

Factors Preventing Entrepreneurship: The Case of University Graduates in Bangladesh

Nazrul Islam, Sharmina Afrin, Shahriar Kabir Alif, Rashik Hassan, Md. Mohianal Islam, Rahman Ershad Kayani and Md. Moin Khan

The economic development of a developing country like Bangladesh depends on the development of entrepreneurship that again depends on the entrepreneurial intentions of the university graduates. But the intentions of the graduates are outlawed by a number of factors which are external and internal in nature. Therefore, this study aims at identifying the factors that prevent or discourage the university graduates of Bangladesh to initiate new business. To conduct the study, 210 recent business graduates were chosen and interviewed from eleven universities - five government universities and six private universities of Bangladesh. All the respondent interviewees were the recent business graduates. A structured questionnaire with five points Likert scale was used to collect primary data from the respondent graduates. Both descriptive and inferential statistics were used to analyze the data. Descriptive statistics were used to describe the present situation of the entrepreneurship development in Bangladesh. Inferential statistics like factor analysis and multiple regression analysis were used to identify the relationships between the overall entrepreneurship development and the specific factor(s) that prohibit university graduates to be entrepreneurial in Bangladesh. The study found that the lack of confidence and calmness in confronting difficulties, lack of aspiration to be a successful boss, lack of favorable environment for entrepreneurial activities, lack of encouragement and learning on entrepreneurship, and lack of capital and business knowledge are significant prohibiting factors for the business graduates to be entrepreneurial in Bangladesh. This study suggests that the policymakers should focus more on entrepreneurship learning at the university level, availability of capital, and creation of favorable business environment for the development of entrepreneurship in Bangladesh.

Keywords: Entrepreneurship Learning, Entrepreneurial Aspiration, Favorable Entrepreneurial Environment, Learning on Entrepreneurship, Sources of Capital and Business Knowledge.

1. Introduction

The economy of Bangladesh has been expanding very fast in recent years. This is due to suitable investment policy and sound macroeconomic policies of the government of the country. This growth and development also can be attributed by the growth of manufacturing and service industries in the country. This has created additional opportunity for the university graduates of Bangladesh. However, study shows there are

Dr. Nazrul Islam, Professor, Canadian University of Bangladesh, Dhaka, Bangladesh
Email: nazrulku@gmail.com

Dr. Sharmina Afrin, Professor, Bangladesh University of Business and Technology, Dhaka, Bangladesh.
Mr. Shahriar Kabir Alif, Mr. Rashik Hassan, Mr. Md. Mohianal Islam, Mr. Rahman Ershad Kayani and Mr. Md. Moin Khan, Bangladesh University of Professionals, Mirpur Cantonment, Bangladesh,
Email: re_kayani99@yahoo.com, rashikhsn1@gmail.com

number of factors that influence the fresh graduates negatively to be entrepreneurial irrespective of subjects studied by them. The factors are mainly concerned with individual, financial, technological, cultural and other factors of business (Guha, Mamun, 2016). Entrepreneurial self-efficacy also has both the largest impact on intentions as well as on prior experience (Ashraf, 2019). But the contribution of youth entrepreneurs is highly required to continue with the present economic growth of the country in future.

As per 'Annual Report 2016' of University Grants Commission (UGC) of Bangladesh, there are around 28 lacs students in public universities and 3.37 lacs students in private universities studying in 41 public and 103 private universitiesⁱ. More than 6 lacs students are graduated each year from public and private universities of Bangladesh. Among the six lacs graduates, one sixth is business graduates. Studies also show that the employment rate of youth is the highest among the university graduates in Bangladesh. Even though the rate came down to 12.10% in 2016, a significant percentage of the highly educated youths are still unemployed in the country (Bangladesh Employment and Labor Market Watch 2018)ⁱⁱ. These unemployed youths have the potentials to be the entrepreneurs in different sectors of Bangladesh.

Studies also show that among the factors that hamper the commencement of one's own business are: lack of experience, lack of capital, and risk of failure are important (Staniewski & Awruk, 2015). Graduates often face a number of barriers that prohibit them to be entrepreneurial. Among the barriers finance is number one barrier for the fresh graduates of Bangladesh (Bates 1995). For sourcing finance collateral security is required which is a barrier for the new entrepreneurs. Venture capital organizations are hardly useful for sourcing capital by the new entrepreneurs in Bangladesh due to number of imposed conditions like collateral security. Cultural factor like social norms also influence the way the entrepreneurs perceive opportunity and this can represent significant barrier for starting a new business in Bangladesh (Kunene (2008). However, there are some people who don't care about the cultural barriers in Bangladesh. Sometimes, involvement of friends and local neighbors in business induce the graduates to be entrepreneurs. Economic factors, political-institutional factors, market environment, internal environment like company demographics and human capital are the primary barriers for the fresh graduates to assume the role of entrepreneurs in Bangladesh. No previous study focused on the issue and hence, the main objective of this study is to identify the factors that prevent the for the university fresh graduates to become entrepreneur in Bangladesh. The specific objectives are:

- i. To identify the factors that prohibit the university graduates to be entrepreneurial in Bangladesh;
- ii. To identify the significant factors those prohibit the fresh graduates to be entrepreneurial in Bangladesh.

