

The Phenomenon of Women Entrepreneurship and its Contribution to the Supply Chain Promotion: A Case of Indonesian Supply Chain Companies

Muchran^{*1}, Syamsiah Badruddin^{#2}, Arifin Idrus^{#3}, Paisal Halim^{#4}

^{*1} Universitas Muhammadiyah Makassar, Indonesia

Corresponding author: E-mail: muchran@unismuh.ac.id

^{#2} Departmen of Sociologi Faculty of Social and political science Universitas Nasional. Jakarta Indonesia

^{#3} STIEM Bongaya Makassar

^{#4} Postgraduate Universitas Nasional Jakarta, Indonesia

²syamsia_badruddin@civitas.unas.ac.id

³arifin.idrus@stiem-bongaya.ac.id

⁴paisalhalim@civitas.unas.ac.id

Abstract- Objective of this study is to examine the role of women entrepreneurship practices in supply chain promotion. For this purpose, Indonesian supply chain companies were selected. It was observed that Indonesian supply chain companies are suffering due to ineffective supply chain activities. Due to supply chain issues, the performance of these companies is declining. Most of the previous studies highlighted supply chain among various organizations, however; literature ignore the role of women entrepreneurship practices to promote supply chain. For this purpose, data were collected from the employees of supply chain companies with the help of questionnaire survey. Data were analyzed with the help of Partial Least Square (PLS). Results of the study highlighted that women entrepreneurship practices have significant role to enhance supply chain practices among Indonesian supply chain companies. Moreover, women previous entrepreneurial experience and entrepreneurial passion for inventing has positive on supply chain promotion. Thus, this study has significant importance for Indonesian supply chain companies.

Keywords; Supply chain, women entrepreneurship, entrepreneurial passion, prior entrepreneurial experience

1. Introduction

The phenomenon of entrepreneurship is key to the success in the organizations [1]. In the competitive environment, organizations are moving towards latest entrepreneurship activities to survive in the market. As the entrepreneurship is one of the instruments to get success in stiff competition. That is the reason companies are moving towards entrepreneurship activities. Consistent with the men, women are also playing a significant role to generate something new with the help of entrepreneurship activities. In the recent decade, the participation of women is increasing among all the organization. Particularly, the entrepreneurship activities of women are increasing day by day which has positive role in operations of organizations [2].

Currently, along with all other operations of organizations, the contribution of entrepreneurship in supply chain is increasing. Supply chain requires new entrepreneurship venture for success which is most important because in the success of various organizations, supply chain is key. Particularly, it is important for the companies specifically related to the distribution of goods [3]. Therefore, focus of this study is supply chain companies. Supply chain companies has central role for all organizations, as the timely distribution of goods is key to satisfy the customers. It is important because customer satisfaction is vital to get success [4]. Women entrepreneurship is one of the ways to promote supply chain. The contribution of women among the organizations cannot be neglected. Now, the contribution of women is also increasing day by day. Therefore, the focus of this study is women entrepreneurship activities in relation to the supply chain.

Supply chain companies also has contribution to the nation's economy. However, in most of the developing countries, supply chain companies are not performing well. In most of the developing countries, particularly in Indonesia, the companies are facing issues in supply chain [5]. Due to low level of supply chain, the performance of companies is not up to the mark. Therefore, these companies require significant efforts to promote supply chain and achieve higher performance to compete in a competitive market. Therefore, this study highlighted the supply chain companies of Indonesia to discuss the relationship between entrepreneurship and supply chain promotion.

Therefore, objective of this study is to examine the role of women entrepreneurship practices in supply chain promotion. It is also proved by previous studies that entrepreneurship has relationship with supply chain [6, 7]. Introduction of various entrepreneurship activities lead to the promotion of supply chain. Various studies examined the supply chain in different organization [8, 9], however, these studies did not discuss the entrepreneurship. Moreover, other studies also discussed entrepreneurship activities [10, 11], however, these activities are not discussed in the context of supply chain companies in

Indonesian context. Therefore, this study has significant contribution to literature. Various studies discussed that how various entrepreneurship activities effect the organizational performance, but literature ignore the effect of women entrepreneurship activities in supply chain. Therefore, this study has theoretical as well as practical contribution. Theoretically, this study examined the important relationship between women entrepreneurship and supply chain promotion. Moreover, this study also discussed the moderating role of entrepreneurial passion for inventing which is one of the key elements in entrepreneurship activities. Consequently, this study examined the relationship between women entrepreneurship, entrepreneurial passion for inventing and supply chain promotion. Practically, this study is important for Indonesian supply chain companies. Managers of these companies can get valuable information from current study to boost supply chain activities with the help of women entrepreneurship. The relationship between prior entrepreneurship experience, entrepreneurial passion for inventing and supply chain promotion is highlighted in Figure 1.

