A STUDY OF FEMALE ENTREPRENEURS SEEKING CAPITAL
FOR START-UP BUSINESS

A Dissertation

Presented to the
Faculty of Argosy University Campus
College of Business

In Fulfillment of
The Requirements for the Degree of
Doctor of Business Administration

by

Dr. Valerie D. Vann

April 2011
A STUDY OF FEMALE ENTREPRENEURS SEEKING CAPITAL
FOR START-UP BUSINESS

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A STUDY OF FEMALE ENTREPRENEURS SEEKING CAPITAL

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Abstract of Dissertation

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Committee Member, Angelia Griffin-Williams, DM

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Department: College of Business
ABSTRACT

In the United States (U.S.) small businesses create job opportunities for millions of citizens and non-citizens authorized to work in the U.S. In recent decades, female-owned businesses failed within the first few years of start-up because of a lack of capital (U.S. Census Bureau, 2006). A quantitative research methodology was employed to determine a correlation of human, financial and social capital (independent variables) and capital resources (networks to access capital for business, e.g. professional relationships, mentoring/support groups, social networks, events, organizations, institutions, venture capitalist, et. al) (dependent variable) needed for starting a business.

The study focused on current and aspiring ethnic (African American & Hispanic) female entrepreneurs seeking capital for start-up businesses; and to determine general self-efficacy. The results of the study revealed a statistical significant relationship exists between human, financial, and social capital and capital resources.
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DEDICATION

To all family members whose love and support have helped turn this once lifelong dream into a shared reality. This dissertation is dedicated to my birth parents Johnnie L. Vann and the Late Mary F. Vann for giving me life and steering me in a positive direction. To a family of entrepreneurs, daughter Meliscia (Nikki), son Eric and baby sister Keisha, author and playwright, all living my dreams of entrepreneurship. To my loving sister Eleanor and brother Ernest who always have my back. Further, this dissertation is dedicated to my three generations of educator aunts, Eleanor L. Vann Black, the Late Carrie Vann Hoskins and the Late Katie L. Vann Tarver who all inspired me as a child to focus on education. Special thanks to my cousin, Dr. Liz Washington who shared words of wisdom and encouragement during this journey. Last, but not least, to my grandchildren Melanie, Mone’t, Kai and Eric, (and non-biological grandchildren), all up and coming entrepreneurs who unselfishly allowed me the time to do this; I owe them all. I am thankful and praise God for everyone who continually encouraged and prayed for me during the course of this educational endeavor. Without GOD first and everyone else’s support, this journey would not have been possible. To GOD Be the GLORY for the things HE has done and continues to do; He is not through with me yet, “A Woman on the Move.”
CHAPTER ONE: THE PROBLEM

Introduction

In the United States (U.S.) women-owned businesses create job opportunities for millions of U.S. citizens and non-citizens authorized to work in the U.S. (U.S. Census Bureau, 2006). Females start businesses with various types of capital (e.g., human, financial, social); however, in the last several decades, more female-owned businesses, including businesses owned by those of ethnic minorities (e.g. African American and Hispanic) failed within the first few years of start-up because of a lack of capital (U.S. Census Bureau, 2006).

The U.S. Census Bureau (2006) further reported that ethnic females lacked opportunities in obtaining capital and access to capital resources. A 2007 Survey of Business Owners (U.S. Census Bureau, 2007; and The Kauffman Index of Entrepreneurial Activity, 2008) reported that more ethnic females are becoming entrepreneurs in metropolitan cities, but are not effectual in obtaining capital and taking advantage of capital resources for start-up businesses.

The Small Business Administration, (SBA Office of the Advocacy, 2006) reported women-owned businesses in the U.S. according to ethnic groups as follows: 8.33 percent as Hispanic Heritage, 85.95 % White, 8.43% African American, 5.25% Asian, and .18% Native Hawaiian and Pacific Islanders. Of the women-owned business examined, ethnic minorities were largely represented with 46 % African American business owners, 31% Asian American business owners representing a larger share of ethnic business owners. California had the largest number of women-owned businesses, with New York and Texas following. Nevada, Georgia, and Florida had the largest
increase in the number of women-owned businesses (SBA Office of the Advocacy, 2006).


Table 1

**Diverse Entrepreneurial Studies**

| Male Entrepreneurs/Female Disparity in Obtaining Capital for Business | Female Entrepreneurial Attributes
|--------------------------|----------------------------------|

<table>
<thead>
<tr>
<th>Mentoring</th>
<th>Education</th>
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<tbody>
<tr>
<td>Roper and Scott (2009); Wright and Carrese (2002); (Darling, Hamilton, Toyokawa, and Matsuda (2002); Waters, McCabe, Killerp and Killerp (2002); Kram (1983, 1985); (NWBC, 2010); (CWBR, 2010)</td>
<td>Kauffman report (2010); NWBC (2010); Sobha and Koteswara (2007); Astebro and Bernhardt (2005); Brush, Carter, Gatewood, Greene and Hart (2001); Jones (2002); Fay and Williams (1993); Carter, Brush, Greene, Gatewood and Hart (2003); Brush (1992)</td>
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<th>Decisions to start a Business</th>
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<th>Perceptions and Reasons for Becoming Entrepreneurs</th>
<th>Entrepreneurial Success</th>
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<td>Leedy and Ormrod (2005); Allen and Meyer (2006)</td>
<td>Kauffman Center for Entrepreneurial Leadership (2010); Rhodes and Butler (2004); CWBR (2002); Buttner (1993)</td>
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<tr>
<th>Defining the Entrepreneur</th>
<th>Entrepreneurial Failure Rates</th>
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<td>Allen and Meyer (2006); Sarri and Trihopoulou (2005); Hormozi (2004); Minniti and Bygrave (2001); Link and Herbert (1989); Cantillon, Schumpeter, and Schultz (1988)</td>
<td>Williams and Reynolds (1997); DeClercq, Fried, Lehtonen, and Sapienza (2006)</td>
</tr>
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<tr>
<th>Choices for Becoming Entrepreneurs</th>
<th>Entrepreneurial Characteristics</th>
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<td>CWBR (2010, 2006); Baderman (2009); Roper and Scott (2009); Washington (2008); Wang and Li (2007); DeMartino, Barbato and Jacques (2006); Masurel, Nijkamp and Vindigni, (2004); Stiles and Galbraith (2004)</td>
<td></td>
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Table 2

*Diverse Studies of Female Entrepreneurs and Capital Experiences*

| Failure Rate of Female-Owned Businesses (Carter, Williams & Reynolds, 1997) | White versus African Female Entrepreneurial Experiences (Smith-Hunter, 2000) |
| Entrepreneurial Failure Rates (De Clereq, Dirk, Fried, Vance, Lehtonen, Oskari, & Sapienza, 2006) | High Income, Wealthy Entrepreneurs; Less Advantaged Entrepreneurs (Kim, Aldrich & Keister, 2006) |
| Ethnic Female Entrepreneurial experiences in Diverse U.S. Metropolitan cities; (Rhodes & Butler, 2004; Shinnar & Young, 2008) | Ethnic Female Entrepreneurial experiences in International and Global Locations (Rhodes & Butler, 2004; Shinnar & Young, 2008) |

A body of academic research exists on entrepreneurship and capital (Tables 1-3). Scholars have explored entrepreneurship and various forms of capital, including human, financial and social capital (Pinilla, 2005) relevant for this study. Only a few studies have attempted to determine general self efficacy (Sherer, 1997, Chen et al, 2001, 2004; Chen, & Klimoski, 2003; and Baderman, 2009) in relation to this study. A knowledge gap exists
in determining a correlation of capital and capital resources; and ethnic females’ access to capital resources. Since capital is one key component (Kauffman Index of Entrepreneurial Activity (2001) to starting and growing a business, this dissertation study was to determine a relation of capital and capital resources needed by ethnic female entrepreneurs seeking capital for start-up business. This dissertation study is a continuation of previous studies (Diana Project (2001) Kauffman Center for Entrepreneurial Leadership (2001); and contributes to the body of knowledge of entrepreneurship and capital to fill the gap of ethnic female entrepreneurial studies in metropolitan cities.

The researcher surveyed African American and Hispanic females because these two ethnic groups were prevalent in metropolitan Atlanta and shared similarities in start-up business activity (Kauffman Center for Entrepreneurial Leadership, 2001). Further, this study focused on human, financial and social capital since these three types of capital are most sought by entrepreneurs; and because past research reveal these forms of capital are most identified for starting a business (Kauffmann Index of Entrepreneurial Activity, 2001). This study determined a correlation of capital and capital resources and general self-efficacy of ethnic female entrepreneurs seeking to start a business or currently in business for five years or less.