To suggest some measures for the policymakers of the business sector for the development of entrepreneurship in Bangladesh

The paper is organized under six sections. While Section one deals with introduction, Section two focuses on literature review. Research data and Methods are presented in

Section three. Section four contains analysis and interpretations of the results. Conclusions and recommendations are presented in Section five.

2. Literature Review

The development of entrepreneurship among the fresh university graduates depends on a number of factors in any country. Culture is one of the factors that play a significant role in developing entrepreneurship in a society. Culture as one of the key factors related to rising entrepreneurship. Study shows that cultural and social attitudes affect the drive activities similar to or including entrepreneurship of a nation, population, race, ethnic group or a region (Mueller & Thomas, 2001). The relationship between lifestyle and culture with the development of entrepreneurship is very strong (Birley, 1987; McGrath, Macmillan, 1992; Kreiser; Marino; Weaver, 2001). Economic and entrepreneurial development of a nation depends on the cultural variations among the countries and nations. It is recognized as an essential factor. The socio-cultural perspective suggests that the society shows respect to the entrepreneurs is a source from which it can be learned that shame a motivating factor to entrepreneurship (Basu, 2002). Culture impacts the qualities and again contrasts in qualities that have an effect on entrepreneurial conduct, the choice be an entrepreneur, needs and thought processes in accomplishment, connection or the quest for individual and social objectives, convictions, conduct and direction towards risk-taking, master animation and self-viability of the people (Harding, Cowling & Ream, 2003).

Lack of access to financial resources has also been found important barriers to be entrepreneurial. According to Alemayehu (2014), the lesser attractiveness of business environment and social values are subsequent necessary factors which force the youths to spend a lot of time in finding employment rather than beginning their own businesses. In contrast, previous analysis perceived behavioral control is insignificant in predicting the youths' intention to start their own businesses (Alemayehu, 2014). Availability of financial resources was found very important in starting a new business for the fresh entrepreneurs (Agaje, 2004; Akbar and Bashir, 2009; Briggs, 2009). Agaje (2004) stated that becoming financially independent is the major motivating factor for entrepreneurs to start a new business. According to another study, graduates get discouraged in getting involved as entrepreneurs in various business ventures due to poor government law and policy, poor education system, corruption threat, taxation system, the issue of trust in business, the issue of experience and skill, unhealthy competition in the business and the issue of licensing and legislation, etc. (Fenrick, 2014). As indicated by Moog (2005), 78% of youngsters matured, somewhere in the range of 15 and 24 years of age, against 73% of all other age partners apparent that the imperative of satisfactory budgetary help is the most significant obstacle than regulatory or financial obstacles. Documentation methods and data required by acknowledge banks just as extremely high loan fees and charges likewise obstruct youthful business visionaries to benefit credit. As indicated by De Sa (2005), another obstacle is identified with the time expected to settle on an application for financing.

Judicial system, educational system, financial system, and general government policies are sometimes barriers for the fresh graduates. The extended list of constrains and

problems of entrepreneurship development comprises of different issues related to person, environment, judiciary, economy and politics (Chowdhury, 2017). For promoting, encouraging and assisting entrepreneurial behavior the judicial system, the educational system, the financial system, and general government policies need favorable reforms. Also, power, water, transport system and other basic infrastructure can help entrepreneurship (Ofili, 2014). Legitimate perspectives and bureaucratic complexities are likewise observed as hindrances towards young entrepreneurship (World Bank, 2005). As indicated by the ILO (2004), 70% of the respondents of Europe (67% of respondents matured between 15-24 years) stated that regulatory requirements are recognized to be a significantly deterrent for new company and independent work.