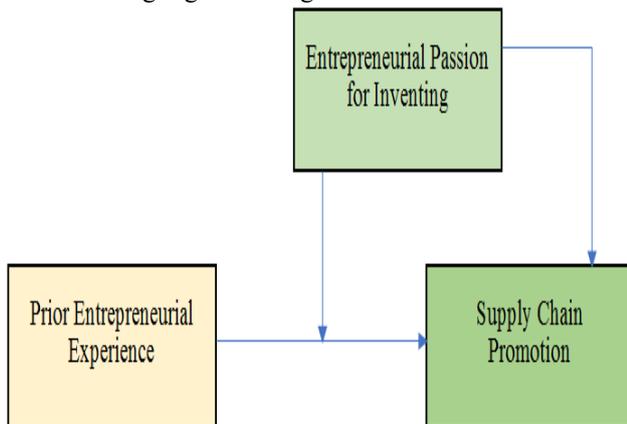


Figure 1. Framework of the study showing the relationship between prior entrepreneurial experience, entrepreneurial passion for inventing and supply chain promotion

2. Literature Review

2.1. Women Entrepreneurship

The phenomenon of women entrepreneurs was started in the decade of 1980 [12]. Earlier, protection of human rights had been promoted at international level through various organizations and a platform was developed in 1974. However, international conference on women was held in 1975 and in 1980-1985, discrimination against women were formally attracted the attentions of practitioners and researchers [13]. Various societies were developed to address the issue of success of women in business. Along with these agencies, microfinance institutions are also working on women entrepreneurship [14]. These agencies focused on various issue of women like gender discrimination on the basis of culture, beliefs and religion [12].

The phenomenon of income can be investigated through various indicators such as achievement, agency, and resources. Agency is one of the process in which individuals makes their choices. Choices and achievement

are met with the help of various resources which includes economic resources. Therefore, agency is one of the central concepts for income, to make choices and achievement [15]. According to [16] income can be defined as the process by which somebody is given the authority to control over life and the situation they are facing. It is one of the process in which some one's gradually gains the access to resources or opportunities, able to solve problems, gain various skills and aware about their condition [17]. All these feature lead to the various entrepreneurship outcomes. Along with all these points, women success is important in business activities.

According to [15], success of women in business can be defined as "process by which those who have been denied the ability to make strategic life choices acquire such ability." It contains resources as well as achievements, with change process and agency. All elements such as process of change, access of resources, agency and achievement are interlinked with each other. Thus, success of women in business is a process by which they acquire access to resources and develop their own decision-making power rather than relying on others.

Success of women in business is one of the procedure of preparing women to be economically self-determining, self-reliant and having positive esteem makes them sufficient capable to face any sort of challenging situation which can contribute to the advance activities [18]. According to United Nation's guidelines, definition of success of women in business requires five components [19]. Firstly, success of women in business requires sense of self-worth. Secondly, it requires to work and react according to their choices. Thirdly, it requires access to opportunities and resources. Fourthly, it requires right to control their own lives both outside and within the house. Finally, it requires the capability to effect the direction of social change and economic order, nationally as well as internationally.

Now, various agencies developed various approaches to empower women community through entrepreneurship. As the women need entrepreneurship activities having many benefits as shown in Figure 2. It includes the strategy to promote awareness among women towards their rights. It promotes self-esteem with the help of education. Other approach includes strengthening the economic safety as well as economic power through increase in labor force participation. It also includes improvement in women status in society through various facilities health, education and control over the resources.

