

Major Research Project

The Role of entrepreneurship on generating employment opportunities in Mogadishu-Somalia

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CERTIFICATE

This to certify that **Abdirahim Mohamed Barrow**, roll number **2K22/DMBA/158**, a student at Delhi School of Management Delhi Technological University has worked on a research project title “**The Role of entrepreneurship on generating employment opportunities in Mogadishu-Somalia**” in the partial fulfilment of the requirement for the award of the degree of Master in Business Administration program for the academic year 2022-2024.

Signature of Guide

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DECLARATION

I hereby declare that the project work entitled “**The Role of entrepreneurship on generating employment opportunities in Mogadishu-Somalia**” submitted to the Delhi School of Management, is a record of an original work done by me under the guidance of Dr Shikha N Khera and this project work is submitted in the partial fulfilment of the requirements for the award of the degree of Master of Business Administration. I declare that this research is my own, unaided work. It has not been submitted before for any other degree, part of degree or examination at this or any other university.

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EXECUTIVE SUMMARY

The purpose of this research is to evaluate the influence that entrepreneurial endeavours have on the total number of employment opportunities that are available in Mogadishu, which is located in Somalia. An approach to research known as descriptive research was applied for the study, and the participants consisted of one and fifty hundred members of management and staff groups. In order to collect data, the researchers chose to use primary data collection methods, which included the use of a questionnaire that had been thoroughly considered. The target population of the study was 100 of the management and staff. Sample size of the study was 150 respondents were participated this study, as being applied Random sampling method which involves selecting individuals from a population in such a way that each individual has an equal chance of being chosen, this method used due to excess the number of sample size from the target population, the researchers used structured questionnaire(Google form) as a data collection tool and the study used primary data, the data was analysed by using SPSS software and Tableau tool for data visualization .

The primary findings of this investigation highlighted the critical significance of creativity and innovation in the process of establishing an environment that is conducive to the development of new business ideas. It was notably noted in the study how the adoption of innovation can work as a catalyst for cost-efficient business solutions and enhance techniques of problem-solving. In addition to this, the research investigated the larger socio-economic repercussions that are associated with entrepreneurial endeavours in Mogadishu. In addition to having a direct impact on the number of available jobs, research has shown that entrepreneurial endeavours can stimulate economic activity and contribute to the growth of communities. Activities that encourage individuals to take initiative and develop unique business ideas are known as entrepreneurial activities. These activities contribute to the diversity of the local economy. By doing so, the reliance on established industries is decreased, and the capacity to absorb economic shocks is additionally strengthened.

Also the result showed that the start-up entrepreneurship and risk taking entrepreneurship creativity has significantly on generating employment opportunities while the role of innovativeness entrepreneurship on generating employment opportunities is showed positive.

Table of contents

Table of Contents

CERTIFICATE	ii
DECLARATION	iii
ACKNOWLEDGEMENT	iv
EXECUTIVE SUMMARY	v
Table of contents.....	vi
CHAPTER 1: INTRODUCTION	1
1. Introduction.....	1
1.1 Background of study	1
1.2 Problem Statement.....	3
1.3. Objectives of the Study	4
1.4. Scope of Study	5
1.5. Significance of the study	5
CHAPTER 2: LITERATURE REVIEW	7
2.1 Introduction.....	7
2.2 Theoretical Literature Review	7
2.2.1 Entrepreneurship Concept	7
2.2.2 Generating employment opportunities concept	7
2.3. Empirical literature review	8
2.3.1. The role of start-up on generating employment opportunities.....	8
2.3.2 The role of creativity and innovativeness on generating employment opportunitie.	10
2.3.3 The role of risk taking on generating employment opportunities	13
2.4. Conclusion and Summary.....	15
CHAPT 3: RESEARCH METHODOLGY	18

3.1 Introduction.....	18
3.2. Research Design.....	18
3.3 Target population	18
3.4 Research Quality: Validity and Reliability	19
3.4.1 Validity	19
3.4.2 Reliability:	19
3.5 Sample Size	20
3.6 Sampling Procedure	20
3.7 Ethical Consideration	21
CHAPTER 4: DATA ANALYSIS, DISCUSSION AND RECOMMENDATIONS	22
4.1. Introduction.....	22
4.2 Data Collection	22
4.3 Data Analysis Presentation and interpretations	22
4.3.1 Demographic information.....	23
Figure 4.3.1.1 Age	23
Figure 4.3.1.2 Gender.....	24
Figure 4.3.1.3 Educational level	25
4.3.2 Entrepreneurial Experience.....	27
Figure 4.3.2.1 Have respondents started their own business.....	27
4.3.3 Employment Status.....	28
Figure 4.3.3.1 Current employment status	28
4.3.4 Perceptions and Barriers	29
Figure 4.3.4.1 Importance of entrepreneurship for generating employment opportunities	29
Figure 4.3.4.2 the biggest barrier to starting a business	30
4.3.5 Government Support	32
Figure 4.3.5.1 Government support for aspiring entrepreneurs	32

4.3.6 Impact and Motivation	33
Figure 4.3.6.1 Entrepreneurship's contribution to job creation	33
Figure 4.3.6.2 the motivation behind becoming an entrepreneur	34
4.3.7 Education and Employment Experience.....	36
Figure 4.3.7.1 Do you think formal education in entrepreneurship is necessary for aspiring entrepreneurs?.....	36
Source: primary data 2024	36
Figure 4.3.7.1 Have you ever been employed by a start-up or small business?.....	38
4.3.8 Economic Environment and Networking	39
Figure 4.3.8.1 how do you perceive the current economic environment for starting a business?.....	39
Figure 4.3.8.2 how important do you think networking is for entrepreneurial success? .	41
4.3.9 Technology and Job Satisfaction	43
Figure 4.3.9.1 To what extent do you think technology has impacted entrepreneurship and job creation?	43
Figure 4.3.9.2 in your opinion, does entrepreneurship lead to higher job satisfaction compared to traditional employment?.....	45
4.3.10 Future Outlook	47
Figure 4.3.10.1 How optimistic are you about the role of entrepreneurship in generating employment opportunities in the	47
4.4 Findings and Recommendations	48
4.5 limitation of the study.....	50
CHAPTER 5: CONCLUSION	51
5.1 Conclusion	51
5.2 References.....	52
5.3 Annexure	56

CHAPTER 1: INTRODUCTION

1. Introduction

This chapter introduces several units. The document comprises the study's background, problem statement, study objectives, study scope, and study significance.

1.1 Background of study

Since the 1980s, there has been a significant increase in interest in entrepreneurship in the fields of management studies and social sciences. The heightened level of interest has substantially bolstered the academic standing of entrepreneurship, particularly within the domain of business education. (Wadhvani & Jones, 2006)

The growing scholarly fascination with entrepreneurship has been sparked by a series of recent occurrences in the United States. These factors encompass the remarkable energy and growth of new businesses in advanced technology industries, the expanding range of investments made by venture capitalists, and the accomplishments of local groups of businesses in specific areas. Researchers in management and social sciences have been drawn to studying the creation of new enterprises due to their desire to understand these events. This technique offers a reliable and readily recognizable foundation for performing quantitative empirical research. (Aldrich, 1999)

In Globally The report delves into the evolution of Canada's entrepreneurial landscape over time, juxtaposed with leading nations. It delves into the demographic makeup of owners steering Canadian small and medium-sized enterprises (SMEs), recognizing the pivotal role these entities play in fostering entrepreneurial endeavors. Additionally, it underscores the profound influence of entrepreneurship on innovation, productivity, employment generation, and overall economic advancement. Nations boasting robust entrepreneurial ecosystems typically enjoy enhanced economic prosperity. Throughout Canada's history, entrepreneurs have left indelible marks on its socio-economic fabric, catalyzing progress and prosperity. Presently, an increasing number of Canadians, irrespective of background, aspire to join the entrepreneurial ranks or are actively engaged in entrepreneurial pursuits. These individuals are lauded within their communities and by the media, emerging as esteemed figures in an era marked by widespread scepticism towards public figures. They serve as beacons of inspiration, embodying the spirit of enterprise and innovation that propels Canada forward. (Djukic & Parsley, 2010)

In Regionally. Nigeria, a wave of innovation has emerged to enhance storage capacities and preservation methods for perishable goods like tomatoes and vegetables. Additionally, advancements have been made in the milking processes for both goats and cows, streamlining distribution and sales channels. These innovative solutions build upon traditional business practices that have been upheld for over a century. Notably, numerous entrepreneurs, including community leaders such as kings, Emirs, Obas, Obis, and other local dignitaries, have played pivotal roles in driving these entrepreneurial endeavors forward, showcasing exceptional leadership in the realm of business. (Hébert & Link, 2009)

In South Africa, entrepreneurship serves as a vital economic avenue for black women who encounter systemic barriers in accessing formal employment opportunities due to historical gender-based discrimination and racial inequalities. This phenomenon reflects the enduring legacy of gendered racism shaping economic structures. In Nigeria, there has been a surge of innovative solutions aimed at improving storage and preservation techniques for perishable agricultural products such as tomatoes and vegetables. Moreover, advancements in milking processes for both goats and cows have been developed, facilitating more efficient distribution and sales channels. These innovative approaches build upon traditional business practices with deep roots in local economies, some spanning over a century. Notably, a multitude of entrepreneurs, including influential community figures such as kings, Emirs, Obas, Obis, and other dignitaries, have played significant roles in driving these entrepreneurial initiatives forward, demonstrating exceptional leadership within the business landscape. While black South African women have historically faced exclusion from formal labor markets due to the nineteenth-century migrant labor system, entrepreneurship emerges as a means to circumvent these entrenched barriers and create economic opportunities. (Light et al., 2018)

Entrepreneurship can be defined as the identification of opportunities and the subsequent initiation of new economic ventures, often leading to the establishment of a new business entity. It involves seizing opportunities irrespective of the resources currently at one's disposal. This underscores the importance of a specific skillset, namely, the ability to leverage resources beyond one's immediate control. As entrepreneurial endeavours entail the pursuit of opportunities regardless of available resources, effective management becomes crucial in planning, acquiring, and coordinating these resources. This ability is characterized by the capacity to create value from limited resources and the readiness to undertake calculated risks.

Additionally, according to Agbionu [17], entrepreneurship is a process geared towards generating wealth to foster economic growth, environmental development, and the alleviation of unemployment, thereby ensuring the sustainability of the national economy. (Ayoade & Agwu, 2016)

Entrepreneurship is increasingly becoming an attractive avenue for young individuals, particularly amidst soaring unemployment rates within their age cohorts. This trend serves as a vital catalyst for fostering economic expansion and employment opportunities. In Somalia, initiatives geared towards promoting youth entrepreneurship have significantly uplifted the living standards of young people. Through these endeavors, they have gained economic autonomy, enabling them to contribute to their households while fulfilling their own needs. Furthermore, the provision of grants has laid a solid foundation for the establishment and growth of businesses, empowering youth to pursue their entrepreneurial aspirations and fueling socio-economic progress. (Mohamed & Ali, 2017)

1.2 Problem Statement

The advancement of entrepreneurship has undeniably played a pivotal role in fostering generating employment opportunities. Nonetheless, the attainment of these milestones has been hindered by various challenges. Collaborative efforts among policymakers, advocates of entrepreneurial growth, and generating employment opportunities initiatives are imperative to harness the full potential of entrepreneurial development. Prioritizing investment in education and engaging financial stakeholders are crucial steps towards formulating sustainable policies that bolster entrepreneurial expansion and enhance job opportunities. (Nyasetia et al., 2023)

The challenges faced by traditional entrepreneurs in the Somali community have long been intertwined with the risk-sharing dynamics of enduring conflict. Yet, in contemporary times, there is a surge in entrepreneurial aspirations, particularly evident among Somali women. However, despite their aspirations, many Somali women entrepreneurs encounter obstacles in achieving economic independence from their families. Mogadishu (2010) highlights that while there is a strong inclination towards entrepreneurship within the Somali populace, there remains a dearth of platforms, experience, and mechanisms to actualize innovative ideas and unlock entrepreneurial potential. Furthermore, Somalia grapples with multifaceted challenges, inhibiting the growth of entrepreneurial ventures. Ebo (2015) underscores the significance of

entrepreneurial private sector organizations as pivotal assets for fostering substantial economic advancement. Nevertheless, despite the desire for independence, many Somalis opt for wage-based employment due to the scarcity of job opportunities in their localities. This scarcity not only impedes their ability to raise capital to initiate their own enterprises but also poses challenges for those inheriting family businesses or establishing their own ventures. In essence, while the entrepreneurial spirit thrives within the Somali community, the absence of supportive frameworks, coupled with socio-economic constraints, presents formidable hurdles for aspiring entrepreneurs, particularly Somali women, in attaining economic self-sufficiency.(Bashir, 2019)

Therefore, this study will investigate the role of entrepreneurship on Generating employment opportunities in Mogadishu, Somalia.

1.3. Objectives of the Study

1. To investigate the impact of start-up projects on Generating employment opportunities in the cities of Mogadishu and Somalia.
2. To examine the impact of creativity and innovation on generating employment opportunities in Mogadishu, Somalia.
3. To clarify the critical significance of risk-taking behaviour in promoting employment generation in the ever-changing economic environment of Mogadishu, Somalia.

