CHAPTER IV

DATA ANALYSIS AND INTERPRETATION

4.1 INTRODUCTION

In this chapter, analysis is carried out to fulfill the objectives of the study. This chapter is presented in five sections. The hypotheses framed are tested and the results are discussed in detail. Requisite statistical tools like percentage analysis, correlation analysis, regression analysis, regression for sub groups, analysis of variance, t-test and partial least squares-structural equation modeling are performed to analyze the data. Software such as SPSS and Warp PLS has been used for the same. The results are displayed in tables accompanied with appropriate explanations and justifications.

Section 1: This section displays the demographic profile of the respondents. Percentage analysis has been employed across the demographic factors like age, marital status, education, father's occupation, mother's occupation, previous work experience, previous entrepreneurial experience, business ownership, ownership structure, number of employees and nature of the organization. Descriptive statistics is performed to find the level of Entrepreneurial competencies, Emotional intelligence, Financial and non-financial firm performance and Entrepreneurial life satisfaction of the respondents.

Section 2: This section examines 1) the influence of the various Entrepreneurial competencies and Emotional intelligence on the Financial and Non-financial firm performance and 2) the influence of Financial firm performance and Non-financial firm performance on the Entrepreneurial life satisfaction. To examine the same correlation and regression analysis is performed. Regression for subgroups is also performed to understand the influence of entrepreneurial competencies, and emotional intelligence on financial and non-financial firm performance across the respondents of varied age, marital status, business structure, previous work experience and previous entrepreneurial experience.

Section 3: This section investigates the fit of the study model generated with the support of relevant literatures. The study model consists of two relationships. The

first one is the influence of the Entrepreneurial competencies, Emotional intelligence on the Financial and Non-financial firm performance. The second one is the influence of Financial and non-Financial firm performance on the Entrepreneurial life satisfaction of the respondents. In order to fulfill the same, PLS SEM is performed.

Section 4: This section examines the fit of the proposed study model for the respondents whose fathers are entrepreneurs. This meets the fourth objective of the study that examines the implications of having entrepreneurial family history. In order to study the same, PLS SEM is performed with the data of respondents who have entrepreneurial fathers.

Section 5: This section examines how respondents with varied demographic profile differ in their perception regarding their Entrepreneurial competencies, Emotional intelligence, Financial and Non-financial firm performance and Entrepreneurial life satisfaction. In order to meet this objective ANOVA and t-test are carried out. ANOVA is performed for multi-categorical variables like age, education, father's occupation, mother's occupation, whereas, T-test is used to study significant differences in perception of married and unmarried respondents.

4.1 Demographic profile of the respondents and perception of the respondents on the study variables

To study the demographic profile of the respondents, descriptive statistics is carried out and the data is presented as frequency and percentage. The demographic factors studied include age of the respondents, age when they started their venture, marital status, level of education, parents' occupation, previous work, and entrepreneurial experience. The questionnaire also has questions regarding the ownership structure, nature of business, business location, number of employees and business type. Table 4.1 showcases the demographic profile of the respondents.

Table 4.1: Demographic profile of the respondents

Demographic profile	Description	Frequency	Percentage
Age (years)	21-30	112	14.5
	31-40	334	43.3
	41- 50	286	37.1
	Above 50	39	5.1
Age when business was started (years)	21-30	148	19.2
	31-40	375	48.6
	41-50	228	29.6
	Above 50	20	2.6
Marital status	Married	674	87.4
	Unmarried	97	12.6
Education	School	70	9.1
	Diploma/ITI	79	10.2
	Bachelor's	312	40.5
	Master's	310	40.2
Father's occupation	Entrepreneur	352	45.7
	Employed	341	44.2
	Agriculture	78	10.1
Mother's occupation	Entrepreneur	100	13
	Employed	93	12.1
	Agriculture	116	15
	Home maker	462	59.9
Previous work experience	Yes	340	44.1
	No	431	55.9

Previous entrepreneurial experience	Yes	159	20.6
	No	612	79.4
Business ownership	Start up	410	53.2
	Succession	112	14.5
	Joined as a partner	215	27.9
	Bought an existing business	34	4.4
Ownership structure	Sole Proprietorship	462	59.9
	Partnership	309	40.1
Number of employees	3-20	609	79.0
	21-50	59	7.7
	51-100	56	7.3
	Above 100	47	6.1
Nature of organization	Manufacturing	210	27.2
	Service	500	64.9
	Both	61	7.9

The table 4.1 reveals that 14.5% of the respondents belong to the age group of 21-30 years and 43.3% belong to the age bracket of 31-40 years. 37.1% belong to the age group of 41-50 years and only 5.1% belong to the age group of above 50 years. While 87.4% of the respondents are married, 12.6% are unmarried.

Most of the respondents seem to have a good educational background with 40.5% and 40.2% having a Bachelor's and Master's degree respectively. 10.2% have a Diploma/ITI and only 9.1% have stopped with a school level education. Analyzing the parental occupation, it is evident that 45.7% have entrepreneurial fathers while 44.2% and 10.1% have their fathers employed and practicing agriculture respectively. Among the respondents only 13% have entrepreneurial mothers, while 12.1% and 15% have mothers who are employed and practicing agriculture respectively. Majority of the respondents i.e. 59.9% have mothers who are home makers.

44.1% of the respondents have been employed before and 55.9% do not have any previous work experience. 20.6% of the respondents have previous start up experience while the majority 79.4% has no such experience. Majority of the respondents (53.2%) own the firm as a start-up, while 14.5% have obtained the firm through succession. While 27.9% joined the firm as a partner, 4.4% have bought an existing business.

59.9% of the respondents are sole proprietors while 40.1% own the business in partnership. Most of the respondents (79%) operated with only 3-20 employees, while 7.7%, 7.3% and 6.1% operated with 21-50, 51-100 and more than 100 employees. Majority of the respondents (64.9%) are in the service sector, 27.2% are in the manufacturing sector and 7.9% were both manufacturers and service providers.

From the findings shown above, it could be inferred that majority of the study respondents belong to the age groups 31- 40 years and 41 – 50 years. Mostly women in these age groups are married and they start thinking about a career which they could manage while also fulfilling their family duties. Most of the respondents are found to have a good educational background implying that more and more learned women are today opting for entrepreneurship as a career. Majority of the respondents have fathers involved in entrepreneurship. This suggests that when fathers are involved in business their children often opt to enter or take over existing businesses. This could be due to the early exposure to entrepreneurship, positive role modeling and the hands on training the children receive from an early age. Majority of the respondents have mothers who are homemaker. This again suggests that the trend of women becoming entrepreneurs has just started in the State.

From the results it can be inferred that majority of the respondents have no previous work experience. This shows that majority of the respondents despite having good educational background have chosen entrepreneurship for a career over other formal jobs. The major reasons for this could be the need to have something of their own or a chance to pursue their passion/ interest. Given the fact that most of the respondents are married, they also might have chosen entrepreneurship in order to have a career that allows them to also look after their families.

Despite the fact that most of the respondents have entrepreneur fathers, the respondents who own the business through succession are very less. Majority of the respondent own a start up. This could be because mostly women are known to start traditional businesses that cater to the needs of women or are related to women. Their interest, skill that they possess and the abundance of available opportunities often requires them to have a startup rather than succeeding non-traditional businesses. The present study also had most of the respondents owning boutiques, designer shops, beauty salons, women fitness centers, dance schools, retail outlets, eateries, cafes and spice production units. Majority of the respondents are sole proprietors and manage businesses that is run with 3 - 20 employees. This shows that the businesses are smaller. Since obtaining funds from other sources is quite difficult especially for women with no previous start up experience, they might have to depend on their own funds to start a business. This could be the reason why they operate with limited number of employees. Most of the respondents are in services sector which could be again due to the large infrastructure costs that is associated with having a manufacturing business. Limited funds, lack of manufacturing knowledge and support could be reasons why mostly women opt for services sector.

Descriptive statistics: This section is in conformance to Objective -1 of the study which is to measure the Entrepreneurial competencies (Relationship competency, Organizing and Leading competency, Commitment competency, Learning competency, Familism competency, Opportunity competency, Conceptual competency, Strategic competency), Emotional intelligence, Financial and non-financial firm performance and Entrepreneurial life satisfaction of the respondents. The individual items are consolidated into the above-mentioned study variables by calculating the mean which is displayed in Table 4.1.1.

Table 4.1.1 Descriptive statistics

Study Variables	Number of respondents	Mean	Std. Deviation
Relationship competency	771	2.635	0.393
Organizing and Leading competency	771	2.589	0.339
Commitment competency	771	2.653	0.408
Learning competency	771	2.815	0.267
Familism competency	771	2.605	0.373
Opportunity competency	771	2.835	0.260
Conceptual competency	771	2.663	0.339
Strategic competency	771	2.750	0.249
Emotional intelligence	771	2.717	0.245
Financial firm performance	771	2.667	0.359
Non-financial firm performance	771	2.822	0.245
Entrepreneurial life satisfaction	771	2.755	0.268

Table 4.1.1 reveals that the mean values for all the constructs range from 2.589 to 2.835. These values obtained on a three-point Likert scale with ends 1 = Disagree and 3 = Agree, indicates that the respondents perceive that they possess considerable levels of all the entrepreneurial competencies, emotional intelligence, and satisfied with financial firm performance, non-financial firm performance and entrepreneurial life. The lowest mean value of 2.589 was reported for organizing and leading competency. This indicates that the respondents perceive themselves as not being so good with organizing the resources of the firm or leading the firm. The respondents might perceive so due to the complexities of business. Since they operate with limited employees they might have to shoulder all responsibilities at work and hence might feel they lack in organizing and leading skills. Similar values lying between 2.605 to 2.717 have been obtained for familism, relationship competency, commitment, conceptual competency and financial firm performance levels. Since

almost all these values are above the midpoint value of 1.5, which shows that the respondents are in agreement with most of the statements and exhibit high competency levels. The highest mean value however has been obtained for opportunity competency (2.835) followed by non-financial firm performance (2.822). This could be due to the fact that the respondents believe that they are good when it comes to seeking opportunities and perceiving them, since this competency is central to entrepreneurship, it is obvious that the respondents should have this competency in order to manage and run a venture. Likewise, non-financial firm performance measures are always given more importance, especially by small enterprise owners. They value customers, employees, suppliers, brand image, more than financial returns. They strive towards achieving this since they consider it to be vital for their survival and so are more satisfied with their non-financial firm performance. The standard deviation of all the factors lies within the range of 0.245 and 0.408 indicating that there is not much variation in the responses given by the respondents.

The next section discusses the association between the various entrepreneurial competencies, emotional intelligence, financial firm performance, non-financial firm performance and entrepreneurial life satisfaction. The section also discusses the influence of the entrepreneurial competencies and emotional intelligence on the firm performance and entrepreneurial life satisfaction.

4.2 Relationship between Entrepreneurial competencies, Emotional intelligence, Financial and Non-financial firm performance and Entrepreneurial life satisfaction

To examine objective 2 and 3, correlation, regression and PLS SEM analysis is performed.

Correlation Analysis: Correlation analysis is performed between the entrepreneurial competencies, financial and non-financial firm performance and entrepreneurial life satisfaction. Table 4.2 presents the results of the correlation analysis conducted among the study variables.

Table 4.2: Correlation Analysis

Factors	Financial firm performance	Non-financial firm performance	Entrepreneurial life satisfaction
Relationship competency	0.595**	0.136**	0.096**
Organizing and Leading competency	0.172**	0.246**	0.175**
Commitment competency	0.093**	0.086*	0.533**
Learning competency	-0.065	0.418**	0.281**
Familism competency	0.075*	0.315**	0.304**
Opportunity competency	0.127**	0.459**	0.231**
Conceptual competency	-0.023	-0.049	-0.009
Strategic competency	-0.021	0.062	-0.013
Emotional intelligence	0.067	0.392**	0.311**
Financial firm performance	1	0.113**	0.376**
Non-financial firm performance	0.113**	1	0.260**
*. Correlation is significant at the 0.05 level (2-tailed)			
**. Correlation is significant at the 0.01 level (2-tailed)			

From the table 4.2 it is evident that relationship competency (r = 0.595), organizing and leading competency (r = 0.172), commitment competency (r = 0.093), opportunity competency (r = 0.127) are significantly correlated with financial firm performance at 1%. Familism (r = 0.075) is significantly correlated with financial firm performance at 5%.When women entrepreneurs possess competencies related to relationship, organizing, leading, opportunity seeking, and are committed they will

enjoy better firm performance. When they achieve better firm performance they are satisfied with their career choice and its outcome. It can be seen that learning, strategic, conceptual competencies and emotional intelligence are not associated with financial firm performance. This could be because these competencies do not necessarily result in financial gains.

Table 4.2 also shows that relationship competency (r = 0.136), organizing and leading competency (r = 0.246), learning competency (r = 0.416), familism (r = 0.315), opportunity competency (r = 0.459), emotional intelligence (r = 0.392)are significantly correlated with non-financial firm performance at the level of 1%. Commitment competency (r = 0.086) is significantly correlated with non-financial firm performance at the level of 5%.Good relationship competency helps women entrepreneurs to have good communication skills and good relationship with customers, employees and suppliers. Likewise their emotional intelligence helps them to engage in goal oriented behavior and perform well at work. Their commitment to the firm results in good customer service and happy customers. Hence it results in good non-financial firm performance and higher entrepreneurial life satisfaction. Higher correlation is seen to exist between opportunity competency, learning competency and non-financial firm performance.

Financial firm performance (r = 0.376) and non-financial firm performance (r = 0.260) are positively correlated with entrepreneurial life satisfaction at 1 % level of significance. It is also evident that financial firm performance is positively correlated with non-financial firm performance (r = 0.113) at 1% level of significance.

Opportunity competency is regarded to be the most important of entrepreneurial competencies reflecting the ability of the entrepreneur to actively seek and capitalize on opportunities. Learning competency however is crucial for the self development of the entrepreneur helping her to learn proactively from experiences and gain deep knowledge about one's trade from all available sources. These competencies help the entrepreneur to capitalize opportunities; understand their customers better and cater to their changing needs through innovations. Thus these competencies are well correlated with non-financial firm performance.

Table 4.2 also reveals that strategic and conceptual competencies are not correlated to both the financial firm performance and non-financial firm performance. This could be due to the fact that all the firms included in the study are micro enterprises. Strategic and conceptual competencies are important but are more related to long term survival of firm than the firm performance. These competencies are also industry specific. In high tech industries the volatile business environment warrants the entrepreneurs to develop these competencies in order to attain competitive advantage. The respondents might not belong to such industries or may not realize the needs of these competencies.

