

ARAŞTIRMA MAKALESİ / RESEARCH ARTICLE

## WOMEN'S ENTREPRENEURSHIP IN HAKKARİ: A RESEARCH ON ENTREPRENEURIAL PERSONALITY TRAITS\*

### HAKKARİ'DE KADIN GİRİŞİMCİLİĞİ: GİRİŞİMCİ KİŞİLİK ÖZELLİKLERİ ÜZERİNE BİR ARAŞTIRMA

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#### ABSTRACT

With the increasing interest in women entrepreneurs with different backgrounds and in women entrepreneurship, the number of publications on these topics has increased. However, it is seen that these studies are focused on the obstacles faced by women entrepreneurs; there are few publications on the personality traits of women entrepreneurs. To fill this gap, the study aims to determine the entrepreneurial personality traits of women entrepreneurs operating in Hakkari. In determining the entrepreneurial personality traits, the Entrepreneurial Personality Traits Scale, developed by Koh (1996) and adapted to Turkish by Bozkurt (2005) is used. It is observed that women entrepreneurs in the sample have high level entrepreneurial personality traits. When evaluated in terms of dimensions, it is determined that the uncertainty tolerance of women entrepreneurs is higher than other dimensions. In addition, it is determined that there is a significant difference in the need for success and risk taking sub-dimensions of women entrepreneurs in terms of age groups. The results of the study are thought to be important that they show that women entrepreneurs have the potential to transform their enterprises into medium and large-scale enterprises when the necessary support is provided in a province where conditions are difficult for entrepreneurs.

**Keywords:** Women Entrepreneur, Women Entrepreneurship, Entrepreneurial Personality Traits.

**JEL Classification Codes:** M10, M13, M19.


#### ÖZ


Farklı geçmişlere sahip kadın girişimcilere ve kadın girişimciliğine olan ilginin artmasıyla birlikte bu konular ile ilgili yayın sayısında artış olmuştur. Ancak bu çalışmaların kadın girişimcilerin karşılaştıkları engeller ekseninde olduğu görülmekte; kadın girişimcilerin kişilik özelliklerine dair az sayıda yayın bulunmaktadır. Bu boşluğu gidermek için bu çalışmada, Hakkari'de faaliyet gösteren kadın girişimcilerin girişimci kişilik özelliklerinin belirlenmesi amaçlanmıştır. Girişimci kişilik özelliklerinin belirlenmesinde Koh (1996) tarafından geliştirilen ve Bozkurt (2005) tarafından Türkçe'ye uyarlanan Girişimci Kişilik Özellikleri Ölçeğinden yararlanılmıştır. Örneklemde yer alan kadın girişimcilerin yüksek düzeyde girişimci kişilik özelliklerine sahip olduğu görülmektedir. Boyutlar açısından değerlendirildiğinde kadın girişimcilerin belirsizlik toleransının diğer boyutlara göre daha yüksek olduğu saptanmıştır. Ayrıca kadın girişimcilerin başarı ihtiyacı ve risk alma alt boyutlarında yaş grupları açısından anlamlı bir farklılık olduğu tespit edilmiştir. Bu çalışmanın sonuçlarının girişimci olmak adına koşulların zorlu olduğu bir ilde gerekli destekler sağlandığında kadın girişimcilerin girişimlerini orta ve büyük ölçekli işletmelere dönüştürebilme potansiyeline sahip olduğunu göstermesi bakımından önemli olduğu düşünülmektedir.


**Anahtar Kelimeler:** Kadın Girişimci, Kadın Girişimciliği, Girişimci Kişilik Özellikleri.

**JEL Sınıflandırma Kodları:** M10, M13, M19.

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## GENİŞLETİLMİŞ ÖZET

### Amaç ve Kapsam:

Girişimcilik, bir ülkenin ekonomisini yükseltmeye yardımcı olan önemli faktörlerden biridir (Raman vd., 2013, s. 15). Diğer taraftan, girişimci birey, diğer bireylerden farklı olarak kendisini böyle bir tercihte bulunmaya yönlendiren, genel olarak girişimci kişilik özellikleri olarak ifade edilebilecek birçok özelliğe sahiptir. Girişimci kişilik özellikleri girişimci başarısı için kritik öneme sahiptir (Schneider, 2017, s. 252). Özellikle kadınlarda, girişimci kişilik özellikleri girişimcilik faaliyetinin başlatılmasında ve ileriye götürülmesinde önemli bir rol oynamaktadır (Deshpande & Gupta, 2023, s. 90). Çeşitli geçmişlere sahip kadın girişimcilere olan ilgi, literatürde kadın girişimciliği konuları hakkında daha fazla yayın yapılmasına yol açmıştır. Ancak bu alanın önemine rağmen, kadın girişimcilerin girişimci kişilik özelliklerini tespit etmeye yönelik ilgi düşük düzeydedir (Schneider, 2017, s. 252). Oysa, gelişmekte olan ekonomilerde sürdürülebilir bir kalkınma için nüfusun önemli bir kesimini oluşturan kadınları tanımak ve anlamak gerekmektedir. Bu nedenle, Hakkari ilinde kadınların girişimcilik faaliyetlerine katılmalarında kişilik özelliklerinin önemli bir faktör olabileceği düşünülmektedir. Girişimcilik sosyo-kültürel bir olgu olduğundan farklı sosyo-kültürel toplumlarda farklı girişimci kişilik özellikleri ön plana çıkabilmektedir. Buradan hareketle araştırmanın amacı, Hakkari’de faaliyet gösteren kadın girişimcilerin girişimci kişilik özelliklerinin belirlenmesidir.