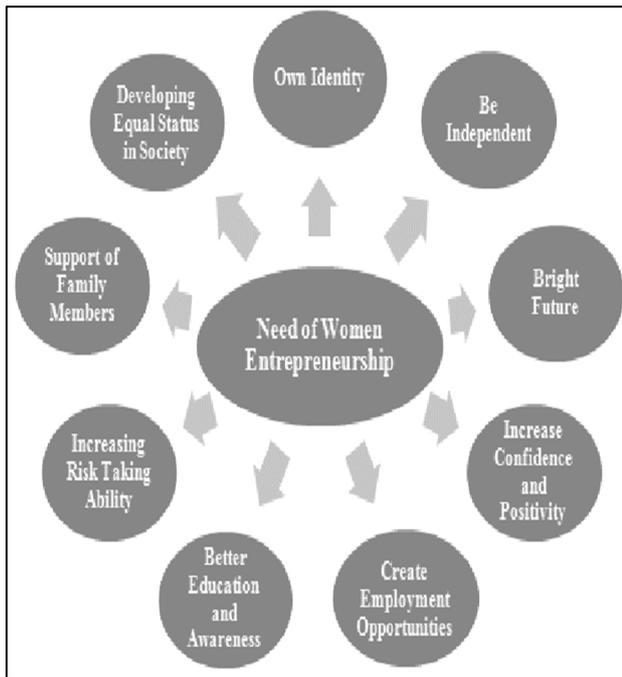


Figure 2. Need of Women Entrepreneurship

2.2. Prior Work Experience

It is evident from the literature that previous work experience has the key contribution while running any entrepreneurial activity including micro enterprise of people. A long tradition in the phenomenon of entrepreneurship that it depends on the human capital theory to explain the relationship between previous work experiences and various entrepreneurial activities outcomes [20]. People having previous work experience are more capable to get success in their micro enterprise as compared to the people having no or less previous work experience which effect positively on supply chain. Different authors advocate that individuals having various skills as well as previous work experiences are more willing to take apart in entrepreneurial activities and also becomes more successful in their entrepreneurship activities which lead to the higher quality [21]. Therefore, previous work experience increases the intension of women to start various entrepreneurial activities. Moreover, it also enhances the women micro enterprise success among. Thus, previous work experience facilitates the process of supply chain among various supply chain related companies in Indonesia.

Several prior studies demonstrate that previous work experience appears to be linked with better outcomes [22, 23] which effect positively on supply chain. Better outcomes are needed better performance. Thus, it increases the performance of business. Because previous work experience consists of skills and knowledge connected to the business. Knowledge associated to the business is most valuable element while running a business. The previous possession of knowledge as well as abilities/skills is considered significant to the development of learning when new knowledge is united with current knowledge. That is the reason it needs prior knowledge to integrate new knowledge.

In context of the current study, previous work experience plays a significant role to increase the supply

chain activities among various organizations. According to this study, women entrepreneurship activities always lead to increase supply chain promotion. Women's working in supply chain companies can promote supply chain through entrepreneurship. It is expected that previous work experience will enhance the relationship of women employee and supply chain. Because it is one of the elements which insure the proper utilization of resources as well as opportunities. As it is explained by literature that previous experience has impact on the probability of applying various financing sources as well as the relative extent to which each is used in business. Therefore, previous work experience enhances the positive effect of entrepreneurship on women activities of supply chain. Advantages for previous experienced entrepreneurs in the acquisition of financial means are also seen. It has been investigated by literature that small firm effect the entrepreneurship decision making which can be achieved through previous work experience. It is also evident from previous studies that entrepreneurship has significant relationship with supply chain [6, 24].

Moreover, it is also referring to the growth of skills either "for the purpose" or "about" entrepreneurship usually, like the good education system at primary, secondary as well as tertiary institutions which contributes to supply chain entrepreneurship. It indicates that women having good entrepreneurship education perform well which effect positively on supply chain. It was also described as the training a person received about the entrepreneurship; it can be related to the knowledge and skills which a person owns over some period of time as well as in a related field. Moreover, it is defined as the plans which employees experiences in order to deliver them with the elementary information as well as skills regarding their future career as an entrepreneur [25]. Entrepreneurship skills as a kind of training which contribution to the members in building their entrepreneurial qualities by backing them up with some service which can lead them to positively starting up a new venture through experience. Therefore, previous work experience has significant effect on supply chain promotion.

2.3. Moderating role of Women Entrepreneurial Passion

Entrepreneurial passion constitutes an unmistakable feeling that is normal among entrepreneurs. People who encounter entrepreneurial passion have positive extraordinary sentiments in connection to the entrepreneurial exercises they are engaged with and a solid motivational drive to take after those emotions. The build estimation was produced in light of three measurements of the character compose of the real or potential entrepreneur—creating, establishing and building up a business. These features lead to the supply chain promotion. As supply chain has significant link with passion [26].

Entrepreneurial passion as an emotional state speaks to one of the individual factors inside the system and can help to defeat certain hindrances related with new business foundation. Passion is probably going to prepare

the required vitality for imminent entrepreneurs to survive testing circumstances by managing vulnerabilities in the social event of budgetary, human, and social assets. Prior studies show that passion has important role in task [27], that is the reason it also has positive role in both entrepreneurship and supply chain activities.

The passion to make esteem and have an effect is basic to the idea of the entrepreneur. The new pursuit creation occurs after some time and the primary phase of this procedure is the development of entrepreneurial goals, which demonstrates the "behavior" measurement. It also create employee satisfaction and employee satisfaction is important in organizations [28]. Entrepreneurial expectation shows the person's enthusiasm for beginning a business and in picking an elective vocation course to customary work [29]. As clarified before, passion for entrepreneurial exercises inside a particular setting may trigger the arranging of a setting related business start-up.

