

**RELATIONSHIP BETWEEN ENTREPRENEUR PROFILE AND MICRO-
ENTERPRISE GROWTH AT KAMUKUNJI IN NAIROBI, KENYA.**

Huldah K. Oroko¹, Samson R. Ondigi²

ABSTRACT

The paper provides knowledge on the relationship between entrepreneur profile and micro-enterprise growth at Kamukunji. A correlational survey research design meets the objective of the study. The sample includes 354 micro-enterprises selected by systematic sampling from Kamukunji Jua Kali Association membership register in 2006. Data were collected using interview and observation guides, and field notes. Independent variables include age, gender, education, ethnicity, religion, marital status, father, and mother occupation. Dependent variables contain growth in sales, employees, departments, and divisions. Descriptive statistics such as frequency distribution, percentages, standard deviation, cross tabulation, and non-parametric analysis of variance were used in data analysis. The study provides results on factors influencing micro-enterprise growth at Kamukunji and findings useful to entrepreneurs, consultants, researchers, and policy makers mainstreaming micro-enterprise growth.

Key Words — Entrepreneur Profile, Micro-enterprise Growth, Kamukunji, correlation survey, Kenya

¹Government of Kenya, huldahoroko@yahoo.com

²Kenyatta University

INTRODUCTION

Despite the worldwide contribution of an entrepreneur towards micro-enterprise growth, literature review indicates that entrepreneur profile featured in this study are largely developed by studies from Western countries particularly United States of America and Europe (Greiner, 1979; Churchill & Lewis, 1983; Scott & Bruce, 1987; Perren, 1999). Few studies have developed entrepreneur profile from micro-enterprises in other economies such as Sub-Saharan Africa generally and specifically in Kenya (Namusonge, 1998; Karimi, 1998; Teal, 1998; Bisebroeck, 2005). The relationship between entrepreneur profile and micro-enterprise growth in Kenya has not been significantly studied. Yet, rapid micro-enterprise growth backs up one of the goals of the economic pillar visualised to turn Kenya into a globally competitive and prosperous nation by the year 2030 (Republic of Kenya, 2007). The high micro-enterprise growth envisions creation of momentum to contribute towards making Kenya a medium income country. Specifically, the study seeks to validate the extent to which entrepreneur profile influences micro-enterprise growth at Kamukunji.

LITERATURE REVIEW

Economists like Schumpeter argue that the entrepreneur is an innovator, one that introduces new technologies into the workplace or market, by increasing efficiency, productivity, or creating new products and services. The term entrepreneur originates from a French word *entreprendre* which means a person who creates and

develops an enterprise and significantly accounts for the inherent risks and outcomes. As one of the factors of production, an entrepreneur blends all the other factors of production through invention, innovation, modification, and diversification of products and services to meet demand and supply in a competitive market. Fundamentally, it seems that an entrepreneur's profile fundamentally influences micro-enterprise growth.

In Kenya, micro-enterprises are defined as businesses employing up to ten workers including the owner-manager (Central Bureau of Statistics (CBS), International Center for Economic Growth, and K-Rep Holdings Ltd, 1999). Liao, Welsh, and Pistrui (Retrieved May 20, 2005) classifies an entrepreneurial personality into two attributes: nurtured and natured. The nurtured attributes suggests that entrepreneurs are made while natured attributes argues that entrepreneurs are born. The natured personality attributes are generally demographic factors of an entrepreneur profile. Studies indicate that demographic factors provide pull and push factors that influence micro-enterprise growth (Liao et al., Retrieved May 20, 2005). Some demographic factors have been studied more than others and those that have been greatly studied seem to have more effect on the micro-enterprise growth than those with less reference. The demographic factors commonly studied and considered by this study include: age, gender, highest level of education, ethnicity, religion, marital status, and parental occupation. The conceptual model is summarised in Figure