Family background and mindset of the graduates are the factors for being entrepreneurial. Youngsters' frame of mind towards going into self-owned business is additionally affected by the picture, notoriety, and validity of entrepreneurs in a general society. There is a realization in the general public that the initialization of a little business is as yet risky where the social condition is with the end goal, that private company adventures are as yet seen as excessively unsafe exercises where inadequacies exceed its benefits (Fowler, 2000). How the young people think about entrepreneurship and whether their thoughts towards business is positive or negative is dependent on many factors, among which parents, keens and friends are one of the most significant ones. The development of entrepreneurial behavior depends a lot on the family background of personnel (Street & Sykes, 2003). The lesser attractiveness of business environment and social values are subsequent necessary factors which force the youths to spend a lot of time in finding employment rather than beginning own business. In contrast to previous analysis perceived behavioral control is found insignificant in predicting the youths' intention to start out own business (Alemayehu, 2014).

Along with family influence, knowledge-based innovation, independence, and marketing knowledge help in creating entrepreneurship among the university graduates. According to results of most of the studies, start-up challenge includes neglecting knowledge-based innovation, being their own boss is that the main motivation to start business. Youngsters are mainly influenced by their families to begin businesses whereas financial risk is the most pressing de-motivator to start-up business (Mahi Uddin et al., 2015). Thus, human factor is a dominant factor in business and economic development (Mehmood, et. al., 2019). With the ever-changing economic activities happening, entrepreneurs need to step up and come with various new innovative methods to adapt with the dynamic market. Now, to help the future entrepreneurs grow up and adapt to this fast-dynamic setting, the education needs to shift towards and follow an enacted approach (Vanevenhoven, 2013). The world has gone through globalization and to face the challenges created due to globalization and knowledge-based economy entrepreneurs are needed. Now, in this state we can thrive with entrepreneurship at various levels in the society (Tan, 2002).

Training and education help create stimuli among the fresh graduates to be entrepreneurs. Jain said that innovativeness and creativity are very hard to nurture in the system where students are taught to be a clerk. Creativeness and innovation should

be encouraged more for entrepreneurship to flourish (Jain, 2019). Knowledge about and the connection with the possibility of business enterprise as a feasible career inspires youngsters to become entrepreneurs in Bangladesh. Training and education, in such manner, can assume a crucial job in making mindfulness and appeal towards enterprise. Education likewise encourages outfitting youngsters with certain aptitudes and capacities important to be an Entrepreneur (Gibb, 1988).

Gender difference also has impact on the graduates to be entrepreneurial. As per Manolova et al. (2008), rousing components to begin a business are distinctive crosswise over sex. As per this gathering of specialists, men are inspired by monetary profits, self-acknowledgment, and self-sufficiency, though for women, status is an extra huge persuading factor. Townsend et. al., (2010) reasoned that trust in one's capacity to perform errands pertinent to business enterprise and it is a strong indicator of start-up while result anticipations seem to assume a peripheral job. In another research it was found that, the following factors have effect on entrepreneurship: age, education, experience, population, social position, social dignity, community relations, consciousness and information (Sabuhilaki, 2016). Study also shows that there is need for the government to promote and encourage entrepreneurship as well as enforce the teaching of entrepreneurship different level of education both in the technical and general sub-systems (Vukenkeng, et. al., 2018).

Work experience has influence on the graduates to be entrepreneurial in their career. Past involvement with work and independent work is likewise discovered more significant than formal training in deciding the probability of somebody being a beginning business person, and the other issue having impact is having a parent who was independently employed. Having a parent who was independently employed improves this probability of turning out to be an entrepreneur (Johnson et al., 2006). These all literature show that in past studies there are very few studies on the factors prohibiting university graduates to be entrepreneurial in Bangladesh. The details of the literature review is shown in Table 1.

Table 1: Literature Review on Factors Preventing the Development of Entrepreneurship among the Graduates

Authors/Researchers	Self-Dependent	Influenced by Other Persons	Experience	Role of Financing	Knowledge	Legal Barriers	Supporting Bodies	Political Environment	Risk Taking Tendency	Awareness of Start-Up	Social/Cultural Factors	Psychological Factors	Economic and Business Environment
Uddin, M.; Chowdhury, M.; & Ullah, M. (2004)	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓
Tan, W (2014)	✓						✓				✓		✓
Sabuhilaki, B. (2016)			✓		✓				✓		✓		
Chowdhury, F. (2017)	✓	✓		✓	✓	✓	✓			✓		✓	✓
Alemayehu, Binyam. (2014)	✓	✓		✓							✓		✓
Ofilii, Onyeka Uche (2014)			✓	✓	✓		✓						✓
Fenrick, M. (2014)			✓		✓	✓	✓	✓			✓		
Vanevenhoven, J. (2013)			✓		✓								
Mueller & Thomas (2001)											✓		
Basu, A. (2002)						✓		✓			✓		✓
Street, R.; Sykes, J. (2003)											✓	✓	
Harding, R.; Cowling, M.; Ream, M. (2003)	✓		✓	✓	✓				✓				
Fowler, A. (2000)	✓		✓								✓	✓	
Gibb, A. A. (1988)					✓								
ILO (2004); World Bank (2005)						✓							✓
Moog, P. (2005)							✓	✓					✓
De Sa, L. (2005)						✓					✓		✓
Townsend DM, Busenitz LW, Arthurs JD (2010)	✓			✓								✓	
Johnson PS, Parker SC, Wijbenga F (2006)					✓						✓	✓	
Agaje SW (2004)				✓			✓						
Total	7												