Regression Analysis: In order to examine 1) the influence of the entrepreneurial competencies and emotional intelligence on the financial and non-financial firm performance and 2) the influence of financial and non-financial firm performance on the entrepreneur life satisfaction linear regression analysis is performed. In the first model hierarchical step wise regression is carried out with financial firm performance as the dependent variable. The various constructs namely relationship competency, organizing and leading competency, commitment competency, learning competency, familism, opportunity competency, conceptual competency, strategic competency and emotional intelligence are entered one by one into the model. Significant variables get retained whereas the insignificant ones get eliminated. The r-square value explains the percentage of variance in the dependent variable predicted by the independent variables. The model with the highest r square value is chosen as the final model and it lists the independent variables that significantly predict the dependent variable, which in this case is the financial firm performance. In the second model hierarchical step wise regression is carried out with non-financial firm performance as the dependent variable. In order to examine the influence of financial firm performance and non-financial firm performance on the entrepreneur life satisfaction, a third regression analysis is carried out with entrepreneur life satisfaction as the dependent variable.

Since the study used linear regression to measure the extent of influence of the entrepreneurial competencies and emotional intelligence on firm performance, the assumptions of linear regression are put to test. Given below are the four assumptions of linear regression and the discussions.

(i) **Independence**: The residuals are independent, i.e., there is no correlation between consecutive residuals in data. This is confirmed by the absence of Multicollinearity. When there exist high correlation among the independent variables, then Multicollinearity is said to be present. Absence of multicollinearity can be checked by referring to the Variation Inflation Factors (VIF) values in the regression coefficients table, where financial and non-financial firm performance is considered as dependent variables. When the VIF values are less than 10 then we can confirm that Multicollinearity is absent. The VIF values displayed in the table 4.3 are less than 10, and therefore it could be inferred that multicollinearity is absent.

Table 4.3 The VIF values for the study variables

Factors	VIF	Factors	VIF	Factors	VIF
RC	1.04	LC	1.187	SC	1.006
OPC	1.377	CMC	1.323	CC	1
OC	1.631	FM	1.136	EI	1.508

(ii) **Homoscedasticity**: Homoscedasticity shows whether the residuals are i) Equally distributed or ii) Whether they tend to group together at some values and spread far apart at other values. The predicted values and residuals are plotted on a scatter plot. This is used to check homoscedasticity. If the plot of the predicted values and residuals data does not have any obvious pattern and the points should be equally distributed above and below zero on the X axis, and to the left and right of zero on the Y axis, homoscedasticity is said to be present. Given below are the scatter plots of the variables considered for the study. From the figure 4.1, it is evident that no clear pattern is formed, thus it is confirmed that homoscedasticity is present.
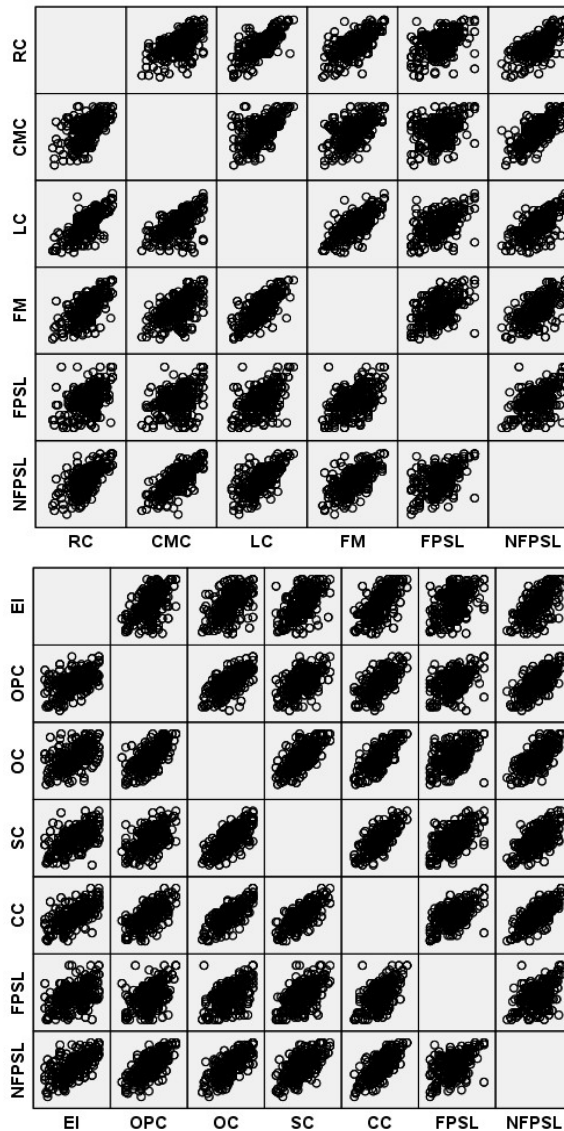
Figure 4.1 Scatter plot – study factors and firm performance

(iii)   **Normality**: The residuals of the model are normally distributed. The residuals of the regression have to follow a distribution and not be skewed. This enables us to gain valid inferences from the regression analysis. The residuals are the error terms and they signify the differences between the observed value and the predicted value of the dependent variable. Normality can be checked by examining a normal Predicted Probability (P-P) plot. If the residuals are normally distributed they will conform to the diagonal normality. Figures 4.2 and 4.3 show the normal P-P plot of regression with financial firm performance and Non-financial firm performance as the dependent variables.

Figure 4.2: Normal P-P plot of regression standardized residuals with financial firm performance as the dependent variable	Figure 4.3: Normal P-P plot of regression standardized residuals with non-financial firm performance as the dependent variable
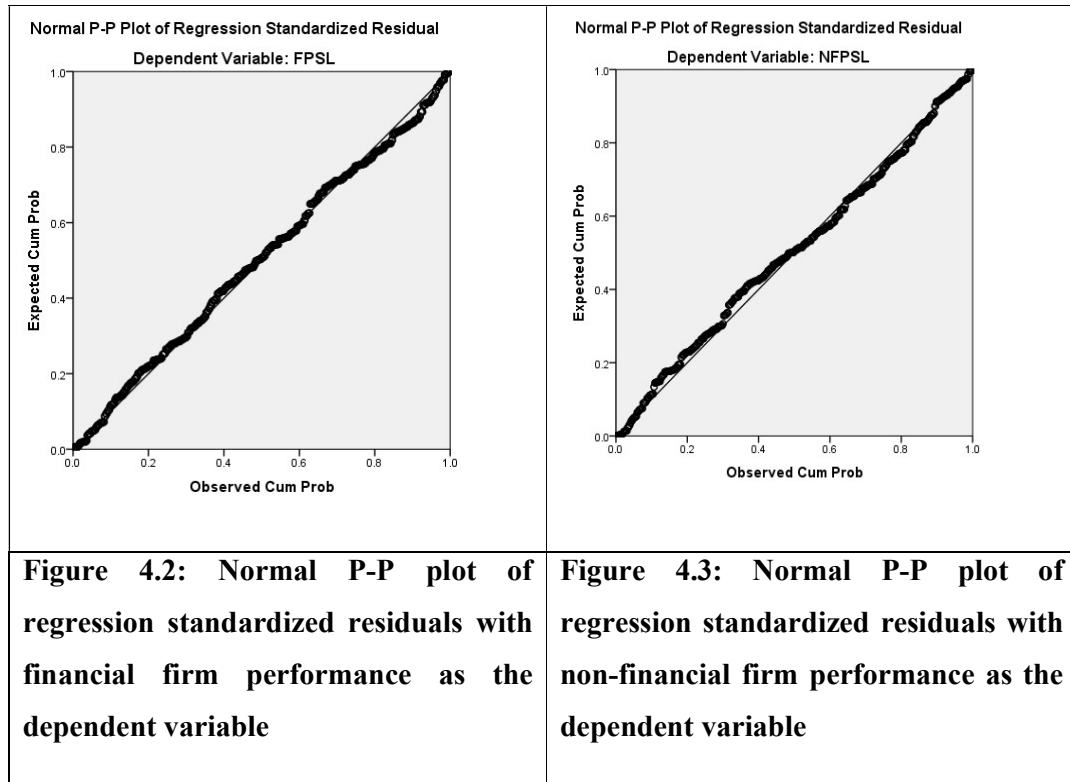
(iv) **Linear relationship**: There exists a linear relationship between the independent variable, and the dependent variable. When the independent variables in the regression have a straight-line relationship with the dependent variable, then linearity is said to exist. This assumption is satisfied when the residuals are normally distributed and are homoscedastic. Since the residuals are normally distributed and homoscedastic, linear relationship between the independent variables and the dependent variable is established.

From the above discussions it is ascertained that the four assumptions of regression are satisfied.

The first regression analysis is performed with the entrepreneurial competencies, and emotional intelligence as the independent variable and financial firm performance as the dependent variable. Step wise regression is followed for the same. Table 4.4 presents the results of the regression analysis conducted among the study variables.

Table 4.4: Regression Analysis: Dependent Variable - Financial firm performance

Constructs	Unstd. Coeff.		Std. Coeff. Beta	t	Sig.
	B	Std. Error			
(Constant)	0.263	0.171		1.545	0.123
Relationship competency	0.547	0.024	0.599	22.498	0.000
Opportunity competency	0.331	0.042	0.240	7.816	0.000
Organizing and Leading competency	0.318	0.035	0.300	8.993	0.000
Commitment competency	0.179	0.026	0.203	6.756	0.000
Familism competency	0.103	0.027	0.107	3.839	0.000
Emotional intelligence	0.169	0.047	0.115	3.594	0.000
Learning competency	-0.125	0.038	-0.093	-3.263	0.001
R = 0.692; R Square = 0.479; Adjusted R Square = 0.475; Durbin Watson = 2.002; F= 100.354; Sig. = 0.000					

From Table 4.4, it is evident that among the various independent variables (entrepreneurial competencies and emotional intelligence), relationship competency ($\beta = 0.599$; $p<0.000$), opportunity competency ($\beta=0.240$; $p<0.000$), organizing & leading competency ($\beta=0.300$; $p<0.000$), commitment competency ($\beta=0.203$; $p<0.000$), familism competency ($\beta=0.107$; $p<0.000$), learning competency ($\beta=- 0.093$; $p=0.001$) and emotional intelligence ($\beta=0.115$; $p<0.000$) significantly predicted the dependent variable, i.e. financial firm performance the R^2 value is 0.479 (F=100.354, $p< 0.000$) and the adjusted R^2 is 47.5%. This infers that 47.5% variation in the financial firm performance is explained by the above mentioned entrepreneurial competencies and emotional intelligence.

The learning competency ($\beta=- 0.125$; $p<0.000$) has a negative significant impact on the financial firm performance of the entrepreneurs. The more learning and knowledge an entrepreneur gains, more is their expectation for success and firm performance, which is not fulfilled by their financial returns. Again, learning competency of an entrepreneur might only translate into real time financial gains only

when they get adequate opportunities/ situations to apply the knowledge they have learnt.

Conceptual competency and strategic competency however were excluded from the final model indicating their non significance in predicting financial firm performance. Table 4.4 also displays the unstandardized (β) regression weights, standardized regression weights (β) and their t statistics and probability.

Table 4.5: Regression Analysis: Dependent Variable – Non-financial firm performance

Constructs	Unstd. Coeff.		Std Coeff.	t	Sig.
	B	Std. Error	Beta		
(Constant)	0.238	0.135		0.1764	0.078
Opportunity competency	0.409	0.029	0.435	14.343	0.000
Learning competency	0.334	0.026	0.364	12.924	0.000
Familism	0.151	0.18	0.230	8.363	0.000
Relationship competency	0.115	0.016	0.185	7.010	0.000
Emotional intelligence	0.187	0.032	0.188	5.915	0.000
Commitment competency	0.080	0.018	0.134	4.497	0.000
Organizing and Leading competency	0.068	0.024	0.094	2.851	0.004
Strategic competency	0.051	0.025	0.052	2.022	0.044
R=0.701; R Square=0.491; Adjusted R Square=0.486; Durbin Watson=2.029; F=92.004; Sig. = 0.000					

Table 4.5 displays the results of the regression analysis conducted with non-financial firm performance as the dependent variable. The results establish that opportunity competency (β=0.435, p< 0.000), learning competency (β=0.364, p< 0.000), familism competency (β=0.230, p< 0.000), relationship competency (β=0.185,

p< 0.000), commitment competency (β=0.134, p< 0.000), organizing and leading competency (β=0.094, p=0.004), strategic competency (β=0.052, p=0.044) and emotional intelligence (β=0.188, p< 0.000) predict the non-financial firm performance of the respondents. The R^2 value is 49.1% (f=92.004, p< 0.000) and the adjusted R^2 is 48.6%. This denotes that 48.6% variation in the non-financial firm performance is explained by the above-mentioned entrepreneurial competencies and emotional intelligence. Conceptual competency was found to be insignificant in predicting non-financial firm performance. Table 4.5 also displays the unstandardized (β) regression weights, standardized regression weights (β), their t statistics and probability.

Table 4.6: Regression Analysis: Dependent Variable – Entrepreneurial Life Satisfaction

Constructs	Unstd. Coeff.		Std. Coeff.	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.373	0.114		11.993	0.000
Financial firm performance	0.263	0.024	0.351	10.732	0.000
Non-financial firm performance	0.242	0.036	0.220	6.728	0.000
R=0.435; R Square=0.189; Adjusted R Square=0.187; Durbin Watson=1.455; F=89.552; Sig. = 0.000					

From Table 4.6, it is evident that both the financial firm performance and non-financial firm performance significantly predict the entrepreneurial life satisfaction of the women entrepreneurs. The R^2 value is 43.5%, (F=89.552, p< 0.000) and the adjusted R^2 is 18.7%. This denotes that 18.7% variation in the entrepreneurial life satisfaction is explained by financial and non-financial firm performance. This shows that when the firms of women entrepreneurs perform well, they are satisfied with their entrepreneurial life. Naturally when the firm outcome is good, the women are able to gain good income and intrinsic rewards such as autonomy, happiness and satisfaction. Table 4.6 also displays the unstandardized (β) regression weights, standardized regression weights (β), their t statistics and probability.

Regression for Subgroups: The respondents differ from one another with respect to their age, educational level, marital status, ownership structure, work experience and previous entrepreneurial experience. Thus, it is likely that based on these control factors the prediction model for financial firm performance will also vary. In order to examine the effect of the independent variables (entrepreneurial competencies and emotional intelligence) on financial firm performance, regression for subgroups has been carried out. This helps us to identify the influence of the independent variables on firm performance after controlling for various demographic factors. Since, the respondents in the age group of above 50 years were less in number; the age group has been combined with the age group 41-50 years. The new age group is mentioned as above 40 years for regression for subgroups.

