

[< Back to results](#) | [< Previous](#) 3 of 3[Download](#) [Print](#) [E-mail](#) [Save to PDF](#) [Save to list](#) [More... >](#)**Academy of Entrepreneurship Journal** • Volume 25, Issue 3, Pages 1 - 12 • 2019**Document type**

Article

**Source type**

Journal

**ISSN**

10879595

[View more](#)

# Creativity and transformational leadership on public sector employee performance

Suparjo<sup>a</sup>; Sunarsih, Endang Sri<sup>b</sup>[Save all to author list](#)<sup>a</sup> Universitas 17 Agustus 1945 Semarang, Indonesia<sup>b</sup> Universitas Diponegoro Semarang, Indonesia1 27th percentile  
Citation in Scopus0.08  
FWCI 49  
Views count [View all metrics >](#)[Full text options](#) [Export](#) **Abstract**

Author keywords

SciVal Topics

Metrics

**Abstract**

This study is purposed to identify the impact of creativity, emotional intelligence, transformational leadership, organizational commitment on government employees' performance in Central Java, Indonesia. Two-step approach of structural equation modeling was used to test the proposed model. The sample used in this study is 400 respondents. It was conducted by applying proportional random sampling. The results show that there is a significant and positive influence between creativity on organizational commitment, a significant and positive influence between emotional intelligence towards organizational commitment, a significant and positive influence between transformational leadership on organizational commitment. Moreover, there is a significant and positive influence between creativity on performance, a significant and positive influence between transformational leadership on performance and a significant and positive influence between organizational commitment on performance. The results highlight some important considerations for the improvement of public sector performance. © 2019 Academy of Entrepreneurship Journal.

**Author keywords**

Creativity; Emotional Intelligence; Organizational Commitment; Performance; Transformational Leadership

**Cited by 1 document**

Interactions of financial assistance and financial reporting competency: Evidence from local government in Papua and West Papua Indonesia

Ramandei, P., Rohman, A., Ratmono, D. (2020) *International Journal of Financial Research*[View details of this citation](#)

Inform me when this document is cited in Scopus:

[Set citation alert >](#)**Related documents**

The impact of transformational leadership on organizational innovation moderated by organizational culture

Mokhber, M., Ismail, W.K.W., Vakilbashi, A. (2011) *Australian Journal of Basic and Applied Sciences*

Decentralization, Centralization and Quality of Organizational Performance of Human Resources

Away, F.A.N., Simamora, B., Nadeak, S.I. (2021) *Academy of Strategic Management Journal*

The analysis of organizational commitment on organizational citizenship behavior on public sector organization

Susanto, A.B., Kurniaty, Priyono, A. (2020) *International Journal of Scientific and Technology Research*[View all related documents based on references](#)

Find more related documents in Scopus based on:

[Authors >](#) [Keywords >](#)

## References (37)

[View in search results format >](#) All[Export](#)  [Print](#)  [E-mail](#)  [Save to PDF](#) [Create bibliography](#)

- 
- 1 Abbasi, E., Zamani-Miandashti, N.  
The role of transformational leadership, organizational culture and organizational learning in improving the performance of Iranian agricultural faculties  
(2013) *Higher Education*, 66 (4), pp. 505-519. Cited 39 times.  
doi: 10.1007/s10734-013-9618-8  
[View at Publisher](#)
- 
- 2 Alisyahbana, F., Ismail, I., Wispandono, R.M.  
Pengaruh Kreativitas dan Kerjasama TIM terhadap Kinerja Pendamping UPPKH (Unit Pelaksana Program Keluarga Harapan) Kabupaten Sampang (2015) *Neo-Bis*, 9 (2), pp. 53-65.
- 
- 3 Amabile, T.M., Pillemer, J.  
Perspectives on the social psychology of creativity ([Open Access](#))  
(2012) *Journal of Creative Behavior*, 46 (1), pp. 3-15. Cited 287 times.  
doi: 10.1002/jocb.001  
[View at Publisher](#)
- 
- 4 Ariyanti, N.K.I., Santra, I.K., Lasmini, N.K.  
Leadership and organizational culture analysis on Organizational Citizenship Behavior (OCB) at PT  
(2018) *Hatten Bali. Jurnal Riset Bisnis dan Investasi*, 3 (3), pp. 33-44. Cited 3 times.
- 
- 5 Awamleh, R., Gardner, W.L.  
Perceptions of leader charisma and effectiveness: The effects of vision content, delivery, and organizational performance  
(1999) *Leadership Quarterly*, 10 (3), pp. 345-373. Cited 385 times.  
<http://www.elsevier.com/locate/leader>  
doi: 10.1016/s1048-9843(99)00022-3  
[View at Publisher](#)
- 
- 6 Baron, R.A.  
Entrepreneurship: An evidence-based guide  
(2012) *Edward Elgar Publishing*. Bass, B.M. (1999). *Two decades of research and development in transformational leadership*. *European Journal of Work and Organizational Psychology*, 8 (1), pp. 9-32.
-

