreneurs better understand their personal needs, But also because of the economic contribution of new entrepreneurial activities [20]. If
entrepreneurship become prevalent at all levels of society, will have dramatic and significant impacts such as social welfare, increase the per capita income and GDP, reducing rate of unemployment and encouraging investment. If entrepreneurship to be accepted by a society, as a lifestyle the society is developing very fast [52].

The role of perceptions, beliefs, attitudes and social background and environment, creating entrepreneurial intentions and behavior are emphasized [63]. According to Bandura’s Social Learning Theory, there are causal relationships between perceptions of individual’s characteristics and his environment the type of his behavior. It means that environment and perception of the environment and self influence on behavior, and on other hand person also has a significant impact on the environment [4,6].

Relationship between entrepreneurial behavior and perceptions about self based on this theory have been widely studied [63]. According to Mair cognitive and emotional abilities haven’t a direct effect on entrepreneurial behavior, but these capabilities, are important for shape person’s perception and cognitive abilities in entrepreneurial tasks and preparing the field of his actions. Mair as a model, states the factors that influence entrepreneurial behavior. He classified this model in frame of two total structures: Individual’s Competencies and capacities and the effect of perceived behavioral context [32].

It seems to three Key indices of Individual’s Competencies and capacities are achievement motivation, self-efficacy and self-esteem. Achievement motivation is defined as Personal effort to achieve own goals in the social environment [14]. Self-efficacy is a person’s firmly believe that he can do certain things to do to achieve the desired result successfully [4]. Self-esteem is the value of a person attributes to own [64]. Recent research suggests that motivational characteristics play an important role in successful entrepreneurial activity [8, 57].

McClelland, Clark, Roby and Atkinson have argued that people with high need for achievement are more likely than those having low need for achievement that involved in aggressive and innovative activities that require a transition plan for the future and person’s responsibilities for work outcomes [13]. According to McClelland people with a high need for achievement prefer to do that requires skill and effort and provides clear feedback on performance and it needs the challenge or moderate risk. He also claims that entrepreneurial situations are more likely to have such features than other positions [34]. Holland’s occupational choice model suggests that people all over are attracted to jobs that have characteristics that fit their personality. He also argues that satisfactory performance and job satisfaction is higher when there is a fit between the characteristics of the work environment and personality [21]. So as McClelland has suggested it seems that people with high need for achievement, are likely to be attracted to entrepreneurial jobs and are good at it [13]. On the other hand Process of deciding the choice of jobs is comparable with the process of goal setting in motivation theory [26, 30, 69]. In both people decide what extent (up and down) they consider their goals, in both people in terms of speed of action to achieve these goals differ, in both realistic goal setting not only depends on accurate assessments of their own abilities but also depends on careful assessment of the work to be done and environment in which the work must be executed [15]. Naturally achievement motivation impact on career goals, evaluations and speed of achieve goals.

Self- efficacy also in recent years has been attracted the attention of researchers as one of the determinants of entrepreneurship. According to Koen, Markman, Baron, and Reilly people with high self-efficacy believe they can effectively and successfully pursue certain activities. They argue self-efficacy variable is a significant predictor for investment [27]. It is believed that individual’s career choices is based on their perception of their level of expertise in relevant fields [63]. There is an increasing emphasis about the role of self efficacy construct in different areas of entrepreneurship, including entrepreneurial career preferences, entrepreneurial intentions and entrepreneurial performance [11, 29]. Mair's research shows that entrepreneurial self-efficacy beliefs of managers and their cognitive abilities in tasks of entrepreneurship are powerful predictors of entrepreneurial behavior and are important emotional and cognitive tools to stimulate and regulate entrepreneurial behavior [32]. In sum, social learning theory and the empirical evidence support the idea that individual differences in self-efficacy have significant effect on entrepreneurial success [33].