3. Data and Methods

This study has been conducted among the fresh university graduates of private and public universities of Bangladesh. The graduates from eleven universities were surveyed in the study. It included five government universities such as, University of Dhaka, Jagannath University, Jahangirnagar University, University of Rajshahi and University of Chitagong. Six universities such as, North South University, East West University, Eastern University, Ahsanullah University of Science and Technology, and Uttara University were covered from the private sector universities of Bangladesh.

3.1 Respondents' Profiles

Table 2 shows that the majority of the respondents (60%) were male and 40% were female who are graduated and ready to start business.

Table 2: Gender Difference of the Respondents

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Male	126	60.0	60.0	100.0
Female	84	40.0	40.0	
Total	210	100.0	100.0	

3.2 Reliability and Validity

Reliability is consistency across items like internal consistency of the variables. This study show that the reliability score (Cronbach's Alpha) is at the acceptable limit (Nunnally, 1978). Moreover, validity is the extent to which the scores actually represent the variable they are intended (Table 3).

Table 3: Reliability Statistics

10	N of Items
0.901	23

3.3 KMO & Bartlett's Test

KMO & Bartlett's Test of Sphericity is a measure of sampling adequacy that is recommended to check the case to variable ratio for the analysis being conducted. The Kaiser-Meyer-Olkin Measure of Sampling Adequacy is a statistic that indicates the proportion of variance in the variables of the study that might be caused by underlying factors. This study found KMO result significant which is shown in Table 4.

Table 4: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.886
Bartlett's Test of Sphericity	Approx. Chi-Square	3075.109
	df	253
	Sig.	.000

3.4 Sample Design and Determination of Sample Size

It was presumed that that more than six lacs University graduates come out every year both from 319 colleges of National University, 96 private universities and 37 government universities of Bangladesh (Islam, & Arefin, 2018). Among the six lacs graduates, one sixth are business graduates i.e., 1,00,000. Hence, the population size has been identified as one lac who are graduated in business each year in Bangladesh. The sample size of this study was determined by using the following formula suggested by Yamane (1967).

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

Where, n is the sample size, N is the population size, and e is the level of precision. For this study, level of precision is presumed as 0.07 (seven percent) and the population size i.e., business graduates is 1,00,000. Putting these values in the above equation, the required number of sample size becomes approximately 204. This study interviewed 210 university graduates passed from different universities of Bangladesh. This figure is well above the critical sample size of 200 for employing multivariate analysis (Hair et al., 1998). Taking the accessibility and willingness of the employees to respond to this study into account, Convenience Sampling Method was used to draw the sampling units (Malhotra, 2007).

3.5 Questionnaire Design

The structured questionnaire developed by Dabholkar (1996) was used in this research to collect information from the literature review on the factors prohibiting university graduates to be entrepreneurial in Bangladesh. Responses to all the statements in the questionnaire were measured on a five-point scale ranging from 1 to 5 with 1 indicating strongly disagree and 5 indicating strongly agree. One of the relative advantages of using this scale is its suitability for the applications of multifarious statistical tools used in marketing and social research study (Malhotra, 1999). The collected data were statistically processed subsequently to get the useful information. The reliability statistics show that the internal consistency of the questionnaire is under the acceptable limit (Nunnally, 1978).

3.6 Data Collection & Analysis

Data were collected from both primary and secondary sources. Primary data were used for identification of the prohibiting factors concerning university graduates to be entrepreneurial in Bangladesh. The survey was conducted among the business

graduates of Bangladesh. The survey was conducted in 2019. The interviewers were properly trained on the items included in the questionnaire for data collection before commencing the interview. Along with descriptive statisticsⁱⁱⁱ, inferential statistical^{iv} techniques such as, Factor Analysis and Multiple Regression Analysis techniques were used to analyze the data. A Principal Component Analysis (PCA) with an Orthogonal Rotation (Varimax)^v using the SPSS (Statistical Package for Social Sciences) was performed on the survey data. Multiple Regression Analysis^{vi} such as, Multiple Regression was conducted by using SPSS to identify the relationships between the dependent and independent variables and the significant factors.