- 
- 7 Bernardin, H.J., Hagan, C., Kane, J.S.  
The effects of a 360-degree appraisal system on managerial performance: No matter how cynical I get, I can't keep up  
(1995) *Upward feedback: The ups and downs of it. Symposium conducted at the 10th annual conference of the Society for Industrial and Organizational Psychology 1995*. Cited 14 times.  
In WW Tornow (Chair), Orlando, FL
- 
- 8 Berry, L.L., Parasuraman, A., Zeithaml, V.A.  
Improving service quality in America: lessons learned  
(1994) *Academy of Management Perspectives*, 8 (2), pp. 32-45. Cited 259 times.
- 
- 9 Carmichael, B.D., Maxim, S.  
Emotional Intelligence, Organizational Legitimacy, and Charismatic Leadership  
(2005) *Academy of Management Journal*, pp. 1-9. Cited 2 times.
- 
- 10 Conger, J.A.  
Charismatic and transformational leadership in organizations: An insider's perspective on these developing streams of research  
  
(1999) *Leadership Quarterly*, 10 (2), pp. 145-179. Cited 422 times.  
<http://www.elsevier.com/locate/leader>  
doi: 10.1016/S1048-9843(99)00012-0  
  
View at Publisher
- 
- 11 Dost, M.K.B., Ahmed, Z., Shafi, N., Shaheen, W.A.  
Impact of employee commitment on organizational performance  
(2011) *Arabian Journal of Business and Management Review*, 1 (3), pp. 87-98. Cited 9 times.
- 
- 12 Duwit, F.  
Effect of Communication Competence, Emotional Intelligence, and Organizational Culture on Employee Performance  
(2015) *EMBA Journal: Journal of Economic Research, Management, Business and Accounting*, 3 (4), pp. 1-15.
- 
- 13 Goleman, D.  
(2007) *Social intelligence. Random house*. Cited 857 times.
- 
- 14 Haefele, J.W.  
(1962) *Creativity and innovation*. Cited 62 times.  
New York; Chapman and Hall: London
- 
- 15 Hair, J.F., Sarstedt, M., Ringle, C.M., Mena, J.A.  
An assessment of the use of partial least squares structural equation modeling in marketing research  
  
(2012) *Journal of the Academy of Marketing Science*, 40 (3), pp. 414-433. Cited 3834 times.  
doi: 10.1007/s11747-011-0261-6  
  
View at Publisher
-

- 16 Ismail, K., Khurram, W., Hussain, T., Jafri, S.K.A.  
Perceptions for transformational leadership, followers' psychological capital and intent to leave in Pakistan: An insight from medical and engineering sector  
(2011) *Interdisciplinary Journal of Research in Business*, 1 (8), pp. 49-61.
- 
- 17 Jewell, L.N., Siegall, M.  
(1998) *Contemporary industrial/organizational psychology*. Cited 26 times.  
Pacific Grove, CA:Brooks/Cole
- 
- 18 Jung, D.I., Chow, C., Wu, A.  
The role of transformational leadership in enhancing organizational innovation: Hypotheses and some preliminary findings  
  
(2003) *Leadership Quarterly*, 14 (4-5), pp. 525-544. Cited 846 times.  
doi: 10.1016/S1048-9843(03)00050-X  
  
[View at Publisher](#)
- 
- 19 Juwono, O., Wangsadinata, Y.  
Kreativitas, Gaya Kepimpinan dan Kompetensi dalam Membentuk Kepuasan Kerja Karyawan  
(2010) *The Winners*, 11 (1), pp. 55-65.
- 
- 20 Liou, S.R.  
An analysis of the concept of organizational commitment.  
  
(2008) *Nursing forum*, 43 (3), pp. 116-125. Cited 31 times.  
doi: 10.1111/j.1744-6198.2008.00103.x  
  
[View at Publisher](#)
- 
- 21 Troena, E.A  
Organizational citizenship behavior role in mediating the effect of transformational leadership, job satisfaction on employee performance: Studies in PT bank Syariah Mandiri Malang east Java  
(2013) *International Journal of Business and Management*, 8 (17), pp. 1-15. Cited 36 times.
- 
- 22 (2013) *Perpajakan*. Cited 2 times.  
Jakarta: Andi Offset, Yogyakarta
- 
- 23 Melita Prati, L., Douglas, C., Ferris, G.R., Ammeter, A.P., Buckley, M.R.  
Emotional intelligence, leadership effectiveness, and team outcomes  
(2003) *The International Journal of Organizational Analysis*, 11 (1), pp. 21-40. Cited 195 times.
- 
- 24 Mubarak, A., Darmanto, S.  
The effect of transformational leadership style and organizational culture on employee performance with organizational commitment as intervening variables (Study on Civil Servants in Watukumpul District, Pemalang District)  
(2015) *MAXIMUM*, 5 (1), pp. 1-10.
-