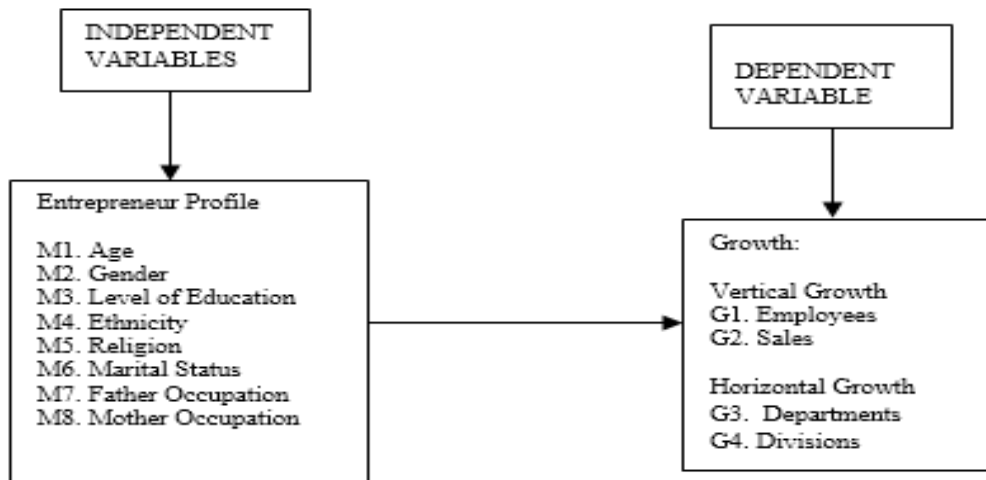


Figure 1: Conceptual Model

METHODS

The target population for the study was micro-enterprises manufacturing metallic products at Kamukunji in Nairobi. The micro-enterprises were sole proprietorships and partnerships owned by Kenyans of various ethnicities. There were 1,118 micro-enterprises in KamukunjiJua Kali Association membership register for the year 2006. These micro-enterprises formed the universe of the study. The sampling methodology involved the selection of the sample from micro-enterprises that fell under the definition of a micro-enterprise and were registered by the KamukunjiJua Kali Association (2006) as metallic product manufacturers. The study used systematic sampling to select 354 micro-enterprises who participated in the study. The micro-enterprises consisted of sheet metal, metalwork, painting, welding, and scrap metal categories.

The study covers micro-enterprises manufacturing metallic products at

Kamukunji in Nairobi. Kamukunji lies in the eastern side of the city of Nairobi, the capital city of Kenya. The Kamukunji manufacturing zone locates at about 1.5kilometres from the city centre of Nairobi and becomes home to the micro-enterprises manufacturing metallic products. The triangular shaped zone settles between Landhies Road on the south, Sakwa Road on the west, and 15th Ahero Street on the east. The site can also be approached from Jogoo Road roundabout through Delta House, which is domicile to Undugu Society of Kenya. The Kenya-Uganda railway and an up-country bus station serve the manufacturing zone. The bus station, nicknamed Machakos Airport, initially championed as gateway to Machakos, a town 40 kilometres east of Nairobi. The transport network adequately serves the demand and supply markets.

RESULTS

The objective of this study verifies the relationship between entrepreneurs' profile and micro-enterprise growth. An entrepreneur profile becomes an element of study because the founder plays a special role in micro-enterprise growth. Age mean (*M*) score becomes 32 years (*SD* = 9.05) and

entrepreneurs are largely (*n* = 155, 43.8%) between 26 and 35 years. Majority of entrepreneurs are 27 years (*n* = 23, 6.5%) followed by 32 years (*n* = 22, 6.2%). Reduction in numbers of entrepreneurs with age increment ascribes to natural attrition, possibly, caused by death due to labour-intensive life.