**Problem Background**

According to findings in the U.S. and other countries, females face obstacles of obtaining capital for start-up businesses and remaining successful over males (Buttner, 1993). The Center for Women’s Business Research (CWBR, 2002) reported that women formed new businesses at twice the national rate from 1997 to 2002. Over 9.1 million
women-owned businesses employed 27.5 million workers with reported revenues of almost $3.6 trillion dollars. By 2003, the recognition of female entrepreneurial activity was a driving force in the U.S. measured by the number of businesses owned, the revenues generated, or the number of people employed (CWBR, 2002).

Although statistics were high, female entrepreneurs continued to experience disparity in obtaining capital when compared to male entrepreneurs (Buttner, 1993; Watson, 2003). Gatewood, Carter, Brush, Greene, and Hart (2003) reported female entrepreneurship was on the rise as more females were becoming employers, customers, suppliers, and competitors in the U.S. and in the global environment. Gatewood et al. also compared similarities of personal demographics of male and female entrepreneurs. The comparison revealed that female led ventures varied in differences according to industry choices, financing strategies, growth patterns, and governance structures. The research focused specifically on female founders, ventures, and entrepreneurial behaviors as a unique subset of entrepreneurship. Gatewood et al. believe these differences were convincing reasons to examine female entrepreneurship.

As females were experiencing challenges in starting businesses, females were consistent in pursuing entrepreneurial opportunities, despite the barriers of establishing and sustaining business (Brush, Carter, Gatewood, Greene & Hart, 2001). Female entrepreneurs faced difficulty in obtaining human, financial and social capital (Kauffman Center for Entrepreneurial Leadership, 2001; National Women’s Business Council, 2001, Small Business Administration, 2001, Brush, Carter, et al., 2001). African American (AA) and Hispanic women shared similar discrepancies in obtaining capital (Kauffman Center for Entrepreneurial Leadership, 2001).
Several prior studies revealed that a lack of venture capital, established networks, management experience, and technical competencies were all contributors of the failure rate of female-owned businesses (Hisrich & Brush, 1984; Bowen & Hisrich, 1986; Hisrich, 1990; Lee-Gosselin & Grise, 1990; Carter, Williams & Reynolds, 1997; Brush, Greene, Hart, & Haller, 2001; Langowitz & Minniti, 2007).

Table 3

*Ethnic Studies of Female Entrepreneurs and Capital Experiences*

| Difficulty in Obtaining Human, Social, and Financial Capital | Pinilla (2005); Brush, Greene & Hart, 2001; Greene & Brush, 2004 |
| Disparity in obtaining capital | Buttner & Rosen (1992); Buttner (1993); Kauffman Center for Entrepreneurial Leadership, NWC, SBA, 2001 |
| African American (AA) and Hispanic women shared differences in obtaining capital | Kauffman Center for Entrepreneurial Leadership, 2001 |
| Ethnic female businesses failed within the first few years of start-up because of a lack of capital | U.S. Census Bureau, 2006 |
| Past studies reveal that ethnic females lacked opportunities in obtaining capital and support networks | U.S. Census Bureau, 2006 |

In 2004, female business owners in the U.S. controlled $1.2 trillion in revenue as entrepreneurs (Center for Women’s Business Research, 2004; deBruin, Brush, & Welter, 2006; Klein, 2006). Females owned nearly 30% of all businesses nationwide, employing over 7.1 million people and generating approximately $940 billion in revenues annually (U.S. Census Bureau, 2006). Despite the rise of female entrepreneurs, many businesses continued to fail resulting from a lack of capital.
Table 4

*Lack of Venture Capital, Established Networks, Management Experience Technical Competencies and Diverse International Studies*

<table>
<thead>
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<th>Study</th>
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<tr>
<td>Hisrich &amp; Brush (1984); The woman entrepreneur: Management skills and business problems</td>
<td>Hisrich &amp; Brush (1984); Management skills and business problems</td>
</tr>
<tr>
<td>Jani &amp; Pedroni (1997); India, Nepal, and Bangladesh-Financing women entrepreneurs in South Asia</td>
<td>Carter, Brush, Greene, Gatewood, &amp; Hart (2003) Canada; Female Entrepreneurs who break through to equity financing: the influence of human, social and financial capital</td>
</tr>
<tr>
<td>Mohammed &amp; Nuseibeh (2009); United Arab Emirates (UAE); Factors that affect women entrepreneurs: evidence from an emerging economy</td>
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By 2007, the Center for Women’s Business Research reported that female-owned businesses in the U.S. accounted for 7.7 million firms, employing more than 7.1 million people, and generating $1.1 trillion in sales. As of 2008, over 10.1 million firms were women owned, employing more than 13 million people, generating revenues of $1.9 trillion dollars (CWBR, 2007).

The continued trends of 2008 revealed that businesses owned by women of color (ethnic minorities, et. al African American/Blacks; Hispanic/Latinos) accounted for 1.9 million in revenues. Ethnic businesses employed 1.2 million people with annual
revenues of $165 billion. Of all businesses, one in five businesses were women owned, (a contribution to the growth rate of women owned businesses) with revenues of $1 million or more. Of the women owned businesses, three percent of the businesses generated revenues of $1 million or more compared with six percent of men-owned businesses (SBA, 2010, CWBR, 2010).

As entrepreneurship continues to increase in the U.S. and global markets, compelling reasons to continue the study of entrepreneurship is relevant and necessary for economic growth. All of the above studies contribute to this study of ethnic females. This study is significant in filling the gap of research on capital and entrepreneurs seeking capital for start-up business. The study was also significant for determining a relationship of human, financial and social capital and capital resources needed for ethnic females seeking capital for start-up businesses in metropolitan Atlanta, Georgia. The study focused on current and aspiring ethnic (African American & Hispanic) female entrepreneurs seeking capital for start-up businesses; and to determine general self-efficacy.

A common problem among ethnic businesses since early studies and over the years is the lack of inadequate personal funds (capital) for start-up requiring a need to seek additional outside funding (Gaskill, 1989). Changing trends show that capital is available for women-owned start-up (Kauffman Center for Entrepreneurial Leadership, 2010) businesses and continuing business ventures. With increasing numbers of ethnic female business owners, more female entrepreneurs are becoming aware of the need to seek and obtain funding, a key contributor of business success.
As some females have sought capital resources, specifically mentors and support networks, and venture capitalist for business purposes, more females realize the need to seek out available capital resources such as mentors, ethnic networks and events and support groups. Capital resources can be beneficial for access to capital and venture capitalist needed for continued support and business growth. Females should focus on the numerous and valuable entrepreneurial educational resources, research, and activities for contributions to economic growth. Support organizations such as the Women’s Employment Opportunity Project, (WEOP) and the Women’s Economic Development Association (WEDA) assist in educating and preparing women in becoming knowledgeable of accessing capital and capital resources (networks to access capital for business, e.g. professional relationships, mentoring/support groups, social networks, events, organizations, institutions, venture capitalist, etc. (CWBR, 2010).

In the year 2009, during a recessed economy and organizational downsizings, females continued to take risk as entrepreneurs. Females used personal funds for start-ups and operating business in metropolitan cities than ever before. A recessed economy affected many business owners who filed for bankruptcy or closed their business operations (SBA Office of the Advocacy, 2009). This phenomenon is a reason for ethnic female entrepreneurs to become aware of ways to tap into available resources for business. Females should become educated of how to seek out diverse types of available capital and support networks. Informed and educated females who make use of capital resources will be stronger contributors of entrepreneurship and contributors of economic growth (SBA, 2010). The Small Business Administration, (SBA) conducts educational workshops with the help of the Chamber of Commerce Service Corps of Retired
Executives (SCORE) counselors to assist aspiring and current entrepreneurs in becoming knowledgeable of how to start, grow and sustain in business (SBA, 2010).

According to the Center for Women's Business Research, (CWBR, 2008) women owned businesses generate $3 Trillion in annual economic impact, and averages at least four attempts to obtain bank loans or lines of credit and 22 attempts to obtain equity capital. Women Accessing Capital is a program designed by a team of women (Stewart, Reghioui, Hickman & Pisciotta) who invested their time and efforts in developing curriculum for women business owners. The Women Accessing Capital program provides the necessary tools to secure the money that will support and grow women owned businesses. Women should become educated on strategies for business growth, including comprehensive webinars, events, and resources to facilitate the process of securing, using and maximizing capital to drive and sustain business growth (NWBC, 2007).