1.4. Scope of Study

The objective of this research is to underscore the pivotal role of businesses in fostering employment opportunities within the dynamic economic and societal landscape of Mogadishu, Somalia. Through an examination of various small-scale enterprises operating within the city, this study seeks to elucidate the intricate relationship between entrepreneurial endeavours and job creation. By conducting comprehensive investigations and analyses, the aim is to provide valuable insights into how entrepreneurship mitigates unemployment and fosters sustained economic development in Mogadishu.

In Mogadishu, where the economy is changing quickly and the number of entrepreneurs is growing, this study will carefully look at how small businesses create jobs. Using a case study method, it will go into detail about the specific strategies, problems, and wins that entrepreneurs in different fields have had. The study will also look at how entrepreneurship might affect Mogadishu's social and economic life, specifically how it might lead to new ideas, boost economic growth, and give local groups more power.

The study, which was done during month of April 2024, aims to take a quick look at the current state of entrepreneurship in Mogadishu in order to give useful information about how jobs are created in the city.

Through strong data collection methods and in-depth qualitative analysis, it tries to give lawmakers, stakeholders, and would-be entrepreneurs suggestions they can use. The primary objective of this study is to highlight the significance of entrepreneurship in shaping the future employment landscape of Mogadishu. This will help people come up with smart plans and strategies to create a thriving and welcoming environment for entrepreneurs that will lead to long-term growth.

1.5. Significance of the study

Several studies on entrepreneurship's role in Generating employment opportunities in Mogadishu exist, though limited. This study aims to enhance understanding in this area. Mogadishu remains the central focus. Findings shed light on entrepreneurship's impact on job prospects, drawing attention to its significance. With credible sources, the study addresses methodological challenges and analyses various entrepreneurial disciplines' potential for generating employment opportunities, concurrently pursuing employment opportunities.

Moreover, the findings may enrich academic literature and inspire further research. This potential contribution is worth noting, highlighting a future avenue for exploration. This research aims to address a knowledge gap by conducting a thorough investigation into how entrepreneurship contributes to the creation of job opportunities in Mogadishu. By examining both theoretical models and real-world examples, it seeks to offer practical insights useful for policymakers, entrepreneurs, and academics. The study's ultimate objective is to enhance our comprehension of the relationship between entrepreneurship and job creation while also fostering positive socioeconomic development within the Mogadishu community.

CHAPTER 2: LITERATURE REVIEW

2.1 Introduction

This chapter provides an overview of relevant literature concerning the role of entrepreneurship on generating employment opportunities in Mogadishu, Somalia, with a focus on small business enterprises. The literature draws from a variety of sources including articles, books, journals, and studies pertinent to the topic under investigation. Specifically, it examines the role of entrepreneurship in generating employment opportunities, fostering startups, promoting creativity and innovation, and exploring the relationship between risk-taking and generating employment opportunities.

2.2 Theoretical Literature Review

2.2.1 Entrepreneurship Concept

Entrepreneurship can be described as the process through which entrepreneurs create and capture value within an environment characterized by uncertainty."(Mishra & Zachary, 2015)

In the realm of entrepreneurial theory, the genesis of value stems from the dynamic interplay between the entrepreneur and her fervent drive for entrepreneurial success. The entrepreneurial journey is not a formal, step-by-step process. Instead, it is heavily influenced by the active engagement of the entrepreneur, who is at the centre of the entire attempt. The Theory of Entrepreneurship emphasizes that entrepreneurial intent and resourcefulness are essential elements closely intertwined with the process of creating value. This theory thoroughly explores the intricacies of the entrepreneurial journey, utilizing a complete two-stage model to analyse both the creation and acquisition of value. (Mishra & Zachary, 2015)

2.2.2 Generating employment opportunities concept

Creating job opportunities has served as a pivotal economic approach for numerous developing nations grappling with soaring unemployment rates. Nigeria, in particular, has wrestled with this persistent issue, which stands as one of its most daunting economic hurdles. In response to the pressing need to address mounting unemployment, various economic policies have been implemented, including the National Economic Empowerment and Development Strategy.(Marcellus, 2009)

2.3. Empirical literature review

2.3.1. The role of start-up on generating employment opportunities

The impetus for economic growth and the creation of job opportunities is often attributed to start-up entrepreneurial endeavours (Baume, 1996; Mari & Marti, 2009; Schumpeter, 1934). In recent years, governments at both national and subnational levels globally have shifted their attention towards encouraging greater participation in market activities. This shift is underpinned by the belief that robust market engagement is pivotal in achieving sustained improvements in living standards. (Stel & Storey, 2002)

Presently, the worldwide economy is struggling with increasing uncertainty, characterized by rapidly rising unemployment rates, stalled job growth, and a slow economic recovery. Given these difficulties, there is an increasing acknowledgment of the significance of entrepreneurial activity as a driver of economic expansion. Policy makers are placing greater emphasis on fostering start-ups and making significant investments in research and development (R&D) as potential means of improving job prospects. The change in emphasis has been shaped by extensive research carried out by academics such as Acs & Armington (2006), Fritsch (2004), Schramm (2009), and Van Stel & Storey. Start-ups in the United States have a large impact on job creation, providing a huge number of new employment each year. On average, each new firm creates 6.54 jobs (Spletzer, 2000). Nevertheless, a considerable percentage of these enterprises encounter closure during the first three years, leading to unemployment and substantial consequences for employees (Spletzer). Consistent patterns are seen in multiple studies, including recent data from the U.S. Census Bureau's Business Dynamics Statistics (BDS), which show that young companies play a significant role in creating jobs but are also at risk of losing employment when they close down (Haltiwanger, Jarmin, & Miranda, 2009). The significant number of dropouts among these new businesses highlights the necessity for further assistance during their early stages of development (Global Entrepreneurship Monitor, 2005; Stangler, 2008). In addition, experts recommend increasing investment in research and development to stimulate innovation and the creation of knowledge, which will in turn enhance employment prospects while also promoting the growth of start-up companies. Although this method is considered necessary, it is insufficient to maintain long-term economic growth on its own. Minniti and Lévesque contend that a continuous economic growth requires a cooperative endeavor between researchers who create innovations and entrepreneurs who facilitate the commercialization of new information. (Audretsch, Bönte, & Keilbach, ; Michelacci, , 2008)

Entrepreneurs play a vital role in facilitating the dissemination of knowledge in a particular area by transforming inventions into marketable products or services. Consequently, this adds to the organic growth of the economy. According to Holcombe (2003), they serve as catalysts for growth. To promote entrepreneurial endeavours, numerous assistance programs and business incubators have evolved worldwide, aiming to accelerate the growth of start-up enterprises and optimize the returns on investments in research and development. Support programs have the objective of enhancing both the quantity and quality of start-up companies, whereas business incubators focus on facilitating the transition from the stage of discovery to being commercially viable. (Santarelli & Vivarelli, 2007)

Entrepreneurial development initiatives are widely regarded by governments as a valuable investment. According to a 2009 report from the U.S. House Small Business Committee, every dollar invested in the Small Business Administration's entrepreneurial development activities generates a \$2.87 return to the economy. According to a press release from the House Committee on Small Business in February 11, 2009, these programs were responsible for generating 73,000 new jobs and adding \$7.2 billion to the U.S. economy in 2008. This highlights the considerable influence that effective entrepreneurship development programs can have on a country's employment initiatives and overall economic progress. (Santarelli & Vivarelli, 2007)

Historically, these initiatives have offered technical assistance, facilitated funding access, advocated for the removal of regulatory obstacles that hinder entrepreneurial efforts (Schramm, Litan, & Stangler, 2009), and provided training in different business fields like finance, marketing, and management (Stangler, 2009). As per the House Small Business Committee, organizations who take part in these programs have a higher likelihood of success, being twice as probable compared to those that do not participate (House Committee on Small Business, press release, February 11, 2009). Nevertheless, numerous of these initiatives lack sufficient mechanisms for evaluating and promoting the entrepreneurial aptitude of individuals spearheading these ventures, despite evidence suggesting that the prosperity of job generation frequently relies more on the human capital of entrepreneurs rather than solely on the quantity of new businesses. (Badal, 2010)

For instance, research by Storey and Strange (1992) revealed that a mere 2% of new businesses accounted for 33% of new job opportunities annually, indicating significant disparities in job creation among startups, attributable to individual founder characteristics. Gallup has built a comprehensive framework that incorporates all the many facets of entrepreneurship, building upon previous research and taking into account the limitations of existing approaches. This framework combines a deep understanding of human motivations, attitudes, actions, and contextual elements to clarify the involvement of individuals in entrepreneurship. (World kepy, 1990)

Gallup's methodology centers on the systematic measurement and ongoing monitoring of entrepreneurial endeavors both at a macro scale (covering entire countries, regions, or cities) and a micro level (examining individual entrepreneurs). This dual approach offers valuable insights into how individual actions influence the overall economic landscape, while also shedding light on how broader macroeconomic factors—such as regulations, legal frameworks, and societal norms—affect an entrepreneur's decision-making process.

2.3.2 The role of creativity and innovativeness on generating employment opportunities

In contemporary society, entrepreneurship has transitioned from being a rarity to a common pursuit, particularly among graduates. Entrepreneurs now leverage purposeful action and well-structured business models to transform their creative concepts into innovative ventures. The landscape of career entrepreneurship has grown increasingly competitive, necessitating individuals in this field to hone their skills to thrive. Entrepreneurship transcends mere self-employment and diligence; it serves as a platform for unlocking one's full potential, emphasizing the generation and refinement of ideas, as highlighted by Günter Faltn. Within the realm of entrepreneurship, risk-taking, continuous research and development, and diligent effort are indispensable for driving business innovation. Given the rapid pace of change across various domains, entrepreneurs must remain vigilant and adaptable to navigate evolving circumstances effectively. (F e r l a n d e t a l . , 2 0 1 3)

In the realm of entrepreneurship, the survival and competitive edge of entrepreneurs hinge on their ability to introduce creative and innovative products and services (Akbar Fadaee & Haitham Obaid Abd Alzahrh). Creativity and innovation are not just desirable traits but essential strategies in entrepreneurship, as underscored by Drucker (3) and Friday O. Okpara. Creativity, according to Mihaly (1997), is a transformative process that reshapes cultural

domains, giving rise to novel concepts, solutions, and artistic expressions. It encompasses the capacity to bring forth something entirely new through imaginative prowess and skill, as articulated by. (Okpara, 2007)

In today's business environment, companies stand out based on their innovative initiatives, which form the cornerstone of their competitive edge on a global scale. Recognizing the crucial significance of creativity and innovation in entrepreneurship is essential for success by (Santarelli & Vivarelli, 2007)

Creativity entails a knack for spotting connections and envisioning possibilities that may evade others, enabling a journey from the familiar to the unexplored. Even amidst the confines of culture, Pearce (1974) recognizes creativity as the primary catalyst for cultural advancement. In order for entrepreneurs and businesses to uphold their positions of influence in an ever-evolving landscape, they must actively adjust to emerging hurdles, uncertainties, and prospects (Mihaly, 1997). This calls for a firm grasp of the organization's trajectory and a steadfast dedication to perpetual innovation and growth, as underscored by. (Mazla et al., 2020)

Innovation, defined as the introduction of something new to an existing product or process, embodies the essence of progress. It involves enhancing or modifying existing creations to better meet evolving needs or improve functionality. Successful innovation is the effective implementation of novel ideas, driving sustainable growth and competitive advantage in dynamic market environments. (Mazla et al., 2020)

All innovations originate from a source of imaginative concepts. Creativity is the fundamental basis for innovation. Nevertheless, it is imperative to recognize that although creativity is indispensable, it is not sufficient for innovation. Innovation, fundamentally, encompasses the actualization of imaginative inspiration. Creativity is based on a variety of principles. People tend to show more creativity when they are primarily motivated by internal factors such as curiosity, satisfaction, and the appeal of difficult tasks, rather than external influences. Passion and intrinsic interest, which arise from an individual's inherent motivation to express their uniqueness, are crucial factors. Moreover, an individual's inclination towards facing difficulties or the quest for resolving previously unresolved issues stimulates creative pursuits. Creativity in every person is determined by three components: 1. Proficiency 2. Skills in innovative and original thinking 3. Incentive. Expertise refers to the comprehensive knowledge and technical skills that an individual possesses within their specific field of work. Creative thinking encompasses the ability to approach challenges and answers by combining existing ideas in

novel ways. The proficiency itself is contingent upon both personality traits and cognitive processes. The entrepreneur relies on expertise and creative ideas as their fundamental resources. (Mazla et al., 2020)

Motivation is the inherent drive and enthusiasm that compels individuals to engage in things, fueled by their innate passion and interest. When individuals possess intrinsic motivation, they engage in tasks only for the purpose of experiencing fulfillment and enjoyment. The intrinsic qualities of the task operate as a catalyst for motivation. Creativity flourishes most when individuals are driven primarily by the intrigue, contentment, and challenges inherent in their work—a genuine "labour of love," fueled by a passion for the task and the pursuit of exceptional solutions. According to Robert Gahim, creativity encompasses the ability to anticipate future outcomes and the dedication to follow through on ideas. Foresight involves envisioning something of future importance before it is recognized by others. Dedication entails maintaining belief in the vision, persisting in its realization despite doubts and setbacks (Maotuo Kalif, 1978). Entrepreneurs primarily focus on pioneering new products, processes, or markets, possessing the capability to introduce novelty into the market. They engage in original thinking more extensively than others and are adept at devising solutions that defy established norms. Entrepreneurs demonstrate a propensity for adaptability, considering a spectrum of alternative approaches. Their inclination to challenge conventional practices may lead to friction with colleagues, yet they remain undeterred by detractors and may sometimes be perceived as detached. (Lichtarski, 2009)

