

Exploring Entrepreneurial Leadership as a Viable Long-Term Panacea for Alleviating Unemployment in Zimbabwe.

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ABSTRACT

This paper explored entrepreneurial leadership as a viable long-term panacea for alleviating unemployment in Zimbabwe. The study was guided by objectives that included, to explore the importance of entrepreneurial leadership in address unemployment of Zimbabwe, to examine the characteristic entrepreneurial leadership and to come up with alternative entrepreneurial leadership strategies that can promote employment in Zimbabwe. Literature review in this study looked into entrepreneurial leadership theories that included management theory, relationship theories, behavioural theories and trait theories. Research methodology was guided with the pragmatism research philosophy and descriptive research design. A sample size of 250 was utilised in this study. 152 questionnaires were issued to selected SEDCO employees, IT employees and to ministry of Small to Medium enterprises and only 130 were returned to achieve an 86% response rate. Basing on the findings, the study concluded that entrepreneurial leadership plays a role on eradicating unemployment. H1 was accepted while rejecting H0 proving a positive Relationship between entrepreneurial leadership and unemployment as shown by a p-value of 0.000 significant at 5%. Recommendations were made that entrepreneurial leadership to embrace technology, involve employees in decision making as well as align their goals to strategic plan. The study recommends other researchers to look into impact of leadership roles on organisational performance.

INTRODUCTION

The aim of this proposal is to explore entrepreneurial leadership as a viable long-term panacea for alleviating unemployment in Zimbabwe. In achieving the main goal this proposal will look into background of the study, statement of the problem, research objectives, research questions, assumptions, justification, purpose of the study, delimitation, limitations and mini-literature review. The proposal will also cover other key aspects that include methodology, timeframe and estimated budget.

Background of the study

Entrepreneurship has played a significant role in the growth of many economies around the global community (Engel 2015). In many European countries such as United Kingdom, France, German, Spain as well as Scotland, entrepreneurship has improved the lives of people through employment creation, poverty eradication, equipped human resource management through different skills, improved per capita income and improved industrialisation. Many studies conducted in Europe as well as Asia by Jones and Gordon (2018); Chen et al (2019) and Keller (2020) on entrepreneurship have proven that for the concept to be a success it relies on entrepreneurial leadership. According to Keller and Armstrong (2021) entrepreneurial leadership is described as motivating and organising group of subordinates to achieve a common goal through risk optimization, innovation, managing complex business environment and taking advantage of opportunities. In United States of America entrepreneurial leadership has managed to reduce unemployment by more than 60% and improved revenue streams by more than US\$350 billion (New York Times, 2020).

African countries on the other hand have managed to explore entrepreneurial leadership as a viable long-term panacea for alleviating unemployment. Common African countries that are that have managed to address issues of unemployment through entrepreneurial leadership include Zambia, Tanzania, Rwanda and Kenya (Mupendi and Kwame, 2021). Unemployment Rate in Zambia is expected to reach 12.60 percent by the end of 2022, according to Trading Economics global macro models and analysts' expectations. Zambia is managing its unemployment through entrepreneurial leadership that include attracting of top talents, community engagement through different government funded programs, innovation and risk assessment strategies (Zambian National Development Fund, 2022).

Studies on entrepreneurial leadership are not new to the existing body of knowledge as they have been conducted elsewhere from around the globe. Denver et al (2016) conducted a study on entrepreneurial leadership on growth of Small to Medium Enterprises in United States of America. The other research on entrepreneurial leadership was also conducted by Hillary and Cross (2017) on the development of communities in Thailand. Similar study of entrepreneurial leadership as also conducted in Finland by Smith (2020). Prior studies conducted by Denver et al (2016), Cross (2017) and Smith (2020) covered aspects like entrepreneurial leadership effect to community engagement as well as Small to Medium Enterprises development leaving a knowledge gap on its effect to unemployment. The research paper bridged the knowledge gap looked into exploring entrepreneurial leadership as a viable long-term panacea for alleviating unemployment in Zimbabwe.