Table 1: Entrepreneur Profile

Variables	Particulars	Frequency (<i>N</i> =354)	%
Age	16 to 25 years	88	24.9
	26 to 35 years	155	43.7
	36 to 45 years	88	24.9
	46 to 55 years	19	5.4
	56 to 83 years	4	1.1
Gender	Male	313	88.4
	Female	41	11.6
Education	Primary School	214	60.5
	Secondary School	118	33.3
	Technical Institute	19	5.4
	University	2	0.6
	Non-Formal	1	0.3
Ethnicity	Kikuyu	125	35.3
	Luhya	33	9.3
	Luo	158	44.6
	Kamba	20	5.6
	Embu	10	2.8
	Kisii	5	1.4
	Meru	2	0.6
	Taita	1	0.3
Religion	Catholic	166	46.9
	Protestant	170	48
	Atheist	18	5.1
Marital Status	Unmarried	82	23.2
	Married	260	73.4
	Widowhood	9	2.5
	Divorced	3	0.8
Father Occupation	Enterprise Manager	96	27.1
	Employee	89	25.1
	Metallic Product Manufacturer	31	8.8
	Farmer	136	38.4
Mother Occupation	Enterprise Manager	55	15.5
	Employee	16	4.5
	Metallic Product Manufacturer	10	2.8
	Farmer	230	65
	Homemaker	43	12.1

The age when entrepreneurs started their first micro-enterprise mean score turns out to 20.9 years ($SD = 5.75$). Most ($n = 304$, 85.9%) entrepreneurs' age ranges between 16 and 25 years. The majority of entrepreneurs start their first micro-enterprise at 20 years ($n = 67$, 18.9%) followed by 18 years ($n = 62$, 17.5%). Other start-up milestones are at 15 years ($n = 23$, 6.5%), 25 years ($n = 24$, 6.8%), and 30 years ($n = 10$, 2.8%). The interval suggests that an entrepreneurial mindset matures on every fifth year. There prevails a downward inclination from 32 years ($n = 2$, 0.6%) to 48 years ($n = 1$, 0.3%). The presence of children (10 years) and adolescents (15 years) implies school dropout due to extreme poverty livelihoods whereby the number of students enrolled in primary and secondary schools is more in the lower classes and less in the upper classes.

Results on age when entrepreneurs' start-up first micro-enterprise highlight three indicators: First, the highest percentage of entrepreneurs' start-up after marriage to fulfil family financial demands. Second, the significant start-ups occur at the milestones of 15 years ($n = 23$, 6.5%), 20 years ($n = 67$, 18.9%), 25 years ($n = 24$, 6.8%), and 30 years ($n = 10$, 2.8%). At these ages the entrepreneurs feel that it is now or never and start-up micro-enterprises. Third, entrepreneurs are less likely to start micro-enterprises at Kamukunji between 36 and 45 years. The backbreaking labour requirement for metallic manufacturing discourages older people.

The entrepreneur's age at the start-up of current enterprise mean score happens to

be 22.7 years ($SD = 6.6$) and majority of entrepreneurs started the current enterprise at 20 years ($n = 65$, 18.4%). Most ($n = 269$, 75%) entrepreneurs are aged between 16 and 25 years. Other entry milestones arises at 25 years ($n = 26$, 7.3%), 15 years ($n = 26$, 7.3%), 26 years ($n = 26$, 7.3%), and 30 years ($n = 14$, 4%) with a sliding tendency between 40 and 59 years. Results have two implications: First, entrepreneurs' start up the micro-enterprises when physically powerful since it happens to be a manual manufacturing sector. Second, the older people who want to stay active and overcome age are more likely to operate peripheral micro-enterprises like selling of scrap metal. It is possible that there exists a relationship between age of entrepreneur and sector of operation such as manufacturing, trade and service sectors.

The gender distribution shows that most (88.4%) entrepreneurs are men at seven times more than women. There exist four reasons for male dominance: First, the women experience more entry barriers than men which attribute to women's higher preference of employment than self-employment. Second, the women find manual manufacturing a non-glamouring job. Third, the women prefer non-core manufacturing activities like selling scrap metal, finished goods, and painting services which relegate women into supportive roles. Fourth, the lack of equality between men and women make women subordinate to men. The finding portrays a masculine society with maximum emotional and social role differentiation between the genders.