Creative results rarely manifest spontaneously; instead, they typically evolve through a discernible process, albeit one that may seem disordered. This process usually begins with the identification of a problem or the expectation of an opportunity. Subsequently, through a comprehension of the circumstances and contemplation of the issues at hand, new connections are pondered, and potential novel combinations of elements are explored. From this deliberation, tangible solutions or prospects emerge, which are then subjected to evaluation. This evaluation process may entail ongoing assessment, with judgment temporarily suspended as the quest for genuine innovation persists. (James Arthur Finch Stoner, 1986)

Entrepreneurs often embark on daring, innovative ventures, spurred by conducive circumstances that foster creativity. However, the potency of creativity thrives under specific conditions: a degree of autonomy, balanced with necessary constraints; a strong internal dedication to the task, tempered by flexibility; a substantial portion of intrinsic rewards, complemented by external incentives; a level of competition that fuels motivation without

devolving into cutthroat rivalry. As noted by Thompson (2001), entrepreneurial endeavors hinge not solely on creativity but on the subsequent process of innovation that follows creative ideation. (Akamai, 2003)

2.3.3 The role of risk taking on generating employment opportunities

Knowledge gained from the fields of management, psychology, and economics has provided understanding of the complex process of decision-making that motivates individuals to start a new business. Within this domain, extensive research has delved into the emergence and development of entrepreneurial cognition. This line of inquiry often posits entrepreneurship as a mind-set inclined towards identifying and seizing opportunities. Key inquiries at the heart of this research endeavour include by. (Akamai, 2003)

What is the perception of opportunities by entrepreneurs? And what distinguishes credible opportunities from illusory ones? Krueger investigates the intricacies of entrepreneurial cognition and the cognitive mechanisms involved in recognizing opportunities and committing to entrepreneurial endeavors. His research centers on dissecting the cognitive processes involved in pinpointing entrepreneurial opportunities and making the decision to initiate a new venture. (Akamai, 2003)

Hence, the presence of a perceived opportunity coupled with the intention to pursue it form the essential prerequisites for entrepreneurial endeavours. The impression of opportunity in entrepreneurship is influenced by the anticipated benefits and disadvantages of participating in entrepreneurial endeavors. Academics have highlighted the importance of individual attitudes and characteristics, such as self-efficacy (the belief in one's own talents), collective efficacy, and society standards. Researchers, like Shane, have examined how past experiences and the capacity to utilize specific talents impact an individual's assessment of future opportunities. In addition, Shane and Eckhart have proposed the notion of entrepreneurial decision-making, which refers to the cognitive processes associated with identifying possibilities and carrying out subsequent activities. They contend that the concept of equilibrium in entrepreneurship is based on the assumption of complete information. On the other hand, when there is incomplete or unequal information, it results in differences in how individuals perceive opportunities. Imperfect information refers to a situation where there is not enough understanding about the outcomes of a decision, while asymmetric information refers to a situation where various individuals have differing levels of access to this knowledge. Differences in the ability to obtain knowledge, cognitive capacities, psychological tendencies, and available resources, such as

money and social connections, all contribute to the diversity among individuals (ROTHSCHILD & STIGLITZ, 1978).

Nevertheless, the presence of incomplete and asymmetric information in entrepreneurial ventures increases the level of risk due to the inherent uncertainty associated with entrepreneurial outcomes.

Historically, a significant portion of the research on entrepreneurship has concentrated on identifying the factors that drive certain individuals to choose entrepreneurial endeavours instead of other options. This research highlights their capacity to recognize viable chances and their readiness to assume associated risks. Shane and Eckhardt illustrate this discussion by proposing the idea of the connection between the individual and opportunities. (Alvarez et al., 2010)

The authors explore the complexities of opportunity discovery, providing insight into why certain individuals are more skilled at recognizing specific possibilities than others. These inconsistencies frequently depend on different inclinations to accept risk. Gifford's definition of the entrepreneurial process entails identifying profit-generating opportunities, making decisions, and taking responsibility to capitalize on those opportunities. Her research posits that entrepreneurship thrives in environments marked by uncertainty, thereby delineating risk (quantifiable uncertainty) from true uncertainty, which pertains to events whose probabilities are unknowable and lack statistical association. In essence, building upon Knight's foundational work, Gifford advances the notion that entrepreneurial endeavours not only entail inherent risk but predominantly involve navigating situations where statistical probabilities are elusive. The differentiation between risk and uncertainty has been acknowledged since Knight's key contributions. The distinction arises in instances when the ultimate result is still unknown, but the probability distribution of all conceivable outcomes is identifiable, as opposed to cases where both the potential outcomes and their probability distributions are unclear. Under such conditions, entrepreneurs have the opportunity to evaluate risks and make informed choices. However, conducting such analysis becomes impractical in the latter situation. Alvarez argues that in situations when the likelihood of outcomes cannot be determined, humans experience uncertainty rather than risk while making decisions. The field of entrepreneurship research has also emphasized the significance of distinguishing between objective risk and subjective risk when individuals confront entrepreneurial decisions. (Ali muse kalo, 2017)

The distinction lies in the fact that the former concentrates on the statistical likelihoods of various outcomes linked to a certain endeavor, such as initiating a business, whilst the latter delves into the individual's psychological perception of the (potentially risky) effort. Notable researchers, like Camerer and Lovallo, Kahneman and Tversky, and Koellinger, Minniti, and Schade, have highlighted the significance of risk perceptions and self-efficacy in influencing individuals' choices to establish a new business. These decisions often differ from objective risk assessments. This chapter aims to examine the essential role of risk in entrepreneurial behavior from an economic standpoint. The study focuses on examining the origins of risk encountered by entrepreneurs and delves into the somewhat uncharted territory of entrepreneurs' risk preferences. While extensively examined in management literature, this facet has remained relatively unexplored within economics. Consequently, the chapter's objectives are dual-fold: firstly, to delineate the distinction between risk and uncertainty and emphasize their relevance to entrepreneurial conduct, and secondly, to adopt an economic standpoint to dissect various forms of risk pertinent to entrepreneurial behavior. (Jungert et al., 2018)

In our analysis, it becomes evident that the notions of risk and uncertainty are pivotal in understanding entrepreneurial conduct, each serving distinct functions. Despite the prevalence of risk theory in economic decision-making, its application in entrepreneurship remains comparatively limited. The following parts outline our discussion: Firstly, we clarify the essential difference between risk and uncertainty. Furthermore, we investigate entrepreneurship as a pursuit filled with inherent hazards. Moreover, we investigate the impact of factors such as asymmetric and imperfect information on entrepreneurial initiatives. The fifth section delves into the effect of individual risk preferences on the entrepreneurial decision-making process. Finally, the concluding segment provides a brief summary and offers insights. (Elton, 2017)

2.4. Conclusion and Summary

Start-up Entrepreneurial activity drives economic growth and generating employment opportunities. (Klein et al., 2010)

Over the past few decades, governments at various levels, both national and subnational, worldwide, have demonstrated an increasing inclination to engage a larger number of individuals in market activities. The interest in this matter arises from the conviction that

markets have a crucial role in attaining long-lasting enhancements in living conditions. (Stel & Storey, 2002)

The increasing uncertainty in the global economy, characterized by escalating unemployment rates, insufficient job growth, and sluggish economic recovery, has ignited a fresh focus on entrepreneurial endeavours as a catalyst for economic advancement. As a result, policymakers are heavily prioritizing understanding the effects of start-ups and significant investments in research and development (R&D) as effective ways to generate job opportunities. The increased focus on this subject has been emphasized by multiple authors (ACS & Armington, 2006; Fritsch, 2004; Schramm, 2009). (Stel & Storey, 2002)

Start-up companies have a significant influence on job creation in the United States, representing 39.75% of new job opportunities annually (Shefiu, 2016). The average number of jobs created by each new establishment is 6.54. Nevertheless, there is a drawback, as Spletzer points out that over 40% of these start-ups cease operations within the first three years. The current trend of closures leads to unemployment and places significant financial burdens on workers. These findings are consistent with similar research conducted in the same field. The latest statistics from the U.S. Census Bureau's Business Dynamics Statistics (BDS) validates that enterprises in their first five years of operation account for around 43% of new job creation. Regrettably, a significant proportion of these newly established companies undergo a decrease in employment as a result of closures, with about 20% encountering job cuts within their initial year of functioning. (Pomeranz, 2000).

The high rate of closure among young companies indicates a pressing need for enhanced support during their formative years (Global Entrepreneurship). In contemporary society, entrepreneurship has evolved into a commonplace pursuit, particularly among recent graduates. Entrepreneurs leverage purposeful strategies and organizational frameworks to transform their innovative ideas into reality. The landscape of career entrepreneurship has become fiercely competitive, demanding individuals in this field to hone their skills to thrive. Entrepreneurship goes beyond simple self-employment and hard work; it acts as a foundation for unleashing one's complete capabilities, focusing on the creation and development of ideas (Shefiu, 2016). Within the domain of entrepreneurship, the act of taking risks, conducting research, and cultivating novel concepts are crucial elements for fostering innovation in the business sector. (Satalkina & Steiner, 2020). Today, the rapid pace of change across various domains necessitates heightened vigilance from entrepreneurs.

Survival and success in this competitive landscape hinge on the ability to introduce creative and innovative products and services. Creativity and innovation are not just desirable traits; they are indispensable strategies in entrepreneurship.

Creativity is the cornerstone of innovation, allowing individuals to bring forth new ideas and concepts into existence through imaginative skill. It is through creativity that cultural paradigms are shifted, paving the way for transformative entrepreneurship and innovation. In the contemporary landscape of global business, companies garner recognition primarily through their capacity for innovation, which stands as their paramount source of competitive advantage.(Memon & Ooi, 2023) Within this context, the significance of creativity and innovation in fostering entrepreneurship is meticulously examined. A variety of fields, including management, psychology, and economics, have provided valuable knowledge about the complex processes that influence individuals in starting new businesses. A predominant focus lies on the inception and evolution of entrepreneurial cognition, operating under the assumption that entrepreneurship epitomizes an orientation geared towards seizing opportunities. Key inquiries central to this research paradigm encompass how entrepreneurs perceive opportunities and discern between credible prospects and illusory ones. Krueger explores the complex nature of how entrepreneurs think and the cognitive processes involved in seeing opportunities and making decisions for entrepreneurial ventures. His research underscores the cognitive dimensions indispensable for identifying entrepreneurial opportunities and embarking on entrepreneurial ventures. Consequently, the acknowledgment of a perceived opportunity coupled with the resolve to pursue it emerges as the pivotal prerequisites for catalysing entrepreneurial activity.(Owoseni, 6923)

CHAPT 3: RESEARCH METHODOLOGY

3.1 Introduction

This chapter explores the complex structure of our approach, which includes important elements such as research design, identification of the target group, and thorough evaluation of research quality. Furthermore, we clarify the crucial factors involved in determining the size of the sample, the complexities of the sampling techniques, and the utmost significance of ethical considerations that guide our work. By conducting a thorough investigation, our goal is to establish a strong basis for carrying out our study, guaranteeing accuracy, dependability, and ethical soundness at every stage of the process.

3.2. Research Design

The research will employ both descriptive design and explanatory research design to delve into the impact of entrepreneurship on job creation. This method has been chosen to not only outline but also delve deeper into the relationship between entrepreneurship and employment opportunities. By utilizing questionnaires, the researcher aims to gather pertinent information from the target demographic. The decision to opt for this design stems from its effectiveness, affordability, and accessibility in collecting data from the intended population. (Kazerooni, 2001)

Additionally, the study has employed a survey design to gather quantitative, primary data. This methodology involves selecting samples from the population to analyze and elucidate occurrences based on the information gleaned from the questionnaire.

3.3 Target population

The term "population" refers to the entire set of individuals, events, or things relevant to the study topic and being investigated by the researcher. (Kazerooni, 2001)

The study focused on a specific groups like owners of small and medium sized businesses, number of graduate students from universities in Mogadishu, and women entrepreneurs. The study's population consists of 100 respondents who are small business owners in Mogadishu. Hence, the study would include a sample size of 100 respondents.

3.4 Research Quality: Validity and Reliability

3.4.1 Validity

Validity, as a crucial aspect of research quality, concerns the accuracy of data collection methods in measuring intended variables and the alignment of research findings with their intended representation (Kimberlin & Winterstein, 2008).

The validity of the questionnaire was established through several methods; Content validity was ensured by developing the questionnaire based on a comprehensive review of the literature on entrepreneurship and employment generation, and by refining the questions through feedback from experts in the field; Construct validity was confirmed through factor analysis, which showed that the items appropriately loaded on their respective factors; And criterion validity was evidenced by positive correlations between the questionnaire results and other established measures of entrepreneurship and employment generation.