As of 2008, women owned-businesses created jobs in diverse industries (Fig. 1) including personal services, professional, scientific and technical services; healthcare, social assistance, business services, retail, wholesale, administration support, waste remediation, communication, media, and financial, real estate, insurance and other (CWBR, 2008).
Figure 1. Women Owned Businesses by Industry (CWBR, 2008).
Much discussion of the literature on ethnic female entrepreneurs (e.g. Asian American, African American, Latino, Africa, Canada, Ethiopia, France, India, Rwanda, UAE and Venezuela) along with male entrepreneurial studies is comparable and significant as contributors for human capital studies and female owned business ventures. Similar to the United States, International studies have focused mostly on female aspirations and reasons to start a business; and obtaining capital resources (Rhodes & Butler, 2004; Shinnar & Young, 2008) (Table 3).

Over the past two decades, the presence of ethnic female entrepreneurs in metropolitan Atlanta, Georgia has become widespread (CWBR, 2008). Past trends regarding entrepreneurs (U. S. Census Bureau, 2006) reveal that having access and obtaining capital for business start-ups is an important factor for ethnic female entrepreneurs to consider before starting a business venture. The researcher intended to continue prior studies and to fill the gap to determine a correlation of capital and capital resources needed by entrepreneurs, specifically ethnic female entrepreneurs.

**Purpose of the Study**

The purpose of this study was to analyze the relationship of capital (human, financial, social) and capital resources (networks to access capital for business, e.g. professional relationships, mentoring/confidence building support groups, social networks, events, organizations, institutions, venture capitalist, et. al) beneficial for start-up entrepreneurs. Further, the purpose was to determine the perceived general self-efficacy of ethnic female entrepreneurs. The study focused on minority (African American and Hispanic) female entrepreneurs.
Research Questions

Based on prior studies and the need to continue to research female entrepreneurs, the researcher addressed the following research questions:

1. Is there a relationship between human capital and capital resources for start-up business?
2. Is there a relationship between financial capital and capital resources for start-up business?
3. Is there a relationship between social capital and capital resources for start-up business?

Null Hypotheses

H₀₁ₐ: Human capital variable-duration of business; there is no relationship between duration of business and capital resources.

H₀₁₆: Human capital variable entrepreneurial status; there is no relationship between entrepreneurial status and capital resources.

H₀₁₇: Human capital variable type of business sector; there is no relationship between type of business sector and capital resources.

H₀₁₈: Human capital variable confidence level of obtaining capital; there is no relationship between confidence level of obtaining capital and capital resources.

H₀₂: There is no relationship between obtaining additional income for business and capital resources.

H₀₃ₐ: There is no relationship between role of business mentor and capital resources for start-up business.

H₀₃₆: Impact of business mentor; there is no relationship between the impact of
business mentor and capital resources for start-up business.

$H_03_c$ Ability to achieve goal; there is no relationship between ability to achieve goals and capital resources for start-up business.

$H_03_d$ Succeed endeavor; there is no relationship between succeed endeavor and capital resources for start-up business.

**Limitations and Delimitations**

According to Creswell (2003), limitations are the possible weaknesses of the study. This study took place in metropolitan, Atlanta, Georgia and was limited to cities within a 40-100 mile radius around the city. Although the entrepreneurial growth rate of ethnic females in metropolitan Atlanta has increased rapidly in recent years, the potential for willing participants may have been a problem if available females were not willing to participate in the survey. Entrepreneurship, female data, statistics and information about access to capital was obtained from diverse resources. The following agencies, associations, organizations, and affiliates were beneficial in collecting data and facts about female entrepreneurs (Table 5).
Table 5

*Women’s Support Organizations/Capital Resources*

<table>
<thead>
<tr>
<th>Agencies, Associations, Organizations, and Affiliations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Metro Atlanta Chamber of Commerce (MAC)</td>
</tr>
<tr>
<td>Center for Women Business Research (CWBR)</td>
</tr>
<tr>
<td>Dun and Bradstreet</td>
</tr>
<tr>
<td>Greater Women’s Business Council (GWBC)</td>
</tr>
<tr>
<td>Office of Women Business Ownership (OWBO) (SBA.gov)</td>
</tr>
<tr>
<td>Small Business Administration (SBA)</td>
</tr>
<tr>
<td>Small Business Development Centers (SBDC)</td>
</tr>
<tr>
<td>The Edge, Incorporated</td>
</tr>
<tr>
<td>United States (US) Census Bureau</td>
</tr>
<tr>
<td>Women Economic Development Agency, (WEDA)</td>
</tr>
<tr>
<td>Women’s Employment Opportunity Project (WEOP)</td>
</tr>
<tr>
<td>(WEOP access to women within social networks)</td>
</tr>
<tr>
<td>Face-Book, Linked-in, MySpace</td>
</tr>
<tr>
<td>Women Owned-Small Businesses (WOSB); (SBA.gov)</td>
</tr>
</tbody>
</table>

These organizations were beneficial for the researcher to capture survey data and statistics about capital, capital resources and ethnic females. The survey results were beneficial for the researcher in understanding capital and the relationship of capital resources available for female entrepreneurs.
Limitations for the study may have included some inaccurate survey results. Limitations also included a slow return rate of surveys; and four participants did not complete the surveys entirely. The researcher surveyed current and potential female entrepreneurs from numerous townships and zip codes within metropolitan Atlanta. Initially, gaining access to organizations was challenging, but the researcher was consistent in communicating and corresponding with organizations to gain consent to conduct the study. Another problem was restricted access to availability of women groups and organizations due to confidentiality. However, the researcher received a response from WEOP for approval to conduct the study with the Executive Director proctoring the surveys to willing participants, support, and networks groups.

One last limitation was the integrity of the data collected was dependent on the instrument used for the study (Cooper & Schindler, 2006). The researcher considered qualitative research since computers and software are helpful for qualitative research (Lee & Esterhuizen, 2000; Morison & Moir, 1998) but any qualitative software may be potentially inaccurate and may not always provide correct answers. Qualitative research will have required more time for the researcher to interview participants, record responses and analyze data.

The researcher considered conducting a mixed study consisting of interviews (phenomenology) to discuss female perspectives of capital in addition to surveys to capture data. Creswell (2007) suggests qualitative research focuses on data collection, analysis, and writing that originate out of disciplines and flow throughout to inquire about type of problems and ethical issues of importance. After thought and consideration, the researcher decided on the quantitative method due to the intensity of a mixed study.
Future studies may consider conducting a qualitative or mixed study of females seeking capital for business. The researcher analyzed the data using the *Statistical Package for Social Sciences (SPSS)*.

The delimitations are restrictions or limitations imposed by the researcher to narrow the scope of a study for data not included or not intended to be a part of the study (Creswell, 2003; Leedy and Ormrod, 2001). This quantitative approach to the study was limited to a correlation study to determine the relationship of capital and capital resources beneficial for ethnic and non-ethnic female start-up entrepreneurs. The researcher conducted the survey using a deployed survey instrument NGSE with permission from the originators (Chen, Gully, & Eden, 2001) to modify questions on the survey instrument.

The modified questions for the NGSE instrument included 18 questions; Section I included questions 1-8 with selections of 1 to 5 to capture demographic and professional information about female entrepreneurs. Section II included questions 1-2 with selections of 1 to 5 to capture information about entrepreneur mentoring experiences. The questions in section III included questions 1-8 relating to entrepreneur self-efficacy and were not modified. The questions were the original questions of general self-efficacy a five point Likert Type Scale, ranging from strongly disagree to strongly-agree. The survey results helped to determine capital and capital resources and female self-efficacy as an entrepreneur and obtaining access to capital resources. Females who participated in the survey ranged in age from 18 years to 51 years and over. Females expressed themselves as aspiring or start-up entrepreneurs with anticipated business (or current business five years or less) with operations in metropolitan Atlanta, Georgia.
Definitions

The following definitions and terms were useful for this dissertation and will assist the reader in understanding the terms for the study. According to Leedy and Ormrod (2005), defining terms contribute effectively to the researcher’s project. The terms ‘capital’ in various forms is defined for clarity and understanding. Key definitions commonly used and relevant to this study will assist the reader in understanding the use of the terms. Additional terms are in Appendix F.

Key terms relevant for this study are as follows:

* *African American female* is an American female of African and especially of black African descent (Merriam-Webster Online Dictionary, 2010).

* *Aspiring Entrepreneur* is someone who has goals of becoming an entrepreneur.

