

**FACTORS AFFECTING THE PERFORMANCE OF FEMALE ENTREPRENEURS IN
SMALL AND MEDIUM ENTERPRISES
A CASE STUDY OF KAWEMPE DIVISION, UGANDA**

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*ABSTRACT: The goal of the study was to investigate the variables influencing female entrepreneurs' performance in small and medium-sized businesses in Kawempe Division. Its goals are to ascertain whether sociodemographic, the environment, as well as educational factors have an impact on female entrepreneurs' success in small and medium-sized businesses in Kawempe Division. A longitudinal and causal survey approach was used for the investigation. 121 female business owners were among the 121 sampled utilizing simple and purposeful selection at random. A questionnaire for survey purposes was used to gather the information. Descriptive statistics, frequency bands, means, and deviations from mean were used to examine this data. With the use of the correlation coefficient of Pearson's index, the study's goals were examined. $r = 0.811^{**}$ $\text{sig} = 0.000$, less than 0.05, is the correlation coefficient of Pearson's index between education and the performance of female entrepreneurs. This suggested that education and the effectiveness of female entrepreneurs had a highly favorable, substantial link. It was suggested that if the achievement of female entrepreneurship in Kawempe Division is to be improved, responsible organizations like the business sector organization should implement a program that motivates women to start their own businesses. This can be accomplished by demonstrating to them that factors such as marital status, age, gender, and others shouldn't prevent them from conducting commerce.*

Key words: performance, entrepreneurs, small and medium enterprises

Background of the study

Especially in the early 20th century, liberalism started to significantly alter the environment for women in the workplace. Progressive ideas created a social environment at the turn of the century that was significantly more supportive towards female company owners (Minniti, 2005). Women who became business owners later in the century that followed included Madam C.J. Walker, Coco Chanel, Olive Ann Beech, and Ma Perkins. These strong women built their companies and battled tenaciously for success in the face of stigmas, unequal pay, and discrimination aimed against female company owners Babson (1998). These brands are still around today to commemorate some of the country's first businessmen.

Due to shortages in the labor caused by male wartime enlistment, the proportion of women with jobs increased by about 10% between 1940 and 1945. From fixing airplanes to sewing clothes, women took on a variety of jobs (Bosma & Schutjens, 2011). Female company owners saw a rise during this time, earning money from a variety of a home-based ventures (Gracious. A, 2023). Many female company owners continued to thrive and earn autonomous salaries after the end of the Second World War (Brush, 1992). Elizabeth Arden, who founded the American beauty industry on her own in 1910, is among the most notable early examples of women in business. After the end of the Second World War, her business grew rapidly, and Red Door salons started popping up in major fashion hubs all over the world (Wheelock, 1998).

Despite that, governments and humanitarian organizations in the Global South have made female entrepreneurship a major policy priority. This tendency has been accompanied by both a shift toward market-based conceptions regarding growth that reify the autonomous entrepreneurship and a surge in acknowledgement of the importance of women to monetary progress (Langevang et al., 2015). According to data, female participation rates are greater in Africa, the Americas, Latin America, and the Caribbean than in Europe and North America, where early-stage entrepreneurship is presently at its lowest levels.

Statement of the Problem

The commercial growth of Uganda can benefit greatly from the contributions of female entrepreneurs. The Ugandan authorities has made some constructive initiatives to promote

women's entrepreneurship in order to realize Uganda's Vision 2040 (UNDP III), recognizing the significance of women entrepreneurs in the development of a vibrant and dynamic economy. However, women do poorly in manufacturing in Kawempe Division. There is little doubt that those women are still in poverty, and there are few women company owners, unsuitable donor assistance, and the absence of personal protection (UBOS, 2016; UNHS, 2018).

Objectives of the study

1. To examine whether socio-demographic factors affect the performance of female entrepreneurs in small and medium enterprises in Kawempe Division.
2. To examine whether environmental factors affect the performance of female entrepreneurs in small and medium enterprises in Kawempe Division.
3. To examine whether training factors affect the performance of female entrepreneurs in small and medium enterprises in Kawempe Division.

Research questions

1. Do socio-demographic factors affect the performance of female entrepreneurs in small and medium enterprises in Kawempe Division?
2. Do environmental factors affect the performance of female entrepreneurs in small and medium enterprises in Kawempe Division.?
3. Do training factors affect the performance of female entrepreneurs in small and medium enterprises in Kawempe Division.?

Methodology

Research Design

A cross apparatus correlating survey methodology served as the study's foundation. In order to understand the variables influencing the achievement of female business owners, a correlational design was adopted. A survey was employed since it featured a sizable number of participants (all female business owners in the Kawempe division) and was longitudinal in nature because data from participants was to be obtained just once, hence cutting down on the amount of time and money needed to perform the study.

Study Population

According to Bless & Smith (1995) and Saunders (2007), an audience is the full set of items, events, or groups consisting of individuals from which a sample is drawn. Women's projects and spokespeople, businesses (shops, kiosks), KCCA employees, funding agencies, and commercial companies in the Kawempe subdivision of the Kampala district made up the study demographic for this study. In accordance with UBOS (2020), the Kawempe division's 425 female entrepreneurs make up the sample.

Sample Size and Sample distribution

The determination of the actual sample size of this study was guided by Krejice & Morgan (1970) sample determination table which observed that a population of 425 corresponds to a sample size of 201 respondents.