The entrepreneurial competencies namely relationship competency, organizing and leading competency, commitment competency, learning competency, familism, opportunity competency, conceptual competency, strategic competency and emotional intelligence are taken as independent variables and financial firm performance is taken as dependent variable. Regression analysis is conducted using enter method for each subgroups of the demographic factors.

Table 4.7: Regression for subgroups - Financial firm performance across varied age groups

Age	21-30 years				31-40 years				Above 40 years			
Constructs	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig
(Constant)	1.419	0.331		0.000	-0.367	0.303		0.227	1.194	0.373		0.001
Relationship competency	0.200	0.081	0.163	0.015	0.472	0.057	0.349	0.000	0.552	0.031	0.686	0.000
Commitment competency	0.377	0.036	0.651	0.000	0.332	0.043	0.341	0.000	0.130	0.047	0.135	0.006
Learning competency	0.002	0.073	0.002	0.976	-0.078	0.073	-0.048	0.285	-0.232	0.048	-0.175	0.000
Familism competency	0.195	0.045	0.266	0.000	-0.022	0.035	-0.028	0.531	0.320	0.047	0.240	0.000
Emotional intelligence	-0.279	0.077	-0.238	0.000	0.438	0.068	0.335	0.000	-0.113	0.082	-0.061	0.167
Opportunity competency	0.080	0.081	0.080	0.325	0.225	0.056	0.202	0.000	0.325	0.089	0.143	0.000
Organizing and Leading competency	0.113	0.071	0.144	0.112	-0.299	0.059	-0.260	0.000	-0.092	0.056	-0.084	0.100
Strategic competency	0.127	0.063	0.113	0.045	0.040	0.052	0.030	0.448	-0.051	0.054	-0.031	0.343
Conceptual competency	0.097	0.048	0.113	0.047	-0.001	0.039	-0.001	0.978	0.039	0.039	-0.014	0.661
R square	0.697				0.513				0.666			
Adjusted R Square	0.670				0.499				0.656			

Table 4.7 displays the results of the regression analysis carried out for various age groups. The results are discussed with respect to the various subgroups.

Age group 21-30 years: The results show that R^2 square value is 69.7% (F=26.034; p<0.000) and the adjusted R^2 value is 67% for respondents belonging to the age group of 21- 30 years. It means that 67% change in financial firm performance is predicted by relationship competency (β=0.163, p=0.015), commitment competency (β=0.651, p<0.000), familism competency (β=0.266, p<0.000), strategic competency (β=0.113, p=0.045), conceptual competency (β=0.113, p=0.047) and emotional intelligence (β=- 0.238, p<0.000) of the respondents belonging to the age group of 21-30 years. Emotional intelligence has a negative significant influence on the financial firm performance. Learning competency (β=0.002, p=0.976), opportunity competency (β=0.080, p=0.325) and organizing & leading competency (β=0.144, p=0.112) have no significant influence on the financial firm performance.

Age group 31- 40 years: Table 4.7 also shows that R^2 value is 51.3% and adjusted R^2 value is 49.9% (F=37.888; p<0.000) for the age group 31- 40 years. This indicates that 49.9% variation in the financial firm performance is predicted by relationship competency (β=0.349, p<0.000), commitment competency (β=0.341, p<0.000), opportunity competency (β=0.202, p<0.000) and emotional intelligence (β=0.335, p<0.000). Whereas organizing and leading competency (β=-0.260, p<0.000) is seen to have a negative but significant impact on the financial firm performance. Learning competency (β=-0.048, p=0.285), familism competency (β=-0.028, p=0.531), strategic competency (β=0.030, p=0.448) and conceptual competency (β=- 0.001, p=0.978) have no influence on the financial firm performance.

Above 40 years : When it comes to the sub group with respondents who are above 40 years, it is observed that the R^2 value is 66.6% and adjusted R^2 is 65.6% (F=69.723; p<0.000) implying that 65.6% variance in the financial firm performance is predicted by the relationship competency (β=0.686, p<0.000), commitment competency (β=0.135, p=0.006), learning competency (β=-0.175, p<0.000), familism competency (β=0.240, p<0.000), opportunity competency (β=0.143, p<0.000). The learning competency has a negative significant effect on the dependent variable. Emotional intelligence (β=-0.061, p=0.167), organizing and leading competency (β=-0.084,

p=0.100), strategic competency (β=-0.031, p=0.343) and conceptual competency (β=- 0.014, p=0.661) have no influence on the financial firm performance.

Across all age groups relationship competency and commitment competencies are seen to have a significant influence on the financial firm performance. In small micro enterprises the entrepreneurs are constantly interacting with customers and suppliers. They would also require the support of all these people to survive in their business. Commitment to the firm and its goals is also seen to be important since it helps the entrepreneurs to work hard and achieve amidst a lot of difficulties. Hence these competencies are vital for all entrepreneurs.

Table 4.8: Regression for subgroups - Financial firm performance across married and unmarried respondents

Constructs	Married				Unmarried			
	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig
(Constant)	1.270	.238	.589	.000	-1.597	.231		.000
Relationship competency	.503	.025	.052	.000	.462	.041	.361	.000
Commitment competency	.049	.030	-.072	.103	.336	.040	.432	.000
Learning competency	.092	.039	.113	.019	.382	.113	.227	.001
Familism competency	.101	.027	.025	.000	-.327	.053	-.236	.000
Emotional intelligence	.037	.053	.195	.482	.660	.050	.534	.000
Opportunity competency	.282	.046	.312	.000	.228	.082	.218	.006
Organizing and Leading competency	-.337	.036	-.007	.000	-.184	.112	-.214	.104
Strategic competency	-.010	.039	-.013	.803	.009	.034	.006	.790
Conceptual competency	-.013	.028	.589	.636	-.019	.028	-.015	.503
R square	0.484				0.957			
Adjusted R Square	0.477				0.952			

Table 4.8 displays the results of regression for the two subgroups i.e. married and unmarried.

Married respondents: The results indicate that the R^2 value is 48.4% and adjusted R^2 for the married respondents is 47.7% (F=69.297; p<0.000). This shows that emotional intelligence and entrepreneurial competencies explain 47.7% variance in the financial firm performance. It is found that relationship competency (β=0.052, p<0.000), familism competency (β=0.025, p<0.000), learning competency (β=0.113, p=0.019) and opportunity competency (β=0.312, p<0.000) have a positive significant effect on the dependent variable. Organizing and leading competency (β=- 0.007, p<0.000) has a negative significant effect on the financial firm performance. Commitment competency (β=-0.072, p=0.103), strategic competency (β=-0.013, p=0.803), conceptual competency (β=0.589, p=0.636) and emotional intelligence (β=0.195, p=0.482) do not have any significant influence on the financial firm performance.

Unmarried respondents: The R^2 value is 95.7% and adjusted R^2 is 95.2% (F=213.17; p<0.000). This shows that and 95.2% variance in financial firm performance is predicted by relationship competency (β=0.361, p<0.000), commitment competency (β=0.432, p<0.000), learning competency (β=0.227, p=0.001), familism competency (β=-0.236, p<0.000), emotional intelligence (β=0.534, p<0.000), opportunity competency (β=0.218, p=0.006). Familism competency is seen to have a significant negative influence on the financial performance of the firm. Organizing and leading competency (β=-0.214, p=0.104), strategic competency (β=0.006, p=0.790), and conceptual competency (β=-0.015, p=0.503) have no influence on the financial firm performance.

From the results it is seen that among both married and unmarried, relationship competency, learning competency and opportunity competency are significant. Women entrepreneurs require the ability to communicate well with others seek better opportunities and have the interest to learn proactively. When they posses such capabilities they are better able to improve the financial firm performance.

Table 4.9: Regression for sub groups - Financial firm performance across sole proprietorship and partnership firms

Constructs	Sole Proprietorship				Partnership			
	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig
(Constant)	-.058	.284		.839	1.283	.263		.000
Relationship competency	.673	.032	.722	.000	.019	.043	.020	.658
Commitment competency	.083	.038	.089	.029	.321	.032	.491	.000
Learning competency	-.221	.058	-.135	.000	-.109	.042	-.130	.010
Familism competency	.095	.035	.096	.006	.121	.040	.150	.003
Emotional intelligence	.284	.067	.190	.000	.120	.061	.092	.050
Opportunity competency	.339	.074	.197	.000	.357	.039	.447	.000
Organizing and Leading competency	-.222	.065	-.173	.001	-.281	.030	-.442	.000
Strategic competency	-.010	.054	-.006	.848	-.004	.038	-.005	.908
Conceptual competency	.000	.040	.000	.991	-.021	.028	-.033	.446
R square	0.550				0.459			
Adjusted R Square	0.542				0.443			

Sole Proprietorship firms: From table 4.9 the R^2 value is 55.0% and the adjusted R^2 is 54.2% (F=61.496; p<0.000). This suggests that 54.2% variance in the financial firm performance is predicted by the independent variables. The relationship competency (β=0.722, p<0.000), commitment competency (β=0.089, p=0.029), familism competency (β=0.096, p=0.006), opportunity competency (β=0.197, p<0.000) and emotional intelligence (β=0.190, p<0.000) have positive significant effect. Organizing & leading competency (β=-0.173, p=0.001) and learning competency (β=-0.135, p<0.000) have negative significant effect on the financial firm performance. Strategic competency (β=-0.006, p=0.848) and conceptual competency (β=0.000, p=0.991) have no significant influence on the financial firm performance.

Partnership firms: For the respondents leading 'partnership' firms the R^2 value is 45.9% and the adjusted R^2 value is 44.3% (F=28.222; p<0.000). Commitment competency (β=0.491, p<0.000), familism competency (β=0.150, p=0.003), opportunity competency (β=0.447, p<0.000) and emotional intelligence (β=0.092, p=0.050) have a significant positive relationship with financial firm performance. Similar to the previous subgroup organizing & leading competency (β=-0.442, p<0.000) and learning competency (β=-0.130, p=0.010) have negative significant effect on the financial firm performance. Relationship competency (β=-0.20, p=0.658), strategic competency (β=-0.005, p=0.908) and conceptual competency (β=-0.033, p=0.446) have no significant influence on the financial firm performance.

From the above results commitment competency, familism competency, opportunity competency and emotional intelligence have emerged as important predictors of financial firm performance for the respondents who are sole proprietors or partners in a firm. Opportunity seeking and pursuance of the same is vital for financial firm performance. Likewise, when entrepreneurs are committed, they are internally driven to make their firms successful. Being emotionally intelligent helps the women entrepreneurs to achieve self-awareness and also develop their social competencies. All these together with the need to provide for the family through firm's earnings might drive women entrepreneurs to strive for financial firm performance.

Table 4.10: Regression for sub groups - Financial firm performance across respondents based on their previous work experience

Constructs	With previous work experience				Without Previous work experience			
	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig
(Constant)	-.020	.390		.959	.652	.305		.033
Relationship competency	.637	.031	.760	.000	.343	.058	.266	.000
Commitment competency	.427	.063	.302	.000	.178	.032	.286	.000
Learning competency	-.517	.078	-.310	.000	-.074	.047	-.071	.018

Familism competency	-.102	.051	-.078	.048	.196	.034	.278	.000
Emotional intelligence	.237	.074	.164	.001	.054	.077	.036	.488
Opportunity competency	.529	.107	.201	.000	.350	.048	.371	.000
Organizing and Leading competency	-.177	.067	-.120	.009	-.305	.047	-.353	.000
Strategic competency	-.014	.061	-.008	.813	-.016	.045	-.015	.717
Conceptual competency	-.029	.045	-.022	.519	.018	.033	.022	.588
R square	0.616				0.331			
Adjusted R Square	0.605				0.317			

Table 4.10 displays the results of regression for the subgroups of respondents with and without previous work experience.

With previous work experience: The R^2 value and the adjusted R^2 for the subgroup with work experience is found to be 61.6% and 60.5% (F=58.741; p<0.000) respectively. This implies that the independent variables namely emotional intelligence and entrepreneurial competencies predict 60.5% variance in the financial firm performance. Among the independent variables tested, relationship competency (β=0.760, p<0.000), commitment competency (β=0.302, p<0.000), emotional intelligence (β=0.164, p=0.001) and opportunity competency (β=0.201, p<0.000) have emerged as significant predictors. Familism competency (β=-0.078, p=0.048), learning competency (β=-0.310, p<0.000), organizing and leading competency (β=-0.120, p=0.009) were found to have a significant negative influence on the financial firm performance. Strategic competency (β=-0.008, p=0.813) and conceptual competency (β=-0.022, p=0.519) have no significant influence on the financial firm performance.

Without previous work experience: Observing the table 4.10, it can be inferred that the R^2 value is 33.1% and adjusted R^2 is 31.7% (F=23.194; p<0.000). Relationship competency (β=0.266, p<0.000), commitment competency (β=0.286, p<0.000), familism competency (β=0.278, p<0.000), opportunity competency (β=0.371,

p<0.000) are seen as significant predictors while the organizing and leading competency (β=-0.353, p<0.000) is seen to have significant negative influence on financial firm performance. The learning competency (β=-0.071, p=0.118), strategic competency (β=-0.015, p=0.717), conceptual competency (β=0.022, p=0.588) and emotional intelligence (β=0.036, p=0.488) have no significant influence on the financial firm performance.

From the results it can be seen that relationship competency, commitment competency and opportunity competency are significant predictors of financial firm performance irrespective of whether the women entrepreneurs have previous work experience or not. It is natural since searching and capitalizing opportunities is very much required for the firm to make financial gains. Being committed to the firm also helps entrepreneurs to work steadily towards attainment of financial firm goals.

Table 4.11: Regression for sub groups - Financial firm performance across respondents based on their entrepreneurial experience

Constructs	With previous entrepreneurial experience				Without Previous entrepreneurial experience			
	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig
(Constant)	-.159	.405		.695	.308	.253		.224
Relationship competency	.422	.060	.378	.000	.594	.028	.647	.000
Commitment competency	.463	.056	.548	.000	.086	.032	.097	.008
Learning competency	-.051	.084	-.037	.543	-.164	.042	-.123	.000
Familism competency	-.126	.062	-.143	.043	.121	.030	.124	.000
Emotional intelligence	.252	.081	.212	.002	.186	.056	.122	.001
Opportunity competency	.332	.090	.190	.000	.277	.051	.207	.000
Organizing and Leading competency	-.299	.061	-.309	.000	-.186	.047	-.172	.000
Strategic competency	.022	.056	.019	.688	-.028	.044	-.019	.527
Conceptual competency	.020	.041	.022	.635	-.004	.032	-.004	.900
R square	0.680				0.480			
Adjusted R Square	0.661				0.472			

Table 4.11 displays the regression results for the subgroups with and without previous entrepreneurial experience.