* *Black American female* is an ethnic female having dark skin, hair, and eyes; of or relating to any of various population groups having dark pigmentation of the skin; or relating to the African-American people or their (Merriam-Webster Online Dictionary, 2010).

* *Business Start-up* is a new business venture in the first stages of business (Astebro and Bernhardt, 2003). See Start-up business.

* *Capital* is the assets, resources, funds, wealth, money, principal, or investments available for a business by an owner or its stockholders. Capital has two basic sources: debt and ownership equity. Debt is money borrowed and with a time set to be repaid in the future (Ebben and Johnson, 2006). An explanation of *Capital resources* is in Chapter 2.

* *Entrepreneur* as a person who focuses on business ownership for professional and personal reasons (Sarri & Trihopoulou, 2005). Other definitions are in the literature review.
*Ethnic female* is females of diverse ethnic groups including African American, Asian, Cuban, Hispanic, Latin or Mexican (Merriam-Webster Online Dictionary, 2010). The ethnic minority groups for this survey are African American and Hispanic American (Cuban, Mexican or Puerto Rican) origins living in the United States.

*Female Entrepreneur* is a female who organizes, manages, and assumes the risks of a business or enterprise.

*Financial Capital* is capital, money or finance obtained from financial institutions and used for business purposes; the system that includes the circulation of money, the granting of credit, the making of investments, and the provision of banking facilities (Merriam-Webster Online Dictionary, 2010).

*Hispanic American Female* is an ethnic female who starts a business venture; from the United States and is of Spanish or Latin American descent. Foreign-born and U.S.-born Hispanics may differ in areas such as English proficiency, educational attainment, and attitudes toward financial institutions (Sobha & Koteswara, 2007). Therefore, this study is limited to Hispanic entrepreneurs from the United States.

*Hopeful Entrepreneurs* are people who are in the process of organizing and accumulating resources needed for business (Reynolds & White, 1997).

*Human Capital* is diverse forms of stock or assets obtained by humans and experiences of starting a business including work, education, family and managerial background used to perform labor and produce economic value (Astebro & Bernhardt, 2005).

*New General Self Efficacy, (NGSE).* A survey instrument of questions used for surveying individuals and to capture statistical data; explained more in Chapter 3.

*Non-ethnic, (Caucasian or White race)* is not of or associated with any particular ethnic
Perceived General Self-Efficacy (PGSE) is the beliefs one possesses concerning one’s potential and ability to successfully accomplish tasks in a variety of circumstances (Bandura, 1997). Self-efficacy is inclusive of perceptions of future capabilities (Bandura; Chen et al., 2001).

Self-Efficacy is somebody’s personality, or an aspect of somebody’s personality, especially as perceived by others.

Self-employed is used in this study interchangeably with the term ‘entrepreneur.’

Small Business Ownership involves an individual who is self-employed and established as a small business with 100 or less employees. The terms Small Business Owner and Entrepreneur are interchangeable for this study of ethnic females.

Social Capital is has been applied to problems at different levels of abstraction and used in theories involving units of analysis (Portes & Mooney, 2000). Bourdieu (1983) believes Social Capital is a means to achieve entrepreneurial goals through networks and relationships.

Start-up Business is a new business venture in the first stages of business (Astebro & Bernhardt, 2003).

Statistical Package for Social Sciences (SPSS) is for data analysis.

Woman Entrepreneur is a woman who is the principal entrepreneur of a business and is in control of making decisions and assuming risks.
Importance of the Study

The study focused on metropolitan Atlanta female entrepreneurs to enlighten and educate hopeful or aspiring entrepreneurs of available capital resources. Ethnic females should realize the significance of becoming a part of financial, social, support networks and or mentoring organizations. Hopeful or aspiring entrepreneurs may become more knowledgeable, motivated, and willing contributors for economic growth. Female entrepreneurs may also become a source of power within their communities through job creation and educating upcoming entrepreneurs about start-up businesses and obtaining capital. The overall findings of this study intend to contribute to the existing body of knowledge relating to entrepreneurs.

Further, the study’s intent is to educate ethnic females of the various types of capital and capital resources. Capital is accessible through network and support groups, institutions, and organizations, venture capitalist and others. Further, the study’s intent is to contribute to local communities of job creation and economic development. Although past studies of female groups are similar, past studies do not focus specifically on ethnic females in metropolitan areas seeking capital as the intent of this study.

This study is a continuation of a past entrepreneurial study, The Diana Project (Brush, Carter, Gatewood, Greene & Hart, 2001; The Kauffman Foundation) that examined myths about women and equity capital. Brush et. al examined women’s lack of access to high growth businesses; women lacked the right educational backgrounds; inexperienced women; women lack of attempting to gain access to networks; women lacked financial savvy or resources; women failed to submit business plans to equity providers; women were in unattractive industries; and women were not a force in the
venture capital industry. The findings suggest, women’s ability to acquire equity capital was limited, partially because of the female entrepreneurial myths. The Brush study contributes to this study of female entrepreneurs seeking capital for start-up business (Brush, Carter, Gatewood, Greene & Hart, 2001; The Kauffman Foundation).

In a more recent study of ethnic females, Shinnar and Young (2008) examined Hispanic females in metropolitan Las Vegas (a highly visible metropolitan area for entrepreneurs) to discover Hispanic female motivations to start a business. The study focused on foreign-born Hispanic females who formed businesses. Through semi-structured interviews, the examination involved questions regarding the possible relationship among business practices; the importance of preparing a business plan, investing, advertising for business, and the feasibility of becoming an entrepreneur. The findings revealed Hispanic entrepreneurs are educated on the importance of preparing a business plan and investing in advertising for business. The study further revealed that Hispanics are influential in starting a business rather than self-motivated reasons to start a business (Shinnar & Young, 2008).

The prior study by Shinnar and Young contributes to reasons to survey ethnic entrepreneurs in metropolitan cities. The intent of this study is to find resolution for female entrepreneurs in becoming more educated of available capital and ways of seeking various capital resources for diverse business ventures. Females who become knowledgeable may become powerful influences in the local economy. Female entrepreneurs who expect to become successful must be willing to network and belong to professional organizations and become involved socially in a local community as much as possible Shinnar & Young, 2008).
This dissertation study focuses specifically on ethnic females, capital and capital resources needed for business ventures. The importance of this study is to enlighten ethnic female entrepreneurs in understanding that capital is available through various capital resources including connecting with social and business network, mentors, and confidence building programs that are helpful in obtaining financing for start-up businesses. Additionally, the study was intended to educate or build awareness of available resources and opportunities for small business ventures among female entrepreneurs. The study is a way for more females to become knowledgeable in obtaining capital for business including untapped global and international markets. Additionally, females may seek opportunities for government contracts (SBA, 2010). Ethnic females who are knowledgeable of obtaining capital will have better chances of becoming successful entrepreneurs and role models for their communities (CWBR, 2008). Female entrepreneurs may be able to give back to local communities and contribute to economic development, job creation, and ultimately U.S. and world growth.

Although females are consistently seeking ways to start a business and find capital needed to support business ventures, females should strive to overcome challenges by seeking numerous resources for assisting females for business start-ups (SBA, 2010). Recommendations for future studies of female entrepreneurs should focus on global and international business market opportunities, import, export, franchising entrepreneurial opportunities. More studies should focus on disadvantaged female potential opportunities for acquiring government prime and sub-contracts (SBA, 2010).
Chapter 1 introduced the problem background, purpose of the study, research questions to the study, limitations and delimitations, definition of terms, and the importance of the study. All of the aforementioned literature contributes to this study, “A Study of Female Entrepreneurs Seeking Capital for Start-up Business.” Chapter 2 presents a review of the literature and analysis of existing literature related to capital sources and female entrepreneurs. Chapter 2 also includes reference sources and its purpose in aligning the study in the framework of all current relevant literature as well as defining the entrepreneur, entrepreneurial theory, and capital resources. Chapter 3 provides the method and instrumentation necessary for the study of capital resources and ethnic entrepreneurs.
CHAPTER TWO: REVIEW OF THE LITERATURE

Introduction

The purpose of this chapter is to discuss the relevant literature of capital resources and female entrepreneurs interested in capital for start-up businesses. The literature review provides justification for the study through examining past studies and a need to continue this study. The literature provides background information of previous studies of entrepreneurs. The study’s intent is to educate ethnic females of the various forms of capital and capital resources (networks to access capital for business, e.g. professional relationships, mentoring/support groups, social networks, events, organizations, institutions, venture capitalist, et. al.). Capital is accessible through network and support groups, institutions, and organizations (CWBR, 2008). The study’s intent is also to contribute to local communities of job creation and economic development.

