

Factors Affecting The Performance Of Female Entrepreneurs In Small And Medium Enterprises In

Kawempe Division, Uganda

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Abstract

The study sought to examine the factors affecting the performance of female entrepreneurs in small and medium enterprises in Kawempe Division. The study was a cross-sectional and correlational survey design. It involved 121 female entrepreneurs sampled using simple and purposive random sampling. Data were collected using a survey questionnaire. This data was analyzed using descriptive statistics, frequencies, means and standard deviations. The study objectives were analyzed using Pearson's correlation coefficient index. The findings revealed that demographic, environmental, and training factors had a positive significant effect on the performance of female entrepreneurs. It was concluded that socio-demographic factors have a highly positive and significant relationship with the performance of female entrepreneurs in Kawempe Division. It concludes also that the better the socio-demographics, the higher these females would perform better. From the study findings and conclusions, it was recommended that if female entrepreneurship performance is to be improved on in Kawempe Division responsible agencies like private sector foundations should carry out sensitization programs to encourage females to engage in entrepreneurial business.

Key Words; Female Entrepreneurs, Socio-Demographic Factors, Performance, Training, Small And Medium Enterprises.

Introduction

The concept of women's entrepreneurship has been studied in Africa, for example in Ethiopia Meressa (2020) highlighted that businesses owned by women entrepreneurs were recorded in various documents such as the Industrial Policy (Turyatamba et al., 2022), the MSE Development Strategy and the Growth and Transformation Plan I and II to accelerate growth and reduce poverty (Ramadhan et al., 2023). In Kenya, Chiera (2018) highlighted that women-owned SMEs face enormous competitive challenges and threats to survive despite being at the center of economic development in many countries. In Uganda, Cromie (1987) pointed out that Julian Omalla is one of

Uganda's biggest business successes and the owner of the largest juice processing plant in Uganda, Delight Ltd, with an annual turnover of US\$4 million and 45% of the local market. She is known as "Mama Cheers" after her popular brand of fruit drinks Cheers (K. Faridah et al., 2023). Julian has now also diversified into a number of other business activities, including poultry, a flour mill and bakery, a student hostel for 400 people, as well as coordinating women's farming cooperatives that provide food aid in Sudan. It is also a major employer in the country (Allan et al., 2023). However, her entrepreneurial journey was not easy and she is an inspiring example of victory over

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adversity. Women entrepreneurs can make a significant contribution to economic development in Uganda. The Ugandan government has recognized the importance of women entrepreneurs in creating a vibrant and dynamic economy and has taken some positive steps in promoting women entrepreneurship towards the realization of Uganda's Vision 2040 (Rashid et al., 2023). However, in the Kawempe division, women have worse results in business. Clearly, these women are still poor; investment is also still low among women entrepreneurs, very few women with businesses, inappropriate donor subsidies and lack of collateral (Tasha et al., 2023). Examples were 2019–2021; about 200 women in Kawempe Mbogo were unable to continue their businesses due

to the outbreak of the Colona pandemic, lack of security and the influence of men who usually put pressure on their wives to start businesses (Winny et al., 2023). It is unclear whether banking interventions in Uganda have played a positive role in women's entrepreneurship development (Musaibah et al., 2023). If women's initiatives and organizations do not implement training programs, small lucrative businesses and women's businesses will continue to fail. Based on the Ugandan experience, this study therefore intends to investigate the factors influencing the performance of women entrepreneurs in small and medium enterprises in Uganda using Kawempe Division as a case study.

Problem Statement

The study aimed at the factors affecting the performance of female entrepreneurs in small and medium enterprises in kawempe division, Uganda

Literature Review

Theoretical review

Sociological Theory

Sociological theory focuses on social context. In other words, in sociological theory, the level of analysis has traditionally been society (Winny et al., 2023). In addition, Reynolds (2011) identified four social contexts that relate to entrepreneurial opportunities. The first of these are social networks. Here, the focus is on building social relationships and bonds that foster trust and not opportunism (Emmanuel et al., 2023). In other words, an entrepreneur should not exploit people inappropriately to be successful; rather, success comes as a result of keeping faith with people. The second is called the life course stage context, which includes the analysis of life situations and characteristics of individuals who decide to become entrepreneurs (K. Faridah et al., 2023). People's experiences can influence their thinking and actions, so they want to do something meaningful with their lives. The third context is ethnic identification. A person's sociological background is one of the decisive "push" factors for a person to become an entrepreneur. For example, a person's social background determines how far they can go (N. Faridah et al., 2023). Marginalized groups can break all barriers and strive to succeed, fueled by their disadvantaged backgrounds, to

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improve their lives. The fourth social context is called population ecology. The idea is that environmental factors play an important role in the survival of businesses. The political system, government legislation, customers, employees and competition are some of the environmental factors that can affect the survival of a new business or the success of an entrepreneur (Oscar et al., 2023).