Sample size and sampling Strategy

The study participants were chosen using methods of probabilistic sampling. Simple random sampling, interval or methodical sampling, sampling with stratification, and cluster or multistage sampling are some of the likelihood sampling techniques (Denscombe, 2007). In order to choose representative samples to feed this study, a combination of simple random sampling and stratified methods of sampling were used. As a result, those who participated were divided into different categories, and a representative group was drawn at arbitrarily from all of the strata in order to mitigate bias by ensuring that all employees had an equal chance of being chosen. On the other hand, a suitable sample from the overall population of middle level managers was determined using simple random sampling and the Krejice and Mogan measurement of sample size table from the 1970s.

Research data collection methods and instruments

Questionnaire survey method

The primary approach for gathering data for the study was a questionnaire survey. The investigator was able to swiftly and affordably cover participants using a survey method. Due to the sampled participants' high level of English language competence, the approach known as questionnaire survey was chosen.

A Self-Administered Survey

An online survey was used to collect information from 201 respondents in total, who were chosen at random from the Kawempe district. A survey that is self-administered using a four-point Likert scale with (1) strongly disapproving as the anchor strongly concur with the usage of (4) to gather survey data.

Data analysis

The quantitative data collected was compiled, sorted, edited, classified, coded into a coding sheet and analyzed using a Statistical Package for Social Scientists (SPSS) (Nelson. K, 2022) with the help of an expert for easy analysis and interpretation of results. This package was used to generate descriptive statistics and inferential statistics (correlation coefficient and multivariate analysis) to examine the relationship between the different factors affecting the performance of female entrepreneurs in small and medium enterprises in Kawempe Division.

RESULTS**Respondents' bio-data**

Table 1 in this section provides respondents' biographical information, including their gender, marital status, age, highest education level, and length of employment.

Table 1: Respondents biographical information

Bio data	Categories	Frequency	Percent
Gender	Male	80	66.1
	Female	41	33.9
Total		121	100.0
Marital status	Single	24	19.8
	Married	97	80.2
Total		121	100.0
Age in years	18 – 29	08	6.6
	30 – 39	16	13.2
	40 – 49	24	19.8
	50 – 59	65	53.7
	60 and above years	08	8.6
Total		121	100.0
Highest level of	Certificate	08	6.6

education			
	Diploma	08	6.6
	Degree	32	26.4
	Postgraduate diploma	33	27.3
	Masters' degree	32	26.9
	Others	08	6.6
Total		121	100.0
Length of service	Less than 3 months	16	13.2
	3 – 5 months	16	13.2
	6 – 10 months	48	39.2
	More than 10 months	41	33.9
Total		121	100.0

Table 1 shows that of the study's the participants, 80 (66.1%) were men and 41 (33.9%) were women. These results showed that the majority of the study's participants were male. In comparison with 24, or 19.8%, who were single, 97, or 80.2%, of the study's participants were marriage. This stated that married persons were more likely than single people to launch small enterprises.

Age ranges for the vast majority of survey participants varied by gender and were 50 to 59 years for 65 (53.7%), 40 to 49 years for 24 (19.8%), and 30 to 39 years for 16 (13.2%). The lowest presence was among the age categories of 18 to 29 and 60 and older, with 8 (6.6%).

The vast majority of survey participants 32(26.4%) possessed doctorate diplomas, compared to 32(26.4%) of the participants with degrees and master's degrees, when it came to the highest level of education. The least representative groups were those with certificates credentials and others, with 6 (6.6%) for each. These findings suggested that the likelihood of starting a startup company increased with education.

Finally, when asked how long they had owned their small business, the majority of respondents, 48 (39.7%), said they had done so for between 6 and 10 months, compared to 41 (33.9%), who had done so for longer than 10 months. The group with the lowest representation held small enterprises for less than three months and between three and five months at 16(13.2%).

Description of the performance of female entrepreneurs

Female entrepreneurship the dependent variable in this current study was studied using 9 quantitative questions. Respondents were requested to do self-rating on these items basing on Likert scale ranging from 1= strongly disagree, 2= disagree, 3= not sure, 4= agree and 5= strongly agree. Table 2 gives results.

Table 2: frequencies, percentages, means and standard deviations

Indicators of female entrepreneurship	SD	D	NS	A	SA	Mean	Std.Dev
I have business assistants and supporters from government bodies	8 6.6%	24 19.8%	24 19.8%	24 19.8%	41 33.9%	3.545	1.316
I have network with different administrative bodies	8 6.6%	17 14%	16 13.2%	48 39.7%	32 26.4%	3.652	1.202
I have access to policy makers	8 6.6%	17 14%	24 19.8%	48 39.7%	24 19.8%	3.520	1.155
I have no legal, institutional and policy constraints	16 13.2%	9 7.4%	16 13.2%	48 39.7%	32 26.4%	3.586	1.3144
I can borrow money even without assets as a collateral	8 6.6%	16 13.2%	32 26.4%	33 27.3%	32 26.4%	3.537	1.2044
Interest rates charged by micro finances and other lending institutions is reasonable	8 6.6%	16 13.2%	33 27.3%	56 46.3%	8 6.6%	3.330	1.011
I am a beneficiary of government incentives	16 13.2%	32 26.4%	33 27.3%	16 13.2%	24 19.8%	3.000	1.3165
I have never faced	8	32	41	16	24	3.132	1.203

unfavorable legal and regulatory related factors	6.6%	26.4%	33.9%	13.2%	19.8%		
The tax levied on my business is reasonable	16 13.2%	48 39.7%	24 19.8%	25 20.7%	8 6.6%	2.677	1.141

53.7% of survey respondents, as shown in Table 2, stated that they had professional support and help from government organizations. This contrasts with 19.8% who were unclear and 26.4% who disapproved. This suggested that Kawempe Division at least supported small company owners.