In regard to education levels, most entrepreneurs indicate that their highest level of education happens to be primary

school (60.5%). Results have three implications: First, the high dropout after the primary school indicates unaffordable secondary school fees due to rampant levels of poverty. Second, the progressive decrease in percentages from primary to university level of education implies that it becomes easier to get white collar jobs with higher levels of education. Third, the insignificant number of undergraduates implies preference of employment by large enterprises and those involved in metallic products manufacturing got into it as a matter of last resort. As regards ethnic representation, the majority of entrepreneurs happen to be Luo (44.6%). The finding implies that the Luo are creative and innovative especially in the manufacturing of metallic products.

Majority of entrepreneurs indicate that they are Protestant (48%). The large number of Protestants corresponds with the majority of entrepreneurs being Luo (44.6%) who mainly profess Protestantism, and specifically, Seventh-Day Adventists due to commissioning of the Church at Gendia, Kendu Bay slightly over a century ago in 1906. The finding on religion has four implications: First, Protestantism influences entrepreneurship development to the extent that some micro-enterprises close on Saturdays due to Adventism while others do not open on Sundays due to Pentecost. Second, the attributes of Protestantism like frugality, deferred gratification, and asceticism nurture entrepreneurship more than the principles of Catholicism like celibacy. Third, there exists significant relationship between the spirit of capitalism and protestant work ethics. Fourth, Atheism turns out detested because of the abandonment of native worship traditions

on the advent of Christianity brought by white missionaries. The Protestant ethic indicates that the spirit of capitalism can be grown only when the mental attitude in the society is favorable to capitalism.

Results indicate that most (73.4%) entrepreneurs are married. These findings have three implications: First, most (73.4%) entrepreneurs are married because the majority who are Luo uphold family life ethos and have the least divorce rate in Kenya. Second, divorce cannot be practised by the Luo when a couple have children generally and sons specifically to the extent that even a divorce verdict from a court case though legal lacks customary obligations. Third, the low divorce rate supports the Christian doctrine where marriage exists till death as most (94.9%) entrepreneurs adhere to the Christian faith. Hence, entrepreneurship is a function of religious beliefs and impact of religion shapes the entrepreneurial culture

Entrepreneurs indicate whether their parents are enterprise managers, employees, metallic product manufacturers, farmers, or homemakers. The majority of entrepreneurs' fathers happen to be farmers (38.4%). Most entrepreneurs respond that their mothers are farmers (65%). The findings on parental occupation have three implications: First, mothers are not role models as most entrepreneurs do not come from matrilineal communities. The majority (44.6%) of entrepreneurs happen to be Luo who are patrilineal. Second, Kenya is agriculturally endowed as entrepreneurs indicate that the majority of fathers and mothers are farmers. Third, entrepreneurs are made/nurtured but not born/natured due to the fact that the

metallic product manufacturing parents do not influence their children. These portends that external role models be used to upgrade entrepreneurial attributes among potential entrepreneurs in Kenya.

Cross tabulation between levels of education by gender indicates that men score well than women on all levels of education. Findings have four implications: First, the results suggest that due to poverty, low income households find it increasingly difficult to keep daughters in school who drop out to enable sons get sufficient fees. After dropping out of school, the girls unfortunately start working as brewers and distillers among other child labour occupations. Second, the girls drop out of school due to teenage pregnancies probably induced by poverty. Third, the parents force girls into early marriages with rich old men. Fourth, the high degree of gender inequality emphasises men dominance in the education sector and in high paying private and public sector jobs. Notably, due to masculinity few women get elected political positions.

Cross tabulation between highest levels of education by ethnicity indicate that most Luo (72.8%) have attained primary school education. Results have two implications: First, extreme poverty in Nyanza Province, homeland of the Luo, attributes to the fact that the province registers the highest prevalence of female-headed households through widowhood who are poorer than male-headed households. Second, the fish from Lake Victoria benefits middlemen excluding fishermen as processing and exportation are done far away in Nairobi and preservation/transportation require colossal investments not readily affordable by the fishermen. As the middlemen bear

risks and uncertainties of the industry, they also obtain the monetary benefits.