Zimbabwe in the 1980s to early 2000s used to be one of the strongest countries in Southern Africa that it became known as the "bread basket of Africa". Zimbabwe managed to excel during that period as a result of entrepreneurial leadership. Zimbabwe during that period managed to make use of entrepreneurial leadership that included government support systems, improving literacy level through education, vocational training programs, improved business opportunities with other countries especially United Kingdom and innovation (Moyo, 2019). Unemployment Rate in Zimbabwe averaged 5.68 percent from 1982 until 2019, reaching an all-time high of 10.80 percent in 1982 and a record low of 4.17 percent in 2004 (ZIMSTAT, 2015).

Despite Zimbabwe exploring entrepreneurial leadership as a viable long-term panacea for alleviating unemployment through trans/formation process: absorbing uncertainty, framing the challenge and creating a supportive environment it seems as if the country has not addressed issues related to unemployment (The Zimbabwe Independent, 2021). Zimbabwe unemployment rate is estimated to be above 75% due to lack of entrepreneurial leadership. Unlike in the 1980s Zimbabwe entrepreneurial leadership seem to have been affected by political influence, sanctions imposed by Western countries and entrepreneurial leadership crisis (Fingaz, 2021). It is against this background the study will look into exploring entrepreneurial leadership as a viable long-term panacea for alleviating unemployment in Zimbabwe.

Statement of the problem

Entrepreneurial leadership has proven to be a game changer of eradicating unemployment from many countries around the world although in Zimbabwe being a different case. Despite Zimbabwe exploring entrepreneurial leadership as a viable long-term panacea for alleviating unemployment through transformation process: absorbing uncertainty, framing the challenge and creating a supportive environment it seems as if the country has not addressed issues related to unemployment. Zimbabwe unemployment rate is estimated to be above 75% due to lack of entrepreneurial leadership. Unlike in the 1980s Zimbabwe entrepreneurial leadership seem to have been affected by political influence, sanctions imposed by Western countries and entrepreneurial leadership crisis. This triggered the researcher to look into exploring entrepreneurial leadership as a viable long-term panacea for alleviating unemployment in Zimbabwe.

Research objectives

1. To explore the importance of entrepreneurial leadership in addressing unemployment of Zimbabwe.

2. To examine the characteristic entrepreneurial leadership.
3. To come up with alternative entrepreneurial leadership strategies that can promote employment in Zimbabwe.

Research questions

1. What is the importance of entrepreneurial leadership in address unemployment of Zimbabwe?
2. What are the characteristic entrepreneurial leadership?
3. What are other alternative entrepreneurial leadership strategies that can promote employment in Zimbabwe?

1.5.1 Hypothesis testing

H1 There is a relationship between entrepreneurial leadership and unemployment

H0 There is no relationship between entrepreneurial leadership and unemployment

Assumptions

- The study will help Zimbabwe in alleviating unemployment and promote economic growth
- The sample size to be adopted in this research shall be adequate
- Respondents will have an appreciation of entrepreneurial leadership
- Resources and time scope will be adequate for the purposes of this study

Purpose of the study

The aim of this study is to explore entrepreneurial leadership as a viable long-term panacea for alleviating unemployment in Zimbabwe.

Significance of the study

1.8.1 To Zimbabwe/ Practice

The study will be of importance to practice as well as Zimbabwe as well as practice on improving entrepreneurship growth through different effective strategies. Entrepreneurial leadership is going to lead to the development of communities within which these businesses are located. Increase productivity within Zimbabwe and reduce reliance on imports. Reduce the demand for foreign currency. The biggest business opportunities in the coming decade will be created by Zimbabweans who start businesses, generate jobs and wealth, and capture growth opportunities. Other stakeholders like customers, communities as well as employees will benefit from this study on employment creation and other business opportunities.