Impact of self-esteem on entrepreneurship can be explained based on Korman’s self-consistency theory. Korman in self-consistency theory suggests that those who consider themselves worthy are more likely is successes in tasks than those who have a low sense of competence on their job. Reason of this is that each of these two groups acts in manner that is consistent with their cognitions [28]. Welsh and White know self-esteem as one of the common characteristics of entrepreneurs [66]. The truth is that self-esteem impacts on individual choices. People who have low self-esteem, feelings failure, even when failure did not happen [18]. Ray in study of risk variable that is a characteristic of entrepreneurs found that self-esteem has a close relationship with risk and can trigger the desire to risk. Those who had desirable level of self-esteem were able to have a good risk fit the requirement of different situations [44].
Aviram’s study on the lack of jobs, employed and entrepreneurial persons showed that science tend to be entrepreneurial, self-efficacy, need for achievement and Orientation to action is related to the entrepreneurship [3]. Results of Baum and Lock’s Structural Equation Modeling showed that goals, self-efficacy and communicated vision have direct impact on the development of economic activity and these factors mediate effect of passion hardness and new skill development on future development[9]. Hornady based on the results of own investigation believe that main characteristics of the entrepreneur persons are self-esteem, creativity and achievement motivation [22].

Results of Meta-Analysis on the relationship of achievement motivation and entrepreneurial behavior have shown that achievement motivation is related both entrepreneurial jobs choose and entrepreneurial performance [13]. Shaver and Scott reviewed the research had studied achievement motivation as an important predictor of entrepreneurship [55]. They found that there is a positive correlation between achievement motivation and entrepreneurship. Johnson [25] examined 23 studies about entrepreneurs and found that in 20 studies, the relationship between achievement motivation and entrepreneurship has been confirmed. Sexton and Bowman found that despite in various studies different instruments are used to measure achievement motivation, their results suggest that successful entrepreneurs have always had high achievement motivation [51].

Findings of Willson, Kickul and Marlino’s research, confirmed the results of previous research on the relationship between self-efficacy and entrepreneurial career intentions[68]. Luthans and Ibrayeva in a research using social cognitive theoretical framework found that self-efficacy has a direct effect on entrepreneurial performance and also mediated it [31]. Shokrkon et al found that there is a multiple correlation of creativity, self-esteem and achievement motivation, and entrepreneurship[56]. Baron and Markman found that self-efficacy as a valid cognitive construct can distinguish technical entrepreneurs from non-entrepreneurs[7].

Moradi and Razaviyayn found that self-efficacy and achievement motivation can predict entrepreneurial behavior of Isfahanian females[38].

As far as the researcher is aware, so far, research on the factors influencing entrepreneurial behavior of physically disabled has been not published in Iran.

With regards to the need to assess the level of entrepreneurial behavior of females and importance of Identifying factors that play an important role in entrepreneurial behavior and with respect to the literature about important role of achievement motivation, self-efficacy and self-esteem in entrepreneurial behavior, and with respect to characteristics of the physically disabled females who may be involved in highlight some contributors of entrepreneurial behavior of this segments of society and regard to this fact that So far, research on the factors influencing entrepreneurial behavior of physically disabled has been not published in Iran, aim of this research is determining contribution of achievement motivation, self-efficacy and self-esteem construct in predicting entrepreneurial behavior of female physically disabled in Isfahan.

Materials and Methods

Research design:

The design of the present study was a predictive correlation.

Statistical population, sample and sampling method:

The statistical populations of the present study were 18-36 years old female members of Disabled Community in Isfahan City. The sample consisted of 80 people of the statistical populations who participated in questionnaire completing call voluntarily.

Instrument:

1. Entrepreneurial Behavior Scale:

Entrepreneurial Behavior Scale has been designed by Mosahhef, Abedi and Abedi [39]. The scale has 50 items and its reliability using Cronbach's alpha has been calculated 0/89. Also content validity of this scale has been confirmed [39].

In this study, the scale reliability with execution on 30 members of the Disabled Community in Isfahan was calculated 0/89 using Cronbach's Alpha and because of correlation coefficient of items 26,21,8,5, 35,37, 49, and 50 with the total scale score was negative, These items were removed from the scale and The remaining 42 items was used to assess the entrepreneurial behavior of subjects.