Passion has significant role in various success factors and business success [30]. Sometimes, inconsistency found between the relationship of entrepreneurship activities of women. It is found a negative relationship between financial capital and women entrepreneurship [31]. However, according to [32], financial capital has positive effect on micro enterprise. Therefore, there is a conflict between different studies on the effect of entrepreneurship and women success. These is needing to introduce moderating variable. Thus, in the current study, entrepreneurial passion for inventing is a moderating variable. Therefore, from the above discussion, following hypotheses are proposed;

H1: Prior entrepreneurial experience has positive effect on supply chain promotion.

H2: Entrepreneurial passion for inventing has positive effect on supply chain promotion.

H3: Entrepreneurial passion for inventing moderates the relationship between prior entrepreneurial experience and supply chain promotion.

3. Research Methodology

The operational definition of the variables and their measurement is depended on the research framework; the research questionnaire is designed based on the operational measurement. The items under each of the constructs of the main questionnaire are adapted in order to easier interpretation of the research questions. The questions were measured based on seven points like scale: 1= strongly disagree to 7= strongly agree.

Prior experience of operationalized as the extant subject matter knowledge, which make enough capable of an individual to recognize learning opportunities [32]. It is measured based on knowledge, relevant experience and expertise. Scale items are adopted from [33]. Entrepreneurial Passion is measured based on the women passion in entrepreneurship. All the measures are adapted from [1]. Measures for supply chain were adapted from [34]. Therefore, all the measures were adapted from previous studies.

Questionnaires were distributed among the employee of supply chain companies. Data were collected from the employees of supply chain companies with the help of questionnaire survey. Data were analyzed with the help of

Partial Least Square (PLS). For this purpose, questionnaires were distributed with the help of email survey to achieve the highest coverage. Moreover, area cluster sampling was used in this study to collect the data. This sampling was used because it is most suitable to collect data from large spread population.

4. Data Analysis

Data analysis is the most important part of every research study. It is based on various steps. The data analysis of this study is also based on various step. The first step of data analysis based on data screening. As the any mistake in data entry may lead to the deviation in results. In data screening, missing value, outlier in the data and normality of data was examined. It is shown in Table 1. It is evident that data is no missing value as well as no outlier. However, normality of data has no influence on the results while using Partial Least Square (PLS) hair [35, 36].

Table 1. Data Screening

	No.	Missing	Mean	Median	Min	Max	SD	Kurtosis	Skewness
PEE1	1	0	3.297	3	1	7	1.554	-0.497	0.096
PEE2	2	0	3.314	3	1	7	1.816	-0.633	0.394
PEE3	3	0	3.6	3	1	7	1.906	-0.855	0.27
PEE4	4	0	3.584	3	1	7	1.96	-0.923	0.314
PEE5	5	0	3.595	4	1	7	1.753	-0.54	0.254
PEE6	6	0	3.557	4	1	7	1.839	-0.75	0.198
PEE7	7	0	3.573	4	1	7	1.865	-0.89	0.144
PEE8	8	0	3.746	4	1	7	1.879	-0.807	0.146
PEE9	9	0	3.751	4	1	7	1.892	-0.825	0.276
EPI1	10	0	3.751	4	1	7	1.938	-0.814	0.32
EPI2	11	0	3.643	3	1	7	1.901	-0.765	0.351
EPI3	12	0	3.6	3	1	7	1.875	-0.672	0.326
EPI4	13	0	3.659	3	1	7	1.885	-0.769	0.316
EPI5	14	0	3.497	3	1	7	1.762	-0.453	0.417
EPI6	15	0	3.595	4	1	7	1.915	-0.907	0.187
EPI7	16	0	3.486	4	1	7	1.84	-0.717	0.253
EPI8	17	0	3.681	4	1	7	1.807	-0.693	0.236
SCP1	18	0	3.178	3	1	7	1.537	-0.33	0.534
SCP2	19	0	3.308	3	1	7	1.562	0.131	0.798
SCP3	20	0	3.33	3	1	7	1.523	0.385	0.8
SCP4	21	0	3.341	3	1	7	1.466	0.279	0.733
SCP5	22	0	3.259	3	1	7	1.417	0.367	0.635
SCP6	23	0	3.389	3	1	7	1.517	0.168	0.677
SCP7	24	0	3.265	3	1	7	1.507	0.251	0.812
SCP8	25	0	3.157	3	1	7	1.449	-0.31	0.368
SCP9	26	0	3.319	3	1	7	1.399	0.259	0.598

Above Table 1 highlights that the current data is free from any case of outlier. Therefore, data is accurate to proceed for further analysis. Hence, in the next step, reliability and validity was examined. For this purpose, PLS measurement model was examined which is shown in Figure 3. It is found that all the items have factor loadings above 0.7, composite reliability (CR) is also above 0.7 and average variance extracted (AVE) is above 0.5 which confirm the convergent validity [37, 38]. Table 2 highlighted the factor loadings of all items. Moreover, Table 3 shows the alpha, CR and AVE. Additionally, Table 4 provided the evidence for discriminant validity with the help of cross-loadings.