- 
- 25 Napitupulu, S., Haryono, T., Laksmi Riani, A., Sawitri, H.S.R., Harsono, M.  
The impact of career development on employee performance:  
an empirical study of the public sector in Indonesia  
  
(2017) *International Review of Public Administration*, 22 (3), pp. 276-299. Cited 10 times.  
<http://www.tandfonline.com/loi/irpa20>  
doi: 10.1080/12294659.2017.1368003  
  
View at Publisher
- 
- 26 Nuraningsih, N.L.P., Putra, M.S.  
Effect of emotional intelligence on job satisfaction and job stress at the  
seminyak beach resort and SPA  
(2015) *E-Journal of Management of Unud*, 4 (10), pp. 1-20.
- 
- 27 OKE, A., MUNSHI, N., WALUMBWA, F.O.  
The Influence of Leadership on Innovation Processes and  
Activities  
  
(2009) *Organizational Dynamics*, 38 (1), pp. 64-72. Cited 139 times.  
doi: 10.1016/j.orgdyn.2008.10.005  
  
View at Publisher
- 
- 28 Palgunanto, Y., Suparno, S., Dwityanto, A.  
Employee Performance Viewed from Transformational Leadership Style  
(2010) *Indigenous: Psychological Scientific Journal*, 12 (1), pp. 66-73.
- 
- 29 Rahmi, B.M.  
The effect of transformational leadership on organizational citizenship  
behavior and organizational commitment with mediation of job satisfaction  
(Study of Permanent Teachers in Public High Schools in East Lombok  
Regency)  
(2013) *Journal of Business and Management*, 3 (3), pp. 330-345.
- 
- 30 Rivai, V., Mulyadi, D.  
(2012) *Leadership and Organizational Behavior*. Cited 3 times.  
Jakarta: PT. Rajagrafindo Persada
- 
- 31 Robbins, S.P.  
(1998) *Organizational behavior: Concepts, controversies, and  
applications*. Cited 3495 times.  
Upper Saddle River. NJ: Prentice Hall
- 
- 32 Robbins, S.P., Judge, T.A.  
(2013) *Organizational Behavior Edition 15*. Cited 204 times.  
New Jersey: Pearson Education
- 
- 33 Rokhman, W.  
Increasing the effect of transformational leadership on transactional  
leadership on organizational commitment and subordinate satisfaction  
(2002) *Empirika Journal*, 11 (1), pp. 1-10.
-

□ 34 Segal, J.  
Raising your emotional intelligence: A practical guide  
(1997) *Macmillan*. Soegihartono, A. (2012). *Effect of leadership and job satisfaction on performance with mediation commitments (at PT Alam Kayu Sakti Semarang)*. *Journal of Economic Partners and Business Management*, 3 (1), pp. 123-140.

---

□ 35 Sukumaran, S., Sivelingham, A.  
The influence of emotional intelligence and creativity on work performance and commitment  
(2012) *Journal of Advancement of Science and Arts*, 3 (2), pp. 49-74.

---

□ 36 Tebbe, J.  
Where good ideas come from: The natural history of innovation  
(2011) *Journal of Psychological Issues in Organizational Culture*, 2 (3), pp. 106-110. Cited 2 times.

---

□ 37 Yukl, G., Mahsud, R.  
**Why flexible and adaptive leadership is essential**  
(2010) *Consulting Psychology Journal*, 62 (2), pp. 81-93. Cited 171 times.  
<http://www.apa.org/journals/cpb.html>  
doi: 10.1037/a0019835  
  
View at Publisher

---

© Copyright 2019 Elsevier B.V., All rights reserved.

---

# Academy of Entrepreneurship Journal (Print ISSN: 1087-9595; Online ISSN: 1528-2686)



## About the Academy of Entrepreneurship Journal (AEJ)

H Index: 12

Scopus | Cite Score| 2020-1.1 | CiteScoreTracker 2021-1.0 updated monthly

Academy of Entrepreneurship Journal (AEJ) is a peer reviewed open access journal affiliated to Allied Business Academy. Sponsored by the professional bodies like the Academy of Entrepreneurship, the journal adheres to a stringent double blind peer review policy.

With an acceptance rate of 30%, AEJ considers theoretical, conceptual and empirical studies in entrepreneurship and small business management for publication. The journal caters to the needs of wide range of readers like B-schools, small and medium business entities,

industries, policy makers, researchers, scholars, academicians and students. To this extent the journal encompasses a broad spectrum of topics in this field for publication, including but not limited to Strategy and entrepreneurship, nascent entrepreneurship, global entrepreneurship monitor, female entrepreneurship, business model evolution, Latent entrepreneurship, global entrepreneurship monitor, entrepreneurial spirit, small business owner-manager, small and medium enterprises, industrial policy and sectoral choice, entrepreneurial heuristics, entrepreneurial Spirit, Small business and economic growth, Nascent and start-up entrepreneurs, New venture creation process, organization, and behavior family business, Managerial characteristics and behavior of entrepreneurs, start-up entrepreneurs, customer relationship management, consumer behavior, E-Commerce and E-Business Models.

