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Entrepreneurial Attitude among Unemployed Graduates in Ethiopia (With Reference to Kacabira District, SNNP Region)

Dr. Shaik Abdul Majeed Pasha

Professor, Department of Accounting and Finance
College of Business and Economics, Arba Minch University, Ethiopia

Abstract:

Entrepreneurship is an important element in the dynamics of national economies and it is seen as the driving engine in economic growth and job creation. Therefore, entrepreneurial attitudes must be motivated for solving the seriously emerging unemployment problem by encouraging and creating new business opportunities to the young unemployed graduates. This study has attempted to investigate the attitude of unemployed graduates towards entrepreneurial activities. The main goal was to identify the factors which really attract the unemployed graduates and have positive attitude towards entrepreneurship with self-employment goal. A sample of 52 unemployed graduates was selected through a stratified sampling from Kacabira Woreda, in SNNPR (Southern Nation Nationalities People Region), Ethiopia. A questionnaire tagged General Enterprise Tendency Test (GETT) was used for data collection. Descriptive statistics and results have been made by Average Mean, Standard Deviation, Mean variation and Pearson's correlation were the major statistical tools employed in data analysis. The findings revealed that the majority of the respondents are having low level attitude and have no positive view towards entrepreneurial activity. The environmental challenges & demographic factors are playing the biggest role. The possible suggestions have been made in this study.

Keywords: Entrepreneurship, Attitude, Unemployed Graduates, self-employment

1. Introduction

One strategy that has helped many developed and developing countries to overcome the problem of unemployment, has been the development of entrepreneurship. Oversupply of graduate manpower, unemployment growth in their community, lack of response or positive feedbacks to the efforts made in recent decade to find a solution for unemployment problem of graduates on one side and on the other hand the necessity to move to competitive market based economy created an important ground for paying more attention to entrepreneurship.

Proposing new ideas based on the role of entrepreneurship in increasing job opportunities, competitiveness, improvement in manpower productivity, technology development, wealth generating and social welfare level and also existence of strong relation between entrepreneurial development and economic growth of the countries have all resulted in a serious consideration of entrepreneurship in new economic theories and have been regarded as a provocative engine in economical, social growth and development of countries.

The transition of young generation from the educational system to the labor market is one of the most pressing issues in Ethiopian society. Young graduates have been particularly hurt by the current declining trend in job creation in the Ethiopian economy. Addressing this problem is mainly depending on the correct perception of attitudes of unemployed graduates towards entrepreneurship in relation to current education, training and economic policies. Entrepreneurship plays an important role in economic prosperity and social stability in many developed countries. Developing countries like Ethiopia face enormous challenge with its high levels of unemployment problem among the young segments especially university and college graduates due to lack of large companies.

Attitudes play a vital role in the life of a successful entrepreneur. One of the key findings of the Global Entrepreneurship Monitor Report (2009) is how attitudes vary from each individual on attractiveness of entrepreneurship as a career. The understanding of these attitudes would greatly help to encourage entrepreneurship and enable to evaluate, reinforce and to change strategy in order to enhance entrepreneurial behavior in the country contributing to economic development, wealth creation for all and the alleviation of poverty.

1.1. Statement of the Problem

Essentially, high level of unemployment and a low skill base is a continuing scenario in Ethiopia. Besides Government is taking numerous initiatives to encourage entrepreneurial activities along with the collaboration of private organizations there is no significant progress has been witnessed. Kacabira Woreda is well known for number of graduates in different disciplines from

different universities, colleges and vocational schools every year. Even though there is a high potential for starting new businesses in Kecabira Woreda, mostly young graduates are looking for job opportunities either in government or private organizations. Due to negligence of entrepreneurial attitudes among graduates is the main cause for rapidly rising unemployment rate in District since 2002 E.C. One hand the graduate unemployment force is increasing and on the other hand they do not have positive attitude towards the entrepreneurial activities, in result the unemployment problem got intense. Based on the above stated problems the researcher has attempted to study the entrepreneurial attitude among the unemployed graduates in Kecabira Woreda.

1.2. Objectives of the study

- To examine the demographic and environmental factors in kecabira Woreda.
- To study the entrepreneurial attitudes among unemployment graduates.
- To analyze the relationship between entrepreneurial attitude and demographic and environmental factors.

1.3. Research design

The study has been designed as descriptive and explanatory research. This study describes and critically assesses the factors affecting entrepreneurial attitude of unemployed graduates in kecabira Woreda. The explanatory study has used to explain the relationship between variables and estimating the integrated relationship of the factors with attitude of unemployed graduates.

1.4. Method of study

The researcher used both of quantitative and qualitative methods. Under the quantitative method the data gathered through distributed questionnaires to the sample respondents and interviews were conducting with enterprise department officers of Micro and Small Enterprises office Woreda. The qualitative information was used to support the quantitative research findings.