4. Analysis and Interpretations

4.1 Results of Factor Analysis

The results of factor analysis show that all the variables concerning the factors prohibiting university graduates to be entrepreneurial in Bangladesh have high communalities indicating the variables are important in this study (Table 5).

Table 5: Communalities of the Variables

Variables	Extraction
1. I have a positive attitude toward being an entrepreneur	.781
2. Being an entrepreneur would entail great satisfaction for me	.804
3. Being an entrepreneur will make me a successful person	.788
4. Being an entrepreneur will allow me to be my own boss	.714
5. I am determined to create a firm in the future	.751
6. My parents are positively oriented towards my future career as an entrepreneur	.570
7. My friends value entrepreneurial activity above other activities and careers	.678
8. The culture in my country is highly favorable toward entrepreneurial activities	.707
9. In my country, entrepreneurial activity is considered to be worthwhile, despite the risks	.728
10. Entrepreneurship should be taught in university.	.713
11. Entrepreneurial courses would help students start businesses	.686
12. Students are encouraged to pursue entrepreneurial ventures in universities.	.656
13. Entrepreneurial activities should not be only limited to business students.	.591
14. I will be able to achieve all of my entrepreneurial goals that I have set for myself.	.741
15. I will be able to deal with any unexpected events that I am confronted with.	.682
16. I am confident to engage in new ventures and ideas	.739
17. I remain calm when faced with difficulties because I can rely on my coping abilities.	.691
18. I am confident that when confronted with problems I can usually find several solutions.	.742
19. My professional goal is to become an entrepreneur	.744
20. I prefer to be an entrepreneur rather than be employed in a company	.704
21. Source of capital is a barriers for being entrepreneurial	.671
22. Lack of business knowledge is another barrier for being entrepreneur	.627
23. Lack of encouragement from the people near to me	.574

Extraction Method: Principal Component Analysis.

This study identified five factors prohibiting university graduates to be entrepreneurial in Bangladesh in Bangladesh. These five factors together explained 69.92% of the variance of the data set. The factors are: lack of confidence and calmness in confronting difficulties, lack of aspiration to be a successful boss, lack of favorable environment in entrepreneurial activities, lack of encouragement and learning on entrepreneurship, and lack of capital and business knowledge (Table 6).

Table 6: Total Variance Explained

Factors	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1. Lack of confidence and calmness in confronting difficulties	8.676	37.723	37.723
2. Lack of aspiration to be a successful boss	2.686	11.680	49.404
3. Lack of favorable environment in entrepreneurial activities	2.212	9.618	59.022
4. Lack of encouragement and learning on entrepreneurship	1.334	5.801	64.823
5. Lack of capital and business knowledge	1.173	5.099	69.922

Extraction Method: Principal Component Analysis.

Table 7 shows the factor loadings of the variables constituted five prohibiting factors are very high. It shows that the factor loadings of all the variables are high indicating that the variables constituted the factor(s) have higher level of relationships with the factors.

Table 7: Rotated Component Matrix^a

Variables / Factors	Component				
	1	2	3	4	5
Factor 1 Lack of Confidence and Calmness in Confronting Difficulties					
I will be able to achieve all of my entrepreneurial goals that I have set for myself.	.831				
I am confident that when confronted with problems I can usually find several solutions.	.805				
I am confident to engage in new ventures and ideas	.801				
My professional goal is to become an entrepreneur	.796				
I remain calm when faced with difficulties because I can rely on my coping abilities.	.764				
I prefer to be an entrepreneur rather than be employed in a	.759				
I will be able to deal with any unexpected events that I am confronted with.	.648				
Factor 2 Lack of Aspiration to be a Successful Boss					
Being an entrepreneur will allow me to be my own boss		.806			
Being an entrepreneur will make me a successful person		.747			
Being an entrepreneur would entail great satisfaction for me		.712			
I have a positive attitude toward being an entrepreneur		.681			
I am determined to create a firm in the future		.673			
Factor 3 Lack of Favorable Environment in Entrepreneurial Activities					
In my country, entrepreneurial activity is considered to be worthwhile, despite the risks			.846		
The culture in my country is highly favorable toward entrepreneurial activities			.813		
My friends value entrepreneurial activity above other activities and careers			.773		
My parents are positively oriented towards my future career as an entrepreneur			.680		
Factor 4 Lack of Encouragement and Learning on Entrepreneurship					
Entrepreneurship should be taught in university.				.762	
Students are encouraged to pursue entrepreneurial ventures in universities.				.739	
Entrepreneurial courses would help students start businesses				.716	
Entrepreneurial activities should not be only limited to business students.				.551	
Factor 5 Lack of Capital and Business Knowledge					
Source of capital is a barriers for being entrepreneurial					.793
Lack of business knowledge is barrier for being entrepreneur					.774
Lack of encouragement from the people near					.741

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 6 iterations.