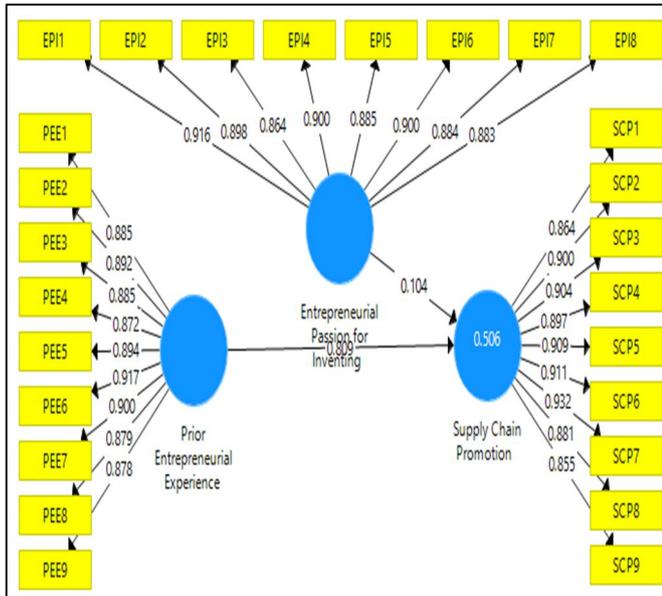


Figure 3. Measurement Model

Table 2. Factor Loadings

	Entrepreneurial Passion for Inventing	Prior Entrepreneurial Experience	Supply Chain Promotion
EPI1	0.916		
EPI2	0.898		
EPI3	0.864		
EPI4	0.9		
EPI5	0.885		
EPI6	0.9		
EPI7	0.884		
EPI8	0.883		
PEE1		0.885	
PEE2		0.892	
PEE3		0.885	
PEE4		0.872	
PEE5		0.894	
PEE6		0.917	
PEE7		0.9	
PEE8		0.879	
PEE9		0.878	
SCP1			0.864
SCP2			0.9
SCP3			0.904
SCP4			0.897
SCP5			0.909
SCP6			0.911
SCP7			0.932
SCP8			0.881
SCP9			0.855

Table 3. Alpha, CR and AVE

	Alpha	rho_A	CR	(AVE)
Entrepreneurial Passion for Inventing	0.963	0.964	0.969	0.794
Prior Entrepreneurial Experience	0.967	0.968	0.971	0.791
Supply Chain Promotion	0.969	0.97	0.973	0.801

Table 4. Cross-Loadings

	Entrepreneurial Passion for Inventing	Prior Entrepreneurial Experience	Supply Chain Promotion
EPI1	0.916	0.876	0.577
EPI2	0.898	0.855	0.602
EPI3	0.864	0.822	0.605
EPI4	0.9	0.832	0.546
EPI5	0.885	0.819	0.542
EPI6	0.9	0.883	0.605
EPI7	0.884	0.844	0.617
EPI8	0.883	0.824	0.621
PEE1	0.836	0.885	0.705
PEE2	0.823	0.892	0.588
PEE3	0.843	0.885	0.59
PEE4	0.844	0.872	0.66
PEE5	0.842	0.894	0.654
PEE6	0.83	0.917	0.649
PEE7	0.83	0.9	0.625
PEE8	0.854	0.879	0.571
PEE9	0.887	0.898	0.622
SCP1	0.596	0.617	0.864
SCP2	0.617	0.656	0.9
SCP3	0.557	0.606	0.904
SCP4	0.588	0.632	0.897
SCP5	0.642	0.669	0.909
SCP6	0.591	0.641	0.911
SCP7	0.621	0.691	0.932
SCP8	0.588	0.641	0.881
SCP9	0.532	0.556	0.855

It is evident for the measurement model that data has sufficient quality to proceed for hypotheses testing. Therefore, next step was carried out to test the hypotheses which was developed in literature review. Three hypotheses were developed in literature review and now analyzed with the help of PLS structural model. T-value 1.96 was considered as minimum threshold level to accept or reject the hypotheses. Figure 4 shows the measurement model assessment and Table 5 shows the results of measurement model.