With Previous entrepreneurial experience: The R^2 value is 68% and the adjusted R^2 for the subgroup with previous start-up experience is 66.1% (F=35.244; p<0.000). Emotional intelligence (β=0.212, p=0.002), relationship competency (β=0.378, p<0.000), commitment competency (β=0.548, p<0.000), opportunity competency (β=0.190, p<0.000) emerged as significant predictors while organizing and leading competency (β=- 0.309, p<0.000) and familism competency (β=-0.143, p=0.043) are seen to have a significant negative relationship with the financial firm performance. The learning competency (β=-0.071, p=0.118), strategic competency (β=-0.015, p=0.717) and conceptual competency (β=0.022, p=0.588) have no influence on the financial firm performance.

Without previous start-up experience: The R^2 value is 48% and the adjusted R^2 is 47.2% (F=61.770; p<0.000). This suggests that 47.2% variance in financial firm performance is predicted by the entrepreneurial competencies and emotional intelligence. Emotional intelligence (β=0.122, p=0.001), relationship competency (β=0.647, p<0.000), commitment competency (β=0.097, p=0.008), familism competency (β=0.124, p< 0.000), opportunity competency (β=0.207, p<0.000) were found to be significant predictors of financial firm performance. Learning competency (β=-0.123, p<0.000) and organizing and leading competency (β=-0.172, p<0.000) were found to have a negative significant influence on the financial firm performance. Strategic competency (β=-0.019, p=0.527) and conceptual competency (β=-0.004, p=0.900) have no influence on the financial firm performance.

On observing the results, it is seen that emotional intelligence, relationship competency, commitment competency and opportunity competency are significant for the financial firm performance irrespective of whether the entrepreneur has previous start up experience or not. This is understandable since these are basic competencies that are required for the successful running of a firm. Whether an individual is experienced in entrepreneurship or not, seeking profitable opportunities, staying committed, maintaining good relationships at work and being emotionally intelligent helps them to achieve good financial firm performance.

Table 4.12: Regression for sub groups - Non-financial firm performance across varied age groups

Constructs	21-30 yrs				31-40 yrs				Above 40 yrs			
	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig
(Constant)	.328	.321		.309	.192	.166		.247	-.456	.303		.134
Relationship competency	.185	.079	.173	.021	.266	.031	.292	.000	.049	.025	.094	.054
Commitment competency	-.023	.035	-.046	.507	-.130	.023	-.199	.000	-.009	.039	-.015	.810
Learning competency	.161	.071	.170	.025	.100	.040	.091	.013	.443	.039	.514	.000
Familism competency	.089	.044	.140	.043	.067	.019	.126	.001	.204	.039	.236	.000
Emotional intelligence	.074	.075	.072	.326	.357	.037	.407	.000	.017	.067	.014	.803
Opportunity competency	.427	.079	.488	.000	.263	.031	.352	.000	.602	.073	.407	.000
Organizing and Leading competency	.050	.068	.073	.466	.028	.032	.037	.380	-.236	.045	-.333	.000
Strategic competency	-.026	.061	-.026	.674	.008	.029	.009	.781	.114	.044	.107	.009
Conceptual competency	-.041	.047	-.055	.378	-.001	.021	-.001	.971	-.026	.032	-.033	.420
R square	0.625				0.677				0.476			
Adjusted R Square	0.592				0.668				0.461			

127

Table 4.12 displays the results of the regression analysis carried out for various subgroups created with respect to the age groups.

Age Group 21- 30 years: The results show that R^2 value is 62.5% and the adjusted R^2 is 59.2% (F=18.878; p<0.000). It means that 59.2% change in non-financial firm performance is predicted by the entrepreneurial competencies and emotional intelligence of the respondents of 21- 30 years. Relationship competency (β=0.207, p<0.000), learning competency (β=0.207, p<0.000), familism competency (β=0.207, p<0.000), opportunity competency (β=0.207, p<0.000) positively predict non-financial firm performance. The commitment competency (β=0.207, p<0.000), strategic competency (β=0.207, p<0.000), emotional intelligence (β=0.207, p<0.000), conceptual competency (β=0.207, p<0.000) and organizing & leading competency (β=0.207, p<0.000) do not predict non-financial firm performance.

Age group 31- 40 years: The results show that R^2 value is 67.7% and the adjusted R^2 value is 66.8% (F=75.294; p<0.000). It means that 66.8% change in non-financial firm performance is predicted by the entrepreneurial competencies and emotional intelligence of the respondents. Relationship competency (β=0.292, p<0.000), learning competency (β=0.091, p=0.013), familism competency (β=0.126, p<0.001), emotional intelligence (β=0.407, p<0.000), opportunity competency (β=0.352, p<0.000) positively predict non-financial firm performance. The commitment competency (β=-0.199, p<0.000) is negatively significant in predicting non-financial firm performance. Strategic competency (β=0.009, p=0.781), conceptual competency (β=-0.001, p=0.971) and organizing & leading competency (β=0.037, p=0.380) do not predict non-financial firm performance.

Age group above 40 years: The results show that R^2 value is 47.6% and the adjusted R^2 value is 46.1% (F=31.768; p<0.000). It means that 46.1% change in non-financial firm performance is predicted by the entrepreneurial competencies and emotional intelligence of the respondents. Relationship competency (β=0.094, p<0.054), learning competency (β=0.514, p<0.000), familism competency (β=0.236, p<0.000), opportunity competency (β=0.407, p<0.000) and strategic competency (β=0.107, p=0.009) positively predict non-financial firm performance. Organizing & leading competency (β=-0.333, p<0.000) has a negative significant influence on non-financial firm performance. Commitment competency (β=-0.015, p=0.810), conceptual

competency (β=-0.033, p=0.420) and emotional intelligence (β=0.014, p=0.803) do not predict non-financial firm performance.

From the above results it is evident that the relationship competency, learning competency, familism competency and opportunity competency are significant across the various age groups. This shows that the ability to seek opportunities, manage relationships, and learn constantly determines how an entrepreneur is able to satisfy customers, employees and attain the firm's goals. Also the familism competency or the desire to develop a business for the next generation makes the entrepreneur work hard and achieve better brand image. All this leads to an enhanced non-financial firm performance.

Table 4.13: Regression for sub groups - Non-financial firm performance across married and unmarried respondents

Constructs	Married				Unmarried			
	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig
(Constant)	.112	.169		.507	-.886	.299		.004
Relationship competency	.098	.018	.170	.000	.182	.053	.170	.001
Commitment competency	-.108	.021	-.169	.000	-.143	.051	-.220	.007
Learning competency	.335	.028	.392	.000	.571	.147	.407	.000
Familism competency	.155	.019	.257	.000	-.219	.069	-.189	.002
Emotional intelligence	.126	.038	.124	.001	.501	.064	.485	.000
Opportunity competency	.392	.032	.405	.000	.333	.106	.379	.002
Organizing and Leading competency	-.072	.026	-.100	.005	.054	.145	.076	.709
Strategic competency	.067	.028	.072	.015	.001	.044	.001	.976
Conceptual competency	-.018	.020	-.026	.375	.036	.036	.036	.321
R square	0.424				0.895			
Adjusted R Square	0.416				0.885			

Married respondents: The results show that R^2 value is 42.4% and the adjusted R^2 value is 41.6 % (F=54.236; p<0.000). It means that 41.6% change in non-financial firm performance is predicted by the entrepreneurial competencies and emotional intelligence of the respondents. Relationship competency (β=0.170, p<0.000), learning competency (β=0.392, p<0.000), familism competency (β=0.257, p<0.000), emotional intelligence (β=0.124, p=0.001), opportunity competency (β=0.405, p<0.000) and strategic competency (β=0.072, p=0.015) positively predict non-financial firm performance. Organizing & leading competency (β=-0.100, p=0.005) and commitment competency (β=-0.169, p< 0.000) have a negative significant influence on non-financial firm performance. Conceptual competency (β=-0.026, p=0.375) does not predict non-financial firm performance.

Unmarried respondents: The results show that R^2 value is 89.5% and the adjusted R^2 value is 88.5% (F=82.736; p<0.000). It means that 88.5% change in non-financial firm performance is predicted by the entrepreneurial competencies and emotional intelligence of the respondents. Relationship competency (β=0.170, p=0.001), learning competency (β=0.407, p<0.000), emotional intelligence (β=0.485, p<0.000) and opportunity competency (β=0.379, p=0.002) positively predict non-financial firm performance. The commitment competency (β=-0.220, p=0.007) and familism competency (β=-0.189, p=0.002) are negatively significant in predicting non-financial firm performance. Organizing & leading competency (β=0.076, p=0.079), conceptual competency (β=0.036, p=0.321) and strategic competency (β=0.001, p=0.976) do not predict non-financial firm performance.

From the above results the independent variables seem to predict non-financial firm performance better among the unmarried respondents. The relationship competency, learning competency, emotional intelligence and opportunity competency are common among both the groups. This iterates the fact that the competencies related to finding/capitalizing opportunities, having cordial relationships at work, emotional intelligence and learning contribute to the non-financial firm performance.

Table 4.14: Regression for sub groups - Non-financial firm performance across sole proprietorship and partnership firms

Constructs	Sole Proprietorship				Partnership			
	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig
(Constant)	-.164	.176		.353	-.322	.261		.219
Relationship competency	.068	.020	.119	.001	.322	.043	.337	.000
Commitment competency	-.072	.024	-.125	.002	-.069	.032	-.105	.029
Learning competency	.387	.036	.388	.000	.310	.041	.367	.000
Familism competency	.161	.021	.266	.000	.058	.039	.072	.141
Emotional intelligence	.123	.041	.135	.003	.232	.061	.176	.000
Opportunity competency	.430	.046	.407	.000	.361	.038	.449	.000
Organizing and Leading competency	-.066	.041	-.085	.104	-.122	.030	-.190	.000
Strategic competency	.043	.034	.041	.204	.044	.038	.049	.249
Conceptual competency	-.011	.025	-.014	.673	-.007	.027	-.011	.800
R square	0.536				0.475			
Adjusted R Square	0.527				0.459			

Sole proprietorship firms: The results show that R^2 value is 53.6% and the adjusted R^2 value is 52.7% (F=57.962; p<0.000). It means that 52.7% change in non-financial firm performance is predicted by the entrepreneurial competencies and emotional intelligence of the respondents. The relationship competency (β=0.119, p=0.001), learning competency (β=0.388, p<0.000), familism competency (β=0.266, p<0.000), emotional intelligence (β=0.135, p=0.003) and opportunity competency (β=0.407, p<0.000) have positive significant effect. Commitment competency (β=-0.125, p=0.002) however is seen to have negative significant effect on the non-financial firm performance. Organizing and leading competency (β=-0.085, p=0.104), strategic competency (β=0.041, p=0.204) and conceptual competency (β=-0.014, p=0.673) do not predict non-financial firm performance.

Partnership firms: The results show that R^2 value is 47.5% and the adjusted R^2 value is 45.9% (F=30.064; p<0.000). It means that 45.9 % change in non-financial firm performance is predicted by the entrepreneurial competencies and emotional intelligence of the respondents. Relationship competency (β=0.337, p< 0.000), learning competency (β=0.367, p< 0.000), emotional intelligence (β=0.176, p< 0.000) and opportunity competency (β=0.449, p<0.000) have positive significant effect. Commitment competency (β=-0.105, p<0.029) and organizing and leading competency (β=- 0.190, p<0.000) are seen to have negative significant effect on the non-financial firm performance. The familism competency (β=0.072, p=0.141), strategic competency (β=0.049, p=0.249) and conceptual competency (β=- 0.011, p=0.800) do not predict non-financial firm performance.

Table 4.15: Regression for sub groups- Non-financial firm performance across respondents based on their previous work experience

Constructs	With previous work experience				Without previous work experience			
	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig
(Constant)	.121	.263		.647	.323	.198		.104
Relationship competency	.112	.021	.227	.000	.047	.038	.044	.215
Commitment competency	.086	.043	.103	.045	.009	.021	.018	.658
Learning competency	.455	.053	.465	.000	.225	.031	.260	.000
Familism competency	.046	.034	.059	.186	.265	.022	.457	.000
Emotional intelligence	.226	.050	.265	.000	-.050	.050	-.040	.320
Opportunity competency	.136	.072	.088	.050	.556	.031	.715	.000
Organizing and Leading competency	.026	.045	.030	.567	.556	.031	.715	.000
Strategic competency	.080	.041	.077	.053	-.188	.030	-.263	.000
Conceptual competency	-.013	.030	-.017	.665	.025	.029	.027	.387
R square	0.494				0.588			
Adjusted R Square	0.481				0.579			

With previous work experience: The R square value is 49.4% and the adjusted R^2 value is 48.1% (F=35.839; p<0.000). This implies that the independent variables namely emotional intelligence and entrepreneurial competencies predict 48.1% variance in the non-financial firm performance. The relationship competency (β=0.227, p<0.000), learning competency (β=0.465, p<0.000), emotional intelligence (β=0.265, p<0.000), opportunity competency (β=0.088, p=0.050), and strategic competency (β=0.077, p=0.053) have emerged as significant predictors. Commitment competency (β=-0.103, p=0.045) has a negative significant influence on the non-financial firm performance. Familism competency (β=0.059, p=0.186), organizing & leading (β=0.030, p=0.567) and conceptual competency (β=-0.017, p=0.665) do not predict non-financial firm performance.

Without previous work experience: The R^2 value is 58.8% and the adjusted R^2 value is 57.9 % (F=66.633; p<0.000). The learning competency (β=0.260, p<0.000), opportunity competency (β=0.715, p<0.000), familism competency (β=0.457, p<0.000) and organizing & leading competency (β=0.715, p<0.000) emerged as significant predictors. Strategic competency (β=-0.263, p<0.000) has a negative significant influence on the non-financial firm performance. Conceptual competency (β=0.027, p=0.387), relationship competency (β=0.044, p=0.215), emotional intelligence (β=-0.040, p=0.320) and commitment competency (β=0.018, p=0.658) do not predict non-financial firm performance.

On observing the results it is evident that the relationship between emotional intelligence - entrepreneurial competencies and non-financial firm performance is more significant for the respondents without work experience. Learning competency is found to be the most important for respondents with and without work experience. The ability to learn and keep oneself updated helps women entrepreneurs to satisfy the changing demands and needs of the customers. This will satisfy the customers and improve their brand image.