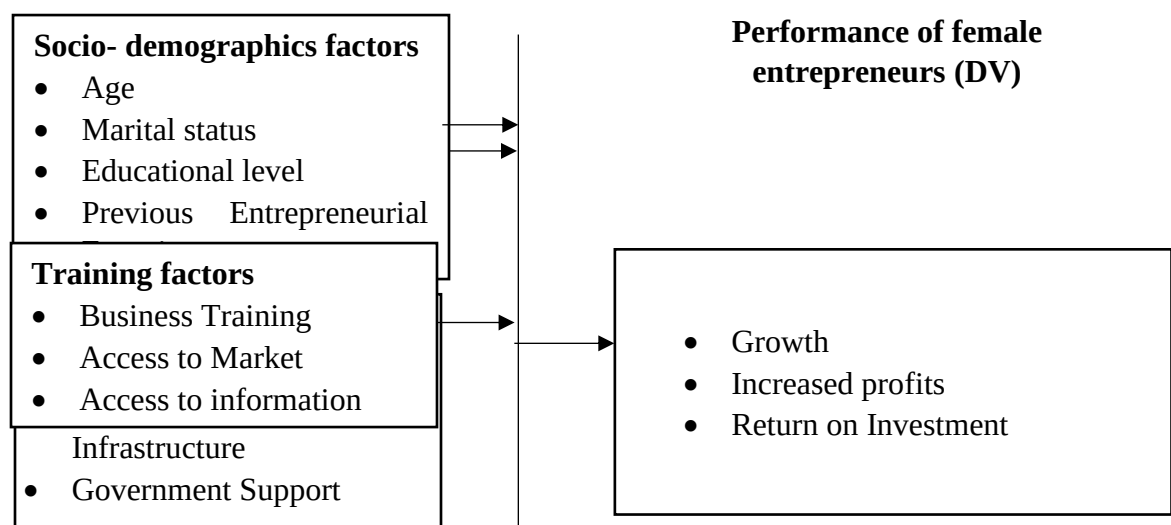
Opportunity-based theory

The second theory was the opportunity theory based on names like Peter Drucker and Howard Stevenson. The opportunity-based approach provides a broad conceptual framework for entrepreneurship research (Racheal, Kazaara, et al., 2023). Entrepreneurs do not cause change (as argued by the Schumpeterian or Austrian school), but take advantage of opportunities that change technology, consumer preferences and others (Polycarp et al., 2023). He goes on to say, “This defines business and entrepreneurship, an entrepreneur is always looking for change, reacting to it and using it as an opportunity”. In Drucker's opportunity construct, it is evident that entrepreneurs have a greater eye for the opportunities created by change than for the problems. Stevenson (1990) extends Drucker's opportunity-based construct with resourcefulness. This is based on research to determine the differences between business management and administrative management (Alex & Kazaara, 2023).

Conceptual framework

This section presents the conceptual framework on the factors affecting the performance of female entrepreneurs.

Factors (IV)



Source: Adopted from Armstrong (2010) and modified by the researcher himself (2021).

The conceptual framework (Figure 2.1) describes the relationship between welfare policies and employee productivity. The conceptual framework in Figure 2.1 illustrated the factors affecting the performance of female entrepreneurs (independent variable) that relate to women entrepreneurship (dependent variable). In this study, the independent variable factors affecting the performance of female entrepreneurs were conceptualized to mean; socio-demographic factors, environmental factors as well as training factors that were being related to the dependent variable (performance of female entrepreneurs).

Methodology

The study was conducted as a cross-sectional, correlational research study. The study population with regard to this study included; women's initiatives and representatives, businesses (Shops, Kiosks), KCCA officials, donor agencies and business enterprises in Kawempe Division, Kampala District. The sample population according to UBOS (2020) is 680 women entrepreneurs in Kawempe Division. The determination of the actual sample size in this study followed the sampling table of Krejcie & Morgan (1970) which found that a population of 680 corresponds to a sample size of 260 respondents. In this study, a combination of simple random sampling and stratified random sampling techniques were used to select appropriate samples, therefore respondents were grouped into different strata and the sample was selected from each stratum at random to reduce bias by giving equal opportunity to all. employees to be selected. On the other hand, simple random sampling using Krejcie and Mogan's 1970 sample size table was used to determine a suitable sample from the population of middle administrators. A self-administered questionnaire was used to obtain data from a total of 201 respondents; these were randomly selected in Kawempe Division. Data were analyzed by tables, frequencies and percentages using SPSS & STATA (Nelson et al., 2022)

Results

Table 1: 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

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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 unfavorable legal and regulatory related factors	8 6.6%	32 26.4%	41 33.9%	16 13.2%	24 19.8%	3.132	1.203
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

According to Table 1, the majority of survey participants—53.7%—agreed that they had business assistants and support from governmental bodies. This compares to 26.4% who disagreed and 19.8% who were unsure. This implied that small business owners at least had supporters in Kawempe Division (Ramadhan et al., 2023).