### Yöntem:

Araştırmanın örneklemini Hakkari’de faaliyet gösteren kadın girişimcilerden oluşmaktadır. Araştırmanın verileri Mayıs-Temmuz 2024 tarihleri arasında toplanmıştır. Anket uygulaması sonucunda eksik ve kullanılamayan anketler elendikten sonra 142 katılımcıdan oluşan bir veri seti elde edilmiştir. Araştırmada nicel araştırma yöntemi kullanılmıştır. Verilerin analizi için Sosyal Bilimler İstatistik Paket Programı (SPSS) 22 kullanılmıştır. Araştırmada kullanılan veri toplama aracının ilk bölümünde demografik sorular; ikinci bölümünde ise girişimci kişilik özelliklerini belirlemek amacıyla Koh (1996) tarafından geliştirilen ve Bozkurt (2005) tarafından Türkçe’ye uyarlanan “Girişimci Kişilik Özellikleri Ölçeği” yer almaktadır. Ölçek, beşli likert tipinde 36 sorudan oluşmaktadır.

### Bulgular:

Örnekleme yer alan kadın girişimcilerin yüksek düzeyde (3,61) girişimci kişilik özelliklerine sahip olduğu görülmektedir. Boyutlar açısından değerlendirildiğinde kadın girişimcilerin belirsizlik toleransının (4,05) diğer boyutlara göre daha yüksek olduğu saptanmıştır. Türkiye’de işsizlik oranlarının yüksek oluşu, ekonomik istikrarsızlığın varlığı, yüksek oranda belirsizliğin olmasından dolayı bireylerin gelecekleri hakkında herhangi bir şeyi kestirememeleri ve bundan dolayı belirsizliğin toplumun yaşamında yer edinmiş olması, kadın girişimcilerin belirsizliğe tolerans göstermesine sebep olmuştur şeklinde yorumlamak mümkün olabilir. Kadın girişimcilerin başarı ihtiyacı duyma konusunda eğilim gösterdikleri görülmektedir. Bu da onların başarılı olmak için kendi çabalarıyla hedeflerine ulaşmaya duydukları istegın yanı sıra Hakkari’de kadınların ekonomik yaşamdaki yerini ispat etme istegından de kaynaklanıyor olabilir. Kadın girişimcilerin başarı ihtiyacı ve risk alma alt boyutlarında yaş grupları açısından anlamlı bir farklılık olduğu tespit edilmiştir. Başarı ihtiyacı ve risk alma düzeylerinin 40 yaş ve üzeri grupta diğer gruplara kıyasla daha yüksek olduğu görülmektedir.

### Sonuç ve Tartışma:

Çalışmanın sonuçları, fiziki ve kültürel anlamda farklı bir ortamda kadın girişimciliğinin daha iyi anlaşılmasına katkıda bulunması açısından değerlidir. Ayrıca sonuçlar, kadın girişimcilerin maddi ve manevi destek sağlandığında girişimlerini mikro ve küçük işletmelerden büyüterek orta ve büyük ölçekli işletmelere dönüştürebilme potansiyeline sahip olduğunu göstermesi açısından önemlidir. Diğer taraftan bu çalışmanın kadın girişimcilerin potansiyeline ilişkin daha kapsamlı bir çalışmaya temel oluşturacağı ve bu anlamda, politika yapıcılar ve kadın girişimcilik alanında çalışma yapmak isteyen araştırmacılar için değerli olacağı ifade edilebilir. Bu anlamda, ticaret odalarındaki kadın çalışmalarına ilişkin oluşumların desteklenerek güçlendirilmesi ve kadın iş dünyasının ihtiyaçlarını daha iyi karşılayacak politikaları şekillendirme ve düzenleme fırsatı verilmesi önem arz etmektedir. Hakkari ilinde yüksek düzeyde girişimci kişilik özelliklerine sahip olan kadın girişimciler için kredi koşullarının iyileştirilmesinin, kadınların finansmana erişiminin kolaylaştırılmasının, faiz oranlarının düşürülmesinin, krediye ilişkin kısıtlamaların kaldırılmasının ve girişimcilik projesi başlatma konusundaki prosedürlerin en aza indirilmesinin il genelindeki kadın girişimci sayısının artmasına katkı sağlayacağı düşünülmektedir. Ayrıca pazarlama teknikleri, kalite kontrol, müşteri ilişkileri, iletişim becerileri, işletme yönetimi gibi konularda eğitim programları düzenlemek ve kadın girişimcilere yönelik verilen teşvikler konusunda yapılacak bilgilendirmeler de fayda sağlayacaktır. Özetle, gelişmekte olan ekonomilerde sürdürülebilir bir kalkınma için nüfusun önemli bir kesimini oluşturan kadınlar göz ardı edilmemelidir. Kadınları anlamak, tanımak ve desteklemek gerekir. Ancak bu şekilde potansiyellerinin ülke yararına geliştirilmesi mümkün olacaktır. Bu araştırma Hakkari’de faaliyet gösteren kadın girişimcileri kapsayan bir örneklem üzerinde gerçekleştirilmiştir. Bu açıdan daha geniş ve farklı bağlamlarda bulunan kadın girişimciler ile yapılacak araştırmalarda farklı sonuçlara ulaşılması mümkündür. Ayrıca araştırmanın verileri kesitsel olarak toplanmıştır. Gelecekteki araştırmalarda uzunlamasına bir araştırma tasarımı benimsenebilir. Son olarak, bu çalışma ile kadın girişimcilerin kişilik özelliklerine odaklanılmıştır. Fakat bir işletme kurmak karmaşık bir süreçtir. Bu nedenle, gelecekte yapılacak araştırmalarda bu süreci etkileyen finansmana erişim, ülkeye özgü mikro ve makro çevresel faktörler, bağlama özgü faktörler gibi dışsal unsurlar da araştırma çerçevesine dahil edilebilir.