The majority (40%) of the Kikuyu have attained secondary school education followed by the Luo (23%). The Kikuyu are more likely to afford secondary school education than other tribes who participated in the study. The good secondary school achievement index attributes to the fact that Central Province of Kenya, where the Kikuyu live; turn out to be the second richest province with most (69.6%) residents living on more than a dollar per day. The province has secondary schools that produce candidates with high mean grade results in Kenya National Examinations Council that place them among top the 10 category.

The majority (5.6%) of Kikuyu have acquired technical education compared to the Luo (2.5%). Results indicate that the Kikuyu have attained transferable technical skills by formal training which the Luo have acquired through on-the-job training. Despite the good performance indices by the Kikuyu in secondary and technical levels of education, results stipulate that the Kikuyu are more (0.8%) likely to have informal education than Luhya, Luo, Kamba, and Embu. The non-schooling of the Kikuyu attributes to negative economic development where children beg on the streets, pluck tea and coffee; work in horticulture, construction, and maintenance industries in Nairobi and the suburbs instead of schooling.

Cross tabulation between genders by ethnicity reveals that most men are Luo (94.9%) and majority of women are Kikuyu (17.6%). The results have three push factors: First, Kikuyu attest to entrepreneurial behaviour due to their

displacement to create land for white settlers during the colonial era. Second, the Luo have been pushed into metallic products manufacturing by high levels of poverty founded on non-utilisation of water resources from Lake Victoria for irrigation. Third, the Luhya, Kamba, and Embu middle between low and high enrolment but Kisii, Meru, and Taita have started venturing into the sector. The Kisii possibly enter into the sector due to scarcity of arable land at their habitat emphasised by over population. Thus, historical injustices, geographical displacement, poverty, and high population density become push factors.

Taita prefer quick financial gains attained by providing services to the tourism sector than manufacturing of metallic products. The Taita are more likely to be service providers such as drivers than manufacturers. Decline of proceeds from tourism due to the global financial crisis more likely pushes the Taita into manufacturing of metallic products. The Meru who are mainly farmers settle for pure profits accrued from selling miraa than manufacturing of metallic products. The miraa markets, such as Maua, close business for the day at 11 a.m. which gives farmers ample time to celebrate the hard work with a bottle of beer! Kenya Breweries Limited possibly scopes largest market share from Meru. Why do miraa markets close the day's business too early to be true? The largest importers of miraa live in Mogadishu, the capital city of Somalia. The great distance between the seller and buyer requires sufficient time to transport miraa by road from Meru to Wilson Airport in Nairobi.

Cross tabulation between religions by marital status of entrepreneurs has two

implications: First, the majority of Catholics are more likely to be unmarried (27.7%) while most Protestants adhere to marriage (68.1%). It seems that celibacy practised by the clergy has trickled down to the flock. Protestantism upholds family life but abhors celibacy. Second, atheists are less likely to be divorcees indicating that divorce in Kenyan society starts in the colonial era amid exposure to foreign virtues. Results indicate that significant relationship exists between religion and marital status of entrepreneurs.

Cross tabulation between father occupations by gender indicates that most fathers of the male entrepreneurs are farmers (91.9%). The majority of women's fathers are enterprise managers (14.6%). Results have two implications: First, fathers of male entrepreneurs are largely farmers highlighting the fact that Kenya happens to be a farming nation. Freshly cut flowers prides as the country's top export earner followed by tea making Kenya the biggest single supplier of tea to the United Kingdom market. Second, fathers are less likely to influence sons into owning micro-enterprises manufacturing metallic products. Results indicate that fathers do not design entrepreneurship careers for sons but patrilineal values are more likely to have fathers as the role models. Diversity in Kenya favour patrilineal than matrilineal lineage as there are 42 ethnical groups ranging from the Jibana, Sanye, Boni, Gabla, Sabawat, Oromo, Elmolo to Rendille among others.

Cross tabulation between mothers occupations by gender show that most (89.6%) male entrepreneurs' mothers are farmers but only 10 (100%) are metallic product manufacturers. The majority of female entrepreneurs' mothers happen to

be employees (18.8%) but none turns out to be a metallic product manufacturer. Results have two implications: First, Kenya excels as an agricultural country. Second, women in the 21st century have ventured into manufacturing unlike those of the 20th century who mainly ventured into trade and service sectors. Femininity has led women to balance between family and work and venture into male-dominated careers.