The overwhelming majority of study participants, 66.1%, agreed with the fact that they had communicated with various administrative entities. This was in contrast to the 20.6% who disagreed and the 13.2% who were unsure. This suggested that the responders were well-connected to government entities.

Among respondents, 59.5% said they had access to decision-makers, compared with 20.6% who disapproved and 19.8% who were undecided. This demonstrated how easy access to lawmakers may foster a supportive corporate atmosphere. The majority of study participants, 66.1%, agreed that they did not face any legal, organizational, or policy restrictions, as compared with 20.6% who also agreed and 13.2% who were unsure. This suggested that there were no institutional or policy restrictions on small entrepreneurs in Kawempe Division. 53.7% of study participants stated that they have borrowed money despite having no titled property as security. 19.8% of the survey participants disagreed with this, while 26.4% were unsure. This indicated that respondents had obtained loans without putting up any kind of guarantee, which had benefited the success of their businesses.

A sizable portion of those surveyed—39.6%—did not agree that they were recipients of government incentives, as opposed to 33% who did and 27.3% who were unsure.

Respondents who agreed and disagreed that they have never faced unfavorable legal and regulatory related factors were 33% for each category. These were opposed to 33.9% who were non-committal. Such findings suggested that respondents owning small business in Kawempe had never been interfered by unfavorable legal and regulatory factors.

A significant portion of survey respondents 53.9% did not believe the taxes charged on their business were appropriate, as opposed to 27.3% who did and 19.8% who were non - committal.

To get an average view of how women entrepreneurs rated themselves on the performance of their businesses, a histogram and curve were generated as it appears in Figure 1;

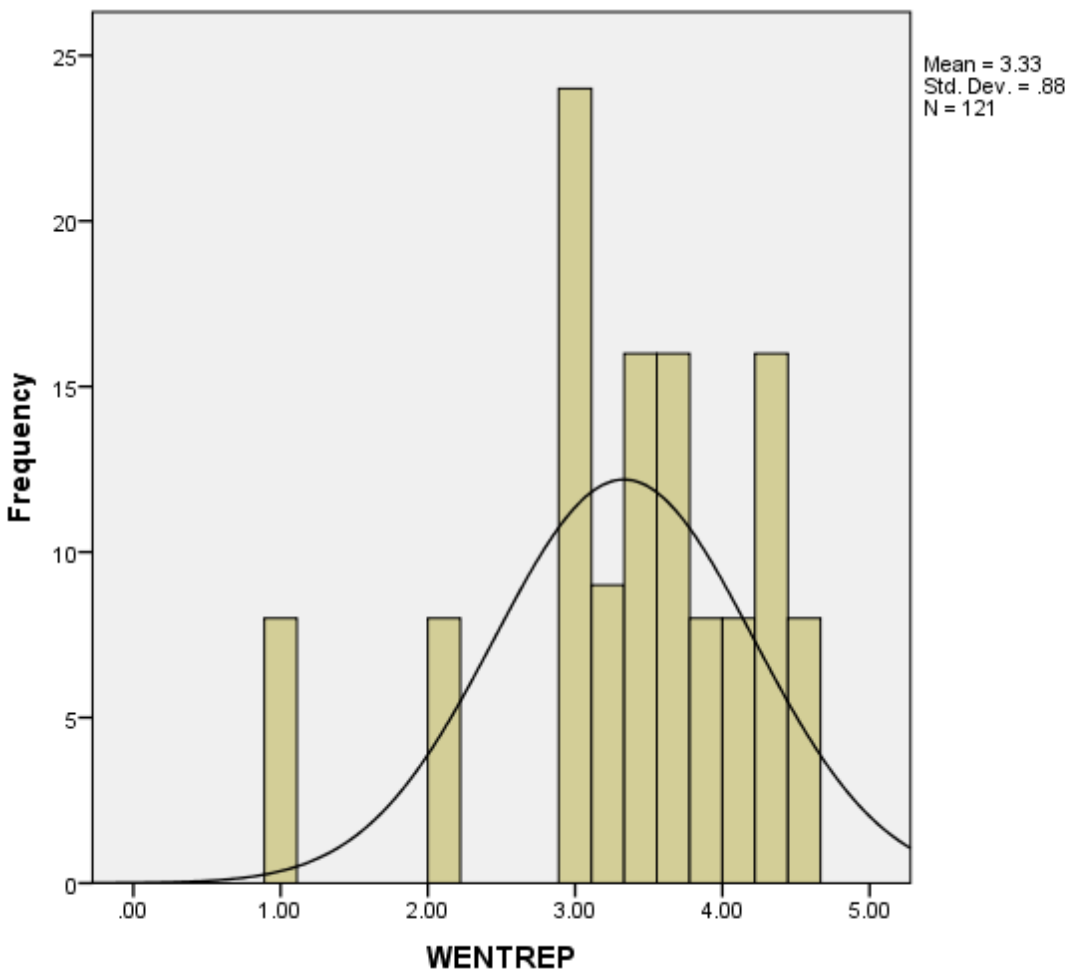


Figure 1: Histogram and curve showing distribution of respondents on entrepreneurship

The histogram and curve in Figure 1 show that respondents were concentrated on the right side of the histogram and curve suggesting that the business of entrepreneurship was performing fairly with limited interferences.