## 1. INTRODUCTION

An entrepreneur is a person who increases social welfare by producing goods and services by introducing existing or potential labor, capital and other inputs into the production process (Bozkurt, 2005, p. 2). An individual can also earn income by working in a workplace for a certain fee. However, entrepreneurs prefer to earn income by starting their own business. An entrepreneurial individual, unlike other individuals, has many characteristics that can be expressed as entrepreneurial personality traits that lead her/his to choose to establish her own business. Personality traits play an important role in making the decision to pursue entrepreneurship and taking the decision to pursue entrepreneurial activity forward, especially in women (Deshpande & Gupta, 2023, p. 90). Today, the role of women in every area of working life is rapidly developing and changing. This developing and changing role of women in working life has enabled them to take on an entrepreneurial role in economic life (Altuntepe, 2019, p. 27). Women entrepreneurs play an important role in the realization of economic and social development and technological innovation, especially in the small business sector (Hisrich & Lerner, 1997).

The issue of women entrepreneurship is receiving increasing attention among researchers and policy makers in developing and developed countries. However, the studies in the literature (Hisrich & Öztürk, 1999; Ganesan et al., 2002; Winn, 2005; Bedük, 2005; Mathew, 2010; Sayın, 2011; Ahmad, 2011; Soysal, 2010, 2013; Keskin, 2014; Öztürk, 2016; Gül & Gül, 2018; Tulan & Türko, 2018; Bakay et al., 2020; Rudhumbu et al., 2020; İlhan & Oruçlu, 2023; Nevi et al., 2025) are generally seen to be related to the obstacles faced by women entrepreneurs; there are few publications on the personality traits of women entrepreneurs. Therefore, not much is known in general about the personality traits of women entrepreneurs in Türkiye. On the other hand, since entrepreneurship is a socio-cultural phenomenon, different entrepreneurial personality traits may come to the fore in different societies. When considered from the perspective of Hakkari province, it is seen that there is no other study other than the paper written by Altuntepe (2019) aimed at identifying the general profiles of women entrepreneurs and the main problems they experience while establishing their businesses and during their activities. Considering the gap in the literature, the aim of this study is to determine the entrepreneurial personality traits of women entrepreneurs operating in Hakkari. Considering the existing contributions and the significant gap in the literature, it is thought that the results of the study will form the basis for a more comprehensive study on the entrepreneurial potential of women entrepreneurs and will also contribute to the limited body of research on women entrepreneurs in the Eastern Anatolia region of Türkiye.

## 2. CONCEPTUAL FRAMEWORK

### 2.1. Female Entrepreneur and Entrepreneurial Personality Characteristics

Female entrepreneur; "...is a woman who is personally in charge of her job, who undertakes the administrative and legal responsibility of the business she owns, and who actually works in the workplace" (Saray, 1993, p. 118). According to another definition, women entrepreneurs are women whose job status is determined as employer or self-employed, who have undertaken the administrative and legal responsibility of their job, who are actually at the job, and whose price of the product and service they offer is determined within the supply-demand relationship (Celebi, 1993, p. 36).

Nowadays, the developments that occur as women become more visible in working life day by day can be considered as a positive development both for the people participating in the working processes and for the society. At this point, the educated, ambitious and determined stance of the woman saves her from her dependence on men and allows her to strengthen her economic independence and position in society (Acar, 2018, p. 1099-1100). Factors that are effective in women's more active participation in working life and their ability to become entrepreneurs are discussed in the literature: "government policies towards gender inequality, urbanization rates and increase in educational opportunities, the emergence of flexible working styles, economic difficulties, decrease in marriage rates, on the other hand, increase in divorce rates, society's view on women's work, positive developments in society's perspective on women's work, desire for independence, desire for success, improvements in child care and other services" (Arslan & Toksoy, 2017, p. 123; Hisrich & Öztürk, 1999, p. 120-121; Kocacık & Gökkaya, 2005, p. 199; Soysal, 2010, p. 91). On the other hand, the existence of a male-dominated social culture and structure in Türkiye makes it difficult for women to become entrepreneurs (Erol & Çiçek, 2020, p. 75). As a result of the roles society imposes on women as wives, mothers and housewives, women have remained away from production and have become dependent on men (Katkat Özçelik, 2017, p. 50). In addition, women's

socio-economic status and the roles assigned to them by society restrict their access to resources, so women generally turn to low-earning, home-based activities. The perseverance and determination of women, who are sometimes ignored just because they are women, can be negatively perceived as “ambition” by their male colleagues. In addition, women’s low literacy rates and lack of other work experience can be expressed as factors that prevent them from becoming entrepreneurs (Cohoon et al., 2010, p. 5; Narin, et al. 2006, p. 67-71; Soysal, 2010:98; Uygun & Günaydın, 2019, p. 34; Weiler & Bernasek, 2001, p. 87). In addition to all these contextual factors, there are also some personality characteristics that affect women's being entrepreneurs. Based on the fact that it is possible to talk about the entrepreneur and therefore entrepreneurship in every environment where people are present, it can be reported that “the entrepreneurial characteristics that entrepreneurial individuals should have spread over a wide area” (Ören & Bıçkes, 2011, p. 68-72).