Table 4.16: Regression for sub groups - Non-financial firm performance across respondents based on their entrepreneurial experience

Constructs	With Previous entrepreneurial experience				Without Previous entrepreneurial experience			
	Un Std β	SE	Std β	Sig	Un Std β	SE	Std β	Sig
(Constant)	1.030	.354		.004	-.277	.159		.083
Relationship competency	.253	.052	.329	.000	.073	.018	.119	.000
Commitment competency	-.185	.049	-.318	.000	-.036	.020	-.061	.077
Learning competency	.219	.073	.231	.003	.349	.027	.391	.000
Familism	.003	.054	.005	.954	.184	.019	.281	.000
Emotional intelligence	.390	.071	.478	.000	.157	.035	.154	.000
Opportunity competency	.112	.078	.093	.050	.467	.032	.522	.000
Organizing and Leading competency	-.192	.053	-.288	.000	-.124	.030	-.171	.000
Strategic competency	.046	.049	.057	.344	.053	.028	.053	.056
Conceptual competency	.017	.036	.028	.634	-.020	.020	-.027	.339
R square	0.484				0.539			
Adjusted R Square	0.453				0.532			

With previous entrepreneurial experience: The R^2 value is 48.4% and the adjusted R² value is 45.3 % (F=15.556; p<0.000). The relationship competency (β=0.329, p<0.000), learning competency (β=0.231, p=0.003), opportunity competency (β=0.093, p=0.050), emotional intelligence (β=0.478, p<0.000) have emerged as significant predictors of non-financial firm performance. The commitment competency (β=-0.318, p<0.000) and organizing & leading competency (β=-0.288, p<0.000) have a negative significant influence on the non-financial firm performance.

The familism competency ($\beta=0.005$, $p=0.954$), strategic competency ($\beta=0.057$, $p=0.344$) and conceptual competency ($\beta=0.028$, $p=0.634$) do not predict non-financial firm performance among respondents with previous entrepreneurial experience.

Without previous entrepreneurial experience: The R^2 value is 53.9% and the adjusted R^2 value is 53.2% ($F=78.279$; $p<0.000$). The relationship competency ($\beta=0.119$, $p<0.000$), learning competency ($\beta=0.391$, $p<0.000$), emotional intelligence ($\beta=0.154$, $p<0.000$), opportunity competency ($\beta=0.522$, $p<0.000$), familism competency ($\beta=0.281$, $p<0.000$) and strategic competency ($\beta=0.053$, $p=0.056$) emerged as significant predictors of non-financial firm performance. Organizing & leading competency ($\beta=-0.171$, $p<0.000$) has a negative significant influence on the non-financial firm performance. Commitment competency ($\beta=-0.061$, $p=0.077$) and conceptual competency ($\beta=-0.027$, $p=0.339$) do not predict non-financial firm performance.

On observing the results it is seen that the influence of emotional intelligence and entrepreneurial competencies on non-financial firm performance is high among the respondents without previous entrepreneurial experience. The relationship competency, learning competency and emotional intelligence have been common among both the subgroups suggesting their importance for non-financial firm performance. Emotional intelligence and learning competencies are more related to non-financial firm performance than financial firm performance.

4.3 EXAMINING THE FIT OF THE STUDY MODEL WITH PLS SEM

Confirmatory factor analysis is the appropriate analytical tool to validate a model. It estimates the parameters and empirically validates the hypothesized model. Confirmatory factor analysis has been carried out in the present study using the Partial Least Squares (PLS). The main advantage while using partial least squares is that it allows the users to model latent constructs as either formative or reflective indicators. While reflective indicators reflect an unmeasured latent construct that is deemed to exist before it is measured and account for the observed variances and co variances, formative indicators are used to form a super ordinate construct where the individual indicators are weighted according to their relative importance in forming the construct (Chin 1998). The present study has employed reflective indicators.

PLS SEM (Partial Least Squares Structural Equation Modelling) helps to estimate cause – effect relationships that are complex with the aid of latent variables (Carrion et al., 2018). Its efficiency lies in helping researchers to interpret results and make right decisions (Joreskog and Sorbom, 1993). PLS helps in assessing the structural and measurement model. The measurement model (outer model) serves to measure the individual latent constructs and the structural model (inner model) is helpful in measuring the inter relationship that exists among the latent variables (Awang et al., 2015). With PLS one can estimate the variance in the dependent construct and associated latent variables (Chin, 1998). PLS SEM is widely used among varied social science disciplines (Sosik et al., 2009) and provides causal explanations (Sarstedt et al., 2017). According to Hair et al. (2017) PLS SEM accounts for the total variance and uses the same to estimate parameters. The PLS is based on the principal component analysis and employs an algorithm in which factor scores are estimated by averaging all indicators associated with latent variables. Using the bootstrapping method (500 re samples) ensures better path coefficients and reliable p-values in case of large samples. Warp PLS has been used to test the research model and the hypothesis generated. Since Kock (2010) recommends 200 re samples using the bootstrapping technique to obtain adequate standard error estimates, the same has been followed to generate the t-statistics for the structural path. The bootstrapping method allows calculating standard errors and confidence intervals of a population like the mean, proportion, odds ratio, median, correlation and regression coefficient.

Since the significance of two tailed test is 5%, the path coefficient is significant if the t-statistics is greater than 1.96 (Hair et al., 2014). The path coefficients typically range in the interval of - 1 to +1. When the path coefficient moves towards +1, it indicates stronger positive association. When the path coefficient moves towards -1, it suggests stronger negative association.

Model Fit parameters in Warp PLS: The present study intends to determine if the model has a good fit with the original data. The three salient model fit indices in PLS include

- Average Path Coefficient (APC)
- Average R squared (ARS)
- Average Variance Inflation (VIF)

Both APC and ARS are provided with p values. These are calculated using re sampling estimations and Bonferroni-like corrections. Care is taken to ensure the p-values are less than 0.05 (5% significance level). According to Kock (2018) the AVIF (Average block Variance Inflation Factor) ideally needs to be lesser than 5. In models that employ more than one indicators to measure a construct both the AVIF and AFVIF (Average Full collinearity Variance Inflation Factor) must be equal to or lesser than 3.3. An AVIF and AFVIF value equal to or lesser than 5 is also considered acceptable. The "Tennenhaus GoF" denotes the model's prediction performance (Tenenhaus, Vinzi, Chatelin, &Lauro, 2005). According to the study by Wetzels et al. (2009) the prediction performance of a study model is small if the GoF is equal to or greater than 0.1. The prediction performance is medium when the value is equal to or greater than 0.25 and superior when it is equal to or greater than 0.36.

The SPR (Simpson's Paradox Ratio) index is a measure of possible causality problem in a structural model (Kock, 2018; Lacap, 2020). Ideally the SPR needs to be either equal to 1 or at least equal to or greater than 0.7 (Kock, 2018). WARP PLS gives path coefficients termed as beta (β) coefficients with their p-values and R-squared coefficients. The squared multiple correlation (R^2) is examined to understand the percentage of variation in the dependent constructs that is explained by the model. Figure 4.4 shows the hypothesized path diagram for the study model with the results of regression coefficients and t-statistics in bracket.
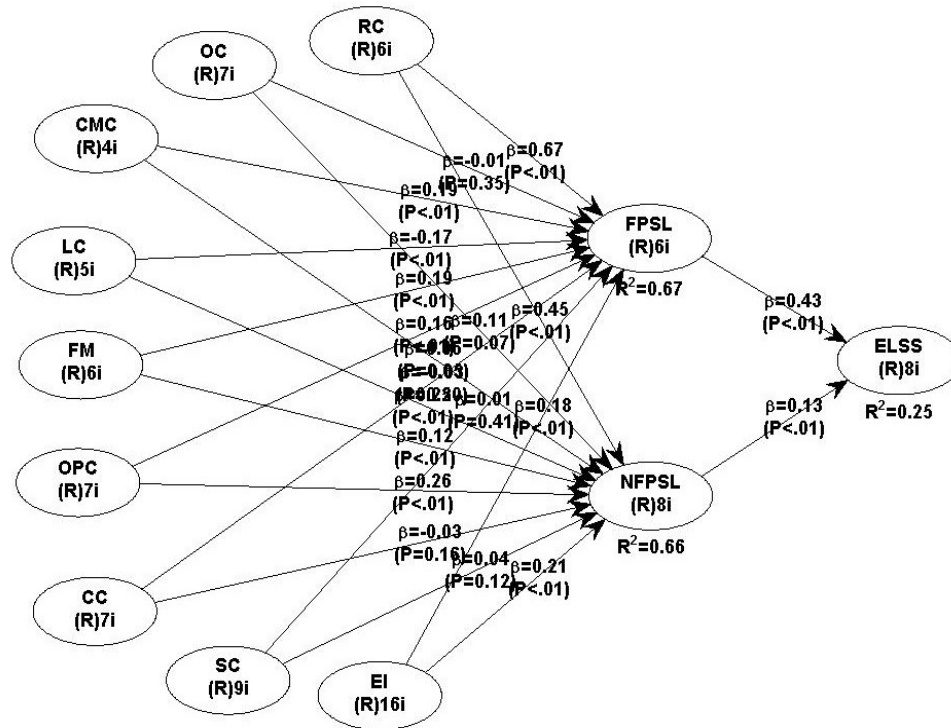
Figure 4.4 – Structural Model: Entrepreneurial competencies and Emotional intelligence on Firm Performance and Entrepreneurial Life satisfaction

From figure 4.4 it is seen that the R^2 value for the dependent variables financial firm performance is 67%, for non-financial firm performance is 66% and for entrepreneurial life satisfaction is 25%. This means that emotional intelligence and the various entrepreneurial competencies studied namely relationship competency, organizing and leading competency, commitment competency, learning competency, familism, opportunity competency, conceptual competency, strategic competency predict variance in financial firm performance and non-financial firm performance by a good 67% and 66% respectively. The results also show that the financial and non-financial performance significantly predict entrepreneurial life satisfaction 25%. From these results it can be inferred that the emotional intelligence and entrepreneurial competencies of the women entrepreneurs have a positive significant impact on their firm's financial and non-financial firm performance. The results also show that firm performance as a whole influence the entrepreneurial life satisfaction of women entrepreneurs.

The fit indices of the model are presented. The APC value is 0.185; the ARS value is 0.526 which is significant at 10%. The AVIF value is 1.210 and AFVIF value is 1.644 (standard value <5; ideal <=3.3). The GOF value is 0.478 (standard values - small=>0.01; medium=>0.25; large=>0.36) therefore the value fits in large range. The SPR value is 0.950 (standard value=>0.7, ideal=1). From the above discussions it could be inferred that the model fit indices are well within the standard values thus indicating that the model fits the data.

Table 4.17 Results of structural model

Path	Beta Coefficient	P value	Standard errors for path	Effect Sizes for path coefficient	Comments
RC→ FPSL	0.666	<0.001	0.033	0.467	H_1 Accepted
RC→NFPSL	0.449	<0.001	0.050	0.252	H_2 Accepted
OC→ FPSL	-0.013	0.355	0.034	0.005	H_3 Rejected
OC→ NFPSL	0.107	0.066	0.071	0.027	H_4 Rejected
CMC→ FPSL	0.194	<0.001	0.036	0.060	H_5 Accepted
CMC→NFPSL	0.056	0.048	0.034	0.015	H_6 Accepted
LC→ FPSL	-0.173	<0.001	0.042	0.033	H_7 Rejected
LC→ NFPSL	0.253	<0.001	0.055	0.124	H_8 Accepted
FM→ FPSL	0.191	<0.001	0.048	0.028	H_9 Accepted
FM→ NFPSL	0.115	<0.001	0.035	0.035	H_{10} Accepted
OPC→ FPSL	0.165	<0.001	0.038	0.026	H_{11} Accepted
OPC→ NFPSL	0.262	<0.001	0.047	0.112	H_{12} Accepted
CC→ FPSL	-0.030	0.355	0.036	0.001	H_{13} Rejected
CC→ NFPSL	-0.028	0.066	0.028	0.002	H_{14}Rejected
SC→ FPSL	0.006	0.414	0.029	0.000	H_{15} Rejected
SC→ NFPSL	0.039	0.118	0.033	0.002	H_{16} Rejected
EI→ FPSL	0.180	0.005	0.070	0.051	H_{17}Accepted
EI→ NFPSL	0.208	<0.001	0.050	0.096	H_{18}Accepted
FPSL → ELSS	0.432	<0.001	0.043	0.207	H_{19} Accepted
NFPSL → ELSS	0.133	0.005	0.052	0.039	H_{20} Accepted

The results of PLS SEM displayed in table 4.17 show that relationship competency (β=0.666, p<0.001), commitment competency (β=0.194, p<0.001), familism (β=0.191, p<0.001), opportunity competency (β=0.165, p<0.001) and emotional intelligence (β=0.180, p=0.005) have a positive significant effect on financial firm performance. Learning competency (β=-0.173, p<0.001) has a negative significant effect on financial firm performance. The results of PLS SEM displayed in table 4.17 show that relationship competency (β=0.449, p<0.001), commitment competency (β=0.056, p=0.048), learning competency (β=0.253, p<0.001), familism (β=0.115, p<0.001), opportunity competency (β=0.262, p<0.001) and emotional intelligence (β=0.208, p<0.001) have a positive significant effect on non-financial firm performance. Whereas organizing & leading, strategic and conceptual have no significant effect on financial firm performance and non-financial firm performance. Again, the results also show that both financial firm performance (β=0.432, p<0.001) and non-financial firm performance (β=0.133, p<0.001) have a positive significant impact on the entrepreneurial life satisfaction. Therefore, it could be concluded that relationship competency, commitment competency, familism, opportunity competency, emotional intelligence have a positive significant influence on financial and non-financial firm performance. Learning competency has a positive significant effect on non-financial firm performance. Both financial and non-financial firm performances have a positive significant influence on entrepreneurial life satisfaction.

4.4 EXAMINING THE INFLUENCE OF ENTREPRENEURIAL FAMILY HISTORY ON FIRM PERFORMANCE AND ENTREPRENEURIAL LIFE SATISFACTION

PLS SEM has also been carried out to analyze if there are any positive implications for women entrepreneurs with fathers in entrepreneurial role. For this purpose, PLS SEM was carried out with the data of only those respondents who had mentioned that their fathers were Entrepreneurs. Out of the total 771 respondents a good 352 of them had fathers who are entrepreneurs. The model thus analyzed is referred to as the 'Father Entrepreneur Model.' Since only 100 respondents had entrepreneurial mothers PLS SEM could not be executed. Figure 4.5 shows the hypothesized path diagram for the 'Father Entrepreneur Model 'with the results of regression coefficients and t-statistics in bracket. Table 4.18 shows the results of model validation.