3.4.2 Reliability:

Reliability, another cornerstone of research quality, pertains to the consistency of outcomes produced under similar conditions (Kimberlin & Winterstein, 2008)

Validity encompasses the following aspects of reliability: Internal Consistency, evaluated through Cronbach's Alpha with a value of 0.7 or higher indicating acceptable consistency within each section of the questionnaire; Test-Retest Reliability, assessed by administering the questionnaire to a small group of respondents twice, two weeks apart, and calculating the correlation between the two sets of responses to determine stability over time; and Split-Half Reliability, determined by dividing the questionnaire into two halves and calculating the correlation between their scores, with a high correlation coefficient providing additional evidence of reliability.

These measures ensured that the questionnaire used in this research was both valid and reliable, providing a robust tool for collecting data on the role of entrepreneurship in generating employment opportunities in Mogadishu, Somalia.

3.5 Sample Size

To determine the sample size using Slovene's formula, you can follow this equation:

$$n = \frac{N}{1 + (N \times e^2)}$$

Where:

n: sample size,

N: population size,

e: margin of error

$$n = \frac{15000}{1 + (15000 \times 0.1^2)} = 100$$

Hence, I employed a confidence level of 90% in the aforementioned method for my research.

3.6 Sampling Procedure

A sample is a subset of a larger target population that is selected using systematic processes. (Kazerooni, 2001)

For study (Kumar, 2005). The study employed a probability sampling approach, specifically utilizing the Simple Random Sampling procedure, for its sample methodology. The selection of this strategy was based on its ability to guarantee equal opportunity for all study participants to be picked, thus improving the representativeness of the sample. (Kazerooni, 2001)

The research will utilize probability sampling in the sampling procedure, whereby study participants will be purposefully selected. The study will use simple random sampling, a method in which individuals from the larger population are picked at random, guaranteeing that everyone in the population has an equal chance of being chosen. The objective of this strategy is to generate a subset that is well-balanced and has the maximum probability of accurately representing the complete larger group.

3.7 Ethical Consideration

The ethical considerations around secrecy and privacy are being discussed. A deliberate and intentional endeavour Ensure consistent support for this commitment at all times. The respondents will be provided with an assurance that their identities will remain confidential throughout the research report. To assure the research's success, directors will establish a connection with subordinates in a way that maintains the anonymity of each subordinate's response while still being tied to a certain director.

CHAPTER 4: DATA ANALYSIS, DISCUSSION AND RECOMMENDATIONS

4.1. Introduction

This section will explore the presentation, analysis, and interpretation of the data regarding the role of entrepreneurship on generation employment opportunities in Mogadishu. The study focuses on addressing several research objectives, namely, the influence of startups, creativity, innovativeness, and risk-taking on employment opportunities in Mogadishu, Somalia. Through a detailed examination of these factors, we aim to gain insights into their respective roles in fostering employment within the region.

4.2 Data Collection

The questionnaire was an appropriate tool for gathering the necessary information and may be easily conveyed in writing. Given the relatively large sample size and time constraints, a questionnaire is regarded the optimal method for gathering this data. This research method is advantageous due to its effectiveness, cost efficiency, and ease of access for data collection.

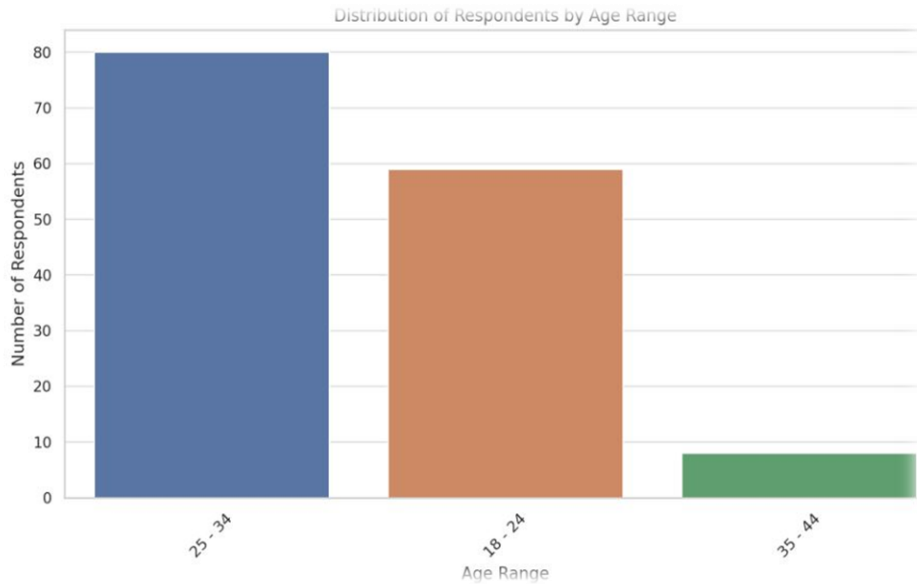
The utilization of questionnaires was justified due to their efficacy in gathering information from a sizable and educated sample within a brief timeframe and at a lower expense compared to alternative methods. Additionally, questionnaires assist the simpler process of coding and analysing the acquired data.

4.3 Data Analysis Presentation and interpretations

After collected the study questionnaires from respondents, the researcher used a quantitative approach to analyse and interpret the data. Correlation analysis was conducted to study the data and identify the factors that impact entrepreneurship in creating employment opportunities. The study used the Statistical Package for Social Science (SPSS) software and other associated applications to implement acceptable statistical procedures. The statistical program used a variety of descriptive statistics, such as relative frequencies, means, and standard deviations, to generate accurate and reliable data for the variables under consideration.

4.3.1 Demographic information

Figure 4.3.1.1 Age



Source: primary data 2024

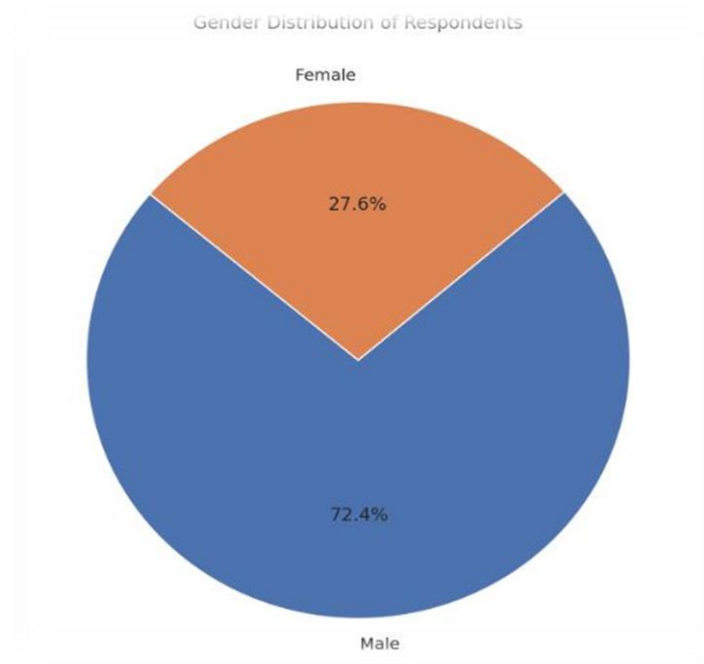
The age range distribution among survey respondents highlights a predominant representation of individuals in the 25 - 34 and 18 - 24 age groups, with these two segments together comprising the majority of participants.

This demographic spread is indicative of a youthful respondent base, potentially reflecting a heightened interest in entrepreneurship and related topics among younger individuals. The 25 - 34 age group, in particular, may represent a phase of life where many individuals have completed their higher education and are possibly seeking opportunities for entrepreneurship as a career path or a means of leveraging their skills and knowledge in new ventures. This age group's prominence in the survey suggests a transition point where the pursuit of entrepreneurial endeavors becomes increasingly attractive, possibly driven by a desire for independence, financial aspirations, or the motivation to address market needs with innovative solutions.

Conversely, the 18 - 24 age group, while slightly less represented than the 25 - 34 cohort, still constitutes a significant portion of the respondents.

This younger demographic likely includes college students and recent graduates at the early stages of their careers, who are exploring various pathways, including entrepreneurship, for their professional development. The interest in entrepreneurship within this age group may be fueled by educational exposures, such as business and entrepreneurship courses, or by the desire to make a mark early in their careers. The relatively lower representation of individuals over 34 years old suggests that the survey might have been more accessible or appealing to younger demographics, or it could reflect a broader trend of entrepreneurial interest peaking among younger adults. The enthusiasm and optimism of these younger age groups towards entrepreneurship could be vital for innovation and economic growth, as they are likely to embrace new technologies and business models.

Figure 4.3.1.2 Gender

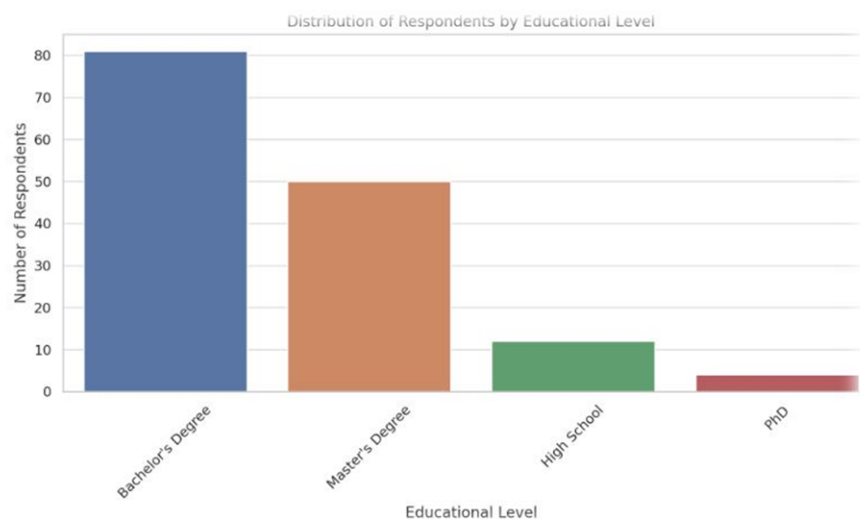


Source: primary data 2024

The gender distribution within the survey shows a larger proportion of male respondents compared to females, with males representing a substantial majority. This disparity might reflect existing gender dynamics in the field of entrepreneurship, where traditionally, men have been more visible or engaged in entrepreneurial activities. However, the presence of female

respondents indicates a significant interest and involvement of women in entrepreneurship, challenging traditional norms and contributing to a more diverse entrepreneurial landscape. The gender imbalance observed could also point to potential barriers that women might face in accessing entrepreneurial opportunities or in participating in surveys of this nature, such as societal expectations, lack of representation, or networking opportunities. Addressing these disparities is crucial for fostering an inclusive entrepreneurial ecosystem that leverages the talents and perspectives of both men and women. Efforts to encourage female participation in entrepreneurship through targeted support programs, mentorship, and addressing systemic barriers can enrich the entrepreneurial community, leading to a more balanced representation in future surveys and, more importantly, in the entrepreneurial landscape itself.

Figure 4.3.1.3 Educational level



Source: primary data 2024

The educational level distribution among survey respondents reveals a significant leaning towards higher education, with a predominant shareholding of Bachelor's and Master's degrees. This skew towards respondents with university-level education suggests that individuals with higher educational backgrounds are either more inclined towards entrepreneurship or possibly more accessible for participation in surveys of this nature. The strong presence of Bachelor's and Master's degree holders highlights the potential for leveraging advanced knowledge and skills in entrepreneurial ventures. It also reflects the importance of formal education in providing foundational knowledge, critical thinking skills, and networking opportunities that

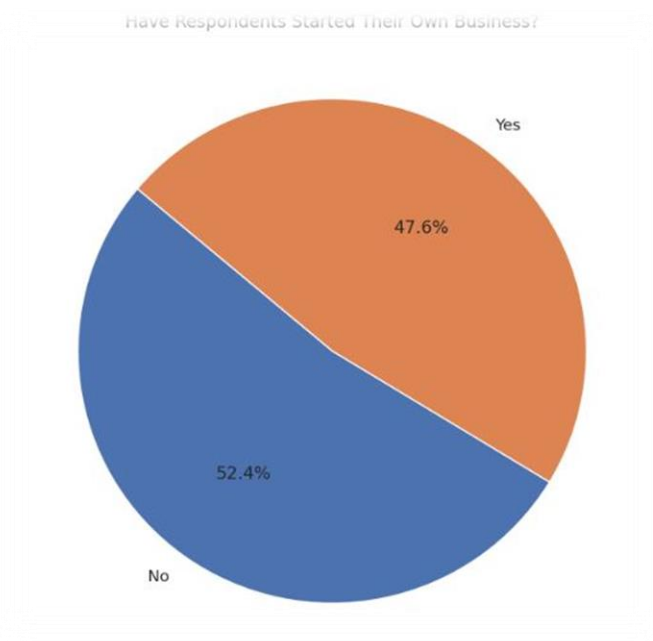
can be pivotal in navigating the complexities of starting and managing a business. This trend underscores the role of higher education institutions as incubators for entrepreneurial talent, where exposure to entrepreneurial concepts, frameworks, and real-world business challenges can stimulate interest and competence in entrepreneurship.