Entrepreneurs are thought to have many characteristics that distinguish them from others. Entrepreneurial personality traits have been grouped in different ways by various researchers. While Sexton and Bowman (1985) classify entrepreneurial personality traits as tolerance for uncertainty, autonomy, risk-taking tendency, and adaptation to change; Bygrave (1989, p. 13) classified success as “locus of control, tolerance for uncertainty and risk taking”; Robinson et al. (1991, p. 42-50) divided it into four: “achievement, innovation, control and self-confidence”. Koh (1996) classified entrepreneurial personality traits as need for achievement, locus of control, risk-taking tendency, tolerance for uncertainty, self-confidence and innovation. Rauch and Frese (2007a, 2007b) also describe these features by classifying them as “the need for achievement, risk taking, innovation, autonomy, locus of control and self-efficacy”. In her evaluation of entrepreneurial personality traits, Chell (2008) identified three characteristics: “high need for achievement, internal locus of control, and tendency to take risks”. Biswas (2020, p. 49) describes the features considered important for entrepreneurship as follows: “risk taking behavior, self-confidence, hard work, goal setting behavior, accountability and innovation”. In this study, the classification of entrepreneurial personality traits made by Koh (1996) will be taken as basis.

*Need for Achievement:* Entrialgo (2000, p. 138) defines the need for achievement as the desire of individuals to improve the results of their actions and to feel responsible in this regard. It can be said that individuals with a high need for achievement are more likely to act entrepreneurially (Fredericks & Deemer, 2006, p. 89; Koh, 1996, p. 14; Langan-Fox, 1995, p. 209; McClelland, 1961). Individuals with a high level of need for achievement set challenging goals for themselves, take risks, do not avoid taking responsibility, and want to observe the results of the decisions they make. These individuals are “more self-confident, explore their environment, are active, are interested in concrete measurements of how well they are doing, prefer to strive to achieve goals that are challenging but not beyond their abilities” (Chell, 2008, p. 88-89; Karabulut, 2016; Rauch & Frese, 2007a, p.13).

*Propensity to Take Risk:* It refers to an individual's tendency to take or avoid risk (Sitkin and Weingart, 1995, p. 1575). Being prone to take risks distinguishes entrepreneurs from other people and managers (Luca, 2017, p. 23). Risk taking is the implementation of a business idea despite the possibility of failure (Chell, 2008, p. 102). Entrepreneurs tolerate risks more than other people. Tolerating risks is an important feature for entrepreneurs to be successful (Karabulut, 2016, p. 14). Therefore, it can be said that individuals with a high risk-taking tendency will have a higher probability of establishing a business (Rauch & Frese, 2007a, p. 13-14).

*Tolerance of Ambiguity:* According to Teoh and Foo (1997, p.72), “tolerance to uncertainty is the ability to deal with ambiguous situations”. In this case, those who are prone to entrepreneurship are expected to have a high tolerance for uncertainty (Koh, 1996, p. 15). Although the entrepreneur’s life is full of uncertainties, the entrepreneur feels comfortable in the face of changes in the economy, weather events and consumer tastes/preferences, and their tolerance level is high in such situations (Koh, 1996, p. 12-25).

*Locus of Control:* It is defined as a general belief that one can or cannot control one's own destiny (Rotter, 1954, 1966, p. 1). Individuals who attribute control of events to themselves have an internal locus of control; individuals who attribute control to external forces have an external locus of control (Chell, 2008, p. 98; Cromie, 2000, p. 18; Kaufmann et al.,1995, p. 43; Koh, 1996, p. 296; Littunen, 2000, p. 296; Olson, 2000, p. 6; Yan, 2010, p. 23; Rauch & Frese, 2007b, p. 359; Rauch & Frese, 2007a, p. 18; Deshpande & Gupta, 2023, p. 96). In this case, it can be said that people with a high internal locus of control can show more effort and determination to establish a venture and maintain it successfully because they think they can control the results (Rauch & Frese, 2007a, p. 18; Rauch & Frese, 2007b, p. 359). However, the literature seems to suggest that external locus of control has a somewhat



acceptable impact on entrepreneurship as environmental factors; training programs are likely to influence the emergence of female entrepreneurs (Deshpande & Gupta, 2023, p. 96).

*Self-Confidence:* Self-confidence expresses the individual's belief that she/he can achieve the set goals (Koh, 1996, p. 15). Most people want to start a new business and own their own business, but besides capital, self-confidence is the most important factor (Fredericks & Deemer, 2006, p. 89). There is consensus that successful entrepreneurs have high levels of self-confidence. Regarding entrepreneurship, the individual's confidence in herself/himself and her/his abilities plays a major role as an important feature that an entrepreneur must have in running a business and making it successful (Bernardo & Welch, 2001, p. 301). Entrepreneurs face numerous challenges and uncertainties in their business. Therefore, their self-confidence helps them cope with these conditions (Hallak et al., 2012, p. 145). If their self-confidence is low, they are unlikely to do this successfully (Cromie, 2000, p. 21).