A series of non-parametric analysis of variance compared entrepreneur profile and growth. Two non-parametric tests: Kruskal-Wallis and Mann-Whitney verify the relationship between entrepreneur profile and micro-enterprise growth. The χ^2 or Z statistic represents the differences in means between groups of data with a probability of less than 0.05 showing whether groups of data differ significantly from each other. Results show significant relationship between ethnicity, religion, marital status, father occupation, and micro-enterprise growth. Significant relationship exists between ethnicity and employees growth ($\chi^2= 6.00, p = .01$), and divisions growth ($\chi^2= 39.97, p = .00$). As Kikuyu entrepreneurs increase, employees and divisions increase. Significant relationship exists between religion and sales growth ($\chi^2 = 15.72, p = .00$). As Catholic entrepreneurs increase, sales increase. Significant relationship exists between marital status and sales growth ($\chi^2= 8.60, p = .01$), and departments growth ($\chi^2= 13.69, p = .00$). As entrepreneurs with unmarried status increases, sales and departments increase. Significant relationship exists between father occupation and sales growth ($\chi^2= 10.04, p = .02$). As farming fathers increase, sales increase. Insignificant

relationship exists between age, gender, level of education, mother occupation, and growth.

The objective of the study verifies the relationship between entrepreneurs' profile and micro-enterprise growth. The majority (43.7%) of entrepreneurs are aged 26 – 35 years, with a mean age of 32 years. The most critical age for entrepreneurs to start micro-enterprises turns out to be 32 years. It requires powerful entrepreneurs to handle and manufacture products from scrap metals. Results agrees with four Kenyan studies: Namusonge (1998) indicates a mean age of 37 years; CBS et al., (1999) states a national mean age of 35 years with men being slightly older than women at 36 and 33 years respectively; Ofafa (1999) specifies that age ranges between 31 and 40 years; and, Karimi (1998) points out the majority (42%) of entrepreneurs are 30 – 39 years. Disagreement comes from researches in other countries which have a higher mean namely: Nepal, South Korea, and India with 46, 46, and 42 years respectively. Kenyans are more likely to start micro-enterprises at younger age than entrepreneurs from Nepal, South Korea, and India. Kenya's population mainly consists of young entrepreneurs who may be feeling that the earlier the start, the longer the success.

Younger entrepreneurs than older entrepreneurs influence sales growth. The sector requires youthful entrepreneurs who can stand long hours of manufacturing and salesmanship under austere weather conditions such as noise, sun, dust, rain, and mud. The younger entrepreneurs portray the vigour, patience, and persuasion required during production and price bargains. The products are not

standardised and more often than not price varies from one enterprise to another depending on quality of products and location of enterprise. Consequently, when entrepreneurs enter Kamukunji at an advanced age, they start selling scrap metal instead of manufacturing metallic products carried out by the youthful and powerful entrepreneurs. An insignificant (0.3%) number of micro-enterprises start after the retirement age of 56 years. CBS et al., (1999) agree with this notion by noting the insignificant participation of the retiring age group (56 years and above). The majority of entrepreneurs in the sample are young who seem to exhibit different growth motives with older entrepreneurs. For that reason, the age of an entrepreneur is a critical determinant of micro-enterprise growth.

Male entrepreneurs than female entrepreneurs seems to influence micro-enterprise growth. There exists male dominance (88.4%) with a weak (11.6%) female representation. The supremacy translates to approximately seven times more men at a ratio of 1:7. The sector favours male entrepreneurs because scrap metals are not only heavy but hard to modify and diversify. Usually, heavy hammers are used to transform ordinary grease and crooked metals into superior products. The low (11.6%) proportion of women in manufacturing contradicts with 25% in manufacturing (CBS et al., 1999). The study's speciality in micro-enterprises manufacturing metallic products provides evidence of contradiction. Women possess trade and service micro-enterprises while men manage manufacturing micro-enterprises.