The majority of the study respondents 66.1% agreed that they had networked with different administrative bodies, compared to 20.6% who disagreed while 13.2% were non-committal. This implied that respondents had strong links with administrative bodies (Tasha et al., 2023).

Respondents 59.5% agreed that they had access to policymakers compared to 20.6% who disagreed while 19.8% were non-committal. This showed that accessibility to policymakers can create a favorable business environment (Kazaara & Kazaara, 2023).

Most of the study respondents 66.1% agreed that they had no legal/ institutional and policy constraints as opposed to 20.6% who agreed while 13.2% were not sure. This implied that owners of small-scale business in Kawempe Division had no institutional and policy constraints. The majority of the study respondents 53.7% agreed that they borrowed money even without titled assets as collateral. This was opposed by 19.8% of the study respondents who disagreed

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while 26.4% who were not sure. This suggested that respondents had taken out loans without providing any security, which had helped their business performance (Emmanuel et al., 2023).

A big number of the study respondents 39.6% disagreed that they were beneficiaries of government incentives, compared to 33% who agreed while 27.3% were not sure. This suggested that most owners of small-scale business were not beneficiaries from government incentives.

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 (Micheal et al., 2023).

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.

These results suggested that the taxes imposed on small businesses were beyond the means of the owners to pay. The means and percentages indicated that there was unanimity that small-scale businesses were successful and doing well. The means were rotating around 3 not sure on the Likert scale that was used in the study (Oscar et al., 2023). This implied that entrepreneurship was fairly done by females. 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 4.1;