More information on the types of manuscripts published and the categories of research accepted are displayed in the Journal Matrix section of this website. Authors who would like to discuss the potential interest in a manuscript may contact the Editorial staff.

### Fast Editorial Execution and Review Process (FEE-Review Process)

Academy of Entrepreneurship Journal (AEJ) is participating in the Fast Editorial Execution and Review Process (FEE-Review Process) with an additional prepayment of \$199 apart from the regular article processing fee. Fast Editorial Execution and Review Process is a special service for the article that enables it to get a faster response in the pre-review stage from the handling editor as well as a review from the reviewer. An author can get a faster response of pre-review maximum in 3 days since submission, and a review process by the reviewer maximum in 5 days, followed by revision/publication in 2 days. If the article gets notified for revision by the handling editor, then it will take another 5 days for external review by the previous reviewer or alternative reviewer.

Acceptance of manuscripts is driven entirely by handling editorial team considerations and independent peer-review, ensuring the highest standards are maintained no matter the route to regular peer-reviewed publication or a fast editorial review process. The handling editor and the article contributor are responsible for adhering to scientific standards. The article FEE-Review process of \$199 will not be refunded even if the article is rejected or withdrawn for publication.

The corresponding author or institution/organization is responsible for making the manuscript FEE-Review Process payment. The additional FEE-Review Process payment covers the fast review processing and quick editorial decisions, and regular article publication covers the preparation in various formats for online publication, securing full-text inclusion in a number of permanent archives like HTML, XML, and PDF, and feeding to different indexing agencies.

## h-index

Articles published in **Academy of Entrepreneurship Journal** have been cited by esteemed scholars and scientists all around the world. **Academy of Entrepreneurship Journal** has got h-index 40, which means every article in Academy of Entrepreneurship Journal has got 40 average citations.

## Volume Selector

2023

[Volume 29, Special Issue 1](#)

2022



### Editor-in-Chief

Submit articles and queries:  
**academicentre**

Reach Us +44 151 808 1136

### Dr. Suhaimi Bin Mhd. Sarif

Professor of International Islamic University Malaysia, Department of Business Administration, Kulliyah of Economics and Management Sciences, Malaysia.

You may submit manuscripts online at:

[www.abacademies.org/submissions/academy-of-entrepreneurship-journal.html](http://www.abacademies.org/submissions/academy-of-entrepreneurship-journal.html)

By E-mail:

[academicentrepreneur@abacademies.org](mailto:academicentrepreneur@abacademies.org)  
and/or [entrepreneurship@peerjournals.com](mailto:entrepreneurship@peerjournals.com)

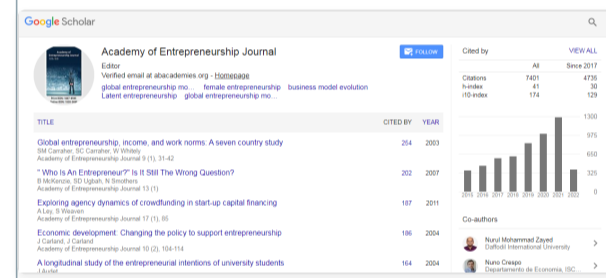
**H Index: 41 Google Scholar h5 index: 15**

**Scopus | Cite Score| 2020-1.1 | CiteScoreTracker 2021-1.0 updated monthly**

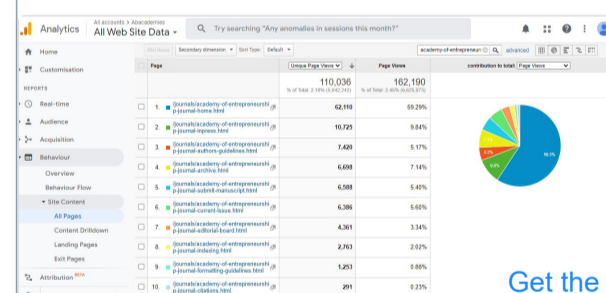
### Google scholar citation report

**Citations : 7401**

[Academy of Entrepreneurship Journal received 7401 citations as per google scholar report](#)



### 50+ Million Readerbase



Get the App

[Academy of Entrepreneurship Journal peer review process verified at p](#)



**Academy of Entrepreneurship Journal**

**PUBLISHED BY**  
Allied Academies

**REVIEW POLICY ON PUBLONS**

- Does not allow reviews to be publicly displayed
- Only allows reviewers to display the journal they reviewed for

**REVIEWERS**  
Total: 253

**INTERESTED IN REVIEWING FOR THIS JOURNAL/CONFERENCE?**  
We are not registered members of Publons review community. In touch with partnered journals they would like to review for. Register now to let Academy of Entrepreneurship Journal know you want to review for them.