The focus of conducting the survey was to collect data that will be beneficial in assisting aspiring or hopeful entrepreneurs in recognizing various types of capital for start-up business purposes. The purpose of a literature review is to align a study in the framework of all current relevant literature (Creswell, 2003). Much of the past literature focused on male entrepreneurs and female disparity in obtaining capital for business (Gry, Espen, & Ljunggren, 2006; Rooney, Lero, Korabik & Whitehead, 2004; Delage, 2002; Fay & Williams,1993). A review of the significant literature surrounding female entrepreneurs since the 1990s into the new millennium focuses on female entrepreneurial attributes (Carter, Brush, Greene, Gatewood & Hart, 2003); and characteristics (CWBR, 2010, 2006); Baderman, 2009; Roper & Scott, 2009; Washington, 2008); Wang & Li, 2007; DeMartino, Barbato & Jacques, 2006; Masurel, Nijkamp, & Vindigni, 2004; Stiles
& Galbraith 2004; Astebro & Bernhardt, 2003; Rath, 2002; Smith-Hunter, 2000; Waldinger, Aldrich, & Ward 1990; Drucker, 1985; DeCarlo & Lyons, 1979). Other studies focused on education (Brush et al. 2001; Brush, 1992); leadership (CWBR, 2006); mentoring decisions (Roper & Scott, 2009); choices for becoming entrepreneurs (Morris, Milyasaki, Watters & Coombes, 2006; Gatewood, Carter, Brush, Greene, & Hart, 2003; Jones, 2002) and entrepreneurial successes (Rhodes & Butler, 2004) (Table 1). More studies explored economic successes of female small business owners, ethnic females, and different types of capital for business (Tables 1-4).

The research and literature sources derived from online library and databases of EBSCOhost, Infotrac and ProQuest, ProQuest Digital Dissertation search engines, scholarly books, journals, articles and Galileo, the state of Georgia University system. The search topics used for the study results from using theoretical concepts, peer-reviewed journal articles, dissertation search engines, websites, and scholarly books.

**Literature Review**

The literature review will focus on the following key concepts:

The relationship of capital and capital resources needed by female entrepreneurs (loans approvals or rejections, grants, personal funds, investments, social networks, institutions, venture capitalist, network groups) in seeking and obtaining capital resources for start-up businesses. Forms of capital (assets, resources, money, funds, wealth, principal, investments; e.g. human, financial, social) most sought by ethnic female business owners for start-up business. Capital resources (women support groups, networks, institutions, training, development or prior work experiences).
Entrepreneurial Perspectives

Cantillon, Schumpeter, and Schultz (1988) early definition of the entrepreneur is someone who specializes in taking responsibility for and making judgmental decisions that affect the location, the form, and the use of goods, resources, or institutions. Link & Herbert, (1989) believes entrepreneurs take known and unknown risk and most are creative, good managers and seek out business ventures, and self-employed opportunities. Hormozi (2004) described the entrepreneur as a person who starts a business venture by organizing the venture, raising capital needed, or using personal savings, and takes responsibility and all the risk for the success of the business venture. Sarri and Trihopoulou (2005) defined the entrepreneur as a person who focuses on business ownership for professional and personal reasons.

Similar definitions by Allen and Meyer (2006), describe the entrepreneur as an individual who undertakes the creation, organization, and ownership of a business venture. The entrepreneur accepts the risk and responsibilities of business ownership to gain profits and personal satisfaction. Entrepreneurship requires creating and operating a business venture (undertaking that involves risks) therefore, successful entrepreneurs acquire a variety of skills (Allen & Meyer, 2006; Minniti & Bygrave, 2001).

Although the literature by Cantillon, et.al; Allen and Meyer; and Minniti and Bygrave defines the entrepreneur as a risk taker, the authors do not specifically emphasize females as one of the main risk takers as entrepreneurs. A need to focus on females versus male entrepreneurs is especially important because females experience more difficulty in obtaining capital then males (Buttner & Rosen, 1992; Buttner, 1993). The literature in this study examined past literature related to female and male
entrepreneurs and disparities in obtaining capital. The literature also focuses on females becoming aware of capital resources for business.

**Theoretical Perspectives**

Motivational theories that contribute to this examination are Maslow's Hierarchy of Needs Theory (1996), Thiedke Motivational Theory (2004), and Vroom’s Expectancy Theory (2004). Maslow’s Hierarchy of Needs Theory (1996) suggests physiological, safety, social, self-esteem, and self-actualization needs are in a hierarchy. This theoretical example of female motivations reveals that ethnic females need to belong to social groups to feel useful and have some affect on their environment. Maslow’s Theory further reveals that human needs must be first, or other needs are not considered. Safety needs are secondary to physiological need, and then self-preservation needs. The final need is the social or affiliation need. The social or affiliation need involves belonging to and acceptance by various groups, and the need for personal recognition and self-esteem or recognition from others. The satisfaction of the need for self-esteem produces feelings of self-confidence, prestige, power, and control. After satisfying the need for self-esteem, self-actualization is the dominant need. Self-actualization is the need to maximize one's potential and to become what one is capable of becoming (Hersey, 1996). This theoretical example of female motivations, a need to belong to social groups for knowledge, and access to capital resources is a way for ethnic females to feel useful and have some affect on their environment (Hersey, 1996).

Thiedke (2004) suggested the primary causes that motivate individuals are a combination of internal and external elements. Thiedke described internal elements as achievement, recognition, growth, responsibility, and job satisfaction. Thiedke described
external elements as supervision, work conditions, job status, and other similar elements that affect people in the workplace. Theories of internal and external motivators contribute to reasons females decide to start a business.

In agreement with Thiedke, Vroom’s Expectancy Theory (2004) suggests when factors or events seem realistic and attractive, individuals are motivated to advance and expect a positive future. Vroom’s Theory suggests motivation is a combination of valence, instrumentality and expectancy. Valence is the value of the perceived outcome. *Instrumentality* is the belief that one will complete certain actions and creates opportunities to achieve positive outcomes. Expectancy shows that one believes he or she is capable of succeeding. All of the above theories contribute to this study of ethnic female entrepreneurs.

**Entrepreneurial Mentoring**

Ethnic females also need effective business mentoring and access to confidence building programs, a capital resource that creates effective business knowledge and opportunities for females to learn from role models (Roper & Scott, 2009). Entrepreneurs may develop knowledge of how to start a business, business ethics, goal setting, and respect (Wright & Carrese, 2002; Darling, Hamilton, Toyokawa, & Matsuda, 2002). Additionally, females will have an opportunity to learn about prioritizing of work-life benefits, family responsibilities, and pursuance of a lifelong dream (Alstete, 2002; Cohen & Bianchi, 1999; Orhan & Scott, 2001). According to Wright & Carrese (2002), mentors assist aspiring entrepreneurs in learning professional skills and assist in the enhancement of self-confidence. The mentor also encourages the aspiring entrepreneur to display successful behavior through active training and knowledge creating positive outcomes.
(Darling, Hamilton, Toyokawa, & Matsuda, 2002). Waters, McCabe, Killerup, & Killerup (2002) examined Kram’s (1983, 1985) Traditional Mentoring Theory and its application to entrepreneurship. Waters, et al. developed a concise scale to measure the role of mentoring in the new entrepreneur context. The results revealed a relationship between Kram’s mentoring theory of psychosocial and career-related functions and the small business owner. The study examined three career development areas; networking, office needs, and counseling. The study results confirmed mentoring models of psychosocial and career-related categories were applicable to the new entrepreneur. The above examples of mentoring contribute to this study. Future studies should focus on continuous mentoring programs for ethnic females in diverse locations in the United States and abroad.

**Reasons to Study Entrepreneurship and Capital Resources**

Entrepreneurship is responsible for new jobs, economic power, and the development of new products and services in a changing economy (U.S. Census Bureau, 2006). An increase in entrepreneurs, especially, high growth entrepreneurs drives productivity and living standards. As the number of female owned businesses continue to increase, the need to study entrepreneurship and capital resources is important to continue this rapid changing growth trend (U.S. Census Bureau, 2006). As previously mentioned, the number of women-owned (business where women own 51 percent or more of the stock in the business), businesses is rapidly increasing (U.S. Census Bureau, 2006). These astounding results reveal that women’s access to capital is important for the economy. Furthermore, women’s access to capital is important for social welfare. Entrepreneurship contributes to creating new employment opportunities, or a supplement
to wage employment income (Spraggins, 2003). This study is a continuation from prior studies and contributes to scholarly research. Future studies should focus on various ethnicities to determine or compare ethnic group relations and knowledge of capital resources.