1.5. Method of Data Collection

The data were collected through primary and secondary sources. The primary data was collected through questionnaire and interviews in and around of the kecabira Woreda. The secondary data was gathered from published and unpublished theoretical literatures and empirical studies, books, research journals.

1.6. Sample size and sampling techniques

The sample size has been designed for this study that 52 samples were randomly selected from the total population of 148 samples, which includes 86 graduates, 51 Diploma holders and 11 certificate holders. To represent all these three strata of unemployed graduates the sample size was determined by using the proportionate sampling technique. The sample size selected from each stratum randomly was presented in the table below.

Sample Size of Population		
Item	Total population	Sample size
Certificate holders	11	4
Diploma holders	51	18
Degree holders	86	30
Total	148	52

Source: Primary Data

2. Literature Review

The researcher has made an attempt to survey various studies which are of immediate relevance to the topic of the study, they are as follows,

Entrepreneur is defined as one who undertakes to accomplish, to make things happen, and does so. He acts as a change agent for bringing new things in an organizational environment (Kirby, 2002).

Mostly Entrepreneur is an individual with the potential to create a vision from virtually nothing and the entrepreneurship is the process of creating and building something of value from practically nothing; a human creative act. Timmons and (1994), Antonito, (2003)

Entrepreneurial qualities are essential and it has elucidating that as personal traits, values, future anticipation, identifying business opportunities, managerial and technical knowledge and above all risk taking, Fayolle (2002).

There is a basic difference between “Entrepreneurs and Managers” in terms of personality traits, business competence and risk taking. Manager’s decision making style is based on conceptual, behavioral, directive and analytical. The entrepreneurial style is found to be a combination of conceptual and directive (Martz *et al.*,2005).

Entrepreneurs are basically viewed as leaders and they have a sense of imagination, commitment, passion, tenacity, integrity, teamwork and vision into their companies. They are capable of make decisions under uncertainty and driving force for value creation, economic growth and society benefits (Timmons and Spin Elli ,2009).

Entrepreneurs are regarded as individuals who carry out new combinations such as new goods or new quality products, new methods of production, new markets, and new sources of supply or a new way of organization and pursue opportunities without consideration of the resources they currently possess (Nybakk & Hansen, 2008).

Entrepreneurial decision making is done under uncertainty; there is no clear market for business judgment, and it is further complicated by the potential opportunism and moral hazard issues (Mahoney and Michael,2007).

Entrepreneurs are categorizing into diverse subsets such as independent innovators, economies of scale exploiters, value manipulators, successor in family business, independent, started from scratch, acquirer, creators, inheritors, and operators (Martz *et al.*,2005).

An entrepreneur may have strong convictions in taking any risk and others may not and all ventures are risky, therefore the entrepreneurship as a process includes both potentiality and intent. Kouriloff (2000).

Entrepreneurs do not act in response to changes and economic environment, but they stimulate demand through innovation by creating new products and services, advertising, and personal charisma. Mahoney, J.T. & Michael, S.G. (2007)

Entrepreneurs take calculated risks with fewer resources in order to grab and utilize the opportunity. In addition, entrepreneurs should creatively devise stingy ways to marshal and gain control of resources to gain a competitive edge(Timmons & Spinelli,2009).

Entrepreneurial competencies can gain through formal training which helps to acquire concepts, skills and mental awareness applied during the process of starting and developing their ventures (Isaacs, Visser, Friedrich & Brijlal,2007).

A key rationale for supporting the development of young entrepreneur's is its potential to generate output, employment and income(Mac Isaac,1996).

The underlying principle of entrepreneurship is the belief that self-employment and entrepreneurship increase the self-esteem and confidence of the youth, leading to greater control over their lives in social and economic spheres (Kantor,2001).

Entrepreneur intention is to start an enterprise because of they would like to take a chance in the market, belief that their managerial skills are more efficient than those of other people, confident that their specialty could be developed into an enterprise, they have strong will that already developed a product or service could find a niche in the market and this is the only way to start an enterprise and their other options are limited(Greenberger & Sexton,1988).

The pull factors for starting enterprises are 1.The individual wants personal growth. 2. They like the challenge. 3. There is more freedom in being a business owner. 4. The chance to use one's own knowledge and experience. 5. Do not like working for others. 6. They are affected by family or friends. 7. Family tradition (Ghosh & Kwan,1996).

The demographical and personality traits are essential for measuring the entrepreneurial tendencies. Demographical factors include sex, age and education, family background, marital status and personality traits comprise of achievement motive, risk taking, and locus of control (Robinson1987),(Shaver and Scott 1991).

3. Results and Discussion

As far as entrepreneurial activities concern, a favorable entrepreneurial environments and demographic conditions are necessary to facilitate the entrepreneurs' to start business. In this paper, the relationships between personal traits (attitude scale self-esteem/confidence to business, achievement, innovation and risk taking) for entrepreneurial activity and demographic and environmental factors have been examined.