Description of the independent variable

The independent variable the factors affecting the performance of female entrepreneurs were divided into socio- demographic factors, environmental, training factors. Attention turns on the first aspect of the first factor that is, social-demographic factors.

Socio-demographic factors

Socio-demographic factors in this study were studied using 10 quantitative items on which respondents were requested to do self-rating. Table 3 gives arising results

Table 3: Frequencies, percentages, means and standard deviations on socio-demographic factors

Indicators of socio-demographic factors	SD	D	NS	A	SA	Mean	Std.Dev
Female entrepreneurs impact more on the firm's performance than their male counterparts	8 6.6%	72 59.5%	8 6.6%	9 7.4	24 19.8%	2.743	1.294
Marital status is a determinant factor of women entrepreneur's performance	00	00	72 59.5%	32 26.4%	17 14%	3.545	0.730
Single women performance in business more similar like their men and their networks are diverse	00	00	40 33.1%	33 27.3%	48 39.7%	3.066	0.853
Education status of	8	25	32	24	32	3.388	1.260

entrepreneur is expected to increase the ability to cope with problem and seize opportunities	6.6%	20.7%	26.4%	19.8%	26.4%		
Female entrepreneurs with higher educational qualifications are expected to make better quality decisions	9 7.4%	56 46.3%	8 6.6%	16 13.2%	32 26.4%	3.049	1.401
Firms owned by entrepreneurs with higher educational experience perform better	1 0.8%	16 13.2%	24 19.8%	64 52.9%	16 13.2%	3.644	0.902
Previous entrepreneurial experience has a positive influence on business performance	8 6.6%	24 19.8%	40 33.1%	32 26.4%	17 14%	3.214	1.11
Previous experience equips owner and/or managers with knowledge and skills required to identify	09%	17.4%	33.1%	20.3%	20.2%	3.198	1.107

and exploit opportunities							
Ones skills improve with age	8 6.6%	8 6.6%	65 53.7%	32 26.4%	8 6.6%	3.198	0.909
Married women with children are faced with more responsibilities thereby affecting business performance	8 6.6%	56 46.3%	9 7.4%	32 26.4%	16 13.2%	2.933	1.236

Table 3 shows that 66.1% of study subjects believed that female entrepreneurs had a higher impact on the success of their companies than their male counterparts. In comparison, 27.2% of respondents said they agreed, and 6.6% said they were unsure. This implied that male and female business leaders have similar effects on a company's profitability. 40.4% of study participants believed that a woman's marital status affected her ability to succeed as a businessperson, but the majority, 59.3%, did not. This revealed that a woman's marital status did not have a greater impact on her academic achievements than other aspects.

57% of research participants believed that single women function more like males and have a diverse network. As a result, unmarried women are treated equally. 46.2% of research participants believed that a businessman's educational background should improve their capacity to deal with challenges and exploit chances, while 26.4% disagreed. It was believed that the better educated a person was, the more likely it was that she would start her own firm.

51.7% of research participants disapproved contrasted with 39.6% who agreed, and 6.6% who were undecided, suggesting that female businesspeople with greater educational credentials were likely to make better decisions. These results suggested that one's qualifications have no bearing on small company decisions.

The majority of study participants, 66.1%, felt that companies owned and managed by women with higher training and work experience perform better. Contrary to 14% who concurred and 19.8% who were neutral, this. This indicated that respondents' intellectual illumination in some manner aids in improving business management. In comparison to the 26.4% who disagreed and the 33.1% who were neutral, a significant 40.4% of study participants said that prior experiences as entrepreneurs had a favorable impact on the performance of their companies. This meant that past experiences had some bearing on current business success.

Additionally, 53.7% of study participants were indifferent on the idea that one's abilities as a person advance with age, as opposed to 33% who disagreed and 13.2% who agreed.

53.9% of respondents said they disagreed with the claim that married women with children have greater responsibilities, which has an impact on their performance. In contrast, 39.6% of people agreed, and 7.4% were unsure. These results imply that there was disagreement with the idea that married women shoulder greater duties, which perhaps negatively or positively impacts their company success.

Nearly all of the means were in the code 3 range, indicating that the demographic attributes were generally favorable and may support the growth of small businesses. Figure 2 shows the results of creating an average index demography in order to provide an average picture of how participants ranked various demographic attributes.