2. General self-efficacy scale:

The general 10 item scale of self-efficacy in 2002 was designed by Schwarzer and Jerusalem [50]. The participants should recognize the degree of each item’s truth regarding themselves in a four-degree scale from 1 (it is not true) to (it is completely true). The more the scores are, the higher the general feeling of the person’s self-efficacy will be [42].

For German version of general self-efficacy scale, upper range of internal consistency (0.82-0.93) and test-retest reliability was reported to be high [47]. Test-retest reliability of general self-efficacy scale achieved through administering on 5 various samples in a six-month period was 0.67, in a one-year period 0.5 to 0.70 and in a two-year period from 0.47 to 0.63 [69]. The estimated concurrent validity
and the criterion-related validity for the scale of general self-efficacy have been reported suitable in different studies [24, 42, 48, 49]. In this study, reliability of the scale with execution on 30 members of the Disabled Community in Isfahan was calculated using alpha 0.92.

3. Hermans achievement motivation questionnaire:

This questionnaire was made up in the form of 29 incomplete sentences by Hermans and each of them was followed by 3 or 4 options ranging from “I completely agree” to “I totally disagree”. Getting high scores in this questionnaire would imply having high achievement motivation [19].

The achieved reliability for the achievement motivation questionnaire in various studies was reported suitable [19, 56, 58].

Moreover Hermans perceived suitable the concurrent and content validity in achievement motivation questionnaire [19]. Achievement motivation questionnaire was rendered into Persian and normalized by Shokrkon et al and one of its items has been deleted [56]. In this study, reliability of Hermans achievement motivation questionnaire with execution on 30 members of the Disabled Community in Isfahan was calculated using alpha 0.71.

4. Rosenberg’s self-esteem scale:

Rosenberg’s 10 item scale is scored through Likert scale, which is one of high fame instrument to assess internal aspects of self-esteem [41]. It is a simple and short questionnaire having appropriate reliability (internal consistency and test-retest) and validity (convergent and divergent) and it is applicable for every age group with education of fifth grade [45]. In sum, the results of various studies have proved the reliability and validity of Rosenberg’s self-esteem scale [17, 23, 65, 67]. For example the findings of the study on people living in 53 countries, in almost all of them the scores of Rosenberg’s self-esteem relates to neuroticism and romantic attachment style [46].

The above questionnaire was normalized by Shapoorian et al [54], Mohammadi [37] and Rajabi and Bohlool [43]. In this study, the reliability of Rosenberg’s self-esteem scale using Cronbach alpha was estimated 0.69 in administering on 30 members of Disabled Community in Isfahan.

Data Collection:

For complete the questionnaires, Disabled Community in Isfahan City were referred to. After coordinating with its authorities, through a call 18-36 year old female member of the Disabled Community was invited to participate in the meeting is expected to complete the questionnaires. After volunteers reached to quorum, the meeting was held and the coded questionnaires were distributed among the participants and then reassure them that their responses will remain strictly confidential and necessary explanation was given them on how to fill the questionnaire and asked if any of the questions in the questionnaire were ambiguous for them, resolve it through question. From 80 sets of questionnaires returned, 75 sets of questionnaires were filled out completely.

Data analysis:

For data analysis the indices of descriptive statistics such as mean, standard deviation and frequency, as well as Multiple Regression Analysis with Stepwise method has been used. In stepwise regression, the scores of entrepreneurial behavior questionnaire were considered as predicted variable and mean scores of each one of Rosenberg’s self-esteem, Schwarzer and Jerusalem self-efficacy and Herman’s achievement motivation questionnaires considered as predictive variable.

Results:

Table 1 shows descriptive statistics indices of entrepreneurial behavior, self-esteem, self-efficacy and achievement motivation scores in physically disabled females.