The CWBR (2008) reported 50% of women Latino business owners were representative as women of color, more that all other women business owners of color groups, a 15 percent growth rate in the number of firms from 2002 to 2008. In 2010, the Center for Women’s Business Research continues its innovative research initiative of accelerating the growth of businesses owned by women of color and by conducting research forums focused on Latina business owners. Forum sponsorship offers the opportunity to extend women business owners presence in the fast-growing market, to learn about unique characteristics of the Latino population and to contribute to business development (CWBR, 2010).

Allen, Langowitz and Minniti (2006) suggest entrepreneurs decide to become entrepreneurs for numerous reasons, realizing that entrepreneurship is very risky, especially, regarding capital resources. Entrepreneurs who become educated and knowledgeable about capital resources make wise business decisions. The keys to a successful business includes people power, a business plan, studying the competition, measurement of performance, not becoming too comfortable with progress, and effective financial reporting systems. Entrepreneurs should place financial reporting as a high priority and not overlook the financial aspect of business because overlooking this aspect of business can be a costly error. The Global Entrepreneurship Monitor reports that businesses surviving more than 42 months have passed the critical period for failure.
Allen and Meyer (2006) believe that anyone who desires to become an entrepreneur should first understand Economics and its importance. Individuals should also understand how entrepreneurs and customers interact with the economy, especially because Economics is the study of how people choose to allocate scarce resources to accomplish their indefinite wants (Allen & Meyer, 2006). Hormozi (2004) suggests that entrepreneurs should develop a business plan as a roadmap to success. The business plan will guide the entrepreneur in accomplishing business goals and will be beneficial for ways to improve goals. The business plan also sets the stage for business planning and considerations for business entity types (e.g. sole proprietorship, joint ventures) Hormozi (2004).

In agreement with Allen and Meyer, individuals should understand how entrepreneurs and customers interact with the economy. The authors did not discuss how females who desire to become entrepreneurs should carefully research capital resources. Females should consider becoming a part of support organizations and social networks as a way to become educated of the diverse types of capital, especially since capital is a main resource needed for starting a business (The Kauffman Index of Entrepreneurial Activity, 1996-2010).

In the U.S. during the year 2010, more companies, organizations, corporations and businesses downsized, closed, and filed for bankruptcy because of economic conditions (The Kauffman Index of Entrepreneurial Activity, 1996-2010). This change caused large numbers of individuals to become unemployed than ever before. Individuals are seeking business opportunities as a way of survival and to increase and replace
income. While the U.S. economy endures a crisis state, entrepreneurs seeking funds may have more difficulty in obtaining funds for business because of cutbacks (The Kauffman Index of Entrepreneurial Activity, 1996-2010). On the contrary, funding may be available for small business owners, even in a recessed economy (National Women’s Business Council, 2010). Aspiring entrepreneurs should focus on researching, understanding, and seeking capital resources and start-up business opportunities (Darling, Hamilton, Toyokawa, & Matsuda, 2002; Guerrero, 2008, National Women’s Business Council, 2010).

**Male versus Female Entrepreneurs/Gender, Discrimination and Disparity**

Contributions of literature to this study discuss various challenges of self-employed women in starting up and managing a business. In the global environment, entrepreneurship contributes to business dynamics in all economies, and individual benefits of starting a business (Gatewood, Carter, Brush, Greene, and Hart (2003). The literature suggests, regardless of the environment, individuals from diverse environments, (domestic and global) seeking to start a business may have trouble of accessing capital for business ((Basargekar, 2007).

The one problem that is similar in much of the literature is disparity in obtaining capital by females compared to males (Buttner, 1993; Watson, 2003); Gatewood, Carter, Brush, Greene, and Hart (2003); NWBC, 2001; SBA, 2001). In past years, male entrepreneurs dominated the trend of obtaining capital over female entrepreneurs (Kauffman Index of Entrepreneurial Activity, 1996-2010). The realization is that not all entrepreneurs are successful at seeking and obtaining capital resources, therefore securing capital for business can be a major problem (Brush, 1992, Brush, et al., 2001).
Entrepreneurship has several models depending on the needs of the researcher (Menzies, Diochon, & Gasse, 2004). Entrepreneurs must understand the importance of how and where to seek and obtain capital. Securing outside financing can be a big obstacle but a strong educational background is an asset to successful entrepreneurship (Brush, 1992, Brush et al. 2001).

In concurrence with this concept of understanding capital, any action pursued by an entrepreneur involves financial risk (Kearins, Luke, & Corner, 2004). Financing female-owned businesses are difficult (Marlow & Patton, 2005; Treichel & Scott, 2006). During a theoretical analysis of gender, Marlow and Patton concluded that female entrepreneurs could not break away from negative stereotypes that portray females inferior to males. As a result of the stereotypes, disputes indicate females accrue less social, cultural, human, and financial capital; limiting their ability to build personal savings, generate credit histories attractive to formal lenders, or engage the interest of venture capitalists (Marlow and Patton, 2005).

Gaskill & Hyland (1989) suggested a while ago that females who decide to own a business should be wise, take personal inventory, and know that risk are involved, such as losing capital for business. A successful business should reflect on positive reasons for wanting to own a business. A focused business owner will sacrifice personal time by working long hours to ensure the success of a business. After the initial decision to start a business, important factors to consider is the industry type, the form of entity for doing business, whether to start a franchise business, form a partnership, or become a sole proprietorship. The business owner should also consider financing options, whether to seek financing through obtaining government grants or loans, or other capital resources
for business (Gaskill & Hyland, 1989).

In relation to business ventures and capital, a Norwegian study (Gry, Espen, & Ljunggren 2006) compared funding gaps of female versus male owned new business ventures. The new business venture data revealed gender differences in funding perceptions and behaviors as well as amounts of funding obtained. The gender differences were small but with respect to funding perceptions and behavior. The study results indicated that females obtain significantly less financial capital to develop their new businesses, and achieved less financial capital with lower early business growth than compared with males (Gry, Espen, & Ljunggren, 2006). In agreement with other studies, disparity between male and female business owners vary in differences of obtaining capital and business success.

Similar to the Norwegian study (Gry, et al., 2006), and in relation to male entrepreneurs, females tend to start businesses with less capital than males, and often favor less ambitious projects, adjusting to a local market. Females who work on their own account may encounter barriers in obtaining capital. Females often have lower earnings from their business than self-employed males or employed workers (Delage, 2002; Rooney, Lero, Korabik & Whitehead, 2004) creating a problem of limited access to business financing. Prior studies mainly discussed the various challenges (Brush, Carter, Gatewood, Greene & Hart, 2001; Basargekar, 2007) females in general encounter, but did not focus on African American and Hispanic females seeking capital for business start ups.

Headd (2003) businesses suggest business do not necessarily close doors because of a lack of success or bankruptcy. A more positive outlook on business longevity
examined by (Headd, 2003; and Knaup, 2005) noted that one third of all business owners indicated that at closure their businesses were successful (Headd, 2005). Headd further identified an increase in the average rate of success based on mature business owners, more than one business owner, or the owner’s previous business experience. The aforementioned studies are beneficial for the researcher in conducting this quantitative study.

**Contributors to Entrepreneurship**

Hout and Rosen (2000) found a positive association between father and son in which self-employment practices in which parents pass down their businesses to their children upon retirement or provide capital for new businesses. Second-generation entrepreneurs benefit from exposure of running a business at an early age, practical matters can range from running business operations, to developing social networks and coping with the risks associated with entrepreneurship (Hout & Rosen (2000).

In conformity with the concept of starting a business at an early age, Jones (2002) designed a 14-week entrepreneurial program, My Entrepreneurial Journey (MEJ), for African American female high school students. The purpose of the program was to examine African American student perceptions of entrepreneurship as a career option at an early age intended to examine the female African American community. The program examined experiences of practicing African American female entrepreneurs. The literature also examined the perceptions of African American female youth regarding small business ownership and the literature on entrepreneurial education. One contributing factor of successful entrepreneurship is because early exposure from entrepreneurial parents, relatives, or close friends. Early exposure to entrepreneurship at
an early age greatly increases the opportunity of individuals pursuing entrepreneurship as a career option (Jones, 2002).