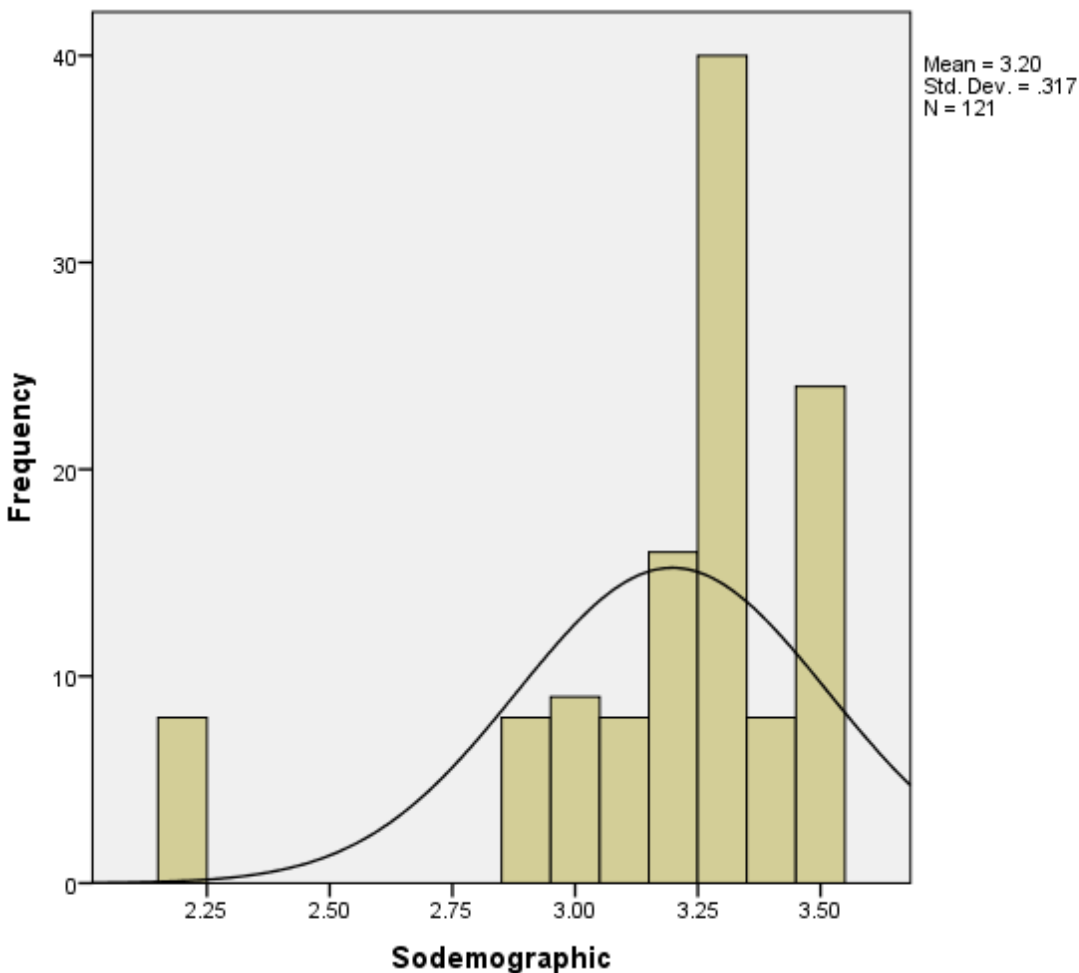


Figure 2: Histogram and curve showing distribution of respondents on demographics

The histogram and curve show that majority of the study respondents were concentrated on the right side of the histogram and curve which implied that socio-demographic characteristics were fair on the side of the performance of female entrepreneurs. To find out whether there was a relationship between socio-demographic factors and the performance of female entrepreneurs, Pearson's correlation coefficient index was run as in Table 4.

Table 4: Pearson's correlation coefficient index between demographics and the performance of female entrepreneurs

	Pearson's correlation	Performance of female entrepreneurs	Socio-demographic
	Pearson correlation	1	0.530**
	Sig (2-tailed)		0.000
	N	12	121
	Pearson correlation	0.530**	1
	Sig (2-tailed)	0.000	
	N	121	12

Correlation is significant at the 0.01 level (2-tailed)

Table 4 shows Pearson's correlation coefficient index between female entrepreneurial performance and social demographic $r = 0.530^{**}$, $\text{sig} = 0.000$, less than 0.05. This suggests that there was a highly positive significant relationship between socio-demographic characteristics and the performance of female entrepreneurs at the five percent level 2-tailed. Thus, it implies that improving socio-demographic characteristics increases the likelihood of improving the performance of female entrepreneurs, and vice versa.

Environmental factors

The second indicator of the factors affecting the performance of female entrepreneurs was that of environmental factors. Such environmental factors were studied using ten quantitative items where respondents rated themselves basing on Likert scale. Table 4.5 gives descriptive results arising from this.

Table 5: Description of environmental factors

Indicators of environmental factors	SD	D	NS	A	SA	Mean	Std.Dev
Availability of finance ensures the	8 6.6%	32 26.4%	24 19.8%	1 0.8%	56 46.3%	3.537	1.455

profitability of one's business as it infects working capital							
High working capital permits female entrepreneurs to run huge business and allows using advanced technology	8 6.6%	33 27.3%	40 33.1%	16 13.2%	24 19.8%	3.124	1.208
Entrepreneurs who suffer capital constraints in their initial business investment have lower profits and their survival rate is lower	16 13.2%	32 26.4%	25 20.7%	40 33.1%	8 6.6%	2.933	1.181
Access to public physical infrastructure services is crucial for business startup	8 6.6%	32 26.4%	32 26.4%	49 40.5%	00	3.008	0.970
Limited access to public physical infrastructure services is a major constraint to MSES survival and growth	8 6.6%	41 33.9%	8 6.6%	32 26.4%	32 26.4%	3.322	1.355