*Innovativeness:* Innovativeness is one of the basic concepts of Schumpeter's (1949, p. 89) approach to entrepreneurship, and these statements have been supported in subsequent studies (Mueller & Thomas, 2000, p. 57; Rauch & Frese, 2007a, p. 15; Rauch & Frese, 2007b, p. 359). Innovation, which is related to doing activities in new and unique ways (Koh, 1996, p. 16), refers to the process by which new things, ideas and practices are created (Goldsmith & Foxall, 2003, p. 322). The concept of innovation is an integral part of entrepreneurship because the entrepreneurial process begins with an innovative idea about a product, process or service and is one of the most difficult tasks of an entrepreneur (Hisrich & Peters, 2002, p. 9). Therefore, entrepreneurs, especially those who are successful in growing a business, are expected to exhibit more innovative characteristics than non-entrepreneurs (Koh, 1996, p. 16; Mueller & Thomas, 2000, p. 57; Rauch & Frese, 2007b).

## 2.2. Literature Review

It has been observed in the literature that studies on entrepreneurial personality traits have generally been conducted on samples consisting of students or people who have received entrepreneurship training. Studies on women entrepreneurs generally focus on the difficulties and obstacles faced by women entrepreneurs. There are not many studies examining the personality characteristics of female entrepreneurs. The studies in the literature are listed below in chronological order.

Langan-Fox (1995) used McClelland's theoretical framework to investigate variables affecting entrepreneurial motivation in a sample of 60 Australian business founders. These include the need for power and influence, the ability to influence/have power, resistance to obedience, internal locus of control, job satisfaction and achievement.

Ahmad (2011) investigated the perceptions of female entrepreneurs in Saudi Arabia regarding their personal characteristics. The research includes in-depth interviews with 19 Saudi women entrepreneurs. The results revealed that women entrepreneurs have entrepreneurial personality traits.

Ummah and Gunapalan (2012) investigated the personal factors affecting the success of women entrepreneurs in Sri Lanka. The sample of the study consists of 270 women entrepreneurs in Ampara and Batticaloa regions. Ampara and Batticaloa regions of Sri Lanka were affected by the tsunami. Most women in both regions have become breadwinners for their families by starting entrepreneurial activities due to loss of spouse, divorce/abandonment, financial difficulties, or any other reason. It has been found that the need for achievement, autonomy and self-confidence are the most important personality factors for the success of women entrepreneurs.

Schneider (2017) investigated the entrepreneurial abilities of women entrepreneurs on a sample of 306 women entrepreneurs. It was found that entrepreneurial abilities (self-efficacy, competitiveness, risk taking, and innovation) have a great impact on entrepreneurial success.

Karaturhan et al. (2017) investigated the factors affecting the decision to become an entrepreneur of women living in rural areas of Aliğa District of İzmir Province. When women are compared in terms of some characteristics specific to entrepreneurship, it has been determined that women entrepreneurs are more dominant in terms of self-confidence, responsibility and the ability to allocate time to intensive work focused on success. However, it has been determined that they have the characteristics of continuing the work they have started with determination, enjoying taking risks and acting calmly in the face of events.

Dinc and Hadzic (2018) investigated the impact of personal characteristics and environmental factors on entrepreneurial intentions of women entrepreneurs in Northern Montenegro through personality traits. The sample

of the study consists of 202 female entrepreneurs in Northern Montenegro. According to the results of the study, personal background and environmental factors affect women's entrepreneurial intentions through personality traits.

In his study, Ece (2019) aimed to compare male and female entrepreneurs in terms of entrepreneurial personality traits. The sample of the research consists of 30 male and 30 female entrepreneurs operating in Şırnak. The results showed that female entrepreneurs had higher entrepreneurial personality traits than male entrepreneurs, except tolerance for ambiguity.

Mat et al. (2020) investigated the influence of personality factors and the mediating role of risk-taking propensity on the success of female entrepreneurs in Malaysia on a sample of 316 female entrepreneurs. It has been determined that the personality factors of women entrepreneurs have an impact on their success and that their risk-taking tendency has a mediating role.

Gerke et al. (2023) aimed to determine the personality traits of successful women entrepreneurs in a sample of 305 women entrepreneurs. As a result of the research, it was determined that self-sufficiency was a critical success factor for women entrepreneurs, while risk taking was not a critical factor.

Deshpande and Gupta (2023) aimed to determine entrepreneurial personality traits on a sample of 118 women entrepreneurs operating in India. As a result of the research, it was found that women entrepreneurs have high internal locus of control and risk-taking ability.

Konaklıoğlu and Kaleözü (2023) aimed to determine the motivation factors and personality traits of women entrepreneurs. It was determined that the prominent personality traits of women entrepreneurs participating in the study were risk-taking, self-confidence and innovation.

İlhan and Oruçlu (2023) researched women's entrepreneurship in Diyarbakır/Türkiye. The research results show that as women entrepreneurs become successful in their businesses, their self-confidence increases and they begin to believe that they will be much more successful than men in many areas.

Noor et al. (2024) aimed to determine the multiple mediation effects of need for achievement and locus of control in the relationship between entrepreneurial knowledge and e-commerce initiatives of women entrepreneurs. Survey data was collected from 259 female entrepreneurs operating in Malaysia. The results show that need for achievement and locus of control play a mediating role in the relationship between entrepreneurial knowledge and e-commerce initiatives of female entrepreneurs.