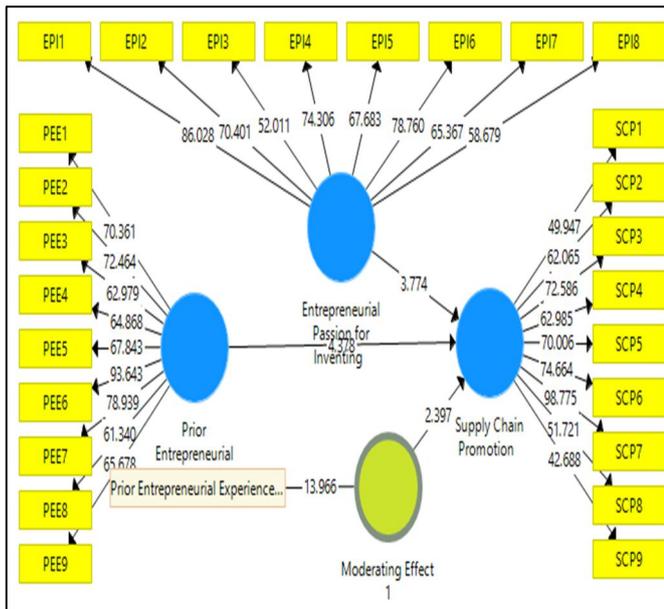


Figure 4. Structural Model

Table 5. Structural Model Results

	(O)	(M)	SD	T Statistics	P Values
Entrepreneurial Passion for Inventing -> Supply Chain Promotion	0.146	0.147	0.039	3.774	0
Moderating Effect 1 -> Supply Chain Promotion	0.139	0.139	0.058	2.397	0.017
Prior Entrepreneurial Experience -> Supply Chain Promotion	0.817	0.821	0.187	4.378	0

From PLS structural model, it is found that all the hypotheses are accepted. As all the hypotheses have t-value above 1.96. It indicates that prior entrepreneurial experience has positive effect on supply chain promotion. Additionally, it is found that entrepreneurial passion for inventing has positive influence on supply chain promotion. It is evident from Figure 5 that entrepreneurial passion for inventing as moderating variable strengthen the positive relationship between prior entrepreneurial experience and supply chain promotion. Finally, r-square value is 0.506, which is highlighted in Figure 3. According to [39], this r-square value is moderate. It shows that prior entrepreneurial experience and entrepreneurial passion for inventing are expected to bring 50.6% variance in supply chain promotion.

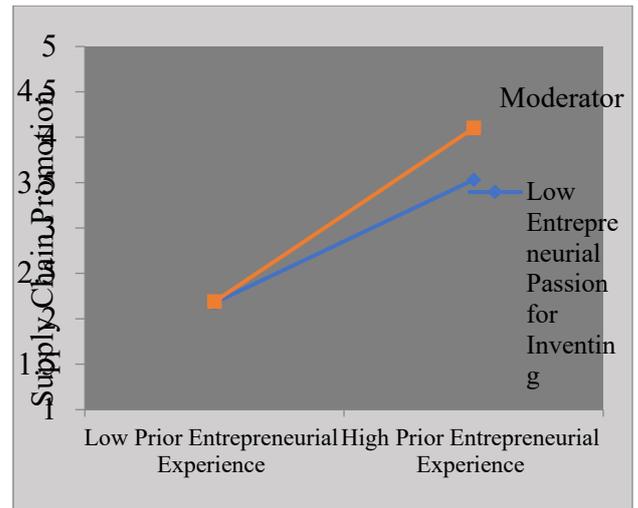


Figure 5. Moderation effect of entrepreneurial passion for inventing between prior entrepreneurial experience and supply chain promotion

5. Conclusion

Objective of this study was to examine the role of women entrepreneurship practices in supply chain promotion. For this purpose, Indonesian supply chain companies were selected. Data were collected from the employees of supply chain companies with the help of questionnaire survey. Data were analyzed with the help of Partial Least Square (PLS). It is found that women entrepreneurship practices have significant role to enhance supply chain practices among Indonesian supply chain companies. Increase in women entrepreneurship practices increases the supply chain effectiveness among the Indonesia supply chain companies. Therefore, the issue of ineffective supply chain activities can be resolved with the help of women entrepreneurship practices. It will also increase the overall performance of supply chain companies. Moreover, women previous entrepreneurial experience and entrepreneurial passion for inventing has positive on supply chain promotion. Women having previous entrepreneurial experience are more effective to promote supply chain. Increase in women previous entrepreneurial experience has positive role to promote supply chain effectiveness. Additionally, entrepreneurial passion for inventing also has positive role to enhance the positive effect of women entrepreneurship activities on supply chain. Thus, this study has significant importance for Indonesian supply chain companies.

References

[1] M. Altaf, W. Hameed, S. Nadeem, and S. Arfan, "Successful entrepreneurial process as contributor towards business performance in banking: Moderating role of passion for inventing," South Asian Journal of Management Sciences, Vol. 13, 2019.