However, the concentration of respondents with higher educational qualifications also raises questions about the accessibility and appeal of entrepreneurship across different educational backgrounds. The relatively lower representation of respondents with diplomas, high school qualifications, or PhDs may point to varying levels of interest, opportunity, or perceived barriers among these groups. It highlights the need for entrepreneurial education and support systems that cater to a broader audience, beyond traditional university settings. Initiatives such as vocational training programs, online entrepreneurship courses, and community-based workshops can play a significant role in democratizing access to entrepreneurial education, thereby nurturing a more diverse pool of entrepreneurial talent.

Furthermore, the educational distribution within the survey indicates potential areas for policy intervention and educational reforms to foster a more inclusive and supportive environment for aspiring entrepreneurs from all educational backgrounds. Encouraging entrepreneurship education at earlier stages, integrating practical entrepreneurial experiences in academic curricula, and fostering partnerships between educational institutions and the entrepreneurial ecosystem can enhance the readiness and enthusiasm of individuals across the educational spectrum to engage in entrepreneurship. By addressing the educational disparities and harnessing the diverse talents and perspectives of individuals with various educational qualifications, the entrepreneurial landscape can become more vibrant, innovative, and inclusive, contributing to broader economic and social development.

4.3.2 Entrepreneurial Experience

Figure 4.3.2.1 Have respondents started their own business



Source: primary data 2024

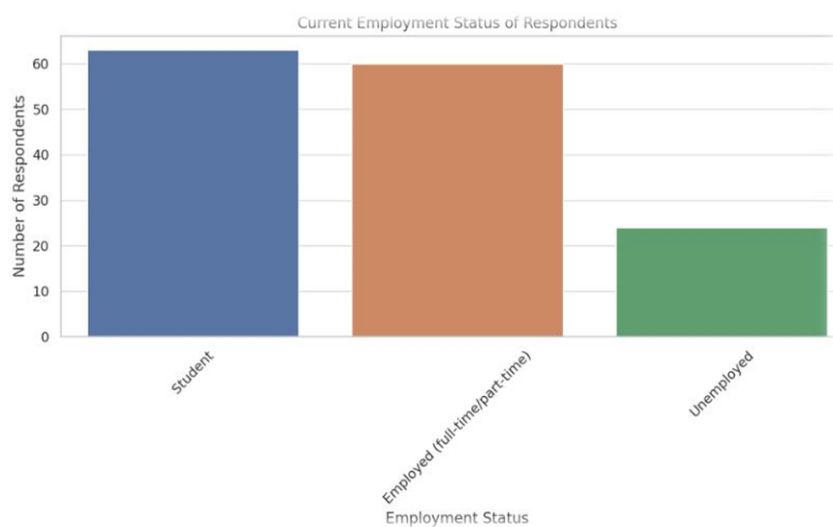
The distribution of survey responses regarding whether individuals have started their businesses reflects a nearly balanced divide between those who have embarked on entrepreneurial ventures and those who have not. This equilibrium suggests a strong entrepreneurial spirit among the respondents, with a significant portion taking the step to establish their businesses. The fact that a substantial number of respondents have ventured into entrepreneurship highlights a proactive approach to career and business, indicating a willingness to take on the risks and challenges associated with starting and running a business. This trend is encouraging for the entrepreneurial ecosystem, as it demonstrates an active engagement with entrepreneurship, potentially leading to innovation, job creation, and economic growth.

On the other hand, the considerable proportion of respondents who have not started their own business could be attributed to various factors such as financial constraints, lack of viable business ideas, perceived risks, or simply a preference for traditional employment.

This group represents a pool of potential entrepreneurs who, with the right support, resources, and encouragement, could be motivated to pursue their entrepreneurial aspirations. The reasons behind the hesitancy or inability to start a business among this group warrant further investigation to identify barriers to entrepreneurship and to develop targeted interventions that can lower these barriers, such as access to capital, mentorship, and training on essential business skills.

4.3.3 Employment Status

Figure 4.3.3.1 Current employment status



Source: primary data 2024

Student, full-time, part-time, and unemployed respondents had a complex understanding of entrepreneurship for different career stages. It appears that students and workers are equally interested in entrepreneurship. Academic exposure or a desire to create their own paths after graduation may spark students' interest in entrepreneurship. Working people may prefer career changes, side enterprises, or long-term self-employment, showing that the entrepreneurial spirit thrives outside of traditional job and educational institutions.

Unemployed respondents suggest entrepreneurship for professional progression or re-entry. Startups can be driven by necessity, job challenges, or passion projects or long-held ideas.

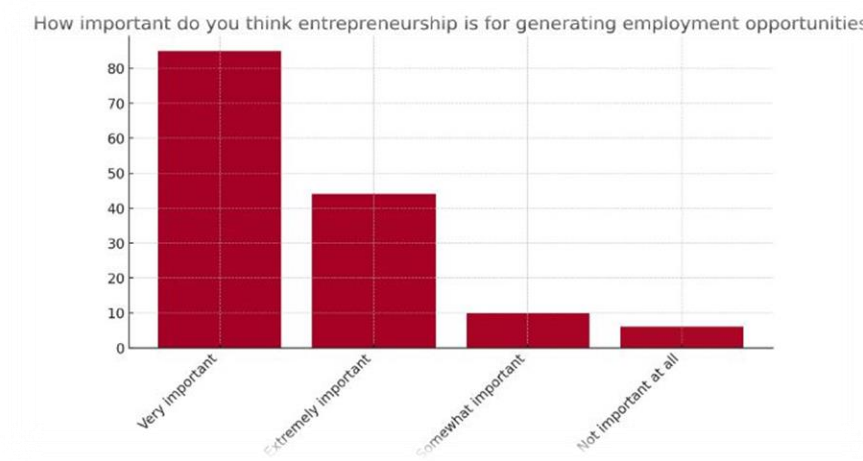
Entrepreneurship is appealing throughout life stages and career statuses. It suggests that inclusivity and accommodating varied origins and desires of potential entrepreneurs could boost enterprise.

Respondents' job status reveals aspiring entrepreneurs require flexible help. Training, internships, and mentorships give students and unemployed people entrepreneurship experience. Support for employed entrepreneurs may involve networking, money, or work-entrepreneurship advice. Group-specific assistance boosts entrepreneurial success.

Depending on their job, survey participants' entrepreneurship interests vary. Addressing these populations' particular challenges and motives to entrepreneurship creates a more vibrant, inclusive, and dynamic entrepreneurial ecosystem. Policies that encourage creativity, risk-taking, and attract diverse entrepreneurs drive new business growth.

4.3.4 Perceptions and Barriers

Figure 4.3.4.1 Importance of entrepreneurship for generating employment opportunities



Source: primary data 2024

Entrepreneurship's economic impact and social perspective on job creation are shown in a poll. Entrepreneurship, which creates jobs, drives economic growth and innovation. This method is needed to understand how start-ups and new enterprises diversify job markets, bring new products and services, and create competitive dynamics that boost industry employment. Entrepreneurship's ability to create jobs and alleviate unemployment and underemployment boosts the economy.

No Figures' claim that entrepreneurship has a "moderate" impact on employment growth shows doubt or familiarity with entrepreneurs' limitations. Marketing saturation, financial constraints,

and initial barriers are these challenges.

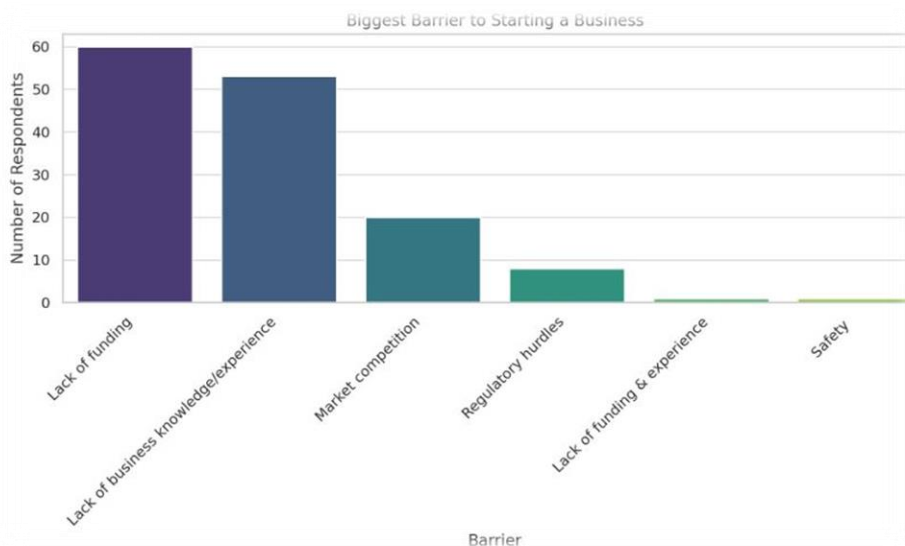
When compared to large enterprises, start-ups and small firms may be scrutinized for job quality and consistency.

Successful entrepreneurship and employment may require financial resources, mentorship programs, firm expansion support, and favorable regulatory frameworks.

People's views on entrepreneurship's involvement in employment creation can be analyzed by age, gender, education level, and job position. Due of their innovative approach and entrepreneurial education, young and well-educated people may view entrepreneurship more positively. Considering demographic differences when establishing entrepreneurial and employment growth strategies is crucial.

Considering how entrepreneurship creates jobs may illuminate its social and economic context. Fostering entrepreneurship-friendly ecosystems that create jobs and assure sustainability is stressed. This methodology can help politicians, educators, and economic developers support entrepreneurship-driven job growth, diversification, and innovation. Recognizing entrepreneurship's multiple contributions is essential to solving employment's present and future problems and maximising its economic potential.

Figure 4.3.4.2 the biggest barrier to starting a business



Source: primary data 2024

Interpreting survey responses regarding the biggest barrier to starting a business provides crucial insights into the obstacles and challenges perceived by potential entrepreneurs.

A significant emphasis on financial constraints as the predominant barrier, for example, underscores the critical role of capital in launching and sustaining a business. This highlights not just the need for initial funding to cover startup costs but also the importance of financial management, access to credit, and the availability of investment for growth and expansion. Such a finding points to a broader issue within the entrepreneurial ecosystem where financial barriers can stifle innovation and entrepreneurship, especially among those without personal wealth or access to investor networks. Addressing these financial hurdles is essential for levelling the playing field and enabling a more diverse group of entrepreneurs to bring their ideas to fruition.

Regulatory complexities and bureaucratic hurdles represent another significant barrier that could emerge from the survey responses. When administrative processes become too cumbersome or time-consuming, they can deter individuals from pursuing entrepreneurship.

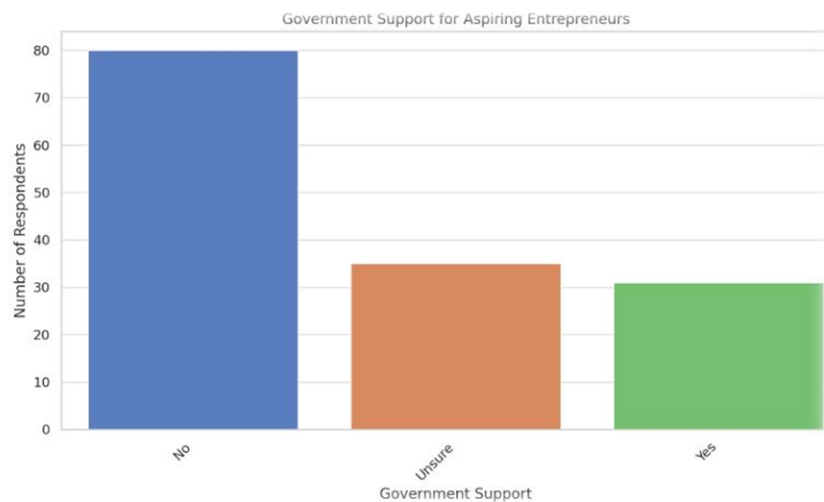
This reflects a need for policy reforms aimed at simplifying business registration, licensing, and compliance procedures. Streamlining these processes can lower the entry barrier for new entrepreneurs, encouraging a more vibrant start-up scene. It also suggests the importance of governmental support in providing clear guidelines and assistance to navigate the regulatory landscape, which can be particularly daunting for first-time entrepreneurs or those in highly regulated industries.

Lack of knowledge or experience might also rank highly as a barrier to entrepreneurship, indicating the importance of education and mentorship in the entrepreneurial journey. This barrier encompasses challenges such as developing a viable business plan, understanding market dynamics, and managing a new venture effectively. The emphasis on knowledge and experience highlights the role that educational institutions, incubators, and accelerators can play in preparing aspiring entrepreneurs for the realities of starting and running a business. By offering training, resources, and networking opportunities, these entities can equip entrepreneurs with the skills and insights needed to navigate the complexities of the business world.

The survey's insights into the biggest barriers to starting a business shed light on the multifaceted challenges faced by potential entrepreneurs. Addressing these barriers requires a coordinated effort from various stakeholders, including governments, financial institutions, educational entities, and support organizations. By focusing on reducing financial constraints, simplifying regulatory processes, and enhancing educational and mentorship opportunities, the entrepreneurial ecosystem can become more accessible and supportive. Such efforts not only facilitate the entry of new businesses but also contribute to a more dynamic and resilient economy, underscored by innovation, job creation, and competitive diversification. Recognizing and tackling these barriers is crucial in fostering a culture of entrepreneurship that empowers individuals to turn their visions into successful ventures.