Table 4.18: Results of model validation –Father Entrepreneur model

| Path	Beta Coefficient	P value	Standard errors for path	Effect Sizes for path coefficient	Comments
RC→ FPSL	0.199	0.141	0.185	0.052	Not Significant
RC→NFPSL	0.175	0.064	0.114	0.047	Not Significant
OC→ FPSL	0.132	0.230	0.178	0.016	Not Significant
OC→ NFPSL	0.232	0.013	0.104	0.074	Significant
CMC→ FPSL	0.543	<0.001	0.085	0.365	Significant
CMC→NFPSL	-0.092	0.118	0.078	0.032	Not Significant
LC→ FPSL	-0.363	0.005	0.139	0.185	Negative Significant
LC→ NFPSL	0.188	0.010	0.081	0.091	Significant
FM→ FPSL	0.007	0.466	0.079	0.003	Not Significant
FM→ NFPSL	0.394	<0.001	0.105	0.181	Significant
OPC→ FPSL	0.039	0.350	0.101	0.013	Not Significant
OPC→ NFPSL	0.297	0.004	0.112	0.132	Significant
CC→ FPSL	0.031	0.255	0.047	0.004	Not Significant
CC→ NFPSL	-0.010	0.400	0.038	0.001	Not Significant
SC→ FPSL	0.041	0.223	0.054	0.003	Not Significant
SC→ NFPSL	0.059	0.129	0.052	0.005	Not Significant
EI→ FPSL	0.26	0.163	0.265	0.091	Not Significant
EI→ NFPSL	0.248	0.165	0.254	0.100	Not Significant
FPSL→ ELSS	0.615	<0.001	0.05	0.409	Significant
NFPSL→ ELSS	0.195	0.209	0.241	0.068	Not Significant
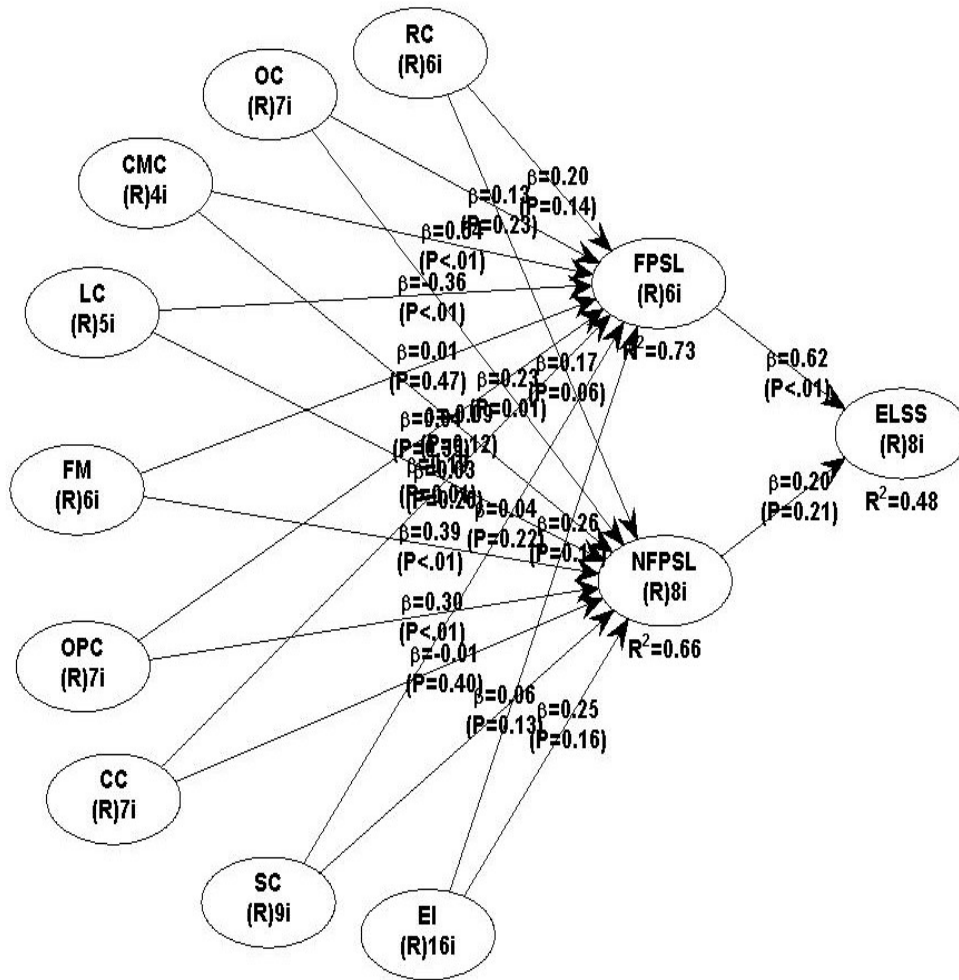
Figure 4.5 – The Influence of Entrepreneurial competencies and Emotional intelligence on firm Performance and Entrepreneurial life satisfaction among respondents with entrepreneurial fathers

From figure 4.5 it is seen that the R^2 value for the dependent variables namely financial firm performance is 73%, for non-financial firm performance is 66% and for entrepreneurial life satisfaction is 48%. This means that emotional intelligence and the various entrepreneurial competencies predict variance in financial firm performance and non-financial firm performance by a good 73% and 66% respectively. The results also show that the financial firm performance significantly predicts entrepreneurial life satisfaction by 48%. From these results it can be inferred that having entrepreneurial fathers has positive implications for the financial firm performance, non-financial firm performance and entrepreneurial life satisfaction of the women entrepreneurs.

142

The fit indices of the model are presented. The APC value is 0.206; the ARS value is 0.622 which is significant at 10%. The AVIF value is 1.383 and AFVIF value is 1.953 (standard value <5; ideal <=3.3). The GOF value is 0.505 (standard values - small=>0.01; medium=>0.25; large=>0.36) therefore the value fits in large range. The SPR value is 0.950 (standard value=>0.7, ideal=1) and the RSCR value=0.998 (acceptable if >=0.9). From the above discussions it could be inferred that the model fit indices are well within the standard values thus indicating that the model fits the data.

In comparison to the main study model, it is seen that the adjusted R^2 values for financial firm performance and entrepreneurial life satisfaction has increased. In the main study model the emotional intelligence and the various entrepreneurial competencies predict variance in financial firm performance by only 67% while in the father entrepreneur model, the R^2 value is 73%. Likewise, in the main study model financial and non-financial firm performance predict only 25% variation in entrepreneurial life satisfaction of the women entrepreneurs. But in the father entrepreneurial model only financial firm performance significantly predicted 48% variation in entrepreneurial life satisfaction. These findings indicate that women entrepreneurs with entrepreneurial fathers report better financial firm performance and entrepreneurial life satisfaction. The possible exposure they received by being brought up in an entrepreneurial family or the mentoring they receive from their entrepreneurial fathers help them to attain more financial firm performance. Again their enhanced financial firm performance contributes to their satisfaction with their entrepreneurial life.

The results of PLS SEM displayed in table 4.18 show that commitment competency (β=0.543, p<0.001) has a positive significant effect on financial firm performance while learning competency (β=-0.363, p=0.005) has a negative significant effect. When women have entrepreneurial fathers, they grow up looking at the commitment their fathers have towards the firm and its performance. The inspiration and the early exposure they get through this parental role modeling inspire them to develop same level of commitment towards their firms. Watching their fathers making the firm work through thick and thin, they also develop the same affinity towards their firm. This competency significantly impacts the financial firm

performance since they understand from a quite early age its importance in determining the survival of a firm.

The organizing & leading competency ($\beta=0.232$, $p=0.013$), learning competency ($\beta=0.188$, $p<0.010$), familism competency ($\beta=0.394$, $p<0.001$) and opportunity competency ($\beta=0.297$, $p<0.004$) have a positive significant effect on non-financial firm performance. The positive parental role modeling and mentoring the women receive from their fathers improves their learning competency. With changing times they would want to stay updated. The hands-on training they might have received in managing their father's firms also develop their organizing & leading competency. As they grow up in entrepreneurial families, they also understand the importance of providing for one's families just like their fathers. Likewise, the constant search for good opportunities also helps their firm in satisfying customers, build better image and attain firm goals. Hence it can be seen that having entrepreneurial fathers has positive implications for women entrepreneurs.

Table 4.18 shows that the financial firm performance ($\beta=0.615$, $p<0.001$) has a positive significant influence on entrepreneurial life satisfaction. This shows that having entrepreneurial fathers benefit women entrepreneurs in that they give more importance to the financial firm performance. When their financial firm performance is good, they report better entrepreneurial life satisfaction. So having entrepreneurial fathers basically inspires these women to attain financial firm performance and the resulting financial gains happens to determine their entrepreneurial life satisfaction

Comparing the results of the main study model and father entrepreneur model: In the main study model (Figure 4.4) and the results displayed in Table 4.17, it is seen that the emotional intelligence and entrepreneurial competencies significantly predict variance in the financial firm performance and non-financial firm performance by 67% and 66% respectively. the financial firm performance ($\beta=0.432$, $p<0.001$) and non-financial firm performance ($\beta=0.133$, $p=0.005$) predict 25% variance in the entrepreneurial life satisfaction of women entrepreneurs.

In the 'Father Entrepreneur Model'(Figure 4.5) however (displayed in table 4.18) it is seen that the emotional intelligence and entrepreneurial competencies significantly predict variance in the financial firm performance and non-financial firm

performance by 73% and 66% respectively. The financial firm performance (β=0.615, p<0.001) predicts 48% variance in the entrepreneurial life satisfaction of the women entrepreneurs with entrepreneurial fathers. Since there is notable increase in the R^2 values for financial firm performance and entrepreneurial life satisfaction for women entrepreneurs with entrepreneurial fathers, Hypothesis $_{21}$ is accepted with respect to the financial firm performance and entrepreneurial life satisfaction of women entrepreneurs.

4.5 DIFFERENCES IN THE PERCEPTION OF RESPONDENTS ACROSS VARIED DEMOGRAPHIC PROFILE

ANOVA is performed to examine significant differences in age, educational level, father's occupation and mother's occupation. Whereas, t-test is used is carried out to examine significant differences among the respondents based on their marital status.

Table 4.19 presents the results of one way ANOVA for the test variables among the respondents of varied age groups. The results of ANOVA for study variables indicate that significant difference exits in the perception of respondents belonging to varied age groups. To understand respondents of which subgroup of the demographic factors has difference of opinion on the study factors the ANOVA test is followed by a post hoc test. Tukey's post hoc test indicates that the perception of respondents of a specific subgroup of a demographic factor falls in two or more subsets.

Table 4.19: ANOVA - Study Variables and Age of the respondents

Factor	Age in years	N	Mean	Std. Deviation	F	Sig	Post Hoc Test Results
Relationship competency	21-30	112	2.7217	.23398	26.666	.000	SS2
	31-40	334	2.7445	.24492			SS2
	41- 50	286	2.4936	.52950			SS1
	Above 50	39	2.5000	.23878			SS1
Commitment competency	21-30	112	2.5491	.49529	52.375	.000	SS2
	31-40	334	2.7440	.34107			SS3
	41- 50	286	2.6792	.33965			SS3

	Above 50	39	1.9808	.44568			SS1
Learning competency	21-30	112	2.8357	.26470	18.185	.000	SS2
	31-40	334	2.8778	.20428			SS2
	41- 50	286	2.7280	.29828			SS1
	Above 50	39	2.8667	.32874			SS2
Familism competency	21-30	112	2.5670	.39228	4.973	.002	SS1
	31-40	334	2.5684	.42041			SS1
	41- 50	286	2.6416	.29888			SS1
	Above 50	39	2.7692	.31441			SS2
Emotional intelligence	21-30	112	2.5792	.24502	21.873	.000	SS1
	31-40	334	2.7199	.25353			SS2
	41- 50	286	2.7810	.20222			SS2
	Above 50	39	2.6218	.28059			SS1
Opportunity competency	21-30	112	2.7551	.28599	23.823	.000	SS1
	31-40	334	2.7861	.29723			SS1
	41- 50	286	2.9331	.16435			SS2
	Above 50	39	2.7656	.20332			SS1
Organizing & Leading competency	21-30	112	2.5140	.36508	10.530	.000	SS2
	31-40	334	2.6279	.28847			SS2
	41- 50	286	2.6069	.37189			SS2
	Above 50	39	2.3480	.27380			SS1
Strategic competency	21-30	112	2.7837	.25348	1.621	.183	
	31-40	334	2.7305	.24969			
	41- 50	286	2.7564	.24962			
	Above 50	39	2.7806	.23010			
Conceptual competency	21-30	112	2.6097	.33378	1.946	.121	
	31-40	334	2.6762	.33647			
	41- 50	286	2.6563	.35530			
	Above 50	39	2.7473	.19790			

Financial firm performance	21-30	112	2.6101	.28698	9.796	.000	SS1
	31-40	334	2.6971	.33131			SS1
	41- 50	286	2.6206	.41713			SS1
	Above 50	39	2.9145	.11389			SS2
Non-financial firm performance	21-30	112	2.7690	.25012	2.384	.000	
	31-40	334	2.8226	.22253			
	41- 50	286	2.8418	.25733			
	Above 50	39	2.8205	.30321			
Entrepreneurial life satisfaction	21-30	112	2.7109	.30157	4.951	.002	SS1
	31-40	334	2.7283	.28737			SS1
	41- 50	286	2.8003	.22049			SS1
	Above 50	39	2.7756	.28988			SS1

From table 4.19 it is evident that while testing for significance level of 5% it is seen that significant difference is present among the respondents of varied age groups. The respondents of varied age groups differ significantly in relationship competency (F=26.666 and p<0.000), commitment competency (F=52.375 and p<0.000), organizing and leading competency (F=10.530 and p<0.000), Commitment competency (F=8.051 and p<0.000), Learning competency (F=18.185 and p<0.000), Familism (F=4.973 and p=0.002), Opportunity competency (F=23.823 and p<0.000), Emotional intelligence (F=8.051 and p<0.000), Financial firm performance (F=9.796 and p<0.000) and Entrepreneurial Life satisfaction (F=4.951 and p=0.002).

Relationship competency: The respondents in the age group 41 - 50 (M=2.494) and above 50 years (M=2.5) feel that they possess less of this competency than those in the age group of 21 - 30 years (M=2.722) and 31 - 40 years (M=2.745). This could be due to the changing business scenarios that warrant for improved communication skills through a range of communication channels. Women in later age group might feel they are not able to do it satisfactorily.

Commitment competency: The respondents of age groups 31 - 40 years (M=2.744) and 41 - 50 years (M=2.679) have more of this competency than those in the age group 21 - 30 years (M=2.549) and those in the age group above 50 years (M=1.981).

The reason could be that when women entrepreneurs in the age group 31-50 look at the firm for career and also for financial gains. They are more committed to make the firm work at any cost.