[2] F. Croce, "Indigenous women entrepreneurship: analysis of a promising research theme at the intersection of indigenous entrepreneurship and women entrepreneurship," Ethnic and Racial Studies, pp. 1-19, 2019.

- [3] M. S. Florescu, E. G. Ceptureanu, A. F. Cruceru, and S. I. Ceptureanu, "Sustainable supply chain management strategy influence on supply chain management functions in the oil and gas distribution industry," *Energies*, Vol. 12, p. 1632, 2019.
- [4] S. Nadeem, A. K. Alvi, and J. Iqbal, "Performance indicators of e-logistic system with mediating role of information and communication technology (ICT)," *Journal of Applied Economics & Business Research*, Vol. 8, 2018.
- [5] E. Bronkhorst, E. Cavallo, M. van Dorth tot Medler, S. Klinghammer, H. H. Smit, A. Gijsenbergh and C. van der Laan, *Current practices and innovations in smallholder palm oil finance in Indonesia and Malaysia: Long-term financing solutions to promote sustainable supply chains Vol. 177: CIFOR*, 2017.
- [6] M. A. Waller and S. E. Fawcett, "Click here to print a maker movement supply chain: How invention and entrepreneurship will disrupt supply chain design," *Journal of Business Logistics*, Vol. 35, pp. 99-102, 2014.
- [7] R. Asghari and S. Gedeon, "Significance and impact of Internet on the entrepreneurial process: E-entrepreneurship and completely digital entrepreneurship," in *Proceedings of the 4th European Conference on Innovation and Entrepreneurship*, 2010, p. 70.
- [8] D. Jimenez-Jimenez, M. Martínez-Costa, and C. Sanchez Rodriguez, "The mediating role of supply chain collaboration on the relationship between information technology and innovation," *Journal of Knowledge Management*, Vol. 23, pp. 548-567, 2019.
- [9] S. F. Wamba, R. Dubey, A. Gunasekaran, and S. Akter, "The performance effects of big data analytics and supply chain ambidexterity: The moderating effect of environmental dynamism," *International Journal of Production Economics*, p. 107498, 2019.
- [10] D. O'Brien, P. Sharkey Scott, U. Andersson, T. Ambos, and N. Fu, "The microfoundations of subsidiary initiatives: How subsidiary manager activities unlock entrepreneurship," *Global Strategy Journal*, Vol. 9, pp. 66-91, 2019.
- [11] T. Bielialov, T. Vlasiuk, A. Vergun, A. Kononenko, and O. Chernysh, "Formation of a graduate system for assessing professional activities in the entrepreneurship education system," *Journal of Entrepreneurship Education*, Vol. 22, pp. 1-8, 2019.
- [12] A. R. Chaudhary, M. I. Chani, and Z. Pervaiz, "An analysis of different approaches to women empowerment: a case study of Pakistan," *World Applied Sciences Journal*, Vol. 16, pp. 971-980, 2012.
- [13] M. S. Irshad, "SWOT analysis of Pakistan-China free trade agreement: Pros and Cons," *International Journal of Asian Social Science*, 7, No. 1, pp. 45-53, 2017.
- [14] S. Razzaq, N. Maqbool, and W. U. Hameed, "Factors effecting the elasticity of micro credit demand in Southern Punjab, Pakistan," *International Journal of Social Sciences and Economic Review*, Vol. 1, pp. 46-53, 2019.
- [15] N. Kabeer, "Is microfinance a magic bullet for women's empowerment? Analysis of findings from South Asia," *Economic and Political weekly*, pp. 4709-4718, 2005.
- [16] H. Rehman, A. Moazzam, and N. Ansari, "Role of microfinance institutions in women empowerment: A case study of Akhuwat, Pakistan," *South Asian Studies*, Vol. 30, p. 107, 2015.
- [17] K. Saraswathy Amma, K. Panicker, and M. Sumi, "Micro credit and women empowerment: A study in India," *International Journal of Global Business*, Vol. 1, pp. 184-213, 2008.
- [18] M. Kapila, A. Singla, and M. Gupta, "Impact of Microcredit on Women Empowerment in India: An Empirical Study of Punjab State," in *Proceedings of the World Congress on Engineering*, 2016.
- [19] S. Chowdhury and R. Soren, "Butterfly (*Lepidoptera: Rhopalocera*) Fauna of East Calcutta Wetlands, West Bengal, India," *Check List*, Vol. 7, pp. 700-703, 2011.
- [20] J. M. Unger, A. Rauch, M. Frese, and N. Rosenbusch, "Human capital and entrepreneurial success: A meta-analytical review," *Journal of Business Venturing*, Vol. 26, pp. 341-358, 2011.
- [21] Y. Li, W. Ji, and S. M. AbouRizk, "Enhanced Welding Operator Quality Performance Measurement: Work Experience-Integrated Bayesian Prior Determination," *arXiv preprint arXiv:1901.00883*, 2019.
- [22] F. Delmar and S. Shane, "Does experience matter? The effect of founding team experience on the survival and sales of newly founded ventures," *Strategic Organization*, Vol. 4, pp. 215-247, 2006.
- [23] G. F. Dreher and K. C. Ryan, "Evaluating MBA-program admissions criteria: The relationship between pre-MBA work experience and post-MBA career outcomes," *Research in Higher Education*, Vol. 43, pp. 727-744, 2002.
- [24] H. Peterson, "Transformational supply chains and the 'wicked problem' of sustainability: aligning knowledge, innovation, entrepreneurship, and leadership," *Journal on Chain and Network Science*, Vol. 9, pp. 71-82, 2009.
- [25] O. Y. Keat, C. Selvarajah, and D. Meyer, "Inclination towards entrepreneurship among university students: An empirical study of Malaysian university students," *International Journal of Business and Social Science*, Vol. 2, 2011.
- [26] M. W. McCarter, S. E. Fawcett, and G. M. Magnan, "The effect of people on the supply chain world: some overlooked issues," *Human Systems Management*, Vol. 24, pp. 197-208, 2005.
- [27] T. T. Luu, "Can diversity climate shape service innovative behavior in Vietnamese and Brazilian tour companies? The role of work passion," *Tourism Management*, Vol. 72, pp. 326-339, 2019.
- [28] S. Hussain, M. Rizwan, M. S. Nawaz, and W. ul Hameed, "Impact of Effective Training Program, Job Satisfaction and Reward Management System on the Employee Motivation with mediating role of Employee Commitment," *Journal of Public*