1.8.1 Theory

This study will add value to literature and theories related to entrepreneurial leadership. The study will contribute to key leadership theories that include management theories, relationship theories, behavioural theories and participative theories. Studies on entrepreneurial leadership are not new to the existing body of knowledge as they have been conducted elsewhere from around the globe. Tarhini et al (2016) conducted a study on entrepreneurial leadership on growth of Small to Medium Enterprises in United States of America. The other research on entrepreneurial leadership was also conducted by Hillary and Cross (2017) on the development of communities in Thailand. Similar study of entrepreneurial leadership as also conducted in Finland by Smith (2020). Prior studies conducted by Denver et al (2016), Cross (2017) and Alaloul (2020) covered aspects like entrepreneurial leadership effect to community engagement as well as Small to Medium Enterprises development leaving a knowledge gap on its effect to unemployment. This proposal

shall bridge the knowledge gap as it will look into exploring entrepreneurial leadership as a viable long-term panacea for alleviating unemployment in Zimbabwe.

LITERATURE REVIEW

It is seen that in local and foreign literature there has been very few studies about entrepreneurial leadership. In this part, why these studies done and which results have been reached are explained. In the literature research, recent studies done in the last years were focused on. This section will look into entrepreneurial leadership importance, Entrepreneurial leadership characteristics and theoretical review.

Entrepreneurial leadership

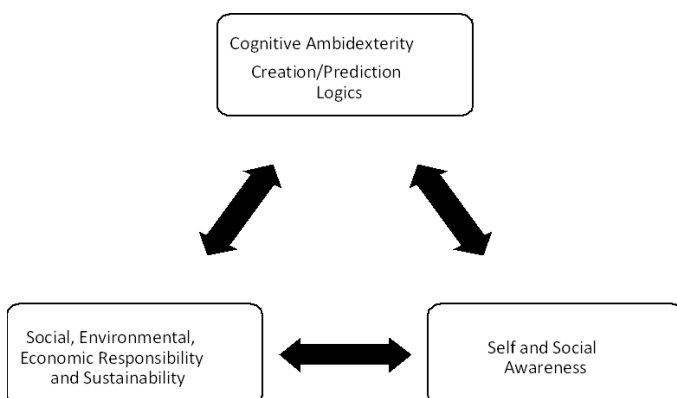
In this section, firstly entrepreneurial leadership is defined, the features, dimensions and importance of entrepreneurial leadership are mentioned, and finally the literature on entrepreneurial leadership is searched.

Definition of entrepreneurial leadership

The success of the businesses depends on effective leadership skills of the management. Entrepreneurial leadership is one of these effective leadership skills. According to Alvarez and Barney (2021), entrepreneurial leadership is a type of leadership that consists of actions towards establishment of a business at the individual level, actions towards following the innovations at the organizational level and actions towards benefiting from the opportunities that are distinguished at the market level (Abualoush 2019: 11). Entrepreneurial leadership is a concept appeared by blending the leadership potential with entrepreneurial spirit. When finer points and spirit of entrepreneurship is added to the variable nature of leadership, entrepreneurial leadership arises and it can change the course of the world (Kuru, 2018). Entrepreneurial leadership is defined as affecting and directing the performance of employees toward the achievement of organizational objectives that involve recognizing and exploiting entrepreneurial opportunities (Musarat et al., 2019). Entrepreneurial leadership is not synonymous with entrepreneurship. It is a new leadership model. The specific discipline of entrepreneurs and entrepreneurs focuses on creating new initiatives. On the other hand, entrepreneurial leaders are looking for opportunities outside of their new ventures (Greenberg et al., 2019).

In the literature, sometimes entrepreneurship and leadership are used as interchangeable terms. Then, entrepreneurial leadership is introduced. In entrepreneurial leadership, the leader also has the entrepreneurial qualities (Gunduz, 2020). Entrepreneurial leaders are people who are in the position of source of employer, speculator and information (Bayrakdar, 2011: 247). Entrepreneurial leaders may adopt a completely independent and guiding role as well as a strategy intertwined with the organization, which is a complex system (Gunduz, 2010: 212).