**TOP HANDLING EDITORS ON PUBLONS (MANUSCRIPTS HANDLED)**

**EDITORIAL BOARD MEMBERS ON PUBLONS**  
Publons users have indicated that they sit on Academy of Entrepreneurship Journal's editorial board but we are unable to verify these claims. If you are an administrator for Academy of Entrepreneurship Journal, please get in touch to find out how you can verify the contributions of your editorial board members and those.

**TOP REVIEWERS ON PUBLONS (MANUSCRIPTS REVIEWED IN LAST 12 MONTHS)**

**ENDORSED BY**

**JOURNAL/CONFERENCE ENDORSEMENT**  
ENDORSE THIS JOURNAL/CONFERENCE

**Abstracted/Indexed in**

# Academy of Entrepreneurship Journal (Print ISSN: 1087-9595; Online ISSN: 1528-2686)

## Editorial Board

Academy of Entrepreneurship Journal (AEJ) is an open access publication affiliated to the Allied Business Academies. The Editorial Board of the AEJ exercises complete control over the editorial content of the Journal and it is currently published Bimonthly in a year. AEJ invites authors to submit manuscripts throughout the year to get accommodated in any of these editions. The Journal encourages participants in its associated conferences to submit their manuscripts for accelerated review.

AEJ encourages theoretical and empirical research in the field of, small and medium enterprises, industrial policy. All the manuscripts submitted for publication are subjected to a thorough double blind peer review process. The journal aims to expand the horizon of this scientific discipline through constant dissemination of innovations and knowledge sharing to further the reader's understanding of the Entrepreneurial Spirit and economic growth. Its current acceptance rate of manuscripts is 30%.

More details related to the types of manuscripts published and the categories of research accepted are displayed in detail in the Journal Matrix section of this website. Authors that intend to form part of the editorial board may contact the Editor by email. Individuals that are keen in joining the Editorial Board should contact the Editorial staff. The Journal is interested in expanding its Board and solicits inquiries.

### Editors-in-Chief

Reach Us   +44 151 808 1136

**Submit articles and queries:**  
[academicentrepreneur@abacademies.org](mailto:academicentrepreneur@abacademies.org)

#### Dr. Suhaimi Bin Mhd. Sarif

Professor of International Islamic University Malaysia, Department of Business Administration, Kulliyah of Economics and Management Sciences, **Malaysia.**

### Co-Editors-in-Chief

#### Nuno Crespo

Assistant Professor with Habilitation, Master in Business Economics and Competition Programme Director Economics Department, ISCTE Business School, **Portugal.** Email: [nuno.crespo@iscte-iul.pt](mailto:nuno.crespo@iscte-iul.pt)

### International Advisory Board

#### Zahir Uddin Arif, Professor

Professor and Ph.D Research Supervisor, Department of Marketing

### Editorial Board

#### Nhatphaphat Juicharoen

Sukhothai Thammathirat Open University

#### Md. Rahat Khan

Assistant Professor, City University, **Bangladesh**

#### Dr. Muhammad Mohiuddin

Assistant Professor of International Business School of Business and Economics (SoBE), Thompson Rivers University (TRU), British Columbia, **Canada.**

### Editorial Review Board

[Get the App](#)

#### Naresh Kumar

Professor at Universiti Malaysia Kelantan, Malaysia



#### Sriram Veeriah Perumal

Indian Institute of Management, Kozhikode

#### Marxia Oli. Sigo

National Institute of Technology Sikkim

#### Dinh Tran Ngoc Huy

International University of **Japan**

#### Yaryna Samusevych

Sumy State University

#### Nurul Mohammad Zayed

Daffodil International University

#### Md. Rahat Khan

Assistant Professor, City University, Bangladesh

#### Tarek Tawfik Yousef Alkhateeb

Kafr Elsheikh university

#### Vakhtang Charaia

Business and Technology University





**Prokhorov Viktor**

New Technology Center. Moscow

**Ben Mohamed Ezzeddine**

University of Sfax Tunisia

**Nadia Simoes**

Professor at Instituto Universitario de Lisboa (ISCTE-IUL)

**Kuan Min Wang**

Overseas Chinese University

Reach Us



+44 151 808 1136

**Dr. Saqlain Raza**

Assistant Professor at Shaheed Zulfikar Ali Bhutto Institute of Science and Technology-Karachi Campus