Inadequacy of the physical infrastructure is a principal cause of low levels of investment and unsatisfactory performance of small and microfinance enterprises	8 6.6%	33 27.3%	8 6.6%	40 33.1%	32 26.4%	3.454	1.316
Infrastructure can influence the performance of MSE's positively or negatively	16 13.2%	33 27.3%	32 26.4%	8 6.6%	32 26.4%	3.057	1.392
Government support such as providing aids funds, training projects and tax relaxation can play a vital role in the success of female entrepreneur in SMEs	8 6.6%	16 13.2%	33 27.3%	16 13.2%	48 39.7%	3.661	1.300
Taxation plays an important role in the development of every economy as	8 6.6%	16 13.2%	24 19.8%	41 33.9%	32 26.4%	3.603	1.200

well as the growth of micro and small enterprises							
Business operating in premises allotted by government agencies had better chances of success compared to those that are privately rented premises	8 6.6%	48 39.7%	16 13.2%	33 27.3%	16 13.2%	3.000	1.2144

According to Table 5, the majority of survey participants—47.2%—agreed that having access to financing helps one's business be profitable since it provides capital, while just 32% disagreed and 19.8% were undecided. This suggests that small businesses have the potential to grow and generate more revenue if they have access to funding.

The majority of research participants—33.9%—disagreed that having significant working capital enables female entrepreneurs to operate sizable businesses and makes it possible to use cutting-edge technologies. 33.1% were neutral, as compared to 33% who agreed. These findings revealed that even with enormous sums of money, respondents were unable to use technology in their businesses.

Participants 39.7% of respondents agreed that businesses with capital constraints start off with lower profitability and have worse survival probabilities. This was different from the 20.7% who were undecided and the 39.6% who disagreed. This suggests that when cash is scarce, investment is restricted, leading to modest returns.

A significant portion of research participants—40%—agreed that having access to government physical infrastructure services is important to conduct business establishment, while 33% disapproved and 26.4% were unsure. This implies that anyone looking to launch a small business has to have a backbone of support to make things run smoothly.

40.5% of those surveyed disagreed, as opposed to 32.8%, that MSE's continued existence and expansion are primarily hampered by restricted access to governmental infrastructure and facilities.

Among respondents, 59.5% concurred that inadequate physical support is the main reason for small to medium-sized firms' inadequate expenditure levels and subpar performance, compared with 33.9% who opposed and 6.6% who were indifferent. These findings imply that insufficient facilities may lead to little expenditure by SMEs, preventing their stable expansion.

In contrast to the 33% who agreed and the 26.4% who were neutral, 40.5% of the participants disputed the idea its infrastructure may have a beneficial or negative impact on the profitability of SME's. These findings suggested the success of SMEs may be impacted by infrastructures.

In comparison to 19.8% of survey participants, 52.9% of respondents concurred with the fact that government support, such as financial assistance, training initiatives, and tax calmness, can be crucial to the success of female founders in SMEs.

This finding is supported by 60.3% who also agreed that taxation plays an important role in the development of every economy as well as growth of micro and small enterprises.

Finally, majority of the study respondents 46.3% agreed that business operating in houses allotted by government agencies had better chances of success compared to 30.5% who agreed while 13.2% were neutral.