Figure 1: Model of Entrepreneurial Leadership



Source: Greenberg et al., 2011: 11

Importance of Entrepreneurial Leadership

Entrepreneurial leadership is an important factor affecting the performance of the company. Therefore, in today's intense and dynamic competitive business environment, leaders of companies and especially leaders of small-scale family companies should have and use the qualities of entrepreneurial leadership in order to compete with their competitors and develop themselves (Karcioglu and Yucel, 2017). In other words, administrators must be entrepreneurial leaders for the success and continuity of the business. Entrepreneurship education is very important for business management (Okudan and Rzasa, 2019). Entrepreneurship lessons for students must begin at university education process (Bagheri and Pihie, 2019).

Entrepreneurship leaders have the potential of acquiring entrepreneurial skills, for example, not only team up as a soccer player, he is the person who play in the field with the team as captain. Not only administrator who decide, give instructions and check their workers, but also, they should prefer to be entrepreneurial leaders who captain the team and showing the way (Navendu 2022).

When entrepreneurs take risk and they seize opportunities, this leadership has been very important for the growth of the business in the future (Phaneuf et al., 2016). Therefore, it is an important phenomenon for entrepreneurial leadership in business management.

Characteristics of Entrepreneurial Leaders

Cover and Slevin (2019) suggest that there are six main characteristics of the entrepreneurial leadership. These main characteristics are described below (Altuntas, 2017):

- **Supporting entrepreneurial skills:** Effective entrepreneurial leaders consider the human element as the source of entrepreneurial behavior and support development of these behaviors.
- **Interpretation of the opportunities:** Entrepreneurial leaders can transmit the value of an opportunity to general goals of an organization or a person benefiting from the opportunity.
- **Protecting the innovations threatening the current business model:** Individuals perceive disruptive innovation as a personal and organizational threat. An entrepreneurial leader can inform others about potential benefits of the disruptive innovation.
- **Questioning the current business logic:** Entrepreneurial leadership requires continuous questioning of the assumptions underlying the dominant logic in order to identify a new value-creating opportunity and make sure that the organization is positioned in a successful way.
- **Reviewing the simple questions:** Entrepreneurial leaders review the questions about identification of the opportunities and employment of the resources needed to sustain the life of the organization, definition type of organizational goals and achievements and relationships developed with the stakeholders in a continuous manner.
- **Associating entrepreneurship with strategic management:** Effective entrepreneurial leaders believe that an organization should have the skills of entrepreneurship strategically in order to create the highest value.

Besides, according to a study in Young Entrepreneur Council, there are 12 major characteristics that are needed for a successful entrepreneur leader. These characteristics are as follows (Young Entrepreneur Council, 2013: 1):

Theoretical framework

Management Theories

Popularly known as transactional theories, management theory lays a lot of emphasis on supervision, organization and teamwork (Drucker, 2018). The management theory establishes a system of reward and

punishment, which means if leaders do well, leaders will be rewarded and if leaders do not, leaders will be penalized. A task management software like TaskQue can help leaders in implementing this system by letting leaders track task progress and hold their employees accountable for their action.

Relationship Theories

Relationship theory is also known as transformational leadership theories. It revolves around the bond between leader and follower. The stronger the bond the better will be the results. Transformational leaders inspire and motivate their followers and keep them on the same page (Barringer and Ireland, 2016). Such leaders usually have high ethical and moral values and would never compromise on these values irrespective of what the situation might be. They want to achieve their goal but also want each member of their team to contribute and perform at the potential.

2.4.3. Behavioural Theories

When it comes to leadership, the world is divided into two different camps. One thinks that leaders are made, while other camp believes that leaders are born (Chen, 2019). Behavioural theory sides with the people in the former camp and challenges the notion that leaders are born. As a result, it completely ignores all the qualities that set natural leaders apart from their trained counterparts. This theory puts its weight behind actions of leaders and advocates the fact that people can learn from their experience, observation and teachings to transform into a good leader.

Participative Theories

Leaders can be divided into two broad categories. One that follows the autocratic leadership style and makes decisions on their own. On the other end of the spectrum are those leaders who take input from others (Troy, 2021). Participatory theory backs the approach of the latter. Leaders who follow participative theory welcome suggestions from team members and encourages them to speak up. As a result, the team members think that they have their say in the decision-making process. Although, the leader reserve the right to stop taking input but in most cases, they do not exercise that right.