### 3. METHODOLOGY

#### 3.1. Aim of Study

Within the scope of the research conducted by the Global Entrepreneurship Monitor (GEM) in 2018, it can be stated that women's participation in entrepreneurial activities in Türkiye is low in the comparison made according to the women/men ratio in terms of entrepreneurial activities of the other countries. The male/female ratio in Türkiye is 2.38, which is quite low among European countries in terms of women's participation in entrepreneurial activities (Karadeniz, 2019). When evaluated in terms of Hakkari province, it is noteworthy that the number of male entrepreneurs who applied to the KOSGEB (Small and Medium Enterprises Development Organization) entrepreneurship support program in 2015 was 5 and the number of female entrepreneurs was 3 (Vural, 2017, p. 108). In addition, in 2020, the provinces with the lowest rates of female entrepreneurs who started their businesses among those who received KOSGEB applied entrepreneurship training were Gümüşhane province with 1.5% and Hakkari province with 1.8% (KOSGEB New Entrepreneur Support, 2020, p. 23). It is thought that personality traits may be an important factor in women's participation in entrepreneurial activities, even to a small extent, in Hakkari province. Since entrepreneurship is a socio-cultural phenomenon, different entrepreneurial personality traits may come to the fore in different socio-cultural societies. In the literature, it is seen that studies (Gerke et al., 2023, Ummah & Gunapalan, 2012; Noor et al., 2024; Rauch & Frese, 2007b; Schneider, 2017; Mat et al., 2020) are generally conducted in Western societies, while such studies are few in Eastern societies (Ahmad, 2011; Ece, 2019). In Türkiye, women entrepreneurship in the Eastern region is an area that has enormous economic potential and requires special attention, but has not been sufficiently researched. Based on this, the aim of the research is to determine the entrepreneurial personality traits of women entrepreneurs operating in Hakkari.

### 3.2. Research Sample

The sample of the research consists of women entrepreneurs operating in Hakkari. The data of the research were collected between May and June 2024. In this context, a convenience sampling approach was preferred. In convenience sampling, research items are selected according to the judgments made by the researcher based on the characteristics of the research (Gürbüz & Şahin, 2015, p. 132). As a result of the survey application, a data set consisting of 142 participants was obtained after the incomplete and unusable surveys were eliminated. There are 162 women entrepreneurs registered with the Union of Chambers of Tradesmen and Craftsmen in Hakkari. When calculated with the Yamane (1967) formula, it is seen that the sufficient sample size should be 129. This formula is one of the common methods used in survey research to estimate an appropriate sample size for any given population. The formula and calculation are as follows:

$$\frac{N}{1+N(e^2)} = n \quad (1)$$

$$\frac{162}{1+162(.04^2)} = 128,65$$

According to the calculation made with the Yamane (1967) formula, it can be stated that the number of samples is sufficient.

In addition, ethics committee approval was obtained for this study with the decision of Hakkari University Ethics Committee dated 02.09.2024 and numbered 2024/133.

### 3.3. Method of the Research

Quantitative research method was used in the study. A two-part data collection tool was used in the study. The first part of the data collection tool includes a demographic information form. The second part of the data collection tool includes the Entrepreneurial Personality Traits Scale, which was developed by Koh (1996) and applied to postgraduate students in Hong Kong to determine entrepreneurial personality traits and adapted to Turkish by Bozkurt (2005). The scale, which aims to measure six entrepreneurial personality traits, contains 36 items on a five-point Likert type (1: strongly disagree, 5: strongly agree). In the study conducted by Koh (1996), it was concluded that the Cronbach's Alpha value of the scale was 0.87; and the scale adapted to Turkish by Bozkurt (2005) was highly reliable with 0.83. A question from each of the scale dimensions is given below.

I am willing to take big risks to excel in my work.

I always believe that there are better methods than the current ones.

I am confident in my ability to succeed.

Not the luck or bad fate but I influence the outcomes of events in my life.

If I don't feel successful, I don't like doing that job, even if it pays well.

I like to make decisions and take the lead in situations where there is uncertainty.

Hypotheses of the research are as follows:

H1: Women entrepreneurs have entrepreneurial personality traits.

H2: The level of entrepreneurial personality traits of women entrepreneurs differs significantly according to demographic variables.

H2a: The perceptions of uncertainty tolerance of women entrepreneurs differ significantly according to demographic variables.

H2b: Innovation perceptions of women entrepreneurs show a significant difference according to demographic variables.

H2c: The locus of control perceptions of women entrepreneurs shows a significant difference according to demographic variables.

H2d: The perception of the need for success of women entrepreneurs shows a significant difference according to demographic variables.

H2e: The perceptions of risk-taking tendency of women entrepreneurs differ significantly according to demographic variables.

H2f: Self-confidence perceptions of women entrepreneurs show a significant difference according to demographic variables.

Data analyses were performed using the Social Sciences Statistical Package Program (SPSS) 22.

## 4. FINDINGS

### 4.1. Demographic Characteristics

The frequency distributions of the demographic characteristics of the participants are given in Table 1.

**Table 1.** Demographic Characteristics of Participants

		Frequency	P
Age	20-29	64	45.1
	30-39	48	33.8
	40 and above	30	21.1
Marital Status	Married	67	47.2
	Single	75	52.8
Duration for Participants Doing Their Own Work	0-5 years	91	64.1
	6-10 years	24	16.9
	11 years and above	27	19.0
Duration for Participants Working in a Previous Job	Not worked before	33	23.2
	1-5 years	61	43.0
	6-10 years	26	18.3
	11 years and above	22	15.5

As seen in Table 1, 45.1% (64 people) of the female entrepreneurs in the sample are 20-29 years old, 33.8% (48 people) are 30-39 years old, 21.1% (30 people) are 40 years old and above; 47.2% (67 people) are married and 52.8% (75 people) are single. In addition, 64.1% (91 people) of women entrepreneurs stated that they had operated their own business for 0-5 years, 16.9% (24 people) for 6-10 years, and 19.0% (27 people) for 11 years or more. 23.2% (33 people) said they were not working before, 43.0% (61 people) said they were working before for 1-5 years, 18.3% (26 people) were working before for 6-10 years and 15.5% (22 people) were working before for 11 years.