**Katarzyna Boratynska**

Warsaw University of Life Sciences-SGGW Warsaw

**Adil siswanto**

University of Brawijaya

**Thanaphol Virasa**

College of Management Mahidol University

**Natanya Meyer**

North West University

**Dr. Ratish C Gupta**

Daly College Business School Indore

**Mohammed El Amine Abdelli**

University of Zaragoza

**Cherrafi Anass**

Moulay Ismail University

**Vincent Dutot**

Paris School of Business

**Crane Frederick**

Northeastern University

**Michael Meeks**

Louisiana State University-Shreveport

**Donatus Okhomina**

Alabama State University

**Michael Harris**

Eastern Michigan University

**Sanjib Chowdhury**

Eastern Michigan University

[Get the App](#)

Allied Business Academies publishing a total of 14 different journals in various fields of business. With an acceptance rate of 30%, each of the journals of our affiliates is double blind, peer reviewed and some of the journals are listed in SCOPUS, SCIMAGO, Google Scholar, ProQuest, Cengage Gale, LexisNexis and several other academic databases and search engines.

## Follow Us



## Quick Links

- Journals
- Matrix
- Proceedings
- Guidelines
- About Us
- Member Services

## Contact Info

- Allied Business Academies  
40 Bloomsbury Way Lower  
Ground Floor  
London, United Kingdom  
WC1A 2SE  
Registered Address  
3 SHENTON WAY  
#10-05  
SHENTON HOUSE  
SINGAPORE (068805)
- (+ 44-2036082719)
- [contactus@abacademies.org](mailto:contactus@abacademies.org)

# Academy of Entrepreneurship Journal (Print ISSN: 1087-9595; Online ISSN: 1528-2686)

## Articles in issue: 3 | Volume: 25 | Month: September | Year: 2019

### **Economic Globalisation and Entrepreneurship Development in An Emerging Economy.**

**Author(s):** Emeh Chioma Ndidiamaka, Ezenwakwelu Charity, Abugu James, Imhanrenialena Benedict, Okafor Lawrence, Ulo Fabian

[Abstract](#) [Full-Text](#) [PDF](#)

### **The Determinants Affecting the Competitive Capability A Case of Small and Medium Enterprises in Ho Chi Minh City.**

**Author(s):** Nguyen Van Tien, Phuoc Minh Hiep, Nguyen Minh Dat

[Abstract](#) [Full-Text](#) [PDF](#)

### [Creativity and Transformational Leadership On Public Sector Employee Performance](#)

**Author(s):** Suparjo, Endang Sri Sunarsih

[Abstract](#) [Full-Text](#) [PDF](#)

### [Gamification in Entrepreneurship and Accounting Education](#)

**Author(s):** Khairina Rosli, Norhaiza Khairudin, Rafeah Mat Saat

[Abstract](#) [Full-Text](#) [PDF](#)

### [Alertness and Malay Women Entrepreneurs Success the Moderating Effect of Work family Conflict](#)

**Author(s):** Maliani binti Mohamad, Nur Yuhainis Ab Wahab, Yusrinadini Zahirah Yusuff, Siti Nur Zahirah Omar

[Abstract](#) [Full-Text](#) [PDF](#)

### [Enhancing Hotel Industry Performance through Service Based Resources and Strategic Entrepreneurship \(Case Study At Hotel Industries In Indonesia\)](#)

**Author(s):** Muhammad Yunus Amar, Alim Syariati, Fauzi Rahman Rahim

[Abstract](#) [Full-Text](#) [PDF](#)

### [Organizational Memory Knowledge Management Marketing Innovation and Cost of Quality Empirical Effects from Construction Industry in Jordan](#)

**Author(s):** Reham Zuhier Qasim Almomani, Lina Hamdan Mahmoud Al-Abbadi, Amani Rajab Abed Alhaleem Abu Rumman, Ayman Abu-Rumman, Khaled Banyhamdan

[Abstract](#) [Full-Text](#) [PDF](#)

### [Drivers and Barriers to Sustainability Manufacturing Practices By Small and Medium Enterprises in South Africa](#)

**Author(s):** Olawale Fatoki

[Abstract](#) [Full-Text](#) [PDF](#)

### [Do Non-Family Member Managers Enhance Venture Performance of Family Businesses Evidence from Nigeria](#)

**Author(s):** Agbaeze K. Emmanuel, Nwakoby N. Peace, Onwuka M. Ebele, Chimeziem C.G. Udeze, Olayinka A. Abiodun

[Abstract](#) [Full-Text](#) [PDF](#)

### [Analysis of the Competency On Agribusiness Activities in Developing and Developed Countries](#)

**Author(s):** Sri Herliana, Qorri Aina, Acip Sutardi, Nur Lawiyah, Wardah Naili Ulfah

[Abstract](#) [Full-Text](#) [PDF](#)

### [Customer Loyalty Factors Strategy at E-commerce Hijab Business Frequency Analysis Method](#)

**Author(s):** Sri Herliana, Qorri Aina, Qonita Himaatul Aliya, Nur Lawiyah

[Abstract](#) [Full-Text](#) [PDF](#)