Another contributing factor related to successful entrepreneurship is the awareness of and access to human, financial, social capital resources, and skill development. The (MEJ) revealed that African American females lacked entrepreneurial role models as well as the awareness of and access to resources believed essential for small business development and growth. The (MEJ) contributes to the existing study of ethnic females by proof that capital awareness, knowledge of entrepreneurial resources, and role models or social networks are essential for entrepreneurial success (Jones, 2002).

Fay and Williams (1993) experimented using a Goldberg type procedure to test the belief that women experienced discrimination when seeking a loan to establish a business venture. The testing involved scenarios that were carefully constructed involving an application for loan financing to purchase a commercial enterprise. The test was via U. S. mail to loan officers of major trading bank branches. The scenarios were identical in all respects except for the sex and education level of applicants. The questioning involved loan officers to discover their decisions regarding loan approvals and financing for business purposes and to indicate factors that contributed to their decisions. An observation of responses involved considerable differences of female and male applicants in two experiments (Fay & Williams (1993).

The first experiment involved both male and female applicants who had acquired a university level education. Both male and female were equally likely to obtain a loan. However, education was a more important factor for the female applicant than for the male. The second experiment involved both male and female applicants with a high
school education. The results reflected that female applicants were less likely to obtain a loan than male applicants were. Study results support the broad perception that women experience gender discrimination when seeking start-up capital (Fay & Williams, 1993).

The above experiments did not focus on specific ethnic groups or females in general. However, because both experiments involved male and female entrepreneurs seeking capital for business, the studies showed disparity against female entrepreneurs and male entrepreneurs as the dominant entrepreneur (Gry, Espen, & Ljunggren, 2006). The above-mentioned example contributes to this study of ethnic females and capital or disparity among female entrepreneurs.

**Metropolitan Atlanta**

This study focuses on metropolitan, Atlanta, Georgia and shares U.S. statistics for the purposes of entrepreneurial growth activity in the United States by demographic groups. In 2009, the estimated metropolitan Atlanta population was 5,475,213 in the 28 county Atlanta Metropolitan Statistical Area (MSA, 2009) designated by the Metro Atlanta Chamber (MAC, 2009). In 2009, the city of Atlanta had a population of 4,124,300 people in the 10 county Atlanta regions with 540,922 people in the City of Atlanta, Georgia (Atlanta Regional Commission, 2011; Census Bureau 2009). Since 2000, the population in metropolitan Atlanta has grown by over 1.1 million, a 27 percent increase due to a diverse economy and other factors including higher education opportunities, below average cost of living, active lifestyle, moderate climate and available air service (Metro Atlanta Chamber, 2009). The demographics of Atlanta and increasing numbers of entrepreneurs is a reason to study entrepreneurship. Entrepreneurs need access to capital for business start-up and growth (SBA, 2010).
A 2007 U.S. Census survey of business owners revealed, Atlanta, Georgia had 51,002 firms and of those firms 17,058 were women-owned. The female owned firms represented 33.4% of all firms for the Atlanta, Georgia geographical area (U.S. Census Bureau, 2007). These amazing statistics is a reason to study female entrepreneurs in metropolitan cities, especially Atlanta, Georgia and especially since Atlanta is a melting pot for entrepreneurs (The Kauffman Index of Entrepreneurial Activity, 2010). The predominate areas in Atlanta, Georgia for entrepreneurship are the Atlanta, Sandy Springs, Marietta, Georgia metropolitan statistical area (MSA). Metropolitan Atlanta is comprised of a 28-county region (Office of Management and Budget of the White House). The Atlanta metropolitan counties are: Barrow, Bartow, Butts, Carroll, Cherokee, Clayton, Cobb, Coweta, Dawson, DeKalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Haralson, Heard, Henry, Jasper, Lamar, Meriwether, Newton, Paulding, Pickens, Pike, Rockdale, Spalding and Walton (Metro Atlanta Chamber, 2009). All of the aforementioned counties are targets for business growth in metropolitan Atlanta; and contributes to the need to study entrepreneurship, capital and the various capital resources (The Kauffman Index of Entrepreneurial Activity, 2010).

**Support and Research Organizations**

The Kauffman Index of Entrepreneurial Activity (2008) is a leading indicator of new business creation in the United States. The Kauffman Index reports the overall rate of entrepreneurial activity, separate estimates for specific demographic groups, states, and select metropolitan statistical areas (MSAs). The Index provides the only national measure of business creation by specific demographic groups (Ewing Marion Kauffman Foundation, 2008).
The Kauffman Index reports that women entrepreneurs increased from 20% to 24%, but the increase for women only returned entrepreneurship levels to where they were in the mid-2000s. The entrepreneurial activity rate among Latinos increased from 40% in 2007 to 48% in 2008, continuing an upward trend that started in 2005. Asian Americans also experienced a large increase in entrepreneurship rates, from 29% in 2007 to 35% in 2008 (Ewing Marion Kauffman Foundation, 2008).

Non-Latino white business-creation rates increased slightly from 2007 to 2008 (30 percent to 31 percent), whereas African American rates declined slightly (23 percent to 22 percent). The immigrant rate of entrepreneurial activity increased from 46 percent in 2007 to 51 percent in 2008, increasing the gap between immigrant and native-born rates. Native-born rates increased only slightly, from 27 percent to 28 percent (Ewing Marion Kauffman Foundation, 2008).

The increase in entrepreneurship rates from 2007 to 2008 was comprised of low and medium income businesses among immigrants. Statistics reveal that immigrants are more likely to start high-income-potential types of ventures than U.S. born citizens. The state experiencing the largest increase in entrepreneurial activity rates over the past decade was Georgia (with an increase of 17 percentage points) (Ewing Marion Kauffman Foundation, 2008). Among the fifteen largest MSAs in the United States, the highest entrepreneurial activity rate in 2008 was in Atlanta (74 percent). Atlanta, Georgia experienced the highest entrepreneurial activity rate (590 per 100,000 adults) (Ewing Marion Kauffman Foundation, 2008). The astounding results reveal compelling reasons to continue the study of ethnic females in metropolitan Atlanta, Georgia. Future studies should continue to focus on female activity in metropolitan cities (Ewing Marion
Other contributors to this study are the various support organizations for female entrepreneurial research and capital resources. Various resources are available for start-up entrepreneurs including access to financing resources through business development networks, such as the Small Business Administration (SBA, 2010). The SBA has more than 70 women's business centers in 40 states. Each SBA center caters to the needs of diverse communities by offering financial management, marketing, and technical assistance to existing and potential female business owners. Comprised of the Small Business Association (SBA, 2010) is the office of Office of Women’s Business Ownership (OWBO, 2010) that assist female entrepreneurs with business training and access to financing, federal contracts, and international trade opportunities (Lesonsky, 2007). The SBA services targets Native American, African American, Hispanic or Asian American populations. Each SBA center focuses on specific concerns of displaced corporate workers or rural home-based entrepreneurs (SBA, 2010). Ethnic females should definitely seek out the OWBO for training and access to capital for business.

Another organization that is beneficial for female entrepreneurs is the Service Corp of Retired Executives (SCORE, 2010), is a nonprofit organization that operates under a grant from the SBA and provides small business counseling and training to businesspersons in every state (SBA, 2010). SCORE operates successful with approximately 13,000 retired men and women volunteers. The volunteers assist their time to aspiring entrepreneurs and small business owners. SCORE is beneficial for this study through access to SCORE counselors, educational resources and ongoing entrepreneurial workshops in Atlanta, Georgia. The local SCORE office is located in downtown Atlanta,
Georgia (SBA, 2010).

Although SCORE counselors are accessible for start-up entrepreneurs, large populations of aspiring entrepreneurs do not take advantage of the numerous services offered by SCORE and SBA offices in Atlanta, Georgia (SBA, 2010). This study contributes to reasons females need to become aware of the various capital resource opportunities available in metropolitan Atlanta, Georgia.

Other female support agencies that provide support to aspiring females is the Women Economic Development Agency (WEDA), National Women Business Council (NWBC), and other support networks (SBA, 2010). The researcher contacted WEOP and was granted permission to survey willing female participants.

Aspiring women entrepreneurs seeking advice about business may seek out the National Women's Business Council (NWBC). NWBC is a supporting federal advisory council that counsel women business owners on economic issues of importance. The NWBC makes policy recommendations to the President, Congress, and the U.S. Small Business Administration. The Council's mission is to promote major initiatives, policies and programs designed to support women's business ventures at all stages of growth in the public and private sector marketplaces from start-up to success and significant growth (NWBC, 2010). The council also provides access to affordable health care for females of women-led firms and venture capital investment; women-owned firms in federal procurement; collecting comprehensive statistics to provide an accurate profile of women business owners and their business endeavors (NWBC, 2010).