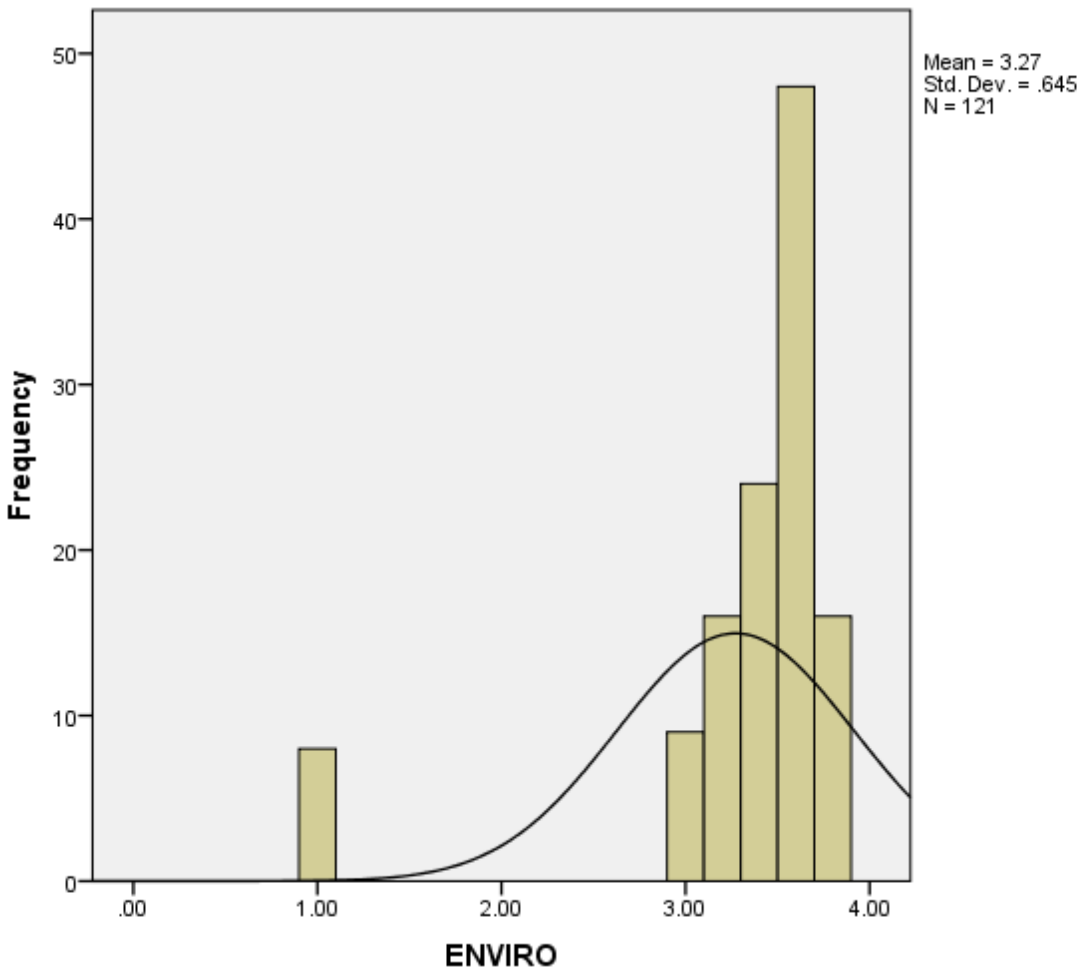


Figure 4: Histogram and curve showing distribution of respondents on environmental factor

The histogram and curve show that majority of the study respondents were concentrated on the right side of the histogram and curve suggesting agreement with environmental factor.

To test the second objective that is, whether environmental factor had a positive relationship on the performance of female entrepreneurs, Pearson's correlation coefficient index was generated as in Table 6.

Table 6: Pearson's correlation coefficient index between environmental factors and the performance of female entrepreneurs

	Pearson's correlation	Performance of female entrepreneurs	Environmental factor
Performance of female entrepreneurs	Pearson correlation	1	0.760**
	Sig (2-tailed)		0.000
	N	12	121
Environmental factors	Pearson correlation	0.769**	1
	Sig (2-tailed)	0.000	
	N	121	12

**Correlation is significant at 0.01 level (2-tailed)

Table 6 shows Pearson's correlation coefficient index between environmental factors and the performance of female entrepreneurs $r = 0.769^{**}$ sig = 0.000, less than 0.05. This implies that there is a highly positive significant relationship between environmental factors and the performance of female entrepreneurs.

Training factors

Training was studied using seven quantitative items on which study respondents were requested to do self-rating basing on a Likert scale ranging from 1= strongly disagree, 2= disagree, 3= not sure, 4= agree and 5= strongly agree. Table 7 gives descriptive results.

Table 7: Descriptive results on training

Indicators of training and de	SD	D	NS	A	SA	Mean	Std.Dev
Business training	8	24	33	40	16	3.264	1.123

influences the decision and performance of women entrepreneurs	6.6%	19.8%	27.3%	33.1%	13.2%		
Lack of training could have an effect on regards to female entrepreneurs to explore the personnel entrepreneurial competence	8 6.6%	40 33.1%	17 14%	40 31.1%	16 13.2%	3.132	1.203
Customized training programme for women entrepreneurs is essential at each stage of enterprise business	8 6.6%	8 6.6%	48 39.7%	25 20.7%	32 26.4%	3.537	1.147
Female entrepreneurs perform better in their business when they access business training	8 6.6%	8 6.6%	48 39.7%	41 33.9%	16 13.2%	3.405	1.021
The absence of low supply of raw	8 6.6%	24 19.8%	32 26.4%	25 20.7%	32 26.4%	3.405	1.021

materials may increase the cost of production							
Adequate supplies of raw materials ensure good performance of firms and unavailability of raw materials can be a barrier to success	8 6.6%	16 13.2%	32 26.4%	65 53.7%	00	3.272	0.930
Inadequate information has been reported as one of the key factors affecting women entrepreneurs	16 13.2%	24 19.8%	40 33.1%	17 14%	24 19.8%	3.074	1.292

According to Table 7, the vast majority of survey participants, 46.3%, agreed the company training affects women founders' decisions and achievement, as opposed to 26.4% who disagreed and 27.3% who were neutral. This suggests that women who receive business training have a greater capacity to manage their enterprises.

The majority of survey participants, 46.3%, felt that female founders' ability to assess their own entrepreneurial skills may be hampered by a lack of experience. 39.7% of respondents disagreed, while 14% were undecided. This suggests that after receiving the proper training, female entrepreneurs can effectively apply and use their entrepreneurial abilities.