### **Incubation of Entrepreneurs Contributes to Business Growth and Job Creation A Botswana Case Study.**

**Author(s):** Flip Schutte, Tebogo Direng

[Abstract](#) [Full-Text](#) [PDF](#)

### [Can Entrepreneurship Behavior Through Innovation Increase the traditional Market Traders Performance?](#)

**Author(s):** Sonny Leksono, Ratnawati, Endang Sungkawati

[Abstract](#) [Full-Text](#) [PDF](#)

### [Socioeconomic Implications of Energy Poverty in South African Poor Rural Households](#)

**Author(s):** Kola Olusola Odeku, Edson Meyer

[Abstract](#) [Full-Text](#) [PDF](#)

### [Numerical Modeling of Social Entrepreneurship Thrive in Malaysia](#)

**Author(s):** Norlinda Mohd Rozar, Muhammad Ashlyzan Razik, Mohamad Hazeem Sidik, Mohd Nazri Zakaria

[Abstract](#) [Full-Text](#) [PDF](#)

### [How to do Entrepreneurship Programs in Mexico Which Beneficiaries Support Packages and Projects?](#)

**Author(s):** Jeremy Heald, Lari Arthur Viianto

[Abstract](#) [Full-Text](#) [PDF](#)

### [Capital Structure Determinants and Performance of Startup Firms in Developing Economies: A Conceptual Review](#)

**Author(s):** Ezenwakwelu Charity, Onyeama Chigozie Austin, Osanebi Chimsunum orji, Emengini Emeka Steve, Abugu James Okechukwu

[Abstract](#) [Full-Text](#) [PDF](#)

### [Study Factors Affecting Management Capacity and the Business Effectiveness A Case of Small and Medium Enterprises in Vietnam](#)

**Author(s):** Nguyen Anh Hien, Ha Hoang Nhu, Pham Thanh Trung, Le Ngoc Doan Trang, Phan Thanh Tam

[Abstract](#) [Full-Text](#) [PDF](#)

### [Determining the Validity and Reliability of Entrepreneurial Emotion](#)

**Author(s):** Nor Hafiza Othman, Norasmah Othman, Noor Hasni Juhdi

[Abstract](#) [Full-Text](#) [PDF](#)

## Follow Us.



## Quick Links

- [Academies](#)
- [Journals](#)
- [Matrix](#)
- [Proceedings](#)
- [Guidelines](#)
- [About Us](#)
- [Member Services](#)

## Contact Info

- [Allied Business Academies](#)  
40 Bloomsbury Way Lower Ground  
Floor  
London, United Kingdom  
WC1A 2SE
- [\(828\) 214-3944](#)
- [contact@abacademies.org](mailto:contact@abacademies.org)

# ECONOMIC GLOBALISATION AND ENTREPRENEURSHIP DEVELOPMENT IN AN EMERGING ECONOMY

Emeh Chioma Ndidiamaka, **University of Nigeria**

Ezenwakwelu Charity, University of Nigeria

Abugu James, University of Nigeria

Imhanrenialena Benedict, University of Nigeria

Okafor Lawrence, Ebonyi State University

Ulo Fabian, Ebonyi State University

## ABSTRACT

*With the attention of globalization, naturalism and how these benefit firms, we developed objectives of how measures of economic globalization-access to markets, trade deregulation and trade competition affect job creation (entrepreneurship development) in an environment that interacts with local constraints. We used the Analysis of Moment Structures (AMOS) to test this moderating effect, but could only establish a negative moderating effect of constraint and trade deregulation on job creation. We conclude that while access to markets and trade competition have nothing to do with local constraints on predicting job creation, trade deregulation does. For future directions, studies could be done on the bases of firm size, industry, and economic class.*

**Keywords:** Entrepreneurship Development, Economic Globalisation, Emerging Economy.

## INTRODUCTION

Over the years, those in the academia and economists have waged raging battles of semantics in a bid to come to terms with what globalisation is, what it is not, who it benefits and who it does not. It is a subject of growing controversy, and there seems to be no consensus on the idea. The world is converging socially, politically and economically. As a result, globalisation could be defined based on social, political and economic interest exemplified economically as access to new markets, reduction in trade rules and regulations and the presence of trade competition (Alcala & Ciccone, 2004; Acemoglu, 2010; Alvaredo, et al., 2013; Nwokah & Adiele, 2015).