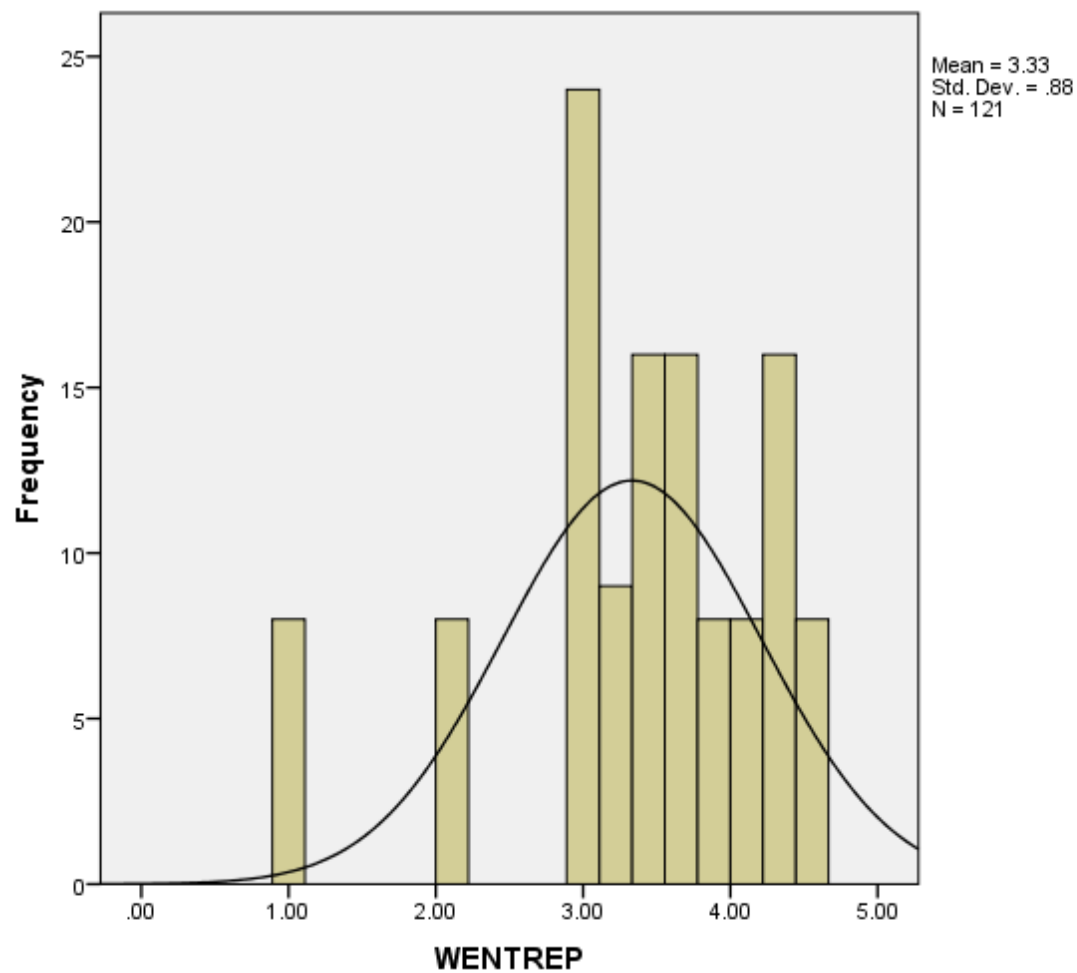


Figure 1: Histogram and curve showing distribution of respondents on entrepreneurship

The histogram and curve in Figure 1 shows 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.

Table 2: 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 firms 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 entrepreneurs 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 entrepreneur is expected to increase the ability to cope with problem and seize opportunities	8 6.6%	25 20.7%	32 26.4%	24 19.8%	32 26.4%	3.388	1.260
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	8 6.6%	24 19.8%	40 33.1%	32 26.4%	17 14%	3.214	1.11

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influence on business performance							
Previous experience equips owner and/or managers with knowledge and skills required to identify and exploit opportunities	09%	17.4%	33.1%	20.3%	20.2%	3.198	1.107
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

According to Table 4.3, 66.1% of research participants disagreed that female entrepreneurs had a greater influence on a performance of the company than their male counterparts. This contrasts with 27.2% who were in agreement and 6.6% who were unsure. This suggested that female business owners do not have a greater influence on a company's performance. 40.4% of research participants felt that a female's success as an entrepreneur is influenced by her marital status, but the majority of participants 59.3% did not. This suggested that a female's performance was not more affected by her marital status than other factors (Musaibah et al., 2023).

Most of the study respondents 57% agreed that single women performed more like men and that their networks are diverse. This meant that single women are equally doing better in business as their male counterparts. A big number of the study respondents 46.2% agreed that educational status of entrepreneur is expected to increase the ability to cope with problem and seize opportunities while 26.4% were neutral. This implied that the more one is educated the more likely she was to engage in entrepreneurship business (Oscar et al., 2023).

Majority of the study respondents 51.7% disagreed that female entrepreneurs with higher educational qualifications were expected to make better quality decisions compared to 39.6% who agreed while 6.6% were non-committal. These findings implied that small scale business choices are not influenced by ones' qualifications (Alex et al., 2023).

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Most of the study respondents 66.1% agreed that the firms owned and managed by higher educational experienced females perform better. This was opposed to 14% who disagreed while 19.8% were neutral. This meant that academic enlightenment of participants in one way or the other helps to manage business better (Racheal, Enock, et al., 2023). To a great extent 40.4% of the study respondents indicated that previous entrepreneurial experience had a positive impact on business performance compared to 26.4% who disagreed while 33.1% were neutral. This implied that previous experiences held in one way or other help to determine business performance.

In addition, 53.7% of the study respondents were neutral that one's skills as a person improves with age compared to 33% who disagreed while 13.2% agreed. This hence presupposes that one's skills fairly improved with age. Finally, 53.9% of the study respondents disagreed that married women with children are affected with more responsibilities, affecting business performance. This was opposed to 39.6% who agreed while 7.4% were neutral. These findings showed that business owners are not affected basing on their marital status (Victoria et al., 2023).

Results revealed that 53.9% disagreed that married women with children are faced with more responsibilities their by affecting their performance. This was opposed to 39.6% agreed while 7.4% were non-committal. Such findings suggest that there was a disagreement with the view that married women are faced with more responsibilities which affects their business performance in one way or the other (Zowena et al., 2023).

The means were ranging around code 3 on almost all items which suggests that on average demographic characteristics were fair and could allow small scale business to flourish. To get an average view on how respondents rated on demographic characteristics, an average index demographic was created and results are offered in Figure 2:

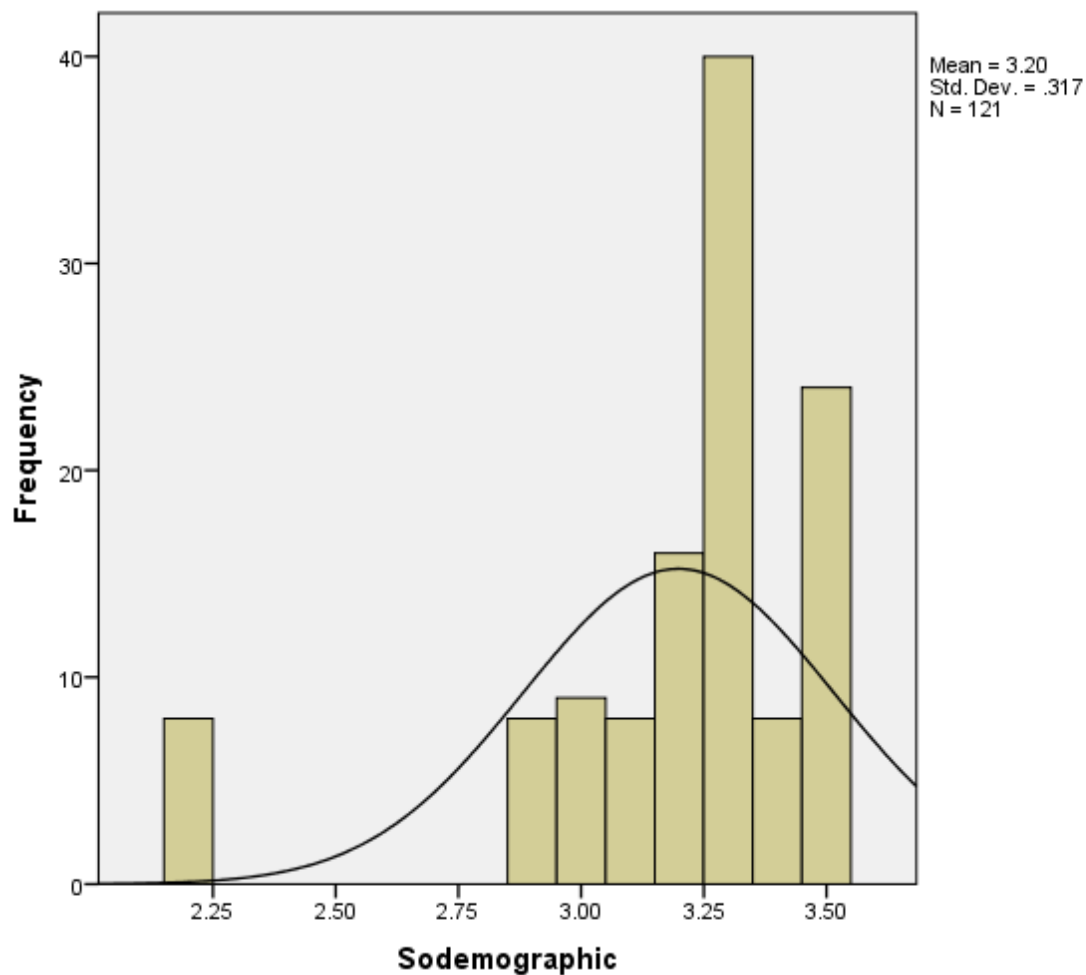


Figure 2: Histogram and curve showing distribution of respondents on demographics

The histogram and curve shows 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 (Winny et al., 2023). 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 4.4.

Table 3: 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**

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

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

Table 3 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 (Nelson et al., 2023).

Table 4: Description of environmental factors

Indicators of environmental factors	SD	D	NS	A	SA	Mean	Std.Dev
Availability of finance ensures the profitability of ones business as it infects working capital	8 6.6%	32 26.4%	24 19.8%	1 0.8%	56 46.3%	3.537	1.455
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

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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 well as the	8 6.6%	16 13.2%	24 19.8%	41 33.9%	32 26.4%	3.603	1.200

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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

Table 4 shows that majority of the study respondents 47.2% agreed that availability of finance ensures the profitability of one's business as it injects in money compared to 32% who disagreed while 19.8% were non-committal. This implies that with cash there are chances for small business to expand and make more profits (Annet et al., 2023).

Most of the study respondents 33.9% disagreed that high working capital permits female entrepreneurs to run huge business and allows using advanced technology. This was opposed to 33% who agreed while 33.1% were neutral. These results suggested even with huge sums cash respondents could not tap technology in their business (K. Faridah et al., 2023).

Respondents 39.7% agreed that entrepreneurs who suffer capital constraints their initial business investment have lower profits and their survival rates is lower. This differed from 39.6% who disagreed while 20.7% were non-committal. Hence, this implies that with limited capital, the level of investment narrows which creates meager profits.

A big number of the study respondents 40% agreed that access to public physical infrastructural services is crucial for business startup compared to 33% who disagreed while 26.4% were not sure. This is an implication that anyone wishing to start a small business must have accompanying infrastructure to ease business (Polycarp et al., 2023).