### 4.2. Normality Test

In the study, before applying statistical tests to the data, kurtosis and skewness values were examined in order to examine the normality of the data. In the social sciences literature, the fact that the kurtosis and skewness values are between +1 and -1 indicates the normality of the distribution of the data (answers given) (Hair et al., 2014). According to the tests performed, the skewness value of the Entrepreneurial Personality Traits Scale is +.512; the kurtosis value is +.992. The fact that these values obtained comply with the normality distribution is an indication that the data set obtained from the sample is suitable for performing other tests.

### 4.3. Exploratory Factor Analysis and Reliability Analysis of the Entrepreneurial Personality Scale

Exploratory factor analysis was conducted to determine the sub-dimensions of the entrepreneurial personality scale. The reliability of the sub-dimensions was measured with the Alpha method. The analysis results are as in Table 2:



**Table 2.** Results of Exploratory Factor and Reliability Analysis of the Entrepreneurial Personality Scale

Factor	Variance Explained	Reliability Coefficient
Tolerance for Ambiguity	15,500	0,79
Need for Achievement	10,638	0,76
Innovation	9,417	0,69
Propensity to Take Risk	9,316	0,67
Locus of Control	8,529	0,63
Self-Confidence	7,483	0,61
Kaiser-Meyer-Olkin Sampling Adequacy: 0,707		
Bartlett's Test of Sphericity p Value: 0,000		

As seen in Table 2, entrepreneurial personality traits consist of 6 factors. The validity of the scale (KMO=0.707,  $p=0.000$ ) was ensured. As a result of the reliability analysis of the entrepreneurial personality traits scale, the Cronbach  $\alpha$  coefficient was found to be 0.71. It can be said that the study is reliable since the Cronbach  $\alpha$  coefficient value is between 0.60-0.80, which is widely accepted (Liu et al., 2005, p. 295).

#### 4.4. Mean Values of Variables

The findings regarding the questions measuring entrepreneurial personality traits are presented in Table 3 below.

**Table 3.** Frequency Distributions of Entrepreneurial Personality Traits of Women Entrepreneurs

	Factor	Questions	Mean	Standard Deviation
Entrepreneurial Personality Traits Scale	Propensity To Take Risks	Q1	3.00	1.46
		Q6	2.62	1.31
		Q9	3.92	1.14
		Q12	3.93	0.97
		Q17	3.86	1.18
		Q21	3.50	1.44
		Q27	3.94	1.14
		Total	3.54	0.58
	Innovation	Q2	3.85	1.31
		Q7	3.61	1.29
		Q13	3.20	1.46
		Total	3.55	0.73
	Need for Achievement	Q3	4.51	0.71
		Q4	4.61	0.77
		Q5	3.94	1.20
		Q11	4.58	0.76
		Q16	2.68	1.08
		Q19	4.08	1.12
		Q28	3.42	1.48
		Q32	2.88	1.44
		Q33	3.51	1.42
		Total	3.69	0.53

	Factor	Questions	Mean	Standard Deviation
Entrepreneurial Personality Traits Scale	Locus of Control	Q8	3.86	1.38
		Q14	3.17	1.53
		Q15	3.03	1.46
		Q20	2.46	1.44
		Total	3.13	0.88
	Tolerance of Ambiguity	Q18	4.42	0.93
		Q23	3.87	1.17
		Q24	4.19	1.14
		Q26	4.18	1.15
		Q29	4.01	1.26
		Q30	4.15	1.08
		Q31	4.46	0.86
		Q34	3.46	1.46
		Q35	3.72	1.23
		Total	4.05	4.11
	Self-Confidence	Q10	3.80	1.19
		Q23	3.94	1.23
		Q25	2.23	1.33
		Q36	2.42	1.59
		Total	3.10	0.65

When Table 3 is examined, it is seen that the female entrepreneurs participating in the research have a high level (3.61) of entrepreneurial personality traits. When evaluated in terms of dimensions, it was found that female entrepreneurs' tolerance of ambiguity (4.05) was higher than other dimensions. According to these results, the H1 hypothesis, which states that the participants in the research have entrepreneurial personality traits, was accepted.

#### 4.5. Comparison of Entrepreneurial Personality Scale Dimensions in Terms of Demographic Factors

As a result of the Independent Sample T-Test and one-way variance (ANOVA) analysis conducted to test the significance of the difference between the entrepreneurial personality traits levels of female entrepreneurs in terms of demographic variables, it was determined that there was a significant difference in terms of age groups only in the need for achievement and propensity to take risk sub-dimensions. The ANOVA analysis results regarding the difference are given in Table 4.

**Table 4.** Evaluation of Women Entrepreneurs' Need for Achievement Levels in Terms of "Age" Groups

Age Group	N	Mean	F	p
20-29	48	3.58	3.906	0.022
30-39	64	3.71		
40 years and above	30	3.90		

When the data in Table 5 is examined, it is seen that the need for achievement levels of female entrepreneurs are higher in the 40 and above age group compared to other groups.