4.2 Results of Multiple Regression Analysis

Model summary shows that the R square value of the model is 0.781 and adjusted R square is 0.610 indicating that the model is a good model to explain the prohibiting factors for the university graduates to be entrepreneurial in Bangladesh (Table 8).

Table 8: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.781 ^a	0.610	0.600	0.6110

a. Predictors: (Constant), REGR factor score 5 for analysis 1, REGR factor score 4 for analysis 1, REGR factor score 3 for analysis 1, REGR factor score 2 for analysis 1, REGR factor score 1 for analysis 1

Table 9 shows that all the prohibiting factors together are significantly related to the overall barriers of the university graduates to be entrepreneurial in Bangladesh.

Table 9: ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	119.130	5	23.826	63.827	.000 ^b
Residual	76.151	204	0.373		
Total	195.281	209			

a. Dependent Variable: Considering all the factors and barriers, able to be an entrepreneur

b. Predictors: (Constant), REGR factor score 5 for analysis 1, REGR factor score 4 for analysis 1, REGR factor score 3 for analysis 1, REGR factor score 2 for analysis 1, REGR factor score 1 for analysis 1

This study identified five factors related to prohibiting university graduates to be entrepreneurial in Bangladesh in Bangladesh such as, lack of confidence and calmness in confronting difficulties, lack of aspiration to be a successful boss, lack of favorable environment in entrepreneurial activities, lack of encouragement and learning on entrepreneurship, and lack of capital and business knowledge. The established regression model for the study using the standardized coefficients is:

$$Y = 3.624 + .611X_1 + .462X_2 + .117X_3 + .079X_4$$

Individual factor relationships show that the factor such as, lack of confidence and calmness in confronting difficulties, lack of aspiration to be a successful boss, lack of favorable environment in entrepreneurial activities, lack of encouragement and learning on entrepreneurship are significant and factor named lack of capital and business knowledge is not significant barrier for not being entrepreneurial in Bangladesh (Table 10).

Table 10: Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.624	.042		85.951	.000
1. Lack of Confidence and Calmness in Confronting Difficulties	.591	.042	.611	13.979	.000*
2. Lack of Aspiration to be a Successful Boss	.446	.042	.462	10.557	.000*
3. Lack of Favorable Environment in Entrepreneurial Activities	.113	.042	.117	2.671	.008*
4. Lack of Encouragement and Learning on Entrepreneurship	.077	.042	.079	1.816	.071*
5. Lack of Capital and Business Knowledge	-.057	.042	-.059	-1.360	.175

a. Dependent Variable: Considering all the factors and barriers, able to be an entrepreneur

* Significant

5. Conclusions and Recommendations

This study was conducted to identify the factors prohibiting university fresh graduates to be entrepreneurial in Bangladesh. The past studies left out some important considerations and circumstances which are highly related to this present study. This study also provided more accurate set of factors that are the barriers of university graduates for being entrepreneurial in Bangladesh. It identified five factors prohibiting university graduates to be entrepreneurial in Bangladesh in Bangladesh. The factors are: lack of confidence and calmness in confronting difficulties, lack of aspiration to be a successful boss, lack of favorable environment in entrepreneurial activities, lack of encouragement and learning on entrepreneurship, and lack of capital and business knowledge. This finding does not contradict with the past studies. But they do add more accuracy to the set of factors related to this issue. This study also showed that the model identified is a good model to explain the prohibiting factors for the fresh university graduates to be entrepreneurial in Bangladesh. All the prohibiting factors together significantly related to the overall barriers of the fresh business graduates to be entrepreneurial in Bangladesh. Individual factor relationships show that the factors like lack of confidence and calmness in confronting difficulties, lack of aspiration to be a successful boss, lack of favorable environment in entrepreneurial activities, lack of encouragement and learning on entrepreneurship are significantly related to the development of entrepreneurship among the fresh university graduates in Bangladesh. Factor named lack of capital and business knowledge is not a significant barrier for the university fresh graduates to be entrepreneurial in Bangladesh. It can be attributed by the availability of the funds offered by the commercial banks and the financial companies of the country. This study sets up a base for futuristic studies in the field with new findings and considers the present situation, which ultimately serves as a proper reference and contributes to the field with the progression of specified knowledge. However, this study could not include the college graduates who are majority in number come out every year from National University of Bangladesh. But there is an ample scope to conduct further study on this topic and that can come to a different finding regarding the barriers of university graduates to be entrepreneurial in Bangladesh.