The NWBC commits to conducting innovative research on issues of importance to women business owners, such as access to capital, entrepreneurial education, training,
and technical assistance. The council’s research is action-oriented and includes recommendations on initiatives, programs and descriptions of best practices. Research activities comprise 55% of the council’s annual budget, a federal mandate. The NWBC reports valuable information that is highly respected on an international level for integrity and validity. The reports enlighten, inform and provide policy guidance to policy makers, women business owners, and the media on critical issues and other factors (NWBC, 2010). The NWBC is an excellent means of support organization for women entrepreneurs. Continued research and growth activity will contribute to entrepreneurial studies and the U.S. economy.

The researcher for this study collected large amounts of statistical information from the Center for Women’s Business Research a 510(c) (3) nonprofit, tax-exempt organization that was established in 1989. The purpose of the CWBR is to validate and accelerate the economic power of women entrepreneurship by conducting innovative research, sharing traditional information, and creating new knowledge (CWBR, 2006).

The CWBR center is committed to creating actionable, data-driven knowledge for high credibility and visibility of women business owners, their firms and the organizations and corporations that support them. The CWBR has produced advanced, research-based intelligence highlighting the achievements and documenting the challenges, characteristics, and trends of women business owners and their firms on various topics including: Access to capital, Access to Markets, Financing and Risk-taking, Nontraditional Industries, Growth of Firms Owned by Women of Color, Leadership and Decision-Making Styles, and Trends in Women's Entrepreneurship (CWBR, 2006). The numerous resources available through the CWBR contribute to
entrepreneurial activity in diverse ways and are beneficial for aspiring and seasoned entrepreneurs. Future research should focus on ways to enhance research activities beneficial for current and future entrepreneurs. Women Support and Capital Resources may be found in Table 6 (Smith-Hunter, 2000; CWBR, 2008).

Table 6

Available Women’s Support/Capital Resources

<table>
<thead>
<tr>
<th>Women Support/Capital Resources</th>
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<tr>
<td>Member Organizations</td>
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<tr>
<td>Women Business Owners</td>
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<tr>
<td>Government Programs</td>
</tr>
<tr>
<td>Friends Family Members</td>
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<tr>
<td>Mentors, Support</td>
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<tr>
<td>Other Business Owners (Same Industry)</td>
</tr>
<tr>
<td>Other Business Owners (Different Industry)</td>
</tr>
<tr>
<td>Training, Education, Technology</td>
</tr>
</tbody>
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NAWBO is also a contributor for entrepreneurs through its contribution to entrepreneurial activity and entrepreneurs’ access to valuable tools and resources to help boost growth and success for women-owned businesses. NAWBO provides access to an articles library and a growing and diversified archive of timely information that is immediately usable and crafted by knowledge experts. Members of NAWBO have the benefits of corporate alliances and partnerships with other leading national organizations (NAWBO, 2010). NAWBO is beneficial for entrepreneurs in researching capital and other resources needed for start-up business and ongoing growth activity. Future studies should continue to focus on entrepreneurial research to help improve and expand
entrepreneurial activity, job creation and economic growth (NAWBO, 2010).

The National Women's Business Council, (NWBC) support women initiatives and is a comprised of a council of prominent women business owners and leaders of women’s business organizations. The council of women is a persuasive group that serves as an independent source of advice and counsel to the President, Congress, and the U.S. Small Business Administration regarding economic issues of importance to women business owners. The Council is also committed to mentoring women and partners with other women mentoring organizations, providing an abundance of resources for women business owners. The center joins with other organizations to contribute to women efforts (NWBC, 2010). Recently, the NWBC joined with The Center for Women’s Business Research and Wal-Mart to establish the economic impact of women-owned businesses on the U.S. economy. This study was beneficial in providing a clear picture of the value and impact of this segment to the economy and a roadmap for the future of the economy (CWBR, 2010). As stated, the NWBC is an organization beneficial for contributions of women and contributes to the study of female entrepreneurs (NWBC, 2010).

A major organization that advocates for women and minorities in business on women’s concerns is the Women Impacting Public Policy, Inc. (WIPP), a national bi-partisan public policy organization. WIPP advocates for and on behalf of women and minorities in business in the legislative processes of our nation, creating economic opportunities and a connection and alliance to other small business organizations. WIPP advises advocates and promotes access to capital resources for women business owners by addressing issues such as the SBA lending program and tax incentives for business owners who contract with women-owned businesses and the private sector (WIPP, 2009).
The researcher contacted various women agencies to request permission and administration of the survey. The agencies contacted were as follows: Women Economic Development Agency, (WEDA) Greater Women’s Business Council, (GWBC) Women’s Employment Opportunity Project, (WEOP) and The Edge Connection, Incorporated. These organizations support women in their efforts in business start-up, mentoring, training, economic development, access to capital and other initiatives. Of the agencies contacted, WEOP responded to the researcher granting permission to conduct the survey of female entrepreneurs affiliated with WEOP (SBA, 2010).

The researcher attempted to contact WEDA because WEDA is non-profit, tax-exempt organization that offers a variety of economic development programs and services to empower women. WEDA assist women in achieving economic independence through a holistic approach to business development and wealth building that includes classroom training, technical assistance, mentoring and access to significant resources. Although the researcher did not receive a direct response from WEDA granting permission to conduct and administrate the survey, some females who may be affiliated with WEDA may have taken the survey. The reasoning behind this concept is that women who seek out business training and development can affiliate with both WEDA and WEOP (SBA, 2010).

As aspiring entrepreneurs seek opportunities for start-up businesses, organizations such as the Greater Women's Business Council (GWBC), a non-profit organization is available for assisting Women Business Enterprises (WBEs) in business certifications. The council in interested in promoting, developing and maintaining business relationships with major corporations, governmental agencies and other women business
enterprises (GWBC, 2010). With these diverse opportunities, females should seek out organizations such as GWBC to obtain business certifications needed to start-up a business.

Women’s Employment Opportunity Project (WEOP) granted permission and approval to conduct the survey of female entrepreneurs seeking capital for start-up business. WEOP administrated the survey of female entrepreneurs by launching an online web link to the survey. WEOP is a leader and advocate for workforce development programs and initiatives and provides technology based solutions, tools, training, and opportunities for women and girls to advance economic sustainability. WEOP also assist women and minorities in new and emerging career opportunities (WEOP, 2010). The researcher was successful in receiving survey data results of aspiring and current female entrepreneurs. The survey revealed results from aspiring and current entrepreneurs of metropolitan, Atlanta, Georgia who responded to questions about capital, capital resources and entrepreneur self efficacy.

In the researcher’s efforts of seeking agencies and organizations to gain permission and administrate the survey the Edge Connection, Incorporated (Edge Connection, Inc., 2010) was contacted because of its initiatives in supporting organizations that offers business consultation, planning, development training, technical assistance, and access to capital for entrepreneurs to start, sustain and advance in business. The Edge Connection did not respond to the researcher, however, some female participants might have participated in the survey if affiliated with WEOP ethnic events and or social networks (Edge Connection, Inc., 2010).
The researcher captured demographic and business information about Atlanta, Georgia from the Metro Atlanta Chamber (MAC). MAC has a vision that focuses on creating jobs, making connections and delivering results. MAC’s business initiatives are to recruit businesses from all over the world, tackle public policy and create jobs and opportunities to help Atlanta thrive. MAC’s leaders are comprised of Atlanta’s top business leaders and a professional staff that serves over 4000 member companies that employs over one million workers (MAC, 2010).

Of all the various organizations, institutions and networks available in metropolitan Atlanta, Georgia, a majority of aspiring female entrepreneurs are not taking advantage of these resources (CWBR, 2010). Past research suggests that capital is available through various networks however; businesses continue to fail due to a lack of capital (CWBR, 2010).

**Explanation of Capital Resources**

The term capital is diverse in resource forms, so an explanation of capital is necessary for the reader to gain a better understanding of it. Capital involves assets that yield income and useful outputs over an extensive time. The theory in the sociological world suggests one's social capital is the bonding of interpersonal relationships and values within families and their communities (Hogan, 2001).

All entrepreneurs offer diverse characteristics, experiences, abilities, and resources to his or her business (Drucker, 1985). These characteristics are the individual’s Human Capital that involves a set of skill sets acquired by individuals in the workplace through training and experience. Training and experiences are contributors to an individuals’ value in the marketplace. Individuals who have acquired a