**Table 5.** Evaluation of Risk Taking Tendency of Women Entrepreneurs in Terms of "Age" Groups

Age Group	N	Mean	F	p
20-29	48	3.37	3.538	0.032
30-39	64	3.58		
40 years and above	30	3.70		

When the data in Table 5 is examined, it is seen that the risk-taking tendencies of female entrepreneurs are higher in the 40 and above age group compared to other groups. When the data in Table 5 is examined, it is seen that the propensity to take risks of female entrepreneurs are higher in the 40 and above age group compared to other groups.

## 5. CONCLUSION

There are many entrepreneurial personality traits that direct individuals to entrepreneurial activities, and women with these traits will be able to carry out successful entrepreneurial activities. Based on this point, the aim of the study was to determine the entrepreneurial personality traits of women entrepreneurs operating in Hakkari. It is seen that the female entrepreneurs in the sample have a high level (3.61) of entrepreneurial personality traits. When evaluated in terms of dimensions, it was found that female entrepreneurs' tolerance of ambiguity (4.05) was higher than other dimensions. This finding is consistent with Ahmad (2011), Langan-Fox (1995), Gerke et al., (2023) and Ummah and Gunapalan (2012). These studies have also found that women entrepreneurs have a high tolerance for ambiguity and a strong desire to devote all their efforts to achieving predetermined goals. It may be possible to interpret that the high unemployment rates in Türkiye, the existence of economic instability, the inability of individuals to predict anything about their future due to the high level of uncertainty, and the fact that uncertainty has gained a place in the life of the society have caused women entrepreneurs to tolerate ambiguity. It is observed that female entrepreneurs tend to feel the need for achievement (3.69). This may be due to their desire to achieve their goals through their own efforts to be successful, as well as their desire to prove the place of women in economic life in Hakkari. This finding is also consistent with the studies made by Ahmad (2011), Ece (2019), Gerke et al. (2023), Karaturhan et al. (2017), Noor et al. (2024), Ummah and Gunapalan (2012). The need for achievement tendency of women entrepreneurs in Hakkari may stem from the desire to prove their place in economic life or the desire to support their families economically.

On the other hand, this study once again confirmed the importance of innovativeness (3.55) as basic characteristics for women entrepreneurs. Innovation is important because new business ideas and opportunities need to be identified, developed and taken forward. This finding is consistent with the studies made by Gerke et al. (2023), Konaklıoğlu and Kaleözü (2023), Rauch and Frese (2007a, b) and Schneider (2017). It has been determined that another characteristic of female entrepreneurs is propensity to take risks (3.54). This finding is consistent with the results of the studies conducted by with Ahmad (2011), Deshpande and Gupta (2023), Ece (2019), Mat et al. (2020), Schneider (2017) and Ummah and Gunapalan (2012). It was determined that the female entrepreneurs participating in the research had a moderate level of internal locus of control (3.13). Belief in one's own abilities can be particularly important when deciding to start a business and then sustaining a business over the long term. This finding is consistent with the results of the studies conducted by Deshpande and Gupta (2023), Ece (2019), and Gerke et al. (2023). Finally, it was determined that the female entrepreneurs participating in the research had a moderate level of self-confidence (3.13). This finding is consistent with Ece (2019), Gerke et al. (2023), Karaturhan et al. (2017), Konaklıoğlu and Kaleözü (2023), and Ummah and Gunapalan (2012). Additionally, as a result of the research, it was determined that there was a significant difference in the need for achievement and propensity to take risks sub-dimensions of female entrepreneurs in terms of age groups. It is seen that the need for achievement and propensity to take risks levels are higher in the 40 and above age group compared to other groups.

It is not easy to bring entrepreneurial characteristics to light in an environment where the social structure does not allow it. However, women's entrepreneurship should be supported both as an alternative form of employment and in terms of accelerating the development process of the country by ensuring the participation of women in economic life. In this respect, the results of the study are important as it shows that women entrepreneurs have the potential to grow their enterprises from micro and small enterprises into medium and large-scale enterprises when provided with material and moral support. On the other hand, it is thought that the results of this study will form the basis for a more comprehensive study on the entrepreneurial potential of women entrepreneurs.

Despite its important results, this study also has some limitations. Firstly, this research was conducted on a sample of female entrepreneurs operating in Hakkari. In this respect, it is possible to reach different results in research conducted with women entrepreneurs in broader and different contexts. Secondly, the data of the study were collected cross-sectionally. A longitudinal research design could be adopted in future studies. Third, this study focused on the personality characteristics of female entrepreneurs. But starting a business is a complex process. Therefore, in future research, external factors such as access to finance, country-specific micro and macro

environmental factors, and context-specific factors that affect this process can also be included in the research framework.

It is thought that improving credit conditions for women entrepreneurs with high levels of entrepreneurial personality traits in Hakkari province, facilitating women's access to finance, reducing interest rates, removing restrictions on loans and minimizing the procedures for starting entrepreneurship projects will contribute to increasing the number of women entrepreneurs in the province. In addition, organizing training programs on subjects such as business management, marketing, communication, and providing information about the incentives given to women entrepreneurs will also be beneficial. In this way, women entrepreneurs' self-confidence in themselves and their entrepreneurial skills can be increased.

#### DECLARATION OF THE AUTHORS

**Declaration of Contribution Rate:** The authors have equal contributions.

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