Endnotes

ⁱ <https://www.thedailystar.net/opinion/education/news/why-are-university-graduates-failing-meet-market-needs-1686997>

ⁱⁱ <https://www.thedailystar.net/opinion/education/news/why-are-university-graduates-failing-meet-market-needs-1686997>

ⁱⁱⁱ Descriptive statistics includes statistical procedures that we use to describe the population we are studying. The data could be collected from either a sample or a population, but the results help us organize and describe data. Descriptive statistics can only be used to describe the group that is being studying. That is, the results cannot be generalized to any larger group.

^{iv} Inferential statistics is concerned with making predictions or inferences about a population from observations and analyses of a sample. That is, we can take the results of an analysis using a sample and can generalize it to the larger population that the sample represents.

^v Varimax rotation is an orthogonal rotation of the factor axes to maximize the variance of the squared loadings of a factor (column) on all the variables (rows) in a factor matrix, which has the effect of differentiating the original variables by extracted factor. Each factor will tend to have either large or small loadings of any particular variable. A varimax solution yields results which make it as easy as possible to identify each variable with a single factor. This is the most common rotation option.

^{vi} In statistics, regression analysis is a statistical process for estimating the relationships among variables. It includes many techniques for modeling and analyzing several variables, when the focus is on the relationship between a dependent variable and one or more independent variables. More specifically, regression analysis helps one understand how the typical value of the dependent variable (or 'Criterion Variable') changes when any one of the independent variables is varied, while the other independent variables are held fixed.

References

- Agaje SW (2004). Socio Economic Determinants of Growth of Small Manufacturing Enterprises Small Manufacturing Enterprises Small Manufacturing Enterprises. Retrieved 11 30, 2011, from www.aau.edu.et.
- Akbar U, Bashir N (2009). Entrepreneurial Environment in Pakistan for Start-Ups. Retrieved 11 29, 2011, from www.wbiconpro.com.
- Alemayehu, Binyam. (2014). Factors Hindering Unemployed Youth from Starting their Own Business. *African Journal of Business Management*. 8(23). 1082-1093.
- Ashraf, M. A. (2019). "Is Old Gold?" the Role of Prior Experience in Exploring the Determinants of Islamic Social Entrepreneurial Intentions: Evidence from Bangladesh. *Journal of Social Entrepreneurship*, 1-26.
- Bates (1995), Affect of perceived barriers to entrepreneurship on the career choice decision of students: A study of Uttarakh and State, India.
- Basu, A. (2002): *The Interaction between Culture and Entrepreneurship in London's Immigrant Business*. Centre for Entrepreneurship University Lecturer in Management Studies, Department of Economics.
- Birley, S. (1987): "New ventures and employment growth". *Journal of Business Venturing*, 2(2). pp. 155-165.
- Briggs BR (2009). Issues Affecting Ugandan Indigenous Entrepreneurship in Trade. *African Journal of Business Management*. 3.
- Chowdhury, F. (2017). A Study of Entrepreneurship Development in Bangladesh: Pros and Cons. *Journal of Asian Scientific Research*, 7(1), 1-11. doi: 0.18488/journal.2/2017.7.1/2.1.1.11