The study was conducted in the kecabira Woreda with 52 unemployed graduates through the structured questionnaire and the results obtained in this study was analyzed and discussed in the form of bar diagrams and pie charts and tables. The general demographic profiles of respondents such as Age, gender, family occupation family income level, marital status graduate discipline demographic factors were presented and analyzed below.

3.1. Demographic profile of respondents

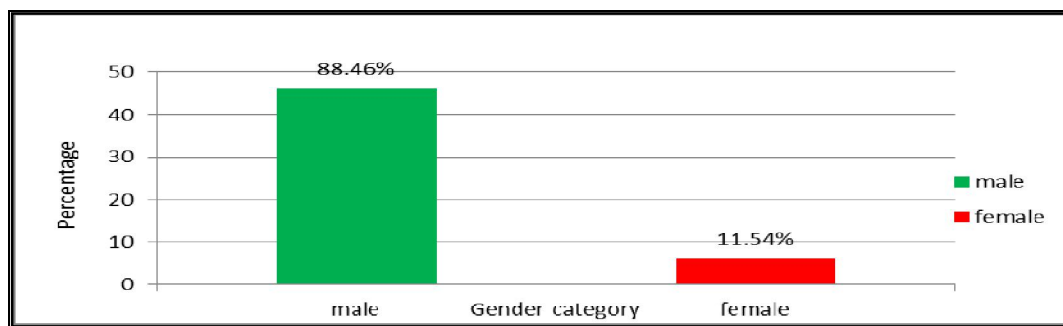


Figure 1: Gender classification of respondents
Source: Primary Data

The figure1 shows that gender classification composed of (88.5%) percentage are male respondents and (11.5%) females. From this can concludes that most of the graduates are male in the kacabira Woreda.

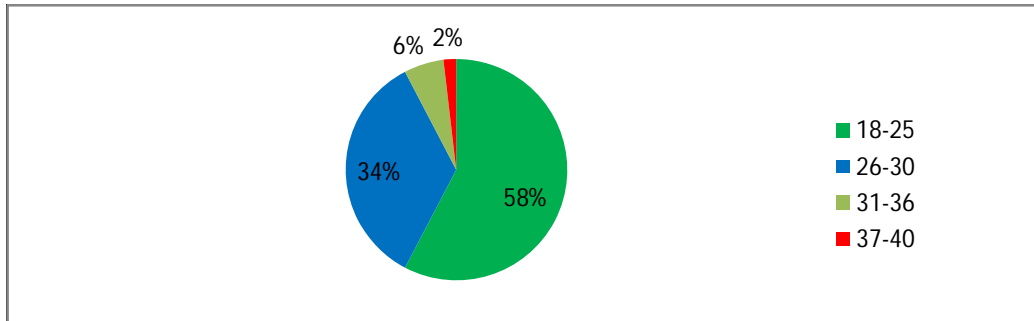


Figure 2: Age classification of respondents
Source: Primary Data

The above Figure 2 indicates that majority of sample respondents are falling in between 18 -25, (57.6%) age group. From this figure can conclude that most of the graduates are young age segment.

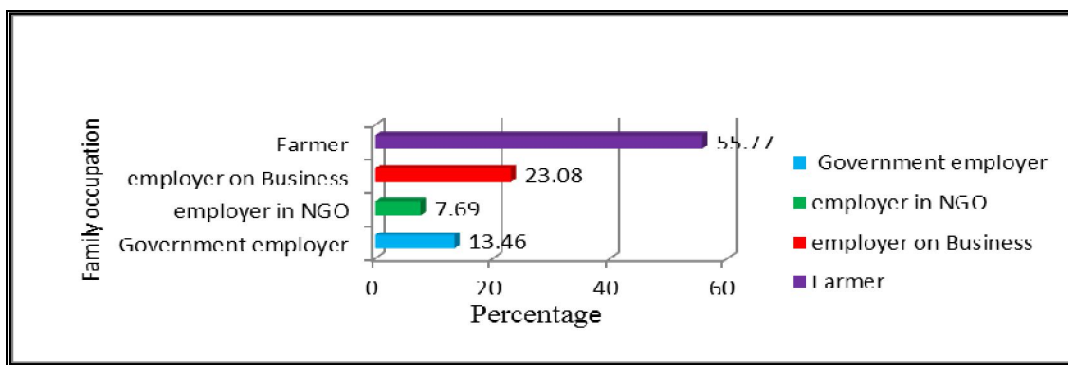


Figure 3: Family occupation classifications of respondents
Source: Primary Data

The Figure 3 denotes that most of the respondents (55.7%) family occupations are agricultural background. From the above figure concludes that most of the young graduates are coming from poor agricultural family background.