4.3.5 Government Support

Figure 4.3.5.1 Government support for aspiring entrepreneurs



Source: primary data 2024

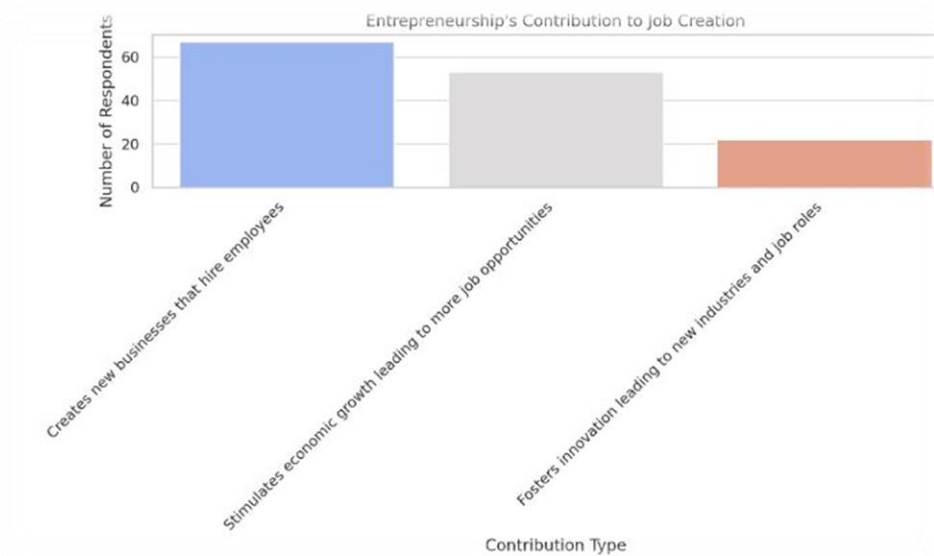
Statistics on government support for budding entrepreneurs are crucial indications of the efficacy of entrepreneurship policies. Any majority of respondents dissatisfied with the current level of support indicates a large gap between entrepreneurs' needs and public institution resources. This unhappiness may be caused by low budget, bureaucratic barriers, or the lack of specialized programming. These comments can help governments make their assistance systems more accessible and entrepreneurial-friendly.

Government programs including grants, tax incentives, and simplified business registration receive good replies. This praise speaks to government attempts to promote industry.

Understanding which forms of help entrepreneurs appreciate most, such as financial assistance versus mentorship, is crucial beyond measuring sufficiency. Demographic analysis can also show access and satisfaction discrepancies, helping to make support mechanisms more equitable and inclusive. Using survey data, governments can improve entrepreneurship support programs, creating a robust and inclusive business ecosystem.

4.3.6 Impact and Motivation

Figure 4.3.6.1 Entrepreneurship's contribution to job creation



Source: primary data 2024

Survey data reflecting on entrepreneurship's contribution to job creation offer valuable insights into the perceived impact of entrepreneurial ventures on the economy's employment landscape. When a significant portion of respondents views entrepreneurship as a critical driver for job creation, it underscores the vital role that startups and small businesses play in generating new employment opportunities. This belief in entrepreneurship's positive impact on the job market suggests a recognition of the dynamism and innovation that startups and small businesses bring to the economy, often filling gaps in the market, introducing new industries, and providing employment in emerging sectors. Such a perspective reinforces the importance of fostering a supportive environment for entrepreneurs, as their success directly correlates with the creation of jobs and overall economic growth.

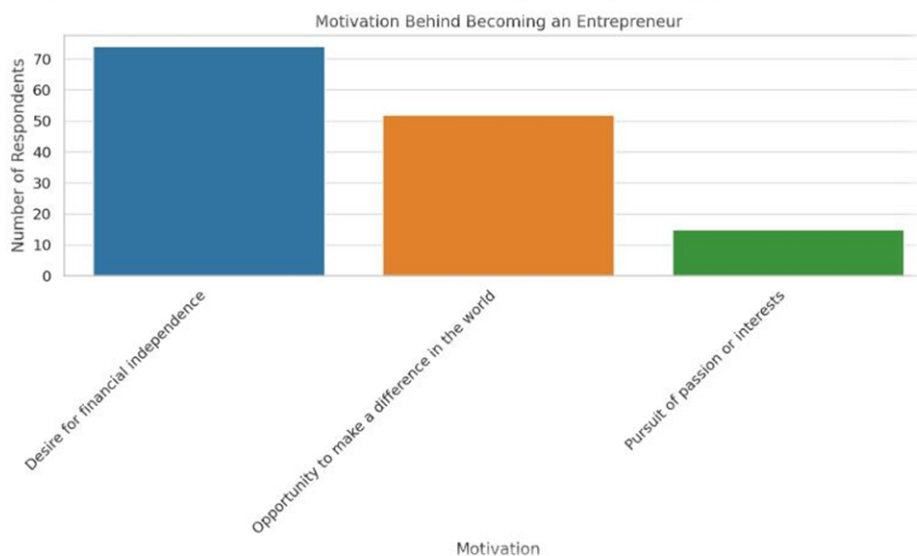
However, if responses indicate scepticism or moderate views regarding entrepreneurship's role in job creation, this may highlight perceived challenges or limitations faced by start-ups and

small businesses in contributing significantly to employment. Factors such as the sustainability of jobs created, the scale of businesses, and their survival rates might contribute to a more cautious outlook on the capacity of entrepreneurial ventures to impact the job market substantially.

This viewpoint prompts a deeper investigation into the barriers that entrepreneurs face in scaling their businesses and sustaining employment, including access to capital, market conditions, and regulatory environments.

Analysing responses to entrepreneurship's contribution to job creation across various demographics and regions can also uncover disparities in perceptions and experiences. For instance, areas with vibrant startup ecosystems and supportive policies might report a higher belief in entrepreneurship's positive impact on employment, compared to regions where such ecosystems are nascent or face challenges. Similarly, demographic factors such as age, gender, and educational background could influence perceptions, with younger, more educated respondents possibly more optimistic about entrepreneurship's potential for job creation due to greater exposure to entrepreneurial education and innovation cultures.

Figure 4.3.6.2 the motivation behind becoming an entrepreneur



Source: primary data 2024

Survey responses about the motivation behind becoming an entrepreneur reveal the diverse incentives and aspirations driving individuals towards entrepreneurship. A high incidence of respondents citing independence and the desire to be their own boss as primary motivators reflects a common entrepreneurial allure—the pursuit of autonomy. This desire for self-direction highlights the value placed on personal agency and the freedom to make strategic decisions without the constraints often found in traditional employment. It underscores a significant psychological component of entrepreneurial motivation, where the ability to steer one’s professional path and create a personal impact becomes a key driver. This insight into entrepreneurial motivation is crucial for understanding the mind set of potential entrepreneurs and for designing support systems that cater to this need for autonomy and self-expression.

Financial motivations, such as the potential for high earnings and wealth creation, represent another significant driver for many aspiring entrepreneurs. This underscores the role of entrepreneurship not just as a career path but as a vehicle for financial advancement and security.

Responses emphasizing financial motivations reveal the economic expectations surrounding entrepreneurship and the perceived opportunities it offers for substantial economic rewards.

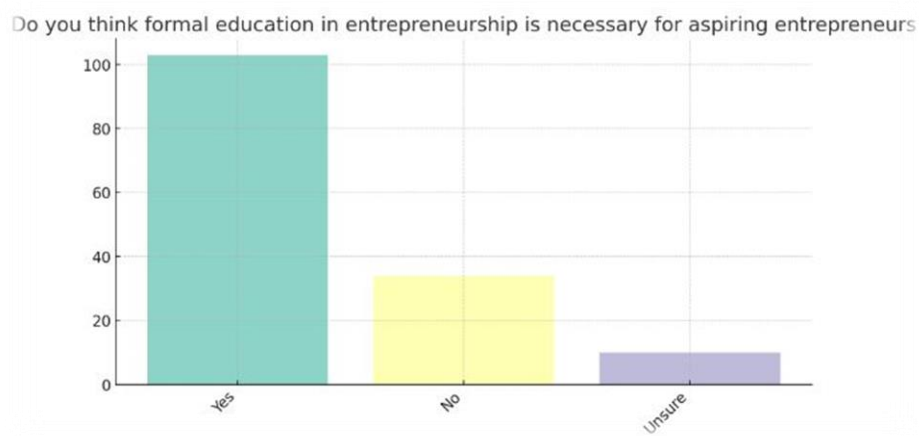
However, they also highlight the need for realistic discussions about the financial challenges of entrepreneurship, including the risks involved and the time it may take to achieve financial stability or success. Support programs that provide financial planning, risk management, and funding opportunities can be particularly valuable for entrepreneurs motivated by financial goals.

Social impact and the desire to make a difference in the community or the world at large emerge as powerful motivators for a segment of respondents. This reflects an evolving perspective on entrepreneurship as a means to address societal challenges, innovate for the public good, and contribute to social change. Entrepreneurs driven by social impact are often motivated by values and missions beyond financial success, seeking to leave a positive mark through their ventures. This trend towards socially conscious entrepreneurship calls for support structures that recognize and bolster the unique challenges and opportunities these ventures face, including access to impact investment, networks, and resources that align with their social goals.

Understanding the varied motivations behind becoming an entrepreneur is essential for crafting policies, educational programs, and support networks that resonate with the diverse aspirations of potential and current entrepreneurs. Whether motivated by independence, financial aspirations, or the desire for social impact, entrepreneurs require access to resources, mentorship, and a supportive ecosystem that addresses their specific needs and challenges. Recognizing and nurturing the multifaceted motivations for entrepreneurship can foster a more vibrant, inclusive, and impactful entrepreneurial landscape, contributing to economic diversification, innovation, and societal well-being.

4.3.7 Education and Employment Experience

Figure 4.3.7.1 Do you think formal education in entrepreneurship is necessary for aspiring entrepreneurs?



Source: primary data 2024

The survey question "Do you think formal education in entrepreneurship is necessary for aspiring entrepreneurs?" elicited varied responses, reflecting a spectrum of opinions on the value of formal education in the entrepreneurial journey. The distribution of responses suggests a nuanced view among participants, highlighting differing beliefs on the importance of structured academic programs in fostering entrepreneurial skills and mindset. This question probes the intersection between education and practical experience in entrepreneurship, an area of ongoing debate among academics, practitioners, and aspiring entrepreneurs themselves.

From the visualizations, it is evident that there is no overwhelming consensus, indicating a balanced divergence of perspectives. Some respondents affirm the necessity of formal

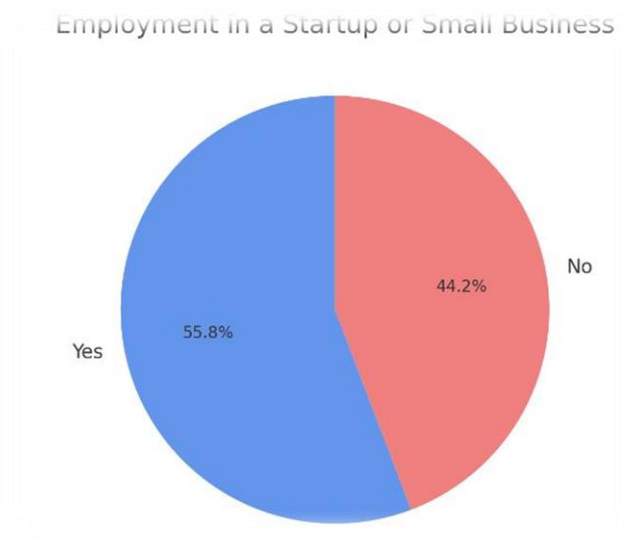
education, possibly valuing the structured learning, network opportunities, and foundational knowledge that such programs can offer. These respondents may believe that formal education equips aspiring entrepreneurs with critical skills, such as business planning, financial management, and market analysis, which are essential for navigating the complexities of starting and running a successful business.

Conversely, a significant portion of respondents question the necessity of formal education in entrepreneurship, suggesting that practical experience, innate business acumen, and other forms of learning (such as mentorship, self-study, and on-the-job experience) might be equally or more valuable.

This perspective emphasizes the unpredictable and experiential nature of entrepreneurship, where real-world challenges and opportunities provide a more potent learning ground than traditional academic settings. Such views echo the sentiment that successful entrepreneurship is often driven by passion, resilience, innovation, and the ability to learn from failure, qualities that may not be fully imparted through formal education.

The division in opinions underscores the ongoing debate about the role of formal education in preparing individuals for entrepreneurial endeavours. It highlights a broader discussion about the best pathways to acquiring the necessary skills and knowledge for entrepreneurial success. While formal education in entrepreneurship can offer valuable insights and tools, the importance of experiential learning, personal initiative, and adaptability is also prominently acknowledged. This suggests a need for a holistic approach to entrepreneurship education, combining the strengths of formal academic programs with practical experiences and alternative learning modalities to better prepare aspiring entrepreneurs for the challenges and opportunities of the business world.

Figure 4.3.7.1 Have you ever been employed by a start-up or small business?