The concept of globalisation is no more a novel to economists and business managers. What is new and attractive is the zeal with which it has been embraced lately and the depth of relevance which it has assumed in modern capitalism. Globalisation since its introduction has increasingly gained currency as a strategic tool for nations' development and for growing world economy. Specifically, it has played a tremendous role in breaking the barriers which hitherto have constituted bottlenecks to international integration and free flow of goods and resources. At inception, globalisation was restricted to large corporations but this has changed in the last few years. It has now permeated all forms and sizes of businesses so that it is not just large corporations that have global focus but also, smaller firms are increasingly going global. There

# THE DETERMINANTS AFFECTING THE COMPETITIVE CAPABILITY: A CASE OF SMALL AND MEDIUM ENTERPRISES IN HO CHI MINH CITY

Nguyen Van Tien, **Banking University Ho Chi Minh City (BUH)**

Phuoc Minh Hiep, **Tra Vinh University (TVU)**

Nguyen Minh Dat, **Ho Chi Minh City University of Law (HCMCUL)**

## ABSTRACT

*Small and medium enterprises (SMEs) have a very important position in country's economic development. In the current trend of integration and globalization, all countries pay attention to supporting small and medium enterprises to mobilize maximum resources and to improve the competitiveness of products. However, SMEs are facing many problems such as human resources, Loans, technology capacity... This reality requires each SME to enhance its competitive capability in order to compete not only domestic but also foreign enterprises. Therefore, this study goal is to explore the determinants affecting the competitive capability of small and medium enterprises in Ho Chi Minh City (HCMC). This study surveyed 400 managers related to SMEs and answered 23 questions but 395 samples processed. The data collected from November 2018 to March 2019 in HCMC. Simple random sampling technique. Cronbach's alpha and the exploratory factor analysis (EFA) analyzed and used for Structural Equation Modelling (SEM) technique. Finally, the findings of the study have five factors affecting the competitive capability of SMEs with significance level 0.01.*

**Keywords:** Competitive, Capability, Small and Medium, Enterprises and SMEs.

## INTRODUCTION

Small and medium-sized businesses play an important role in the national economy, Survey of the SME Association showed that SMEs contributing about 43.2% of GDP, 31% of exports, 29% of revenues to the state budget and creating jobs for more than 5 million workers. Although demonstrating the role of growth motivation of the economy, the reality of small and medium enterprises is still difficult, facing many challenges in competition and integration. Besides, SMEs still face difficulties and shortcomings such as finance capability; Human resources; technology capability; Marketing and Management capability. This makes SMEs have low competitiveness, low production and business efficiency, many difficulties and potential risks (Smit & Watkins 2012). The size of SMEs is small; the structure of the sector and the operation area of the SME sector are also unreasonable.

In addition, Vietnam Government has policies to support SME development, start-up, and issues of national competitiveness, innovation and business development that have also been mentioned consistently in the Party's guidelines and policies and laws of the State. However, in terms of renovation of the growth model, focusing on improving the quality of growth and competitiveness of each economic entity, the policy mechanism for the above-mentioned types of enterprises is still inadequate and synchronized. Performance is still low;

# INCUBATION OF ENTREPRENEURS CONTRIBUTES TO BUSINESS GROWTH AND JOB CREATION: A BOTSWANA CASE STUDY

**Flip Schutte, Gordon Institute for Business Science, University of Pretoria**  
**Tebogo Direng, Gordon Institute for Business Science, University of Pretoria**

## ABSTRACT

*In Botswana, a business incubator was established with the intention to develop and grow businesses as a way of fostering economic growth and job creation. The objective of this article was to determine if the coaching provided during incubation has an impact on the development of entrepreneurs, and if job creation resulted as a spin-off from the incubated firms. Qualitative research by means of interviews was conducted. The results showed that entrepreneurs are benefitting from the incubators and jobs were created in the process, but some fine tuning needs to be done.*

**Keywords:** Entrepreneurs Development, Business Growth, Economic Growth, Business Incubators.

## INTRODUCTION

Like other countries in Africa, Botswana had experienced significant economic growth since it gained independence. The success is attributed to a combination of a strong focus on peace, political stability and the effectivity of government to use mineral revenues towards the development of a not-only-mining economy (Hernández & Carrá, 2016). For this reason, there are a focus on entrepreneurship and the development of entrepreneurs through incubation.

The government of Botswana has thus the vision to grow their economy not only by mining related activities, but also through entrepreneurs. Koshy (2010) stated that the most significant benefit of a business incubator, as development instrument, is to increase the survival rate of entrepreneurs starting a business. Therefore, the Botswana government are allocating higher amounts of their budget towards entrepreneurship development and incubation. However, there are an 80% failure rate of entrepreneurs in the country (Temtime & Pansiri, 2004). This is not too high if you compare it to South Africa, who according to Fatoki (2014), have a start-up failure rate of up to 95% within the first five years of operations. Countries who thus want to foster their entrepreneurs, need effective and well-functioning incubators.

The economic slowdown that has been experienced since 2008, brought about some challenges such as unemployment, high levels of poverty and increasing inequality between rich and poor. The ability of the government to eradicate poverty and reduce inequality stays a challenge (Themba & Josiah, 2015). According to Dubihlela (2014), SMME's are expected to play a significant role in creating jobs and lower unemployment. One of the institutions that have been established to develop and promote entrepreneurs in Botswana is the Citizen Entrepreneurial Development Agency (CEDA) whose mandate is to fund and promote