Most of the study respondents 40.5% disagreed that limited access to public physical infrastructure services is the major constraint to MSE's survival and growth compared to 32.8% who agreed while 6.6% were not sure. This implied that at times even without physical infrastructures SMEs can thrive.

Respondents 59.5% agreed that inadequacy of physical infrastructure is the principal cause of low levels of investment and unsatisfactory performance of small and medium enterprises compared to 33.9% who disagreed while 6.6% were neutral. These results suggest that infrastructure inadequacy may cause low investments of SMEs which denies their steady growth (Ramadhan et al., 2023).

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Respondents 40.5% disagreed that infrastructure can influence performance of SME's positively or negatively compared to 33% who agreed while 26.4% were neutral. These results suggested that infrastructure may have an influence on performance of SMEs.

To a great extent, 52.9% of the study respondents agreed that government support such as providing financial support, training projects and tax relaxation can play a pivotal role in the success of female entrepreneurs in SMEs compared to 19.8% who disagreed while 27.3% were not sure. This meant that tax reductions and holidays once provided can help female entrepreneurs to boost their business (Tasha et al., 2023).

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. This was opposed to 19.8% who were neutral. It implies further with fair taxation, female entrepreneurs were motivated to do business.

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 (Racheal, Kazaara, et al., 2023). In general, these percentages revealed that respondents had agreed with environmental factors as a significant factor that contributes highly to the performance of female entrepreneurs. To get an average view of how environmental factors were rated on a histogram and curve were generated as in Figure 3:

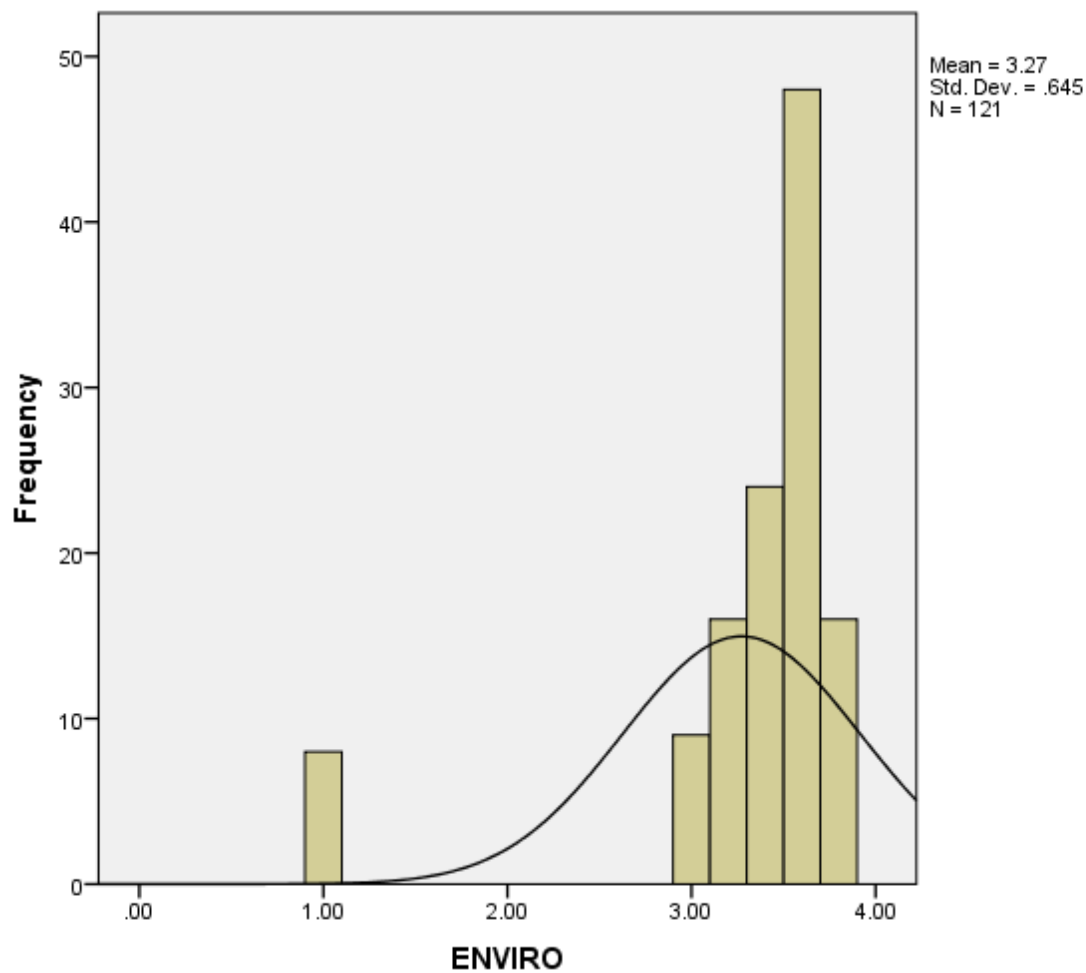


Figure 3: Histogram and curve showing distribution of respondents on environmental factor

The histogram and curve shows 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 5.