<table>
<thead>
<tr>
<th>Statistical indices Variable</th>
<th>mean</th>
<th>Standard deviation</th>
<th>range</th>
<th>maximum</th>
<th>Minimum</th>
<th>number</th>
</tr>
</thead>
<tbody>
<tr>
<td>entrepreneurial behavior</td>
<td>29.81</td>
<td>8.08</td>
<td>35</td>
<td>42</td>
<td>7</td>
<td>75</td>
</tr>
<tr>
<td>Self-efficacy</td>
<td>30.07</td>
<td>5.74</td>
<td>28</td>
<td>40</td>
<td>12</td>
<td>75</td>
</tr>
<tr>
<td>Achievement Motivation</td>
<td>69.99</td>
<td>8.75</td>
<td>45</td>
<td>89</td>
<td>44</td>
<td>75</td>
</tr>
<tr>
<td>Self-esteem</td>
<td>26.16</td>
<td>8.92</td>
<td>32</td>
<td>36</td>
<td>4</td>
<td>75</td>
</tr>
</tbody>
</table>

Table 1 shows that the mean scores of entrepreneurial behavior, self-efficacy, achievement motivation, and self-esteem in physically disabled females were 29.81, 30.07, 69.99 and 26.16 respectively.
Based on information of the matrix, entrepreneurial behavior has a significant relationship with self-efficacy, achievement motivation and self-esteem scores in physically disabled females (P≤0.001). Moreover, there is a significant relationship between self-efficacy and achievement motivation variables, self-esteem and self-efficacy variables, and self-esteem and achievement motivation variables.

Table 3 shows Regression analysis of entrepreneurial behavior variable on the variables of self-efficacy, achievement motivation and self-esteem in physically disabled females.

The results of table 5 show that self-efficacy and achievement motivation were interred into regression analysis equation and self-esteem was removed from it. The above results indicate that self-efficacy can significantly predict the subjects’ entrepreneurial behavior (P=0.00), and adding achievement motivation can increase significantly the predicting power of their entrepreneurial behavior (P=0.00), but adding self-esteem variable to self-efficacy and achievement motivation cannot significantly increase the prediction power of entrepreneurial behavior in physically disabled females; therefore this variable would be removed from the equation.

Table 4 shows the determine coefficient and standard error estimates of regression of entrepreneurial behavior on self-efficacy, achievement motivation and self-esteem variables.

Results of table 4 shows when self-efficacy is interred into the equation, its correlation square would be 0.37; i.e. in physically disabled females 0.37 of variance between self-efficacy and entrepreneurial behavior scores are in common; in other word 37% of the changes in entrepreneurial behavior scores are related to self-efficacy scores. When the achievement motivation is added to self-efficacy variable, the amount of correlation square reaches to 0.42; that is in females 0.05 of variance between the scores of achievement motivation and entrepreneurial behavior is common; in other word, 5% of the changes in entrepreneurial behavior scores are related to achievement motivation.

Table 5 shows raw and standard regression coefficient of self-efficacy and achievement motivation and their significance.

---

**Table 2:** internal correlation matrix between self-efficacy, achievement motivation, self-esteem, and entrepreneurial behavior in physically disabled females

<table>
<thead>
<tr>
<th></th>
<th>self-efficacy</th>
<th>achievement motivation</th>
<th>self-esteem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achievement motivation</td>
<td>0.48*</td>
<td>0.24</td>
<td></td>
</tr>
<tr>
<td>self-esteem</td>
<td>0.51***</td>
<td>0.49***</td>
<td>0.27*</td>
</tr>
</tbody>
</table>

*P<0.05

**Table 3:** Regression analysis of entrepreneurial behavior on self-efficacy, achievement motivation and self-esteem variables in physically disabled females