Source: primary data 2024

In the poll "Have you ever been employed by a start-up or small business?" respondents reveal their professional experience, specifically their entrepreneurial exposure. Answers show how firsthand experience in smaller, more agile corporate environments may affect entrepreneurship and business management. It shows the percentage of respondents that worked in start-ups or small enterprises.

The research found diverse experiences. Start-up and small-business workers demonstrate entrepreneurship. Learn adaptability, ingenuity, and hands-on attitude needed in modest firms from this experience. Working with founders and key team members helps employees understand resource restrictions, market positioning, and strategic pivoting—entrepreneurship's pros and cons.

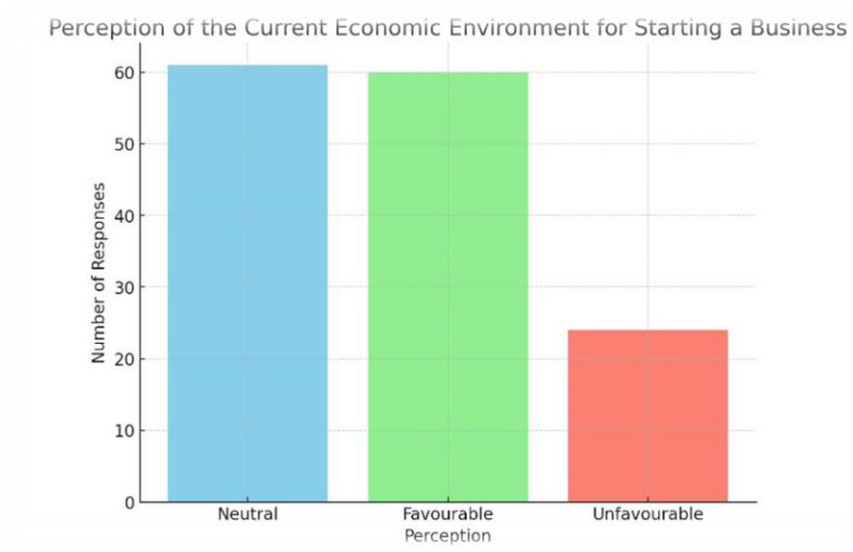
such experiences may inspire enterprise and gratitude.

People who haven't worked in a start-up or small business may regard entrepreneurship differently according to their regular employment options or theoretical business experience. Their views on entrepreneurship may come from outside observations, academic study, or business relationships, not start-ups. Because of their professional backgrounds and company operations, these people may approach entrepreneurship and its challenges and promise differently.

Responses demonstrate the diverse entrepreneurship backgrounds. Entrepreneurship veterans may favor agility, creativity, and pragmatism. Beginners may study business management theory or larger organizations' stability and resources. Entrepreneurial diversity highlights how diverse experiences enrich business, innovation, and entrepreneurship discussions.

4.3.8 Economic Environment and Networking

Figure 4.3.8.1 how do you perceive the current economic environment for starting a business?



Source: primary data 2024

The data collected on perceptions of the current economic environment for starting a business offers insightful revelations into the mind set of potential and existing entrepreneurs. Analysing the responses, we find a nearly balanced view with a slight tilt toward optimism. **60 respondents** view the economic environment as favorable for starting a business, suggesting a sense of opportunity despite potential challenges. This optimism might stem from various factors, such as technological advancements, market needs, and support systems for start-ups, indicating that a significant portion of the population sees potential for growth and success in the current economic climate.

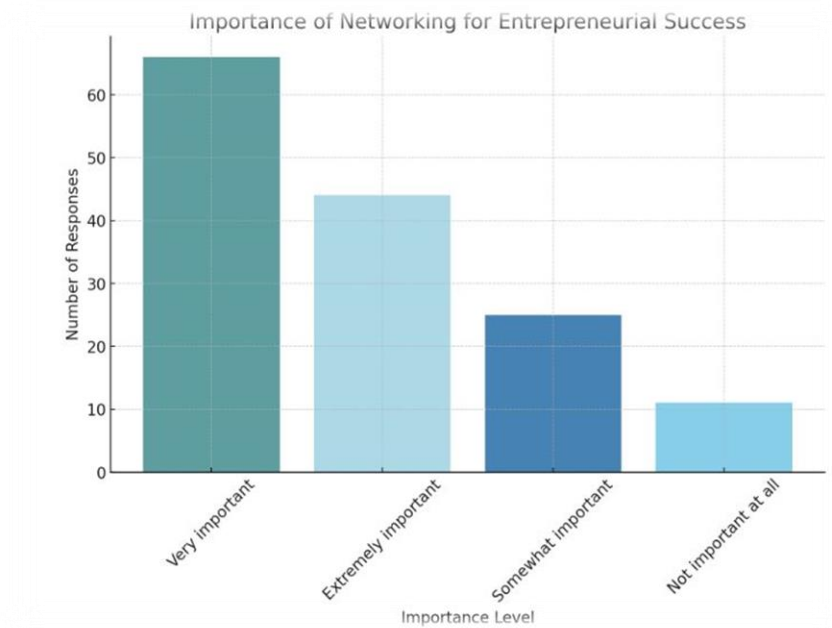
Conversely, **24 respondents** have expressed an unfavourable view of the current economic environment for starting a business. This perspective may be influenced by current economic challenges, such as market saturation, high competition, regulatory hurdles, and financial risks associated with initiating a new venture.

The concerns reflect a cautious or pessimistic outlook on the potential for new businesses to thrive, underscoring the importance of understanding and navigating the complexities of the current economic landscape for aspiring entrepreneurs.

The largest segment of respondents, **61 in total**, positions itself in the neutral zone, neither particularly optimistic nor pessimistic about the current economic environment for entrepreneurship. This neutrality could indicate a recognition of both the opportunities and challenges present in the market. It may reflect a wait-and-see approach, where potential entrepreneurs are aware of the possibilities but also mindful of the risks and uncertainties that could impact the success of new ventures.

The data paints a nuanced picture of the current sentiment towards entrepreneurship, highlighting a diverse range of perceptions within the community. This diversity is essential for fostering a dynamic entrepreneurial ecosystem, where different viewpoints can lead to innovative solutions and strategies for navigating the economic environment. For policymakers, investors, and support organizations, understanding these varied perceptions can aid in developing targeted interventions to encourage and support entrepreneurship, addressing the concerns of sceptics while leveraging the optimism of proponents to fuel economic growth and innovation.

Figure 4.3.8.2 how important do you think networking is for entrepreneurial success?



Source: primary data 2024

The survey data on the perceived importance of networking for entrepreneurial success sheds light on the widely held belief that networking plays a crucial role in the entrepreneurial ecosystem. With a significant majority of respondents categorizing networking as either "Very important" (66 responses) or "Extremely important" (44 responses), it is evident that there is a strong consensus on the value of building and nurturing professional relationships. This sentiment underscores the recognition among aspiring and established entrepreneurs alike that networking is not just a supportive activity but a fundamental pillar of entrepreneurial success. It highlights an understanding that the connections made through networking can open doors to new opportunities, provide access to resources, and foster collaborations that might not otherwise be possible.

Conversely, a smaller group of respondent's views networking as "Somewhat important" (**25 responses**), indicating a more nuanced perspective. This group likely acknowledges the benefits of networking but suggests that other factors such as innovation, product quality, and market understanding may also play critical roles in achieving entrepreneurial success. This viewpoint reflects the complexity of the entrepreneurial journey, where success is rarely attributed to a single factor. Instead, it is often the result of a combination of elements, with networking being one of several key components.

A minority of the survey participants believe networking is "Not important at all" for entrepreneurial success, with **11 respondents** expressing this view. This perspective could stem from a belief in the primacy of the product or service offered, the skills and determination of the entrepreneur, or the ability to leverage digital platforms for marketing and sales without the need for traditional networking. It might also reflect a segment of the entrepreneurial community that has achieved success through alternative means, challenging the conventional wisdom about the importance of networking.

The data reveals a broad consensus on the importance of networking in the entrepreneurial landscape, highlighting its role in unlocking opportunities, facilitating learning and growth, and enhancing the likelihood of success. However, the diversity of opinions also illustrates that the entrepreneurial journey is multifaceted, with different paths to success. For policy makers, educators, and support organizations, these insights underscore the need to encourage networking while also recognizing and supporting the development of other critical skills and resources. This balanced approach can help nurture a more resilient and dynamic entrepreneurial ecosystem.

4.3.9 Technology and Job Satisfaction

Figure 4.3.9.1 To what extent do you think technology has impacted entrepreneurship and job creation?



Source: primary data 2024

The survey responses on the impact of technology on entrepreneurship and job creation provide a compelling overview of current perceptions regarding the role of technological advancements in shaping the entrepreneurial landscape and job market. With a significant majority of respondents, 81 in total, indicating that technology has had a "Significant" impact, there is a clear acknowledgment of the transformative power technology holds in enabling new business models, enhancing efficiency, and creating new market opportunities. This viewpoint reflects an understanding that technology is not just a tool for operational improvement but a catalyst for innovation, driving the creation of entirely new industries and reshaping existing ones.

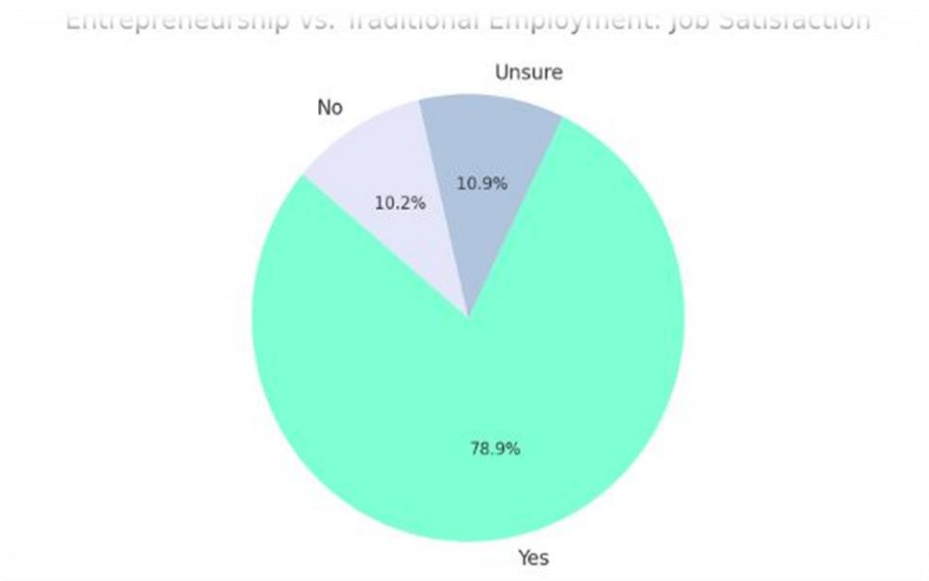
The respondents who view technology's impact as "**Moderate**," totalling **48**, likely recognize the contributions of technology to entrepreneurship and job creation but may also see limitations or believe that success in entrepreneurship depends on a wider range of factors beyond technological enablement. This perspective might stem from an acknowledgment of the challenges that come with technological disruption, including market saturation and the obsolescence of traditional jobs and industries. It suggests a balanced view, appreciating

technology's role while recognizing that its impact is one of many factors influencing the entrepreneurial ecosystem.

A minority of participants perceive technology's impact as either "**Minimal**" or "**Not at all,**" **with 9 and 8 responses** respectively. This sentiment could reflect scepticism about the extent to which technology alone can drive entrepreneurial success or job creation, possibly due to experiences where other factors like market access, capital availability, or human creativity played more decisive roles. It might also hint at concerns over technological divides and the uneven distribution of technological benefits across different regions and communities.

Overall, the data underscores a strong belief in the critical role of technology in fostering entrepreneurship and generating employment, aligning with the broader narrative of the digital age where technological innovation is key to economic development and societal progress. However, the diversity of opinions also highlights the complexity of technology's impact, suggesting that while technology is a powerful force for change, its effects are multifaceted and interwoven with a range of other factors. For policymakers, entrepreneurs, and educators, these insights emphasize the importance of fostering a holistic approach to supporting entrepreneurship and job creation, one that leverages technological advancements while also addressing the broader ecosystem in which they operate.

Figure 4.3.9.2 in your opinion, does entrepreneurship lead to higher job satisfaction compared to traditional employment?



Source: primary data 2024

The dataset's insights into whether entrepreneurship leads to higher job satisfaction compared to traditional employment reveal a strong inclination towards the affirmative, with a majority of **116 respondents** endorsing the idea. This significant preference suggests a common perception among individuals that entrepreneurship offers a unique set of rewards not typically found in traditional employment roles. The autonomy to make decisions, the flexibility in work hours, the opportunity to pursue a passion, and the potential for higher financial gains are frequently cited advantages that contribute to this sentiment. This perspective underscores a growing trend where individuals are increasingly valuing job satisfaction and personal fulfilment over more traditional career metrics such as stability and longevity with a single employer.