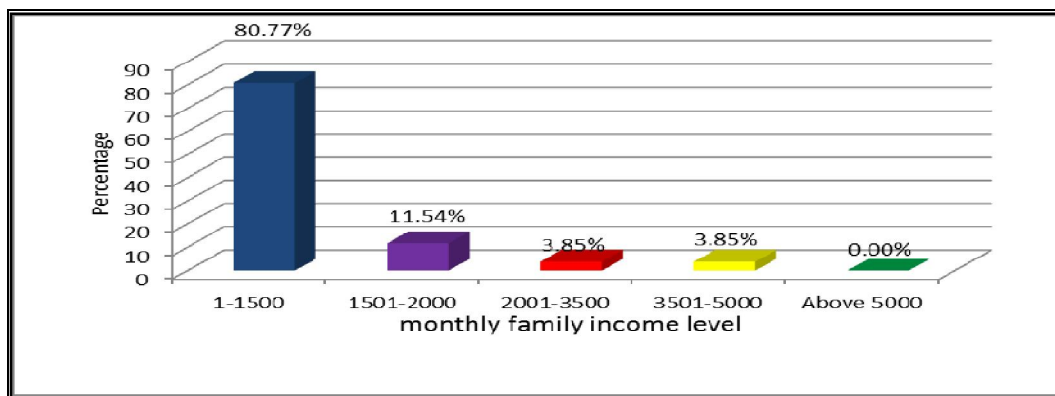


Figure 4: monthly family income classifications of respondents
Source: Primary Data

Figure 4 indicates that majority of the sample respondents (80.77%) monthly family income level are from 0 to 1500 Ethiopian Birr (ETB). From this figure can understand that majorities of the respondents' family monthly income level is very low.

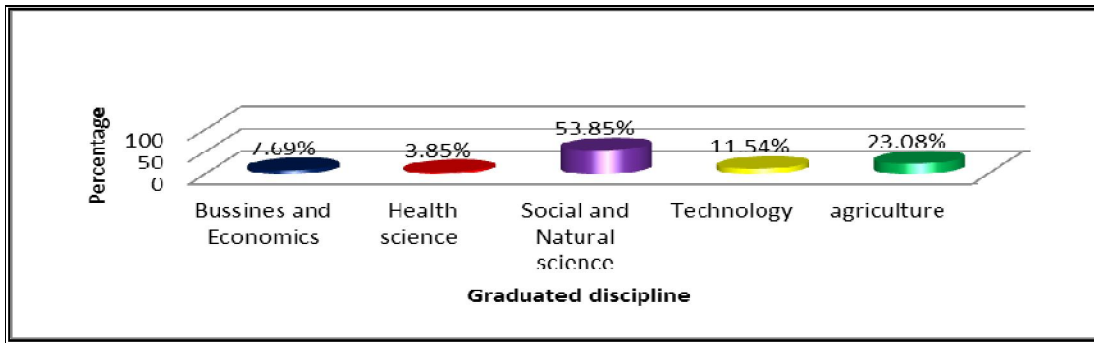


Figure 5: graduated discipline classifications of respondents
Source: Primary Data

From the above figure 5, most of sample respondents (53.8%) are graduated in Social & Natural Science discipline. Therefore, from the figure concludes that the majority of the unemployed graduates are from Applied Social & Natural Science and Agriculture disciplines.

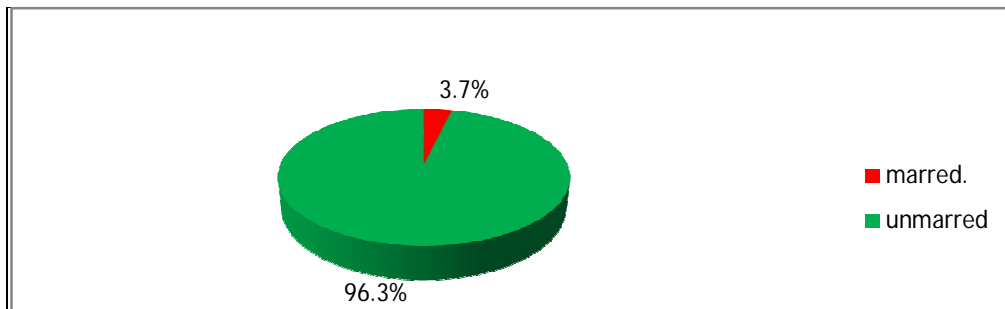


Figure 6 marital status classifications of respondents
Source: Primary Data

As figure 6 indicates above that the majority of respondents (96.3%) are unmarried. From this researcher can conclude that almost all the respondent are young and unmarried.