<table>
<thead>
<tr>
<th>Variables</th>
<th>Indices</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>.Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>self-efficacy</td>
<td>Regression</td>
<td>1792.54</td>
<td>1</td>
<td>1792.54</td>
<td>43.01</td>
<td>0.00</td>
</tr>
<tr>
<td></td>
<td>residual</td>
<td>3042.85</td>
<td>73</td>
<td>41.68</td>
<td></td>
<td></td>
</tr>
<tr>
<td>achievement motivation</td>
<td>Regression</td>
<td>2042.07</td>
<td>2</td>
<td>1021.04</td>
<td>26.32</td>
<td>0.00</td>
</tr>
<tr>
<td></td>
<td>residual</td>
<td>2793.31</td>
<td>72</td>
<td>38.80</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Table 4:** The determine coefficient and standard error estimates of regression of entrepreneurial behavior on self-efficacy, achievement motivation and self-esteem variables

<table>
<thead>
<tr>
<th>Variable</th>
<th>Indices</th>
<th>R</th>
<th>R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>self-efficacy</td>
<td>0.61</td>
<td>0.37</td>
<td>6.46</td>
<td></td>
</tr>
<tr>
<td>achievement motivation</td>
<td>0.65</td>
<td>0.42</td>
<td>6.23</td>
<td></td>
</tr>
</tbody>
</table>

**Table 5:** raw and standard regression coefficient of self-efficacy and achievement motivation and their significance

<table>
<thead>
<tr>
<th>Indices</th>
<th>Variable</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
</tr>
<tr>
<td>achievement motivation</td>
<td>0.858</td>
<td>0.131</td>
<td>0.609</td>
</tr>
<tr>
<td>achievement motivation</td>
<td>0.683</td>
<td>0.144</td>
<td>0.485</td>
</tr>
<tr>
<td>self-efficacy</td>
<td>0.239</td>
<td>0.094</td>
<td>0.259</td>
</tr>
</tbody>
</table>
The results of table 5 that shows regression coefficient of self-efficacy and of achievement motivation, indicates that the absolute effect of self-efficacy and achievement motivation on entrepreneurial behavior is also significant.

Table 6: Beta coefficient, the amount of t and its significance and partial correlation of removed variables from regression equation

<table>
<thead>
<tr>
<th>Indices Variable</th>
<th>Beta In</th>
<th>t</th>
<th>Sig.</th>
<th>Partial Correlation</th>
</tr>
</thead>
<tbody>
<tr>
<td>self-esteem</td>
<td>0.061</td>
<td>0.586</td>
<td>0.560</td>
<td>0.069</td>
</tr>
</tbody>
</table>

The results of table 6 represents that the significance of regression coefficient about self-esteem was more than 0.05, therefore it was not interred into equation; in other word this variable could not significantly increase the prediction power of entrepreneurial behavior in physically disabled females.

Discussion and Conclusion:

The results show that there is significant relation between entrepreneurial behavior scores and scores of self- efficiency, achievement motivation and self-esteem. According to this study, self-efficacy can significantly predict entrepreneurial behavior of participants. And adding achievement motivation to self-efficacy could increase the power of predicting entrepreneurial behavior. But adding self-esteem to self-efficacy and achievement motivation could not significantly increase predicting power of entrepreneurial behavior in physically disabled females.

The findings about effect of self-efficacy on entrepreneurial behavior is consistent with the results of Wilson et al [68], Luthans and Ibrayeva [31] and Baron and Markman [7] about the role of self-efficacy in entrepreneurship. The findings are also consistent with the results of Moradi and Razaviyayn showed self-efficacy can predict entrepreneurial behavior of Isfahanian females [38].