Table 5: Pearson's correlation coefficient index between environmental factors and the performance of female entrepreneurs

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	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 5 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 and female performance

Table 6: Descriptive results on training

Indicators of training and de	SD	D	NS	A	SA	Mean	Std.Dev
Business training influences the decision and performance of women entrepreneurs	8 6.6%	24 19.8%	33 27.3%	40 33.1%	16 13.2%	3.264	1.123
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

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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 materials may increase the cost of production	8 6.6%	24 19.8%	32 26.4%	25 20.7%	32 26.4%	3.405	1.021
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

Table 4.7 shows that majority of the study respondents 46.3% had agreed that business training influences the decision and performance of women entrepreneurs compared to 26.4% who disagreed while 27.3% were neutral. This implies that business training informs women on how best they can run their businesses (Annet et al., 2023).

Most of the study respondents 46.3% agreed that lack of training could have an effect in regards to female entrepreneurs to explore the personal entrepreneurial competence. This was opposed by 39.7% who disagreed while 14% were neutral. It hence implies that once female entrepreneurs are trained, they can implement and exercise their entrepreneurial competence effectively (F. Christopher et al., 2022).

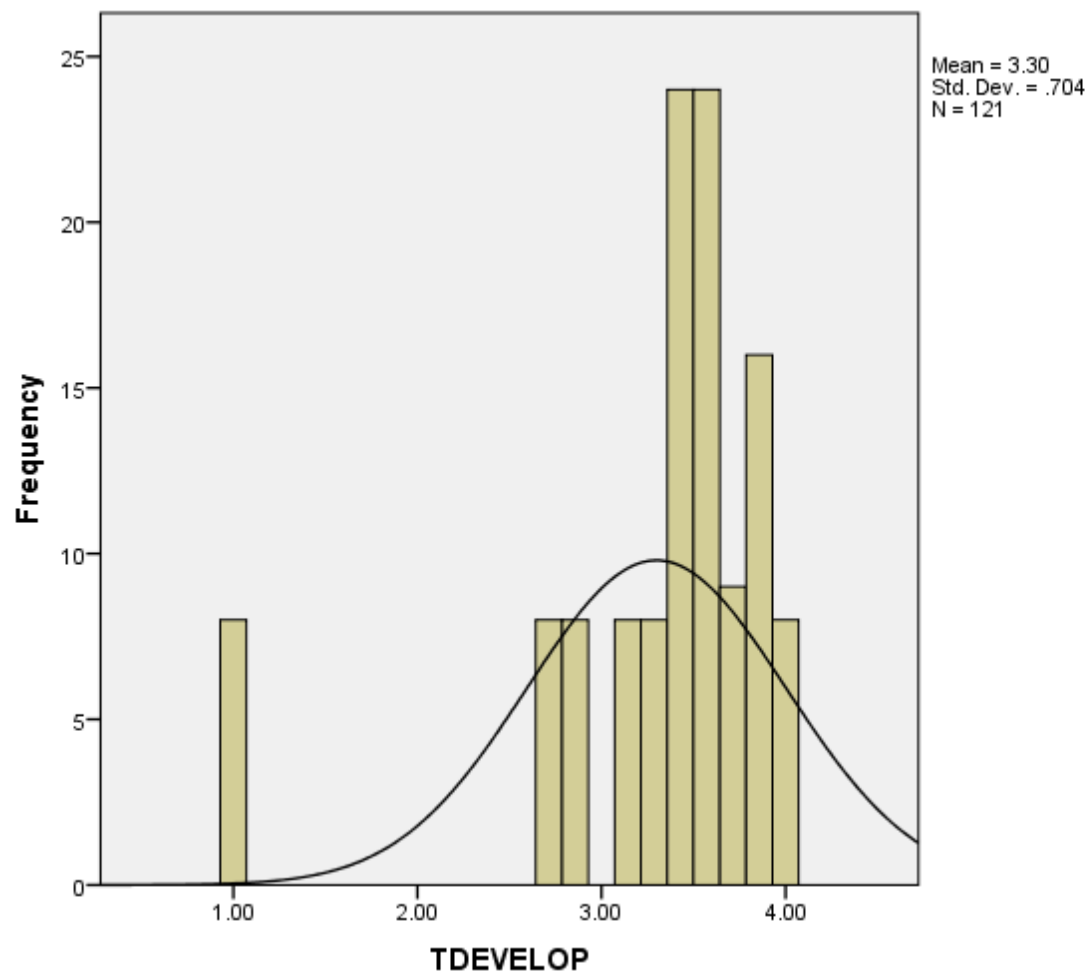
Majority of the study respondents 47.1% agreed that customized training program for female entrepreneurs were essential at each stage of business. This was opposed to 13.2% who disagreed while 30.7% were non-committal. This implies that once customized training is offered entrepreneurial business can perform better (T. Christopher, 2022).