Trait Theories

As the name suggests, leaders inherit certain leadership qualities and traits that make them stand out from the crowd. These leadership abilities propel them to leadership status. The trait theory focuses on these personality traits (Freeman, 2020). For instance, commitment, integrity and confidence are characteristics that are usually associated with a great leader. By linking certain qualities with leadership, leaders are literally limiting its scope. What about people who possess these qualities but are not leaders. On the other hand, there are many examples of leaders who do not possess these qualities but still lead the team well. Ronald Reagan summed it up brilliantly when he said, “The greatest leader is not one who does greatest things. He is the one that gets the people to do greatest things.

RESEARCH METHODOLOGY

Philosophy

The study adopted pragmatism research philosophy. Pragmatism involves research designs that incorporate operational decisions based on ‘what will work best’ in finding answers for the questions under investigation and this enables pragmatic researchers to conduct research in innovative and dynamic ways to find solutions to research problems (Saunders and Lewis, 2020). The researcher adopted this research philosophy due to the benefit of pragmatism is that it creates room for the exploration of how individual experience, knowing and acting are shaped through social interaction

Research Design

The researcher will make use of descriptive research design. Descriptive research design is a type of research design that aims to obtain information to systematically describe a phenomenon, situation, or population. More specifically, it helps answer the what, when, where, and how questions regarding the research problem, rather than the why (Creswell, 2019). Descriptive research design will be used in this study as it aims to accurately and systematically describe a population, situation or phenomenon. It can answer what, where, when and how questions, but not why questions. A descriptive research design can use a wide variety of research methods to investigate one or more variables (Kumar, 2020).

Target population

250 respondents will be drawn from SEDCO and Ministry of Small and Medium in Zimbabwe

Table 3.1 Population

Description	Target population
Construction employees	50
SEDCO	25
Ministry of Small and Medium	175
Total	250

Source: SEDCO

Sampling

To determine a population's characteristics by directly seeing only a subset (or sample) of the population, we must apply inferential statistics, which was done by sampling (Rees, 2020). There is no certainty that any sample was completely representative of the population, however it is assumed that a sample will reflect the population from which it is drawn. A sample may not be representative of its population due to sampling error. The variations between the sample and the population that can be attributed completely to the people who were chosen for the sample make up sampling error. The study used stratified random sampling, also known as probability sampling meta, to choose the personnel from the chosen real estate.

Stratified random sampling

The study's participants were chosen by stratified random selection. This strategy is used when a researcher has completed analysis or research on a group of entities with similar features and realizes that the population size is too large to explore. In order to save time and money, an analyst may choose for a more practical approach by selecting a small subset of the population. A sample size, also known as a small group, is a subset of the population used to gauge the size of the entire population. A sample can be selected from a population in several methods, one of which is the stratified random sampling method (Siering et al., 2018). A population's subgroups are formed via stratified random sampling.

3.4.1 Sample size

In statistics and market research, the term "sample size" is commonly used, and it invariably comes up whenever one is surveying a sizable community of respondents. It has to do with how research on sizable populations is done. In general, the researcher has two options when using statistical formulas to determine

sample size: it can track the measurement of variables and determine specific indicators that express their evolution; or it can choose a significant benchmark for the measures to be made based on the results provided by the qualitative research to be performed. In statistics and market research, the term “sample size” is commonly used, and it invariably comes up whenever surveying a sizable community of respondents. The study utilised the sample size method by Krejcie and Morgan (1970) as indicated below:

S= required sample size

X= z value (eg 1,96 for 95% confidence level)