- Dabholkar, P. A., Thorpe, D. I., & Rentz, J. O. (1996). A Measure of Service Quality for Retail Stores: Scale Development and Validation. *Journal of the Academy of Marketing Science*, 24: 3-16.
- De Sa, L. (2005): Business Registration for Start Ups: A Concept Note. International Finance Corporation (IFC) and the World Bank, Washington.
- Fenrick, M. (2014). Factors That Hinder University Graduates from Becoming Entrepreneurs in the Tourism Industry. Sokoine University of Agriculture, Morogoro- Tanzania.
- Fowler, A. (2000): NGDOS as a moment in history: Beyond aid to social entrepreneurship or civic innovation? *Third World Quarterly*, 21(4), pp. 637-654.
- Furthermore, youngsters interested in starting a new business, must deal with the social stereotypes given to young entrepreneurs (Fowler, 2000).
- Gibb, A. A. (1988): "Stimulating New Business Development" (What else besides EDP. in: *Stimulating Entrepreneurship and New Business Development* (Chapter 3), ILO, Geneva.
- Guha, R. K., & Al Mamun, A. (2016). Youth Employment and Entrepreneurship Scenario in Rural Areas of Bangladesh: A Case of Mohammedpur West Union1.
- Harding, R.; Cowling, M.; Ream, M. (2003): "Achieving the Vision", Female Entrepreneurship, published by the British Chambers of Commerce, London.
- ILO (2004): "Starting rights: Decent work for young people". *Background paper, Tripartite Meeting on Youth Employment: The Way Forward, Geneva, 1314 October 2004*.
- Islam, N., & Arefin, M. S. (2018). Some Aspects of Institutional Governance of Higher Educational Institutions in Bangladesh.
- Johnson PS, Parker SC, Wijbenga F (2006). Nascent Entrepreneurship Research: Achievements and Opportunities. *Small Bus. Econ.* p.1.
- Kreiser, P. M.; Marino, L.; Weaver, K. M. (2001). *Correlates of Entrepreneurship: Then Impact of National Culture on Risk-Taking and Pro-activeness in SMEs*. University of Alabama, Department of Management and Marketing.
- Kunene (2008), perceived barriers experienced by township small micro and the market environment. A Breakout Strategy Model of Malay.
- Mehmood, T., Alzoubi, H. M., Alshurideh, M., Al-Gasaymeh, A., & Ahmed, G. (2019). Schumpeterian Entrepreneurship Theory: Evolution and Relevance. *Academy of Entrepreneurship Journal*, 25(4), 1-10.
- Malhotra, N. K. (1999). *Marketing Research: an applied orientation*. London: Prentice-Hall International.
- Malhotra, N. and Birks, D. (2007) *Marketing Research: An Applied Approach*. Prentice Hall.
- Manolova TS, Brus CG, Edelman LF (2008). What Do Women Entrepreneurs Want? Retrieved 2011, From www.interscience.wiley.com.
- McGrath, R.G.; Macmillan, I.C., Yang, E.A., and Tsai, W. (1992): "Does culture endure, or is it malleable? Issues for entrepreneurial economic development", *Journal of Business Venturing*, 7, pp.441-458.
- Moog, P. (2005): Good Practice in der Entrepreneurship-Ausbildung– Versucheines international Vergleichs, Studieerstellt für den Förderkreis für Gründungsforshung (FGF), Bonn.

- Mueller, S.L.; Thomas, A.S. (2001): "Culture and entrepreneurial potential: A nine country study of locus of control and innovativeness", *Journal of Business Venturing*, 16, pp. 51-75.
- Nunnally, J. (1978). C. (1978). *Psychometric theory*, 2.
- Ofil, Onyeka Uche. (2014). Challenges Facing Entrepreneurship in Nigeria. *International Journal of Business and Management*. 9. 10.5539/ijbm.v9n12p258.
- Sabuhilaki, B. (2016). Social Factors Affecting Entrepreneurship and Youth Employment. *International Journal of Humanities and Cultural Studies ISSN 2356-5926*, 3(1), 1-11.
- Staniewski, M., & Awruk, K. (2015). Motivating factors and barriers in the commencement of one's own business for potential entrepreneurs. *Economic research-Ekonomska istraživanja*, 28(1), 583-592.
- Street, R.; Sykes, J. (2003). Paper on Decent work for young people, Roadmap for youth entrepreneurship, Geneva.
- Tan, W. (2014). Entrepreneurship Challenges Ahead For Singapore. *Research Gate*, 2-19.
- Townsend DM, Busenitz LW, Arthurs JD (2010). To Start Or Not To Start: Outcome And Ability Expectations In The Decision To Start A New Venture. *J. Bus. Venture*. 25(2):192-202.
- Uddin, M., Chowdhury, M., & Ullah, M. (2004). Barriers and Incentives for Youth Entrepreneurship Start-Ups: Evidence from Bangladesh. *Global Journal of Management and Business Research: An Administration and Management*, 15(4), 1-12.
- Vanevenhoven, J. (2013). Advances and Challenges in Entrepreneurship Education. *Journal of Small Business Management*, 51(3), 466-470. doi: 10.1111/jsbm.12043
- Vukenkeng, A. W., Forbe, H. N., & Badjo, N. M. A. Factors of Entrepreneurship Intention amongst students of The University of Bamenda-Cameroon.
- World Bank (2005): "Doing business in 2006 – Creating jobs". Annual Report, Washington D.C.
- Yamane, T. (1967). *Elementary Sampling Theory*, Prentice-Hall. Inc. Englewood Cliffs, NS.