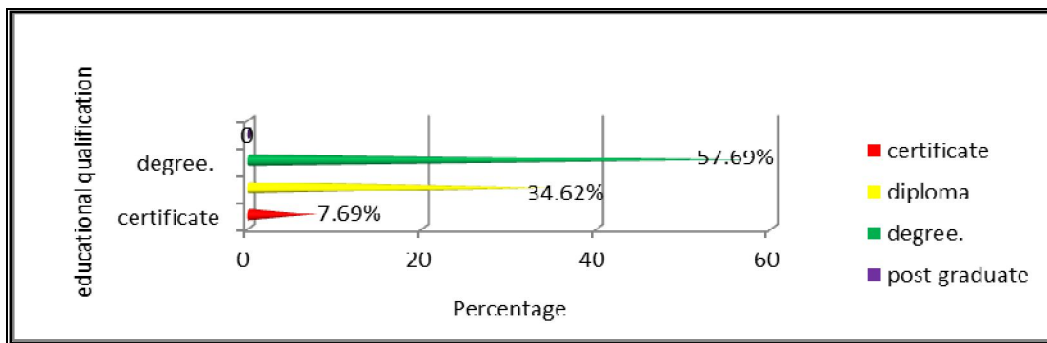


Figure 7: Educational qualification classifications of respondents
Source: Primary Data

The figure 7 shows the educational qualifications of sample respondents. In the total respondents (57.69%) are degree holders. It concludes clearly that most of the young graduates are unemployed.

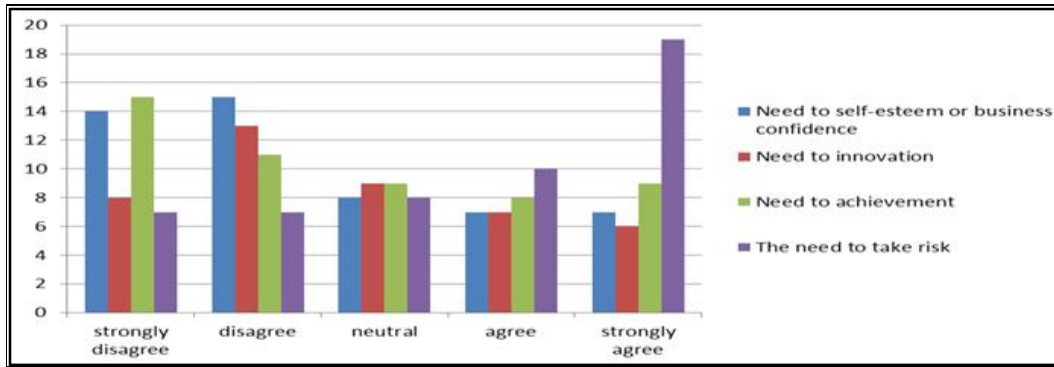


Figure 8: Personal feelings and attitudes about entrepreneurship
Source: Primary Data

The above figure 8 clearly depicts that sample respondents personal feelings and attitudes towards the entrepreneurship, according to that (55.77%) are not accept the fact that they need self-esteem/confidence in business. Following which (59.62%) respondents is disagreed with the fact that need to innovation, (50%) are replied that they have disagreement with self-achievement idea, and (28.85%) respondents are negative attitude towards risk taking in business.

3.2. Analysis of Entrepreneurial Environment

The environmental factors are very imperative for influencing entrepreneurs to start their own enterprises. This includes economic, social, culture and policy factors. The environmental factors which affects individual entrepreneurial will and ability and subsequently they affect the individual entrepreneurs’ behavior and it was analyzed and discussed below through pie-chart.

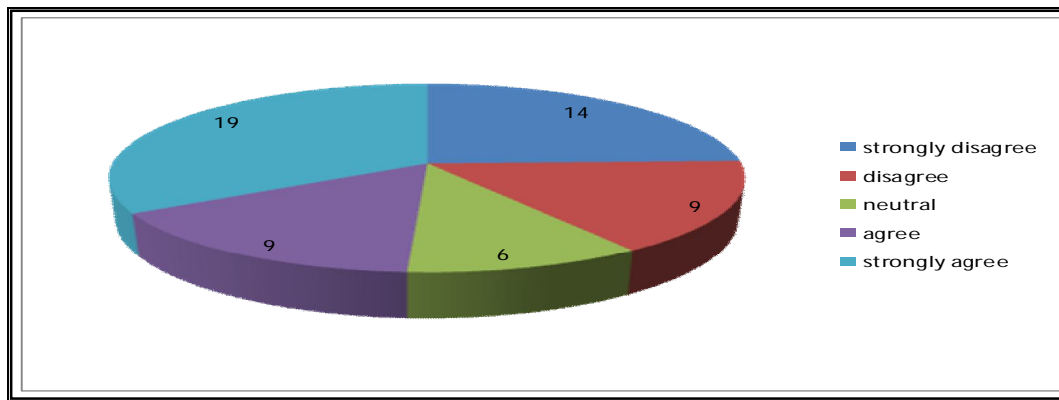


Figure 9: Summary of response on the entrepreneurial environment
Source: Primary Data

Figure 9 shows that the respondents’ responses in relation to entrepreneurial environmental questions to measure the respondents view about the environmental factors. In the total sample respondents, (36.54%) respondents reflect strong agreement whereas (26.92%) respondents show strong disagreement and (17.31%) respondents equally show their disagreement and agreement to the idea. When we generalize over all respondents from the total 28 (53.85%) of them are interested while 23 (44.23%) are not interested and 6 (11.54%) of them uncertain to the idea.