Learning competency: The respondents in age group 21 - 30 years (M=2.836) and 31 - 40 years (M=2.878) and above 50 years (M=2.867) feel they have more of this competency when compared to those in the age group 41- 50years (M=2.728).

Familism competency: The respondents in the age group of above 50 years (M=2.769) have more of this competency than those in the age groups 21 - 30 years (M=2.567), 31 - 40 years (M=2.568) and 41 - 50 years (M=2.642). This competency is seen to increase with women's age. The reason could be that as women age their desire to develop the firm for their children increases. They also might prepare their children to take over the business after them.

Emotional intelligence: The respondents in the age group 31 - 40 years (M=2.719) and 41 - 50 years (M=2.781) feel they have more emotional intelligence than those in the age groups 21 - 30 years (M=2.579) and above 50 years (M=2.622) other age groups. There are no evidences that emotional intelligence increases with age. Emotional intelligence is often determined by the individual's experiences. Women in the age 31- 50 years are most likely to face lot of challenges between prioritizing family and work. Hence their emotional intelligence is higher.

Opportunity competency: The respondents in the age group age 41 - 50 years (M=2.933) feel they have more of this competency than those in the age group 21 - 30 years (M=2.755), 31 - 40 years (M=2.786) and above 50 years (M=2.765). This might be because women entrepreneurs in this age group might have established their businesses but in order to develop and manage the competition, they might have to fiercely seek newer and bigger opportunities.

Organizing & Leading competency: The age group of above 50 years (M=2.348) feels they have less of this competency than other age groups i.e. 21 - 30 years (M=2.514), 31 - 40 years (M=2.628) and 41 - 50 years (M=2.607). This could be because as women entrepreneurs age they might delegate these managerial functions to trusted employees or their family members. They might want to concentrate on other imperative functions.

Financial firm performance: The respondents of above 50 years (M=2.915) are more satisfied with financial firm performance than the others i.e. 21 - 30 years (M=2.610), 31 - 40 years (M=2.697) and 41 - 50 years (M=2.621).This could be because at higher age they might be well settled and may not have the need to provide much for their families.

Table 4.20 presents the results of one-way ANOVA for the test variables among the respondents of varied educational levels. The ANOVA results indicate that significant difference exits in the perception of respondents having varied educational backgrounds.

Table 4.20: ANOVA - Study Variables and Educational level of the respondents

Factor	Educational Level	N	Mean	Std. Deviation	F	Sig	Post Hoc Test Results
Relationship competency	School	70	1.7929	.55563	254.952	.000	SS1
	Diploma/ITI	79	2.4895	.33583			SS2
	Bachelor's	312	2.7666	.20854			SS3
	Master's	310	2.7317	.22869			SS3
Commitment competency	School	70	2.9607	.14519	22.542	.000	SS3
	Diploma/ITI	79	2.7057	.14300			SS2
	Bachelor's	312	2.6747	.44867			SS2
	Master's	310	2.5484	.41081			SS1
Learning competency	School	70	2.9629	.13744	15.952	.000	SS3
	Diploma/ITI	79	2.7114	.28238			SS1
	Bachelor's	312	2.8487	.26488			SS2
	Master's	310	2.7755	.26812			SS1
Familism competency	School	70	2.8405	.17819	48.855	.000	SS3
	Diploma/ITI	79	2.6245	.26076			SS2
	Bachelor's	312	2.7196	.30325			SS2
	Master's	310	2.4328	.41767			SS1
Emotional intelligence	School	70	2.9232	.26133	20.927	.000	SS2
	Diploma/ITI	79	2.7484	.10962			SS1

	Bachelor's	312	2.6909	.25389			SS1
	Master's	310	2.6891	.23568			SS1
Opportunity competency	School	70	2.9857	.08820	12.856	.000	SS3
	Diploma/ITI	79	2.8879	.11814			SS2
	Bachelor's	312	2.7880	.30070			SS1
	Master's	310	2.8350	.25422			SS1
Organizing & Leading competency	School	70	2.9245	.23038	39.259	.000	SS3
	Diploma/ITI	79	2.7089	.15421			SS2
	Bachelor's	312	2.5769	.29337			SS1
	Master's	310	2.4959	.37833			SS1
Strategic competency	School	70	2.7683	.22362	1.035	.376	
	Diploma/ITI	79	2.7060	.30972			
	Bachelor's	312	2.7575	.24858			
	Master's	310	2.7505	.23881			
Conceptual competency	School	70	2.6633	.31993	.029	.993	
	Diploma/ITI	79	2.6618	.33711			
	Bachelor's	312	2.6589	.35143			
	Master's	310	2.6668	.33099			
Financial firm performance	School	70	2.0333	.43922	124.818	.000	SS1
	Diploma/ITI	79	2.7637	.22426			SS3
	Bachelor's	312	2.7767	.30885			SS3
	Master's	310	2.6753	.25391			SS2
Non-financial firm performance	School	70	2.9321	.23282	21.319	.000	SS3
	Diploma/ITI	79	2.6582	.22620			SS1
	Bachelor's	312	2.8598	.21562			SS2
	Master's	310	2.8004	.25743			SS2
Entrepreneurial life satisfaction	School	70	2.7857	.24371	29.658	.000	SS2
	Diploma/ITI	79	2.9288	.17182			SS3
	Bachelor's	312	2.7977	.26706			SS2
	Master's	310	2.6605	.26272			SS1

From table 4.20 it is evident that while testing for significance level of 5% it is seen that significant difference is present among the respondents of varied educational qualifications. The respondents belonging to various educational levels differ significantly in relationship competency (F=254.952 and p<0.000), commitment competency (F=22.542 and p<0.000), organizing and Leading competency (F=39.259 and p<0.000), commitment competency (F=8.051 and p<0.000), learning competency (F=15.952 and p<0.000), familism (F=48.855 and p=0.002), opportunity competency (F=12.856 and p<0.000), emotional intelligence (F=20.927 and p<0.000), financial firm performance (F=124.818 and p<0.000), non-financial firm performance (F=21.319 and p<0.000) and entrepreneurial life satisfaction (F=29.658 and p<0.000). Post hoc Tukey's test was performed to see how the respondents with varied educational levels fall under various groups based on differences in their perception. The results are discussed in terms of each study variable.

Relationship competency: The respondents with Bachelor's (M=2.766) and Master's degree (M=2.731) perceive themselves as having more of this competency than those with school level (M=1.792) or diploma/ITI education (M=2.489). With time, businesses are becoming more digitalized and entrepreneurs are required to communicate through these channels. Women with school and Diploma/ITI might feel they lack those skills.

Commitment competency: The respondents with school level education (M=2.96) feel they have more of this than those with Bachelor's (M=2.674) and Diploma/ITI (M=2.705) or Master's degree (M=2.548). The women entrepreneurs with school level education may not have other good job opportunities so they are more committed to make their firms work.

Learning competency: The respondents with school level of education (M=2.962) perceive that they have more of this competency than those with Bachelor's (M=2.848) or Master's (M=2.775) and Diploma/ITI (M=2.711). The lack of education and desire to compensate for it drives them to proactively look for sources through which they can learn about their business.

Familism competency: The respondents with school level education (M=2.840) feel they have more of this competency than those with Bachelor's (M=2.719) and

Diploma/ITI (M=2.624) or Master's (M=2.432) degree. Since they might be from low economic background, they might depend on the firm to support their families.

Emotional intelligence: The respondents with school level education (M=2.923) feel they have more emotional Intelligence than those with Bachelor's (M=2.690), Diploma/ITI (M=2.748) and Master's degree (M=2.689). The difficulties they had faced while starting a business due the lack of higher education may have forced them to gain a higher self-awareness, self-directedness and social competence in order to sustain as an entrepreneur.

Opportunity competency: The respondents with school level education (M=2.985) have more of this competency than those with Diploma/ITI (M=2.887) or those with Master's (M=2.835) and Bachelor's degree (M=2.788). The lack of education and lesser probability of getting a good job drive them to develop their competencies well.

Organizing & Leading competency: The respondents with school level education (M=2.924) display more of this competency than Diploma/ITI degree holders (M=2.708) and those with Master's (M=2.495) or Bachelor's degree (M=2.576).

Financial firm performance: Highest financial firm performance is reported by those with Bachelor's (M=2.776) and Diploma/ITI degree holders (M=2.763). The respondents with school level education (M=2.033) report lesser financial firm performance than others. Those with Bachelor's and Diploma/ITI degree holders may have chosen fields that are in line with the education they received. Possession of good technical knowledge gives them leverage in business.

Non-financial firm performance: The respondents with school level education (M=2.932) report better non-financial firm performance than those with a Master's (M=2.800) or a Bachelor's degree (M=2.859). The Diploma/ITI degree holders (M=2.658) report least non-financial firm performance. Though presence of technical expertise is important the lack of Competencies related to relationship may affect their relationships with customers, suppliers and also their marketing skills. Hence, they might feel their non-financial firm performance is less.

Entrepreneurial life satisfaction: The respondents with Diploma/ITI degrees (M=2.928) report better entrepreneurial life satisfaction than those with a Bachelor's degree (M=2.797), school level education (M=2.785) and a Master's (M=2.660) degree. From the results it is evident that they also report higher financial firm performance than others. Hence this could determine their higher entrepreneurial life satisfaction.

Table 4.21presents the results of one - way ANOVA for the test variables among the respondents with fathers in different occupations. The ANOVA results indicate that significant difference exits in the perception of respondents differing in their fathers' occupational fields.

Table 4.21: ANOVA - Study Variables and father's occupation of the respondents

Factor	Father Occupation	N	Mean	Std. Deviation	F	Sig	Ad Hoc Test Results
Relationship competency	Entrepreneur	352	2.7339	.21252	286.627	.000	SS2
	Employed	341	2.7097	.27995			SS2
	Agriculture	78	1.8697	.57962			SS1
Commitment competency	Entrepreneur	352	2.5071	.47286	58.247	.000	SS1
	Employed	341	2.7346	.30550			SS2
	Agriculture	78	2.9551	.11914			SS3
Learning competency	Entrepreneur	352	2.8000	.26879	18.873	.000	SS1
	Employed	341	2.7924	.27918			SS1
	Agriculture	78	2.9872	.06715			SS2
Familism competency	Entrepreneur	352	2.6136	.36510	12.070	.000	SS1
	Employed	341	2.5567	.39238			SS1
	Agriculture	78	2.7821	.24954			SS2
Emotional intelligence	Entrepreneur	352	2.6310	.21487	63.001	.000	SS1
	Employed	341	2.7588	.25521			SS2
	Agriculture	78	2.9239	.13871			SS3

Opportunity competency	Entrepreneur	352	2.7321	.31165	58.494	.000	SS1
	Employed	341	2.9171	.16527			SS2
	Agriculture	78	2.9414	.15857			SS2
Organizing & Leading competency	Entrepreneur	352	2.5195	.33581	45.223	.000	SS1
	Employed	341	2.5903	.32476			SS1
	Agriculture	78	2.9011	.21389			SS2
Strategic competency	Entrepreneur	352	2.7604	.24883	.751	.472	
	Employed	341	2.7380	.25037			
	Agriculture	78	2.7593	.25033			
Conceptual competency	Entrepreneur	352	2.6786	.32974	.864	.422	
	Employed	341	2.6540	.33994			
	Agriculture	78	2.6300	.37012			
Financial firm performance	Entrepreneur	352	2.6667	.27991	261.359	.000	SS2
	Employed	341	2.8157	.22763			SS3
	Agriculture	78	2.0192	.42723			SS1
Non-financial firm performance	Entrepreneur	352	2.7614	.26004	26.370	.000	SS1
	Employed	341	2.8545	.23236			SS2
	Agriculture	78	2.9519	.12292			SS3
Entrepreneurial life satisfaction	Entrepreneur	352	2.6808	.27791	26.819	.000	SS1
	Employed	341	2.8237	.25060			SS2
	Agriculture	78	2.7885	.21633			SS2

From table 4.21 it is evident that while testing for significance level of 5% it is seen that significant difference is present among the respondents with fathers involved in various occupations. The respondents belonging to various subgroups differ significantly in relationship competency (F=286.627 and p<0.000), commitment competency (F=58.247 and p<0.000),organizing and leading competency (F=45.223 and p<0.000),learning competency (F=18.873 and p<0.000), familism (F=12.070 and p=0.002), opportunity competency (F=58.494 and p<0.000), emotional intelligence (F=63.001 and p<0.000), financial firm performance (F=261.359 and p<0.000), non-

financial firm performance (F=26.370 and p<0.000) and entrepreneurial life satisfaction (F=26.819 and p<0.000).

Relationship competency: The respondents with fathers involved in entrepreneurship (M=2.733) and other professions (M=2.709) feel they have more of this competency than respondents with fathers practicing agriculture (M=1.869). This may be due to the exposure to business in early age or the chance to acquaint with individuals outside family.

Commitment competency: The respondents with fathers practicing agriculture (M=2.955) feel they have more of this competency than those with fathers employed (M=2.734) or having entrepreneur fathers (M=2.507). As an occupation agriculture requires lots of commitment and the same is displayed by the children of agriculturists.

Learning competency: The respondents with fathers involved in agriculture (M=2.987) feel they have more of this competency than those with Entrepreneur (M=2.800) or employed fathers (M=2.792). Since they might not be able to get guidance from parents they might proactively look for sources from where they could learn about the business.

Familism competency: The respondents with fathers involved in agriculture (M=2.782) have more of this competency than those with employed (M=2.556) or entrepreneur Fathers (M=2.613). Since agriculture is more of a family tradition than an occupation, being raised in closely knit families and coming from rural areas where families are given more importance results in them displaying more of this competency.

Emotional intelligence: The respondents with agriculturist fathers (M=2.923) have more of Emotional intelligence than those with employed (M=2.758) or entrepreneur Fathers (M=2.631). Being raised in agriculturist families they might have experienced a lot of hardships that forces them to depend on their strengths and abilities than on others for success. This internalization and heightened self-awareness is the reason for their high emotional intelligence.

Opportunity competency: The respondents with employed (M=2.917) and agriculturist fathers (M=2.941) report more of this competency than those with entrepreneur fathers (M=2.732). Since they do not have an entrepreneurial background, they are forced to look and perceive opportunities by themselves.

Organizing & Leading competency: The respondents with agriculturist fathers (M=2.901) feel they have more of this competency than those with Entrepreneur (M=2.519) and Employed fathers (M=2.590). Having seen their fathers being organized in agriculture leads them to practice diligence in their work too.

Financial firm performance: The respondents with employed fathers (M=2.815) report better financial firm performance than those with entrepreneur fathers (M=2.667). Children of employed fathers may have imbibed the management practices and money management skills from their fathers. They might be able to make better investment decisions that reflect as better financial firm performance. Least financial firm performance is reported by those with agriculturist fathers (M=2.019).