N = population size

P = Population proportion

D = degree of accuracy expressed as proportion (0,05) margin error

$$S = 3.841^2 * 250 * 0.50(1- 250) / 0.05^2 (250-1) + 3.841^2 * (1-0.50)$$

$$=152$$

Table 3.2 Sample size

Description	Sample size
SEDCO	22
IT employees	132
Total	152

Data Collection

The most appropriate method for gathering data for the study was a self-administered questionnaire. The questions in this set, both closed- and open-ended, are structured. Since respondents complete it on their own, without an interviewer, the questionnaire is referred to as self-administered. When answering a closed-ended question, responders must select one of several offered answers; these possibilities may be pre-coded. All responses to open-ended questions are welcome and should be written in the respondent’s own words. The Internet, corporate intranets, or online services are used by computer-delivered self-administered surveys to contact its respondents. One can fill out the surveys on paper, a tablet (such as an Android or an iPod), or a laptop. Recent years have seen the development of electronic surveys that can be carried out via email or carried out on the Internet or Web (Malhotra, 2007).

Limitations

- Financial constraints will be limitations of this study
- Time will be another limitation of this study due to other commitments with other studies
- Methodological limitations will also impact this study.

Delimitations

The study will be confined in Harare covering SEDCO and Ministry of Small to Medium Enterprises. These are bodies that are responsible in Zimbabwe on promoting entrepreneurship. The study will cover a time frame of 2016 to 2022.

Research Assumptions

- The study will help Zimbabwe in alleviating unemployment and promote economic growth
- The sample size to be adopted in this research shall be adequate
- Respondents will have an appreciation of entrepreneurial leadership
- Resources and time scope will be adequate for the purposes of this study

Ethical considerations

Introduction to data analysis

Regression analysis and SPSS software will be used to analyze the quantitative data in this investigation. The researcher also used inferential statistics to analyze quantitative data, including correlation and hypothesis testing. The data will be analyzed using descriptive statistics, confirmatory factor analysis, ANOVA and independent variable samples T-test, and hierarchical multiple regression.

3.10. 2 Descriptive statistics

The main role of statistics is to organize data in a simpler way that can be understood (Pyle et al., 2021). A data set is a collection of responses or observations from a sample or entire population. After gathering data it becomes the core aim of a researcher to describe their findings into averages of each variable that was being measured or the connection between two variables(e.g., age and creativity) (Giglio et al., 2020). The most common types of descriptive statistics include the distribution which explains frequency's value. Central tendency is the averages of the value whilst variability concerns how spread out the values are. These are important for the study and the researcher will adopt them to present the finding.

Confirmatory factor analysis

This method is used to make data smaller components which are easier to contribute and interpret for the researcher. It allows for the discovery of hidden patterns, the visualization of their intersection, and the identification of traits shared by several patterns. Additionally, it is used to make a set of variables for related objects in the set (these sets of variables are called dimensions). For complex sets of data encompassing socioeconomic status, psychological studies, and other difficult notions, it can be a very helpful tool. A collection of observable variables with resemblant response patterns are referred to as "factors." To verify the accuracy of the data and set of variables pertaining to the dimensions, the researcher employed the usage of confirmatory factor analysis. According to previous studies, it is evident that when one decides to adopt a quantitative approach the next best analysis technique to use is this one to confirm findings (Saunders 2020).

Anova Test

These are defined as statistical methods of distinguishing data sets to ensure that there is a difference between two or more groups by using variance (Harrison, 2016). It also plays another major aspect in splitting independent variables into 2 groups. For instance, one or more groups might be predicted to affect the dependent variable, while another group might be employed as a control group and be predicted to have no influence on the dependent variable. Analysis of variance was performed in this study to determine the significance level tested at the 95% level of confidence interval.

T-Test

A t-test examines two data sets' average values to ascertain whether or not they represent the same population. The researcher begins a t-test with the null hypothesis, which is the presumption that the two

populations are the same and that there is no significant difference between them. The t-test will show or show not to show the null hypothesis. The following scenarios must exist for the researcher to conduct a t-test: The difference between the mean values of data sets (known as the mean difference)

- The amount of variance for each one's standard deviation
- the amount of values for each group of data
- a value of alpha. This determines how much risk of making a mistake one is willing to take. A risk of 5% is indicated by a value of 0.05.