The research results about relationship between self-efficacy and entrepreneurial behavior can be explained based on Bandura's social learning theory about belief of people with high self-efficacy in their ability to achieve favorite success. According to social learning theory person's beliefs about their efficacy is basis of energize human behavior [32]. Generally people are guided by their beliefs [5]. Self-efficacy beliefs determine which individuals have little incentive to effort or Showing endurance in the face of difficulties [12]. People who have high efficiency, after the failure or hit the barriers do not question themselves and attribute it failure to insufficient effort, incomplete knowledge or low skills that These are all Printable of acquisition [5]. People with high self-efficacy Have an innate desire to work, tend to increase their efforts, Show more persistence in the face of obstacles, and act very more effective [12]. Since self-efficacy has a positive impact on various functions of human, Seem to have similar effects on the entrepreneurship [33]. Efficacy in its own means can be considered as central character to the entrepreneurial acts. A person with high self-efficacy is able to improve performance by positive using from negative feedback. This character is very important in entrepreneurial process that is often associated with many ambiguities because it needs effort and hard work and persistence and planning [53]. Extensive research has been done on their professional self-efficacy, suggest that many people in a broad range of career opportunities, when encounter with challenges of new, unusual and unpredictable opportunities, immediately say "I can not do it". The answer, even when the person is willing to that act and it behavior is rewarded, limits the search behaviors [1]. Seems because of ability to start a new business (provide necessary funding, choosing key partners and potential employees and converting discoveries into salable products or services) requires a high level of conviction, success in entrepreneurship is largely determined by the level of person’s self-efficacy.

Findings of this research about relationship between achievement motivation and entrepreneurial behavior in physically disabled females are consistent with the meta-analysis of Collins et.al [13], and findings of Shaver and Scott [55], Johnson [25], Sexton and Bowman [51], and shokkron et al [56]. Furthermore the results are consistent with the finding of research carried out by Moradi and Razaviyayn showing that achievement motivation can predict entrepreneurial behavior of Isfahanian females [38].

The results of this research about effect of achievement motivation on entrepreneurial behavior can be explained based on the McClelland’ theory [34], Hollands’ pattern of vocational choice [21] and the theory of motivation about goal setting process.

People have higher achievement need are more likely to join in energetic and creative activities that require planning for future and responsibility [13]; And entrepreneurial behavior is no exception to this rule.

According to McClelland [34] people with a high achievement need probably prefer to do that requires skill and effort, and Provides a clear performance feedback and It is necessary to moderate the challenge or risk. Achievement Motivation stimulates people to become entrepreneurs, and Prospective entrepreneurs who
have founded a new company will also lead to the development [35]. Pattern of vocational choice proposed by Holland [21] says that people always attract by jobs qualified with them. Holland declared when a person’s features congruous to workplace, job satisfaction increases. So due to McClelland’s idea people with upper achievement motivation would get entrepreneurial jobs and would do it efficiently [13]. On the other hand results of this research can be explained based on motivation theory on goal setting process. Naturally those who have high achievement motivation, consider their career goals relatively high, setting their goals based on accurate assessments of their abilities and works to be done, and quickly take action to achieve goals.

The research findings about no relationship between self-esteem and entrepreneurial behavior in physically disabled females, is inconsistent with research held by Hornaday [22] which indicated self-esteem is the most important characteristic of entrepreneur peoples; but is consistent with the results of research of Moradi and Razaviyayn which showed self-esteem is no related to entrepreneurial behavior in Isfahanian females [38].

Of course, based on research results, self-esteem was significantly related to entrepreneurial behavior, but because of self-efficacy and achievement motivation have a strong relationship with self-esteem, impact of this variable on physically disabled females’ entrepreneurial behavior was overshadowed.

Failure of self-esteem variable in predicting entrepreneurial behavior can be explained based on this fact that Research on self-esteem in a number of areas of work indicates people who have high self-esteem, when assume something worthwhile will probably insist on difficult tasks [6]. It is likely that Participants in this study didn’t consider entrepreneurship worthy because of reasons such as not become prevalent culture of entrepreneurship in Iranian society, economic instability, and high risk of investing and long period of return money back. Moreover according to some authors such as Ray [44], self-esteem affects on entrepreneurship through stimulating risk-taking propensity that is one of the important features of entrepreneurs. But in case of subjects of the study probably for reasons that mentioned above, self-esteem not only did not lead to risk-taking, but also prevented risk-taking. Perhaps this is reason of self-esteem has negative effect on entrepreneurial behavior in this research.

Among the limitations of this study is inability to generalizability of its findings to physically disabled males and physically disabled from other areas. According to these limitations, it is suggested that similar study would be carried out on physically disabled males and physically disabled from other areas in order to make the possible role of gender and residency clear.

References