3.3. Statistical Inferences of Entrepreneurial attitudes

From the structured questionnaire the respondents’ entrepreneurial attitudes such as self-esteem/ confidence in business, innovation, goal achievement and risk taking have been analyzed statistically and presented in the below tables by using average mean, standard Deviation and variance.

The Likert scale methods is used (where 1 = “Strongly disagree” and 5 = “Strongly agree”) to assess the entrepreneurial attitudes through statements. The Results obtained from the statements were interpreted accordingly: - The average or mean (\bar{X}), standard deviation (s) and (variation around the mean). The results have been analysis and interpreted based on the mean value in the following manner, generally for all attitude statements (self-esteem / confidence in business, innovation, achievement and risk taking in business).

Form the respondents statements the results have been presented in the mean value “ \bar{x} ”;

(\bar{x}) Mean value falling between 1- 1.5 indicates that “Strongly Disagree”

(\bar{x}) Mean value falling between 1.6 -2.5 indicates that “Disagree”

- (\bar{x}) Mean value falling between 2.6- 3.5 indicates that “Neutral”
 (\bar{x}) Mean value falling between 3.6 -4.5 indicates that “Agree”
 (\bar{x}) Mean value falling between 4.5-5.00 indicates that “Strongly agree”

S.No	Item	N valid	Missing	Mean	S.D	Variance
1.	It is very difficult to adopt any changes from the routine	52	0	4.1346	1.06695	1.138
2.	It is very difficult to develop a new business ideas	52	0	3.8077	1.23730	1.531
3.	It is not possible to start a new business	52	0	2.9615*	1.41368	1.998
4.	Very confident to succeed when to do something new	52	0	2.3846	1.33069	1.771
5.	Have the capacity to do anything new	52	0	2.3846	.99319	.986
6.	Have naturally talented or not or indifference	52	0	2.1923	1.04859	1.100
7.	Do according to own wish without considering others opinions	52	0	2.1346	1.17204	1.374
8.	Able to control all formation process of a new business	52	0	2.0962	1.10719	1.226
9.	Considering more about the result of success than the failure factors	52	0	1.9615	1.13693	1.293
10.	Starting a new firm and maintaining in feasible way is easy	52	0	1.8269	1.09761	1.205

Table 1: Statistical inference of self-esteem/confidence need for entrepreneurs

Source: Primary Data

* Shows neutral response does not have effect

From the above table high means score values indicates respectively (4.1346, 3.8077) that most of the respondents agreed with the statements such as difficult in adopting new changes from the usual practice and unable to develop a new business ideas. It shows the less self confidence in following new changes and interest in developing new business ideas.

The low mean score values (2.3846, 2.3846, 2.1923, 2.1346, 2.0962, 1.9615 and 1.8269) from the above table indicates that the disagreement of respondents with the statements such as self confident in succeeding the new things, sure about their capability in doing new things, belief about their talents, carrying out the things according to their own wish before doing anything, confidence and capacity to take over the control on new business formation process, self reliance about the success factors of the business results and finally, starting and carrying on the new business in a feasible manner. From the above interpretation can conclude that unemployed graduates have less self-esteem/confidence towards entrepreneurial activities.

S.No	Item	N valid	Missing	Mean	S.D	Variance
1	Among several options not sure about to choose one	52	0	3.9038	1.10719	1.226
2	Do want to become an entrepreneur	52	0	2.1154	1.16575	1.359
3	Would like to start own business if have an opportunity and resources	52	0	1.9038	1.12476	1.265
4	Whether entrepreneur career attractive	52	0	1.7500	.83725	.701

Table 2: Statistical inference of innovation need for entrepreneurs

Source: Primary Data

From the table the high mean score values (3.9038) show the agreement of respondents with the statement of lack of capacity to choose the best one among various options. This shows that the unemployed graduates are very much confused and unable to choosing the best option.

The low mean score values (2.1154, 1.9038, 1.7500) indicate that the disagreement of respondents with the statements such as willing to become entrepreneur, hesitation to start own business even if opportunity and adequate resources available and attractive factor of entrepreneurship. From this can conclude that most of the unemployed graduates have very low tendency in entrepreneurial attitudes towards innovation.

S.No	Item	N valid	Missing	Mean	S.D	Variance
1	Prefer to work at big companies in better career positions	52	0	4.1346	1.06695	1.138
2	Become an entrepreneur gives more satisfaction	52	0	2.0385	1.13693	1.293
3	There is more chances for success if tried to start a business	52	0	2.0385	1.10190	1.214

Table 3: Statistical inference of achievement need for entrepreneurs
Source: Primary Data

From the table the high mean score value (4.1346) indicates the agreement of respondents with the statement that mostly prefer to join in big companies in a better position rather than becoming an entrepreneur.