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Majority of the study respondents 47.1% agreed that female entrepreneurs perform better in their business when they receive training compared to 13.2% who disagreed while 13.2% were non-committal. These results suggested as one receives training, she is likely to acquire entrepreneurial business skills. Results also revealed that the absence of raw materials may increase the cost of production 47.1% compared to 26.4% who disagreed while 26.4% were non-committal. These findings implied that with raw materials, the cost of production narrows (N. Faridah et al., 2023).

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 4:

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Table 7: Pearson's correlation coefficient between training and entrepreneurial performance

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

Table 4.8 shows Pearson's correlation coefficient index between training and the performance of female entrepreneurs $r = 0.811^{**}$ 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 (Polycarp et al., 2023).

Discussions of study finding's

The first objective of the study was to find out the relationship between demographic factors and the performance of female entrepreneurs in small and medium enterprises in Kawempe Division. Findings on this objective revealed that there was a highly positive significant relationship between socio-demographic factors and the performance of female entrepreneurs in small and medium enterprises in Kawempe Division. These findings implied that as socio-demographic biases on gender, marital status education of women are improved on the greater chances that female entrepreneurial performance will increase. These findings are in support of Lucas (2017) studied the impact of demographic and social factors on selected firm performance in Kenya and found out that age is a significant predictor of employee performance in the selected firms in Kenya. In line with the study findings the afore mentioned study stressed that other socio-demographic factors such as ones' qualification, marital status and experience were negative predictors of employee performance.

The second objective of the study was to find out whether environmental factors have a positive relationship on the performance of female entrepreneurs. Results also revealed that environmental factors had a positive significant relationship on the performance of female entrepreneurs. These findings showed that the more favorable the environment, and the opposite is also true, the higher the prospects are for entrepreneurship-related business performance. These results were in consonance with Danga, Chongela and Kaudunde (2019) whose findings revealed

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that high working capital permits organisations to run a huge business and allows using advanced technology which increases the productivity level and quality. The study findings were similar with those of Wangari (2017) who revealed that entrepreneurs who suffer capital constraints in their initial business investment have lower profits, and their survival rate is lower than those who had adequate capital.

The study findings were in the same vein with Tekele (2019) who revealed that that the inadequacy of the physical infrastructure is a principal cause of low levels of investment and unsatisfactory performance of small and micro enterprises. Thus, infrastructure can influence the performance of MSEs positively or negatively. The study findings supported Salah and Kaplan (2018) whose results revealed that government support was beneficial to women entrepreneurs. In conclusion, environmental factors have a highly positive significant relationship on the performance of female entrepreneurs in small and medium enterprises in Kawempe Division.

The third objective of the study was to find out the relationship between training factors and the performance of female entrepreneurs in small and medium enterprises in Kawempe Division. Results revealed that there was a highly positive significant relationship between training factors and the performance of female entrepreneurs in small and medium enterprises in Kawempe Division. As females are trained and allowed to develop on the job, the higher they are positioned to perform better in their entrepreneurial businesses. These results are in agreement with Gizaw, et al (2019) whose findings revealed that that a customized training program for women entrepreneurs is essential at each stage of businesses to enhance the enterprises' success. In conclusion, training has a positive significant relationship on the performance of female entrepreneurs in small and medium enterprises in Kawempe Division.

Conclusions

From the first objective, it was concluded that socio-demographic factors have a highly positive and significant relationship on the performance of female entrepreneurs in small and medium enterprises in Kawempe Division. It concludes also that the better the socio- demographics, the higher these females would perform better. From the second objective, it was concluded that there was a positive significant relationship between environmental factors and the performance of female entrepreneurs in small and medium enterprises in Kawempe Division. On the third objective, it is concluded that there was a positive significant relationship between training and the performance of female entrepreneurs in small and medium enterprises in Kawempe Division. Thus as females are allowed to develop, train they acquire skills that would result into better performance on their businesses.

Recommendations

From the study findings and conclusions, 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

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them that gender, age, marital status and others should not be a factor denying them to do business. Also, the environment in which the females do business should be leveled with low taxes charged, by giving them an opportunity to try all available business. Finally, females would need to be offered opportunities to engage in training that are related with line business. These trainings may involve workshops, conferences, seminars, among others.

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