- Administration and Governance, Vol. 3, pp. 278-293, 2013.
- [29] J. R. Fitzsimmons and E. J. Douglas, "Interaction between feasibility and desirability in the formation of entrepreneurial intentions," *Journal of Business Venturing*, Vol. 26, pp. 431-440, 2011.
- [30] S. F. Costa, S. C. Santos, D. Wach, and A. Caetano, "Recognizing opportunities across campus: The effects of cognitive training and entrepreneurial passion on the business opportunity prototype," *Journal of Small Business Management*, Vol. 56, pp. 51-75, 2018.
- [31] A. S. Atmadja, J.-J. Su, and P. Sharma, "Examining the impact of microfinance on microenterprise performance (implications for women-owned microenterprises in Indonesia)," *International Journal of Social Economics*, Vol. 43, pp. 962-981, 2016.
- [32] D. K. Bernard, L. L. T. Kevin, and A. A. Khin, "Entrepreneurial success through microfinance services among women entrepreneurs in Sri Lanka: A pilot study and overview of the findings," *International Journal of Economics and Financial Issues*, Vol. 6, pp. 1144-1150, 2016.
- [33] A. O. Ojo and M. Raman, "The role of prior experience and goal orientation in individual absorptive capacity," *Industrial Management & Data Systems*, Vol. 116, pp. 723-739, 2016.
- [34] A. Ali and M. Haseeb, "Radio frequency identification (RFID) technology as a strategic tool towards higher performance of supply chain operations in textile and apparel industry of Malaysia," *Uncertain Supply Chain Management*, Vol. 7, pp. 215-226, 2019.
- [35] J. F. Hair, M. Sarstedt, T. M. Pieper, and C. M. Ringle, "The use of partial least squares structural equation modeling in strategic management research: a review of past practices and recommendations for future applications," *Long Range Planning*, Vol. 45, pp. 320-340, 2012.
- [36] J. F. Hair Jr, G. T. M. Hult, C. Ringle, and M. Sarstedt, *A primer on partial least squares structural equation modeling (PLS-SEM)*: Sage Publications, 2016.
- [37] J. Hair, C. L. Hollingsworth, A. B. Randolph, and A. Y. L. Chong, "An updated and expanded assessment of PLS-SEM in information systems research," *Industrial Management & Data Systems*, Vol. 117, pp. 442-458, 2017.
- [38] J. Henseler, C. M. Ringle, and R. R. Sinkovics, "The use of partial least squares path modeling in international marketing," in *New challenges to international marketing*, ed: Emerald Group Publishing Limited, 2009, pp. 277-319.
- [39] J. Hussain, H. Ali, M. Sadik and S. Qasim, "Procedural Fairness in Restructuring and Layoffs between two Telecom Companies of Pakistan," *Global Journal of Social Sciences Studies*, Vol. 3, No. 2, pp. 101-112, 2017.