The low mean score values respectively (2.0385, 2.0385) indicate that disagreement of respondents with the statements such as satisfaction in entrepreneurial career and chances for succeeded in new business starting endeavor. From this can conclude that most of the unemployed graduates have the low tendency towards the achievements.

S.No	Item	N valid	Missing	Mean	S.D	Variance
1	Could not accept the new things than existing ones	52	0	4.1923	.97092	.943
2	Consider all the factors before making decisions even if it takes long time	52	0	4.1346	1.06695	1.138
3	Will not take risk if there is more probability of failures	52	0	3.9231	1.15209	1.327
4	Too much risk to start own business	52	0	3.8462	1.19451	1.427
5	To make profit in business must know the right people guidance	52	0	3.7692	1.26205	1.593
6	Getting desired jobs mostly on luck	52	0	3.7500	1.23471	1.525
7	Have the freedom to work with desired people	52	0	3.2115*	1.78596	3.190
8	The bad experiences encountered due to bad luck	52	0	3.0577*	1.41993	2.016
9	Making money primarily is purely on luck	52	0	3.0577*	1.63795	2.683
10	hard work yield grand success rather than fortune	52	0	2..1923	1.33012	1.769

Table 4: Statistical inference of Risk taking need for entrepreneurs
Source: Primary Data. * Shows neutral response does not have effect

From the above table the high mean score values respectively (4.1923, 4.1346, 3.9231, 3.8462, 3.7692, 3.7500) indicating the agreement of respondents with the statements such as instead of accepting the new things existing one is better, to avert the risk the decision making process will be delayed by consider all factors, not ready to take risk, mostly voluntarily there is more failure chances, starting own business is considered as very risky, to make profit in the business others guidance is essential rather than own idea, mostly believed in fortunate for getting desired jobs than knowledge.

The low mean score value (2.1923) shows the disagreement of respondents with the statement that fortunate is essential for grand success in business rather than the hard work. From the above can come to a conclusion that the risk taking tendency among the unemployed graduates are generally very low and poor in the kecabira District.

S.No	Item	N valid	Missing	Mean	S.D	Variance
1	Generally the entrepreneurship role under validated in the Woreda	52	0	3.4808*	1.42100	2.019
2	Woreda people mostly unaccepted the facts which supporting the entrepreneurial activities	52	0	3.3269*	1.42418	2.028
3	The culture of the Woreda very conducive for entrepreneurial activities	52	0	2.6731*	1.53036	2.342
4	The Woreda most worthy for entrepreneurial activities despite there are risks	52	0	2.1731	1.41034	1.989

Table 5: General Entrepreneurial environments prevailing in kachabira District
Source: Primary Data. * Shows neutral response

From the above table the mean score values shows the ambivalence attitude of respondents regarding the statements of entrepreneurial environments of their own place.

The low mean score value (2.1731) indicates the disagreement of respondents with the statement that there are risks in Kachabira Woreda but it is worthy for entrepreneurial activities. From this can understand that unemployed graduates are afraid of the Kachabira Woreda environmental factors to undertake entrepreneurial activity.

3.4. Pearson's correlation analysis of the entrepreneurial and demographic variables

Pearson correlation was used to determine the nature of the relationships between the variables. It can help to measure some patterns of relationships between different kinds of variables and the entrepreneurial attitudes in the present study. These results from Pearson correlation has been presented in the below table.

		Need to self-esteem/ business confidence	need to innovation	Need to achievement	Need to take risk
Age	Pearson Correlation	0.910*	0.986**	0.967**	-0.635
	Sig. (2-tailed)	0.032	0.002	0.007	0.250
	N	5	5	5	5
Gender	Pearson Correlation	-1.000**	1.000**	1.000**	. ^a
	Sig. (2-tailed)
	N	2	2	2	2
family occupation	Pearson Correlation	-.895	-.812	-.698	.953*
	Sig. (2-tailed)	.105	.188	.302	.047
	N	4	4	4	4
monthly income of family	Pearson Correlation	.628	.885*	.952*	-.461
	Sig. (2-tailed)	.256	.046	.013	.434
	N	5	5	5	5
Graduated discipline	Pearson Correlation	-.621	-.383	-.432	.090
	Sig. (2-tailed)	.264	.524	.468	.886
	N	5	5	5	5
marital status	Pearson Correlation	1.000**	-1.000**	-1.000**	. ^a
	Sig. (2-tailed)
	N	2	2	2	2
Educational qualification	Pearson Correlation	.088	-.591	-.688	.044
	Sig. (2-tailed)	.944	.598	.517	.972
	N	3	3	3	3

Table 1: The relationships between demographic factors and entrepreneurial attitude scale

Source: Primary Data. **. Correlation is significant at the 0.01 level (2- tailed)

*. Correlation is significant at the 0.05 level (2-tailed).

a. cannot be computed because at least one of the variables is constant

From the above table the correlation coefficient has been explained to understand the relationship between the demographic variables and entrepreneurial attitude scale.