Data Coding

The next stage would arguably be for the large data sheets to be coded into transformation for findings. The researcher took the liberty to go through all the responses ensuring that they were responded to effectively. All the google forms were in English and the respondents made sure to respond in the same language as such the researcher did not look for any translators. The researcher made meaning out of the texts and decided to continue as it was evident that the respondents had understood the assignment.

Ethical considerations

Some of the most important components of ethical concerns that guide appropriate data collecting include privacy and secrecy. Since ethical concern guarantees that people respect each other's personal lives and social spaces, research questions should be focused on the research rather than the respondents' social lives. Researchers should make careful to notify respondents about the study's focus before they begin and to thank them after data collecting. Another ethical consideration for researchers is to avoid guiding or aiding respondents when they use research equipment.

Informed consent

It was important for the researcher to seek consent from the various organisations. Forms were distributed before even seeking the consent of individuals responding to it. The researcher made sure everyone knew that they were not in any way forced to respond and that it was their free will (Harrison 2016). It was also necessary to ensure that the participants knew that the information they were giving was purely for educational purposes and that their names or responses will not be leaked to their organisations. This made the more willing to participate and give better responses.

Confidentiality, Anonymity, and Privacy

By prohibiting participants from entering their identities on the Google forms, confidentiality was preserved. The inability of a subject's individual responses to be connected to the identities of participants is known as anonymity (Durga et al., 2019). The identities of individuals and organizations were withheld when reporting the findings in order to ensure anonymity. Acquired data was also handled in a secure manner. No one experienced any stress, awkwardness, abuse, shame, or anguish during the study.

• Data presentation and analysis

The researcher managed to distribute a total of 22 questionnaires to SEDCO employees, 132 IT employees and 152 to ministry of Small to Medium enterprises. Table 4.1 shows questionnaire response rate:

Table 4.1 Questionnaire response rate

Description	Distributed	Returned	Percentage
SEDCO	22	22	100%
IT employees	132	118	89%
Total	152	130	86%

Source: Primary data 2022

The researcher managed to distribute a total of 22 questionnaires to SEDCO employees and only 22 returned to achieve a 100% response rate, 132 IT employees and only 118 were returned to achieve an 89% response rate. The overall response rate of the study was 86%. The findings concur with Saunders, Lewis and Thornhill (2020) who stated that reliability of primary data obtained from questionnaire has to be over 70% or above.

4.2 Regression analysis

4.1 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.925 a	.856	.854	.391

a. Predictors: (Constant), Unemployment

There is a stronger relationship between entrepreneurial leadership and unemployment and unemployment is shown by an R-Square of 0.854. The findings concur with Saunders, Lewis and Thornhill (2020) who stated that reliability of primary data obtained from questionnaire has to be over 70% or above.

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	52.773	1	52.773	344.798	.011 b
	Residual	8.877	58	.153		
	Total	61.650	59			

a. Dependent Variable: Entrepreneurial leadership
b. Predictors: (Constant), Unemployment

The findings showed that the data obtained in this study is statistically in the range as shown by a p-value of 0.011 sig at 5% as well as mean square of 52.773.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.133	.105		1.261	.213
	Unemployment	.811	.044	.925	18.569	.000

a. Dependent Variable: Entrepreneurial leadership

H1 was accepted while rejecting H0 proving a positive Relationship between entrepreneurial leadership and unemployment as shown by a p-value of 0.000 significant at 5%. The findings concur with Roomi and Harison (2011) who stated that when leaders cultivating an entrepreneurial leadership it will be effective on eradicating unemployment.

CONCLUSION AND RECOMMENDATIONS

The study concludes that entrepreneurial leadership plays a role on eradicating unemployment. H1 was accepted while rejecting H0 proving a positive Relationship between entrepreneurial leadership and unemployment as shown by a p-value of 0.000 significant at 5%. The findings concur with Roomi and Harrison (2021) who stated that when leaders cultivating an entrepreneurial leadership it will be effective on eradicating unemployment. Recommendations are made for entrepreneurial leadership to embrace technology, involve employees in decision making as well as align their goals to strategic plan.

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