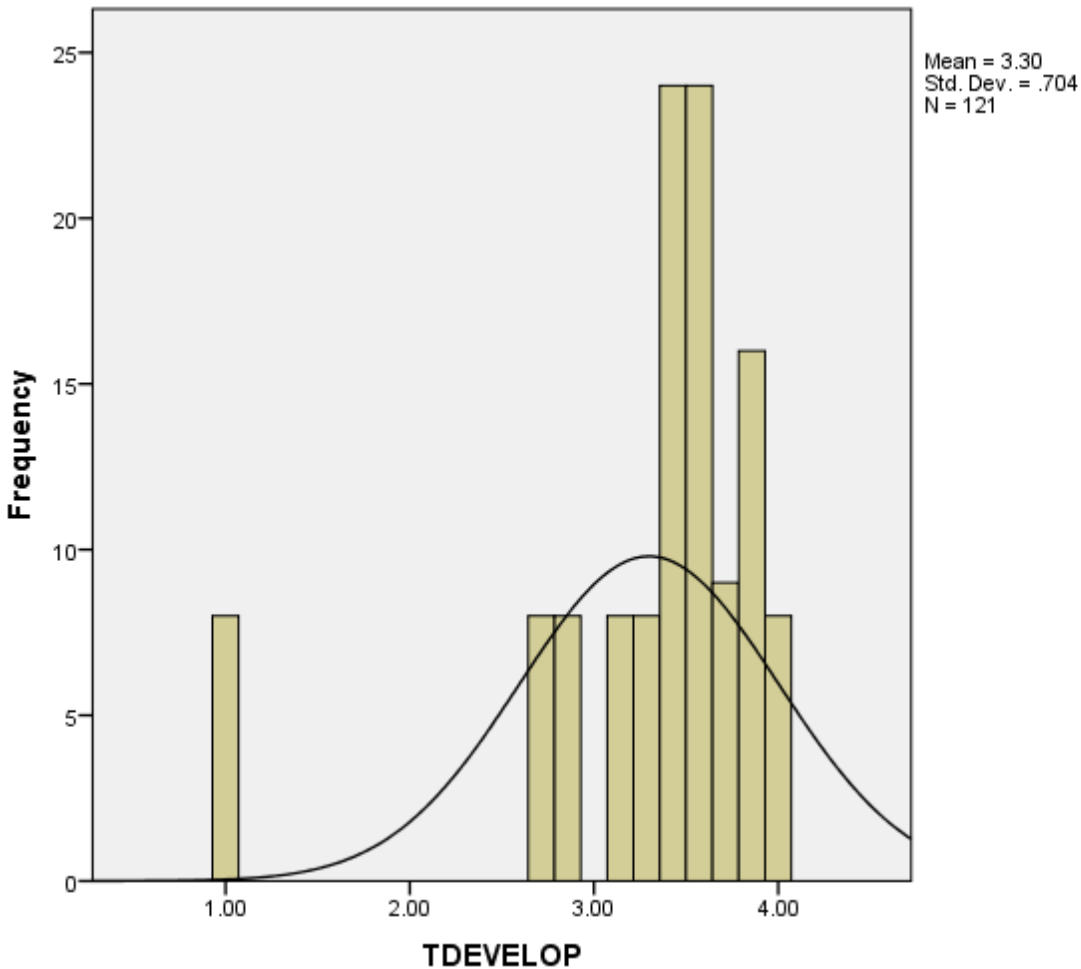
The vast majority of research participants, 47.1%, believed that female businesspeople needed specialized training programs at every stage of their businesses. As opposed to 13.2% who

disagreed and 30.7% who were undecided, this. This suggests that if tailored training is made available, innovative companies will function more effectively.

The vast majority of survey participants, 47.1%, believed that training helps female entrepreneurs operate better in their businesses. This was in contrast to the 13.2% who disapproved and the 13.2% who were undecided. These findings showed that one is likely to pick up entrepreneurship abilities as she receives training. The results also showed that the lack of raw resources may raise manufacturing costs by 47.1%, as opposed to 26.4% who disagreed and 26.4% who were unsure. These results suggested that the cost of production decreases with the cost of raw materials.

Over 52.7% of the study findings revealed adequate supplies of raw materials ensures good performance of firms and that unavailability of raw materials can be a barrier for success. This was opposed to 19.8% who disagreed while 26.4% were non-committal. Such findings implied that adequate supply of raw materials helps to realize success of firms.

Finally, over 33.5% of the study respondents agreed that inadequate information has been reported as one of the key factors affecting women entrepreneurs. This was opposed to 33% who disagreed while 33.1% were non-committal. The percentages on who showed that training and development were fair to enhance the performance of female entrepreneurs.



To find out the relationship between training on the performance of female entrepreneurs.

Pearson's correlation coefficient was computed as in Table 8:

Table 8: Pearson's correlation coefficient between training and entrepreneurial performance

	Pearson's correlation	Performance of female entrepreneurs	Training
Performance of	Pearson correlation	1	0.811**

female entrepreneurs	Sig (2-tailed)		0.000
	N	12	121
Training	Pearson correlation	0.811**	1
	Sig (2-tailed)	0.000	
	N	121	12

Table 8 shows Pearson's correlation coefficient index between training and the performance of female entrepreneurs $r = 0.811^{**}$ $\text{sig} = 0.000$, less than 0.05. This implied that there is a highly positive significant relationship between training and the performance of female entrepreneurs. The more training is offered through formal, informal trainings the greater the possibility that the performance of female entrepreneurs would improve and the reverse is true.

Conclusions

The subsequent results had been arrived at objectively through objective means based on the facts and debate.

It was determined that socio-demographic factors significantly and strongly positively influence the success of female entrepreneurs in small and medium-sized businesses in Kawempe Division. It also comes to the conclusion that these women would perform better the better their socioeconomic factors were.

Recommendations

It was recommended that if the performance of female entrepreneurs is to be improved in Kawempe Division, responsible agencies like the private sector foundation should carry out sensitization program to encourage females to engage into entrepreneurial business. This may be done by showing them that gender, age, marital status and others should not be a factor denying them to do business.

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