- Age variable is having strong positive relationship with innovation and achievement need respectively (0.986), (0.967), significant relationship with self- esteem / business confident need (0.910) and risk taking attitude is having negative relationship.
- Gender variable is having strong positive relationship with innovation and need achievement respectively (1.000), (1.000) and negative relationship with self-esteem/business confidence.
- Family occupation is only strong positive relationship with risk taking attitude (.953) and negative relationship with all other entrepreneurial attitude such as need to achievement, innovation and self-esteem/business confidence respectively (-.698), (-.812) and (-.895).
- Monthly income of family is strong positive relationship with need to achievement (.952), and not significant relationship with innovation and self-esteem respectively (.885), (.628) whereas it has negative relationship (-.461) with risk taking attitude.
- Graduate discipline is not significant relationship (.090) and it has negative relationship with self-esteem/confidence, innovation and achievement respectively (-.621), (-.383) and (-.432).
- Marital status is strong positive relationship with self-esteem/business confidence (.1000) and strong negative relationship with innovation and achievement respectively (-.1000), (-.1000).
- Educational qualification is not significant relationship with self-esteem/business confidence and risk taking (.088), (.044) whereas negative relationship with innovation and achievement (-.591) and (-.688).

3.5. The relationships of entrepreneurial attitude scales and environmental factors

To determine the nature of the relationships amongst the variable, Pearson correlation was used. The Pearson correlation results of the entrepreneurial attitude scale and kecabira Woreda entrepreneurial environment is presented in table 4.7 below

		self-esteem/ confidence	innovation	self- achievement	risk taking
entrepreneurial environment	Pearson Correlation	.155	.281	.516	.466
	Sig. (2-tailed)	.804	.647	.374	.429
	N	5	5	5	5

Table 2: The relationships between environmental factors and entrepreneurial attitude scale

Source: Primary Data.

**Correlation is significant at the 0.01 level (2- tailed)

*. Correlation is significant at the 0.05 level (2-tailed).

The entrepreneurial intention has a positive relationship with kecabira Woreda for entrepreneurial activities. Entrepreneurial environment has also confirming from the finding that entrepreneurial environment has been recognized as one of the critical factors that help the unemployed graduates to understand and encourage an entrepreneurial attitude.

4. Conclusion

Based on the above data analysis, conclusions are made: -

- The majority of the unemployed graduates in Kacabira Woreda are male in between the age group of 18 to 25 years old, they graduated from applied natural & social science. Most of the unemployed graduates are from agricultural family background with low monthly income ranging from 1 -1500 birr. The majority of the respondents are unmarried and with degree qualification. Hence, it is concluded that the majority of the respondents are predominately young male from lower income families and parents engaged on agrarian economy and most of the parents are not involved in businesses.
- The majority of the respondents disagreed with the statements in each attitude scale: that owning positive tendency to entrepreneurial activity indicated by low mean value ranging from 1.00 to 2.5 and agree with the statement in each attitude scale that has negative tendency to activity indicated by high mean value ranging from 3.6 to 5.00 .It can be concluded that the respondents didn't believe and understand entrepreneurship as career alternative and it implies that they are not mostly from entrepreneurial families. They are also not familiar with the risk factor in venture creation.
- The results from Pearson correlation shows that the demographic variables and entrepreneurial attitudes scale relation thus, Entrepreneurial attitude have relationship with both demographic and environmental factor with the exception of the need to take risk that has no relation with gender and marital status. Therefore, from this can come to a conclusion that the unemployed graduates in Kacabira Woreda have no good view towards entrepreneurial activity that is pushed by the biggest environmental challenge and demographic factors.

4.1. Recommendations

Based on the analysis and conclusion of the study, the researcher forwards the following recommendations for administrative bodies, unemployed graduates, colleges and universities.

The unemployed graduates must be encouraged to start own businesses and make known them the entrepreneurial activity is the solution for prevailing unemployment problem.

- The unemployed graduates should be encouraged in terms of offering financial and necessarily infrastructure supports by kecabira Woreda administration.
- Visibility of activities of government initiatives towards strongest motivation will create positive images and remove fear factors among unemployed graduates to become entrepreneurs through conducting District and National level competitions for young graduates.
- Since there is lack of effective and organized communication among entrepreneurs, financial institutions, government and poor marketing intelligence, it requires guidance and training support for small business establishments.
- The government should intervene and initiate to make awareness creation and guidance activities to help to attain the self employment goals among young unemployed graduates.
- Especially the kacabira Woreda has good potential, the administration has to take vehement efforts by conducting training and entrepreneurial workshop programs to develop positive and risk taking attitudes towards entrepreneurial endeavor and make them to realize the importance of self employment to reduce unemployment problem in the district and national levels.

5. References

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