The women at Kamukunji prefer selling scrap metal, finished goods, painting

services, and hardware but not performing the rigorous manufacturing chores. Hofstede (2001) indicates that in a country with high masculinity index, there is a well-defined distinction between men's work and women's work. The manual nature of manufacturing metallic products encumbers women. Despite male dominancy, women currently penetrate the manufacturing sector. Inequality becomes real despite women being more (52%) than men in the Kenyan population.

Micro-enterprises owned by entrepreneurs with primary than secondary school education influences micro-enterprise growth. Most (60.5%) entrepreneurs have attained primary education followed by secondary education (33.3%). The sector largely attracts primary education holders as secondary school education holders prefer employment in service sectors such as driving of commercial vehicles, and provision of security in individual, institutional, and commercial premises among other occupations. In agreement, CBS et al., (1999) found that most (54%) entrepreneurs have primary followed by secondary school education (33%). The majority (45%) of entrepreneurs have no higher level of education than elementary school (Littunen, 2000). Metallic product manufacturers have primary school education (King, 1996). In disagreement, Ofafa (1999) points out that most (63%) entrepreneurs have secondary school education. Karimi (1998) indicates that the majority (48%) of entrepreneurs have secondary school education. However, an insignificant minority (0.6%) at Kamukunji has university education. Biggs et al., (2000) found that the majority (45.3%) of entrepreneurs have a bachelors' degree. Watson et al., (1998) found that

few (20%) respondents have a degree. Kenyan bachelors' degree holders prefer employment in blue-chip companies to self-employment.

Male entrepreneurs with Kikuyu (0.8%) ethnic background happen to have no formal education than their female counterparts. The Kikuyu men participate in child labour occupations in Nairobi like transport conductors, building traders' workers, and machinery mechanics and fitters but fail to register in schools. The easy entry into the sector does not emphasise high education credentials. CBS et al., (1999) disagree by indicating that a higher percentage of female (13.7%) entrepreneurs have no formal education compared to male (6.8%) entrepreneurs. Female (20.3%) entrepreneurs in this manufacturing sector have attained secondary school education. Greene, Hart, Gatewood, Brush & Carter (Retrieved November 10, 2005) agrees by indicating that women in manufacturing have higher levels of education than their male entrepreneurs. CBS et al., (1999) disagrees with the finding by indicating that men have higher levels of education that enable them to do bookkeeping. The disagreement possibly occurs because the CBS study specialised in trade and service sectors. Women in Kenya are less educated implying incapacity to prepare books of account leading to lower profits. Some parents' do not invest heavily in the education of the girl-child coupled with high rates of school dropout due to teenage pregnancies and early marriages.

Luo than Kikuyu entrepreneurs have significant relationship with enterprise growth. Luo entrepreneurs dominate (44.6%) the metallic product manufacturing sector followed by Kikuyu

(35.3%). Simpson, Tuck, & Bellamy (2004) found that some entrepreneurs have unique cultures that positively impact on the performance of small and medium enterprises. In this perspective, Luo entrepreneurs have unique cultures that influence their higher entry into the manufacture of metallic products. It seems that embargo on the use of water from Lake Victoria pushes the Luo into the manufacture of metallic products. In disagreement, extant literature does not concur that the Luo are enterprising. Karimi (1998) found that most (69%) entrepreneurs were Kikuyu. King (1996) only profiles Kikuyu entrepreneurs. Research singles out entrepreneurs from other ethnic backgrounds in Kenya like Native Asians (Bigsten, Kimuyu, & Lundvall, 200; Namusonge, 1998). Other upcoming entrepreneurial communities in Kenya are Kisii and Somali immigrants. The Kisii are covered by this study but not the Somali immigrants. It seems that the Kisii and Somali have unique cultures that influence micro-enterprise growth of trade and service micro-enterprises.