Non-financial firm performance: The respondents with agriculturist fathers (M=2.951) report better non-financial firm performance than those with employed fathers (M=2.854). The chance to own enterprises, have appreciating customers and good brand image is something their agriculturist fathers may not have experienced despite toiling at work. Least non-financial firm performance is reported by those with entrepreneur fathers (M=2.761).

Entrepreneurial life satisfaction: The respondents with employed fathers (M=2.823) and those with fathers practicing agriculture (M=2.788) report better entrepreneurial life satisfaction. Since they report better financial and non-financial firm performance they also report better satisfaction with their entrepreneurial career.

Table 4.22 presents the results of one-way ANOVA for the test variables among the respondents with mothers in different occupations. The ANOVA results indicate that significant difference exits in the perception of respondents differing in their mothers' occupational fields.

Table 4.22 ANOVA: Study Variables and mother's occupation of the respondents

Factor	Mother Occupation	N	Mean	Std. Deviation	F	Sig	Ad Hoc Test Results
Relationship competency	Entrepreneur	100	2.7117	.28609	1.941	0.122	
	Employed	93	2.6595	.29274			
	Agriculture	116	2.5920	.39523			
	Homemaker	462	2.6255	.42826			
Commitment competency	Entrepreneur	100	2.2875	.36820	47.468	0.000	SS1
	Employed	93	2.5323	.40918			SS2
	Agriculture	116	2.8341	.16793			SS4
	Homemaker	462	2.7110	.40616			SS3
Learning competency	Entrepreneur	100	2.7940	.17628	25.242	.000	SS2
	Employed	93	2.6194	.30369			SS1
	Agriculture	116	2.7879	.29047			SS2
	Homemaker	462	2.8667	.24902			SS2
Familism competency	Entrepreneur	100	2.6367	.16133	1.729	.160	
	Employed	93	2.5358	.44154			
	Agriculture	116	2.6437	.38316			
	Homemaker	462	2.6032	.38711			
Emotional intelligence	Entrepreneur	100	2.6969	.20458	4.682	.003	SS1
	Employed	93	2.7614	.21353			SS2
	Agriculture	116	2.7780	.17627			SS2
	Homemaker	462	2.6974	.27006			SS1
Opportunity competency	Entrepreneur	100	2.6500	.32193	27.04	.000	SS1
	Employed	93	2.9416	.11772			SS3
	Agriculture	116	2.9015	.19796			SS3
	Homemaker	462	2.8370	.26007			SS2

Organizing & Leading competency	Entrepreneur	100	2.5500	.44918	16.566	.000	SS2
	Employed	93	2.3779	.38932			SS1
	Agriculture	116	2.6552	.23156			SS2
	Homemaker	462	2.6240	.30472			SS2
Strategic competency	Entrepreneur	100	2.7611	.25237	.148	.931	
	Employed	93	2.7599	.27719			
	Agriculture	116	2.7500	.25627			
	Homemaker	462	2.7463	.24206			
Conceptual competency	Entrepreneur	100	2.6471	.29033	.277	.842	
	Employed	93	2.6559	.34881			
	Agriculture	116	2.6466	.40993			
	Homemaker	462	2.6716	.32682			
Financial firm performance	Entrepreneur	100	2.5117	.25432	22.582	.000	SS1
	Employed	93	2.8656	.15784			SS3
	Agriculture	116	2.7787	.31144			SS3
	Homemaker	462	2.6328	.39389			SS2
Non-financial firm performance	Entrepreneur	100	2.7288	.25688	6.303	.000	SS1
	Employed	93	2.8683	.21757			SS2
	Agriculture	116	2.8265	.22286			SS2
	Homemaker	462	2.8314	.24870			SS2
Entrepreneurial life satisfaction	Entrepreneur	100	2.5850	.26584	19.155	.000	SS1
	Employed	93	2.7540	.20560			SS2
	Agriculture	116	2.8427	.20398			SS3
	Homemaker	462	2.7698	.28002			SS2

From table 4.22 it is evident that while testing for significance level of 5% it is seen that significant difference is present among the respondents with mothers involved in various occupations. The respondents belonging to various subgroups differ significantly in commitment competency (F=47.468 ad p<0.000), organizing and leading competency (F=16.566 and p<0.000),learning competency (F=25.242 and p<0.000), opportunity competency (F=27.04 and p<0.000), emotional intelligence

(F=4.682 and p=0.003), financial firm performance (F=22.582 and p<0.000), non-financial firm performance (F=6.303 and p<0.000) and entrepreneurial life satisfaction (F=19.155 and p<0.000).

Commitment competency: The respondents with mothers involved in agriculture (M=2.834) have more of this competency than with employed (M=2.532), entrepreneur (M=2.287) and homemaker (M=2.711) mothers. The commitment the occupation demands becomes an imbibed skill for the children who grow up in such families.

Learning competency: The respondents with employed mothers (M=2.619) is lesser than those with mothers practicing agriculture (M=2.787), entrepreneurship (M=2.794) or with home maker mothers (M=2.866). Since in professions or formal jobs individuals' learning interest decreases after a certain stage the same quality might be imbibed by children of employed mothers.

Emotional intelligence: The respondents with employed (M=2.761) and agriculturist mothers (M=2.778) feel they have more emotional intelligence since they might have faced more hurdles while entering entrepreneurship. Sometimes employed/ agriculturist parents would not support their children's decision of entering business quoting lack of entrepreneurial background or experience. Therefore, children coming from such families depend on their internal strengths and are self made. All these stem from a greater Emotional intelligence.

Opportunity competency: The respondents with employed (M=2.941) and agriculturist mothers (M=2.901) have more of this competency. Since they might not readily get access to contacts or opportunities due to lack of entrepreneurial background they develop these competencies in order to survive.

Organizing & Leading competency: The respondents with employed mothers (M=2.377) have less of this competency than those with agriculturist (M=2.655), entrepreneur (M=2.550) and homemaker (M=2.624) mothers. Occupations like entrepreneurship, agriculture and home management require women to possess organizing &leading skills. Employed women may not find time for the same and may not get the chance to exhibit leading skills at work. This is reflected in their children's abilities.

Financial firm performance: The respondents with employed (M=2.865) and agriculturist mothers (M=2.778) report better financial firm performance. Children with employed and agriculturist mothers have reported better opportunity competency and emotional intelligence. Their capabilities in searching and capitalizing opportunities and motivation to succeed that stems from good emotional intelligence helps them to attain better financial firm performance.

Non-financial firm performance: The respondents with entrepreneur mothers (M=2.728) report lesser non-financial firm performance than those with employed (M=2.868), agriculturist (M=2.826) and homemaker (M=2.831) mothers. Since they have lesser commitment competency and Emotional intelligence they might lack the skills to retain and satisfy customers and employees. These might affect their non-financial firm performance.

Entrepreneurial life satisfaction: The respondents with entrepreneurial mothers (M=2.585) report lesser entrepreneurial life satisfaction than those with agriculturist (M=2.842), employed (M=2.754) and homemaker (M=2.769) mothers. Given the fact that they also report lesser financial firm performance and non-financial firm performance their entrepreneurial life satisfaction might be affected.

T-Test

In order to examine the significant differences in perception of the married and unmarried respondents with respect to the study variables, T–test has been carried out. Testing at 5% level of significance, when the p - value under Levene's Test for equal variances yields a value of <0.05, it shows that there exists significant difference in the perception of the married and unmarried respondents. It also indicates that the group variances are not equal. Hence the values in the second row named as, 'EVNA' (Equal variances not assumed) is considered. Conversely when the when the p - value under Levene's Test for equal variances yields a value of >0.05, it denotes that no significant difference in the perception of the married and unmarried respondents is present. Therefore, the values in the first row named as 'EVA' (Equal variances assumed) are considered.

Table 4.23: T-test for married and unmarried respondents

Variables	Marital Status	N	Mean	Std Dev		Levene's Test for Equality of variances		t-test for Equality of Means		
						F	Sig	t	df	Sig. (2-tailed)
Relationship competency	M	674	2.6306	.40665	EVA	22.974	.000	-.965	769	.335
	UM	97	2.6718	.28813	EVNA			-1.243	157.088	.216
Commitment competency	M	674	2.7107	.36357	EVA	26.459	.000	11.134	769	.000
	UM	97	2.2526	.47255	EVNA			9.165	112.936	.000
Learning competency	M	674	2.8131	.27291	EVA	.644	.422	-.688	769	.492
	UM	97	2.8330	.21924	EVNA			-.810	142.579	.419
Familism competency	M	674	2.6036	.38625	EVA	19.591	.000	-.369	769	.712
	UM	97	2.6186	.26567	EVNA			-.485	161.165	.628
Emotional intelligence	M	674	2.7388	.22921	EVA	3.858	.050	6.623	769	.000
	UM	97	2.5670	.29773	EVNA			5.454	112.958	.000
Opportunity competency	M	674	2.8506	.24114	EVA	66.759	.000	4.402	769	.000
	UM	97	2.7275	.35058	EVNA			3.344	109.446	.001
Organizing & Leading competency	M	674	2.6032	.32169	EVA	51.159	.000	3.003	769	.003
	UM	97	2.4934	.42809	EVNA			2.430	112.132	.017
Strategic competency	M	674	2.7451	.24944	EVA	.981	.322	-1.544	769	.123
	UM	97	2.7869	.24880	EVNA			-1.547	125.409	.124
Conceptual competency	M	674	2.6636	.34329	EVA	.617	.432	.184	769	.854
	UM	97	2.6568	.30421	EVNA			.202	133.771	.840
Financial firm performance	M	674	2.6981	.34758	EVA	.013	.908	6.473	769	.000
	UM	97	2.4519	.36796	EVNA			6.203	121.953	.000
Non-financial firm performance	M	674	2.8318	.23321	EVA	30.345	.000	2.992	769	.003
	UM	97	2.7526	.30777	EVNA			2.436	112.411	.016
Entrepreneurial life satisfaction	M	674	2.7923	.23123	EVA	10.616	.001	10.940	769	.000
	UM	97	2.4948	.35672	EVNA	22.974	.000	7.975	107.905	.000
EVA – Equal Variances Assumed; EVNA – Equal Variances Not Assumed										

Table 4.23 shows the results of T test are given. The results indicate that the two groups 'married 'and 'unmarried' differ in their relationship, commitment, familism, opportunity, organizing & leading competencies, non-financial firm performance and entrepreneurial life satisfaction.

Relationship competency: The married respondents (μ=2.6306) consider themselves to possess less relationship competency than the unmarriedrespondents (μ=2.6718). The mounting work at home and at work, the difficulties that arise while managing relationships at work and at the home front may give these respondents the perception that they lack relationship competency.

Commitment competency: The married respondents (μ=2.71) seem to possess more commitment competency than the unmarriedrespondents (μ=2.25). Commitment competency is best learnt and developed when an individual is in a married relationship. Hence the unmarried respondents might feel they have less of the competency.

Familism competency: The unmarried respondents (μ=2.62) display more of the competency than the married respondents (μ=2.6036). Though, not in a married relationship they might have to look after their family. Some of them might be sole breadwinners in the family. This leads to them having more of the competency.

Opportunity competency: The married respondents (μ=2.85) are also seen to possess more of opportunity competency that the unmarriedrespondents (μ=2.73). The married are able to contribute less time to the firm amidst their family commitments. The need to make most out of the time they get instigates them to constantly look for opportunities and perceive most of them. Hence they display more of the competency.

Organizing & Leading competency: The married respondents (μ=2.60) are seen to have more of the competency than the unmarriedrespondents (μ=2.49). Being organized helps the married women to manage work easily with less time. So they might display more of this competency.

Non-financial firm performance: The married respondents (μ=2.83) report better non-financial firm performance then the unmarriedrespondents (μ=2.75). Since the married have more commitment competency, organizing & leading competency and

opportunity competency they might be able to achieve the firm goals, satisfy customers and employees. Hence they have better non-financial firm performance.

Entrepreneurial life satisfaction: The married respondents (μ=2.79) report better entrepreneurial life satisfaction than the unmarriedrespondents (μ=2.49). Since the married women entrepreneurs report better non–financial firm performance naturally their entrepreneurial life satisfaction is also better.

4.24 Consolidated table ANOVA and t-test

Variable	Age	Marital Status	Edu	Father Occupation	Mother Occupation
Relationship competency	S	S	S	S	
Commitment competency	S	S	S	S	S
Learning competency	S		S	S	S
Familism competency	S	S	S	S	
Emotional intelligence	S		S	S	S
Opportunity competency	S	S	S	S	S
Organizing and Leading competency	S	S	S	S	S
Strategic competency					
Conceptual competency					
Financial firm performance	S		S	S	S
Non-financial firm performance		S	S	S	S
Entrepreneurial life satisfaction	S	S	S	S	S
S - Indicates significant difference in perception of respondents					

From the above consolidated table 4.24, it is evident that there exists significant difference in the test variables among the respondents of various age groups, educational levels, father's occupation, mother's occupation and marital status. It is seen that when it comes to the strategic and conceptual competencies,

there is no significant differences among the respondents with varied demographic profiles. In case of familism competency and relationship competency there are no significant differences between respondents whose mothers are involved in different occupations. The respondents with different marital status do no differ in their learning competency and emotional intelligence. Respondents of various age groups do not differ significantly in their non-financial firm performance. The ANOVA and T-test results however show that there is a significance difference in the perception of respondents of various demographic factors age, marital status, father's occupation, mother's occupation and educational qualification with respect to the study variables. Hence Hypothesis $_{22}$ is accepted.

4.6 Concluding Remarks

This chapter consolidates the results of analysis carried out on the raw data obtained through data collection. The hypotheses framed are tested and findings displayed appropriately. The results affirm the importance of emotional intelligence and entrepreneurial competencies in influencing the firm performance and entrepreneurial life satisfaction of the respondents. Percentage analysis is carried out to effectively segregate the respondents into various subgroups and get a clear picture of the demographic profile. Descriptive statistics is used to ascertain the significance of the study variables. Correlation analysis is employed to understand the association between the study variables. Regression analysis is used to understand the influence of the independent variables on the chosen dependent variable. Regression for subgroups is carried out to identify and ascertain if emotional intelligence and the entrepreneurial competencies have a significant influence on the firm performance of the respondents belonging to various subgroups. PLS SEM is carried out to test the fit of the study model proposed. Finally, ANOVA and T-Test are used to examine if significant difference exist in the perception of respondents of varied age, marital status, educational level, mother occupation and father occupation with respect to the study variables. The next chapter presents the findings, suggestions, conclusion and contribution to the body of knowledge.