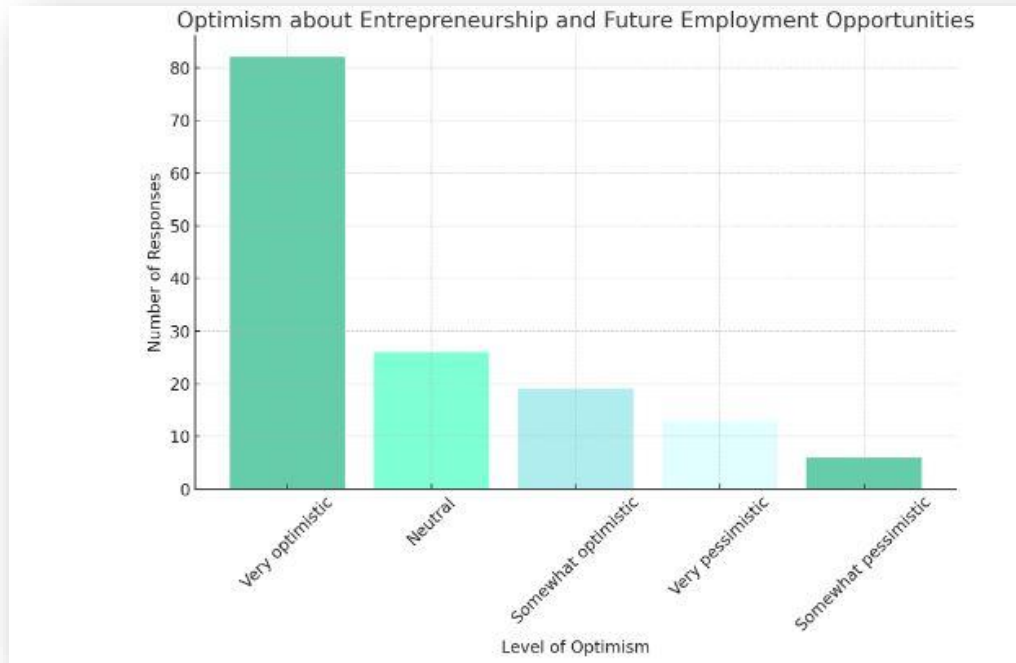
However, a smaller cohort of **16 respondents** remains unsure, reflecting the complexities and variances of personal experiences in both entrepreneurial ventures and traditional employment. This uncertainty could stem from acknowledging the challenges and risks associated with starting and running a business, including financial insecurity, higher stress levels, and the potential for failure. It suggests that while entrepreneurship can offer significant rewards, it also demands a tolerance for risk and uncertainty that not everyone may possess or be willing to accept.

An even smaller group of **15 respondents** believes that entrepreneurship does not necessarily lead to higher job satisfaction compared to traditional employment. This viewpoint might derive from valuing the stability, predictable income, and structured career progression opportunities that traditional employment offers. Additionally, it might also highlight the recognition of the significant personal and professional challenges that can accompany the entrepreneurial journey, including long work hours, financial instability, and the pressure of business success on personal well-being.

The data paints a nuanced picture of current sentiments toward job satisfaction in entrepreneurship versus traditional employment. It highlights a predominant belief in the intrinsic rewards of entrepreneurship, such as personal fulfillment and the joy of creating and growing a business. Yet, it also acknowledges the diversity of individual experiences and perspectives, emphasizing that job satisfaction is influenced by a wide range of factors, including personal values, risk tolerance, and life goals. For policymakers, educators, and business leaders, these insights emphasize the importance of supporting aspiring entrepreneurs through education, mentorship, and resources while recognizing the value of diverse career paths in contributing to overall job satisfaction and economic health.

4.3.10 Future Outlook

Figure 4.3.10.1 How optimistic are you about the role of entrepreneurship in generating employment opportunities in the



Source: primary data 2024

The survey responses reveal a strong optimism among participants about the role of entrepreneurship in generating employment opportunities in the future, with **82 respondents** expressing a "Very optimistic" outlook. This sentiment reflects a widespread belief in entrepreneurship as a critical engine of economic growth and innovation. The confidence in entrepreneurial ventures to not only create new jobs but also to introduce novel products, services, and technologies suggests a recognition of the dynamic and transformative power of entrepreneurship. This optimism likely stems from historical evidence where startups and small businesses have been pivotal in driving employment growth during economic recoveries, suggesting faith in the cyclical resilience and innovation capacity of the entrepreneurial sector.

A noteworthy segment of **26 respondents** maintains a "Neutral" stance, indicative of a cautious optimism or perhaps uncertainty about the future. This perspective might be shaped by the complexities of global economic trends, including technological advancements that automate existing jobs, and the shifting nature of work. It may also reflect an understanding that while

entrepreneurship can be a potent vehicle for job creation, its success is contingent upon various factors including market conditions, regulatory environments, and access to capital.

A smaller portion of the survey participants, accounting for **19 respondents**, is "Somewhat optimistic", suggesting reserved confidence in entrepreneurship's potential to foster job creation. This group likely acknowledges the merits of entrepreneurship but also recognizes the challenges and barriers that aspiring and existing entrepreneurs face. These could include concerns about economic volatility, the competitive landscape, and the sustainability of new ventures. Their tempered optimism indicates an awareness of both the opportunities and hurdles that lie ahead for entrepreneurship to significantly impact employment.

Conversely, a minority of respondents, totalling **19 across the 'Very pessimistic' and 'Somewhat pessimistic' categories**, express scepticism about the future role of entrepreneurship in job creation. This scepticism could derive from concerns over the increasing automation of jobs, the scalability of start-ups, or the broader economic challenges that might limit entrepreneurial success and, by extension, its ability to generate new employment opportunities. This perspective underscores the diverse viewpoints on the potential impact of entrepreneurship, reflecting a complex interplay of factors that influence job creation in the modern economy.

4.4 Findings and Recommendations

The study explores the impact of entrepreneurship on the generation of job prospects in Mogadishu, Somalia. The study examines particular objectives that center on the influence of start-ups, creativity, innovation, and risk-taking on employment creation. The results emphasize the need of promoting creativity and innovation within firms to stimulate the creation of new ideas and cost-efficient solutions. By fostering a culture that encourages creativity, firms may improve their problem-solving abilities and stimulate groundbreaking discoveries that are crucial for maintaining competitiveness in the market.

Additionally, the report emphasizes a strong association between startups and the creation of jobs, underscoring their crucial role in promoting economic growth and prosperity. Startups

play a crucial role in stimulating job growth and economic prosperity by promoting the entrepreneurial mindset and introducing fresh company prospects. Moreover, it underscores the crucial correlation between creativity, innovation, and employment generation, highlighting the key significance of imaginative thinking and invention in maintaining economic progress. Adopting innovative ideas and methods can stimulate business expansion, improve employment opportunities, and strengthen general economic well-being.

On the other hand, the study suggests that there is a somewhat less strong positive relationship between risk-taking and career opportunities. Although risk-taking is a driving force behind entrepreneurial initiatives and innovation, its direct influence on job creation seems to be less significant. However, it is essential for informed company decision-making and strategic planning to comprehend the intricate connection between risk-taking and employment dynamics. On the other hand, the study suggests that there is a somewhat less strong positive relationship between risk-taking and career opportunities. Although risk-taking is a driving force behind entrepreneurial endeavors and innovation, its direct influence on job creation seems to be less significant. However, it is essential to comprehend the intricate connection between the act of taking risks and the dynamics of employment in order to make informed business decisions and engage in strategic planning.

In accordance with the study objectives, the subsequent recommendations seek to convert research insights into practical strategies for corporate organizations. Although entrepreneurship is widely acknowledged for its contribution to employment creation, significant potential for progress still exist. In order to maximize the influence of entrepreneurship on employment prospects, businesses should promote innovation, effectiveness, and data-driven methodologies in all areas of operation. By giving priority to creative methods, businesses can increase the possibility of creating job opportunities and reaching organizational goals.

In addition, although creative and innovative thinking play a crucial role in influencing job opportunities, promoting entrepreneurship and invention is as essential. Creativity harnesses the cognitive ability to generate original concepts, while innovation enables radical transformation within established frameworks. Both processes, namely rendering thoughts accessible and generating cost-effective commercial solutions, are linked and important.

Cultivating creativity and innovation allows firms to explore novel ideas, thereby improving their ability to adjust and prosper in ever-changing market environments.

Furthermore, since risk-taking entrepreneurship involves participating in undertakings filled with unpredictability, organizations are advised to adopt more risk-taking initiatives in order to distinguish themselves from competitors. Embracing carefully considered risks can initiate ground breaking ideas, creating opportunities for long-term growth and a competitive edge. Organizations can promote an environment that supports exploration, innovation, and long-term success by encouraging a culture that values risk-taking entrepreneurship.

4.5 limitation of the study

The limitations of this study, as well as those of every other study, are as follows, and they will be shown in the following order:

For this study, we will only be using questionnaires rather than interviews because the population we are trying to reach is too small.

The cross-section survey design is the one that we utilize rather than the lengthy survey plan.

When it comes to gathering information for this study, the researcher does not have access to any public libraries anywhere. In addition, it is possible that some respondents will require a considerable amount of time to finish the questionnaire, which will result in the researcher losing crucial time. There is no concern on their part regarding whether or not they correctly complete the questionnaire.

CHAPTER 5: CONCLUSION

5.1 Conclusion

The study examined the ever-changing environment of entrepreneurship in Mogadishu, acknowledging its crucial influence on the job market. The researchers utilized a quantitative methodology to create a well-organized questionnaire. This questionnaire was used to collect information from a wide group of participants, including both managers and employees who are actively involved in different entrepreneurial activities in the region. The study aims to provide a comprehensive understanding of the various factors that influence employment generation in Mogadishu, Somalia, using a sample size of eighty people.

The selection of a descriptive study approach allowed for a thorough analysis of the complex relationship between entrepreneurship and employment opportunities. The study aimed to uncover the important factors that influence employment creation and shape the entrepreneurial environment in Mogadishu by explaining the underlying mechanisms involved. The investigation focused on understanding the important role that start-ups play in creating job opportunities, evaluating the impact of creativity and innovation on job creation, and examining the relationship between risk-taking behaviour and employment dynamics in the local context.

The study intended to provide a detailed understanding of the complex relationship between entrepreneurship and employment in Mogadishu through careful analysis and interpretation of data. The study aimed to provide practical insights for policymakers, entrepreneurs, and other stakeholders who are interested in promoting sustainable economic growth and development in the region by analysing the various factors that influence employment creation. Furthermore, the study aims to enhance the current information on entrepreneurship and employment dynamics, therefore facilitating future research efforts to advance our comprehension of these crucial areas within the Somali setting. Moreover, the research approach employed in this study was meticulously designed to guarantee the strength and accuracy of the results. The researchers intended to enhance the representativeness and generalizability of their findings by using a questionnaire as the main tool for collecting data. This allowed them to acquire complete insights from a broad group of respondents. Furthermore, the addition of both managers and employees to the sample enhanced the comprehensiveness and scope of the study, allowing for a comprehensive analysis of the entrepreneurial environment in Mogadishu.

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5.3 Annexure

In order to graduate with a **Master of Business Administration (MBA)** from **Delhi Technological University (DTU)**, I need to finish my academic study project. What does the title of “The Role of Entrepreneurship in Generation of Employment Opportunities in Mogadishu, Somalia?” Your answers to the questions on the form below are very important to my study. Thank you for taking the time to fill out this survey. We promise that all of your answers will be kept secret and only used for study purposes.

Please take a moment to answer the following questions.

1. Demographic Information:

What is your age range?

18-24

25-34

35-44

45-54

55 and above.

What is your gender?

Male

Female

What is your highest level of education?

High School

Bachelor's Degree

Master's Degree

PhD or higher

2. Entrepreneurial Experience:

Have you ever started your own business?

Yes

No

If yes, how many years ago did you start your business?

Less than 1 year ago

1-3 years ago

3-5 years ago

More than 5 years ago

3. Employment Status:

What is your current employment status?

Employed (full-time/part-time)

Unemployed

Student

Other:

4. Perceptions and Barriers:

How important do you think entrepreneurship is for generating employment opportunities?

Not important at all

Somewhat important

Very important

Extremely important

What do you perceive as the biggest barrier to starting a business?

Lack of funding

Lack of business knowledge/experience

Regulatory hurdles

Market competition

Other:

5. Government Support:

Do you think the government provides sufficient support for aspiring entrepreneurs?

Yes

No

Unsure

6. Impact and Motivation:

How does entrepreneurship contribute to job creation?

Creates new businesses that hire employees

Stimulates economic growth leading to more job opportunities

Fosters innovation leading to new industries and job roles

Other:

What motivates you to become an entrepreneur?

Desire for financial independence

Pursuit of passion or interests

Opportunity to make a difference in the world

Other:

7. Education and Employment Experience:

Do you think formal education in entrepreneurship is necessary for aspiring entrepreneurs?

Yes

No

Unsure

Have you ever been employed by a start-up or small business?

Yes

No

8. Economic Environment and Networking:

How do you perceive the current economic environment for starting a business?

Favourable

Neutral

Unfavourable

How important do you think networking is for entrepreneurial success?

Not important at all

Somewhat important

Very important

Extremely important

9. Technology and Job Satisfaction:

To what extent do you think technology has impacted entrepreneurship and job creation?

Significantly

Moderately

Minimally

Not at all

In your opinion, does entrepreneurship lead to higher job satisfaction compared to traditional employment?

Yes

No

Unsure

10. Future Outlook:

How optimistic are you about the role of entrepreneurship in generating employment opportunities in the future?

Very optimistic

Somewhat optimistic

Neutral

Somewhat pessimistic

Very pessimistic