Results indicate that Catholicism nurtures entrepreneurship than Protestantism. The micro-enterprises are located near St. Peter Cleavers and Holy Family Basilica Cathedrals in Nairobi where entrepreneurs go for prayers during working hours. In disagreement, Weber (1930) found a positive relationship between the spirit of capitalism and protestant work ethics of frugality, deferred gratification, and asceticism. Gibb (2006) indicates that the success of the guanxi system of informal trust between entrepreneurs in China is understood in the light of Confucianism. Perren (1999) does not reveal the religious affiliations of entrepreneurs. CBS et al.,

(1999) does not venture into religious beliefs of entrepreneurs. There is lack of empirical data on the religion of Kenyan entrepreneurs. The Somali immigrants are Muslim while the native Asians are Hindu. Due to non-participation of Muslims in the sector, one might object here that Islam does not influence micro-enterprise growth manufacturing metallic products.

Unmarried entrepreneurs than married entrepreneurs have significant relationship with micro-enterprise growth. The sector favours unmarried entrepreneurs as they are more likely to grow the micro-enterprises by development of divisions. The freedom from marital obligations enables them to shuttle between divisions without seeking spousal consent. Unmarried entrepreneurs enjoy higher growth rates despite the fact that most (73.4%) entrepreneurs are married. In agreement, Namusonge (1998) indicates that most entrepreneurs are married. Fielden et al., (2003) found that most (81%) female entrepreneurs happen to be married or unmarried but living with partners. Greene et al., (Retrieved November 10, 2005) found that most female entrepreneurs turn out to be married. The only difference is that the later two studies are specifically on female entrepreneurs but this study comprises of male and female entrepreneurs. Other studies have no indication of the marital status of entrepreneurs (Ofafa, 1999; CBS et al., 1999; Perren, 1999). It is arguable whether marital obligations deter enterprise growth.

Enterprise managing fathers than farming fathers have significant relationship with growth of their children's micro-

enterprises. Entrepreneurs have different growth perceptions depending on whether their fathers are enterprise managers, employees, metallic product manufacturers, or farmers. The sector becomes favourable to entrepreneurs with enterprise managing fathers because of historical perspectives in Kenya. Fathers go to work as carpenters, masons, tailors, traders, employees, soldiers, and pastors. In the process, some start up enterprises and become owner-managers. It seems that entrepreneurs with enterprise managing fathers have unique management aspects that favour micro-enterprise growth manufacturing metallic products. Gibb (1988) and Hirsch and Peters (2005) indicate that father's occupation during an entrepreneur's childhood or formative years has a bearing on their entrepreneurial capacity.

Enterprise managing than farming mothers has significant relationship with micro-enterprise growth. Historical perspective in Kenya shows that mothers remain at home to take care of crops and animals. It seems that the women prioritise wifhood and motherhood than entrepreneurship. All other things equal, this explains why there are very few women operating micro-enterprises at Kamukunji. The sector indicates that Kenyan mothers have entered into trade and service sectors in the urban areas and become owner-managers possibly due to harsh weather conditions like drought which destroys crops. Hirsch and Peters (2005) point out that the occupation of the mother during an entrepreneur's childhood or formative years has a bearing on an entrepreneurial capability of their children. One might object here that farming

mothers are less likely to influence growth of their children's micro-enterprises.

CONCLUSION

Although in this study age of entrepreneur, gender, highest level of education and mother occupation has insignificant relationship with micro-enterprise growth, other studies indicate that these factors have significance. To make the relationship between ages of entrepreneur, gender, highest level of education, and mother occupation significant, technical institutes, polytechnics and universities in Kenya need to identify, develop, and implement a progressive entrepreneur profile curricula. When delivering courses on entrepreneur profile, practicing entrepreneurs should be invited as visiting lecturers specifically to facilitate on how age of entrepreneur, gender, highest level of education, and mother occupation influence micro-enterprise growth.

The entrepreneur profile characteristics that influence micro-enterprise growth in western countries particularly United States of America and Europe are partially applicable to Kamukunji. Results indicate that unique entrepreneurial factors influence micro-enterprise growth at Kamukunji. Future research should explore more linkages between the entrepreneur profile and entrepreneurship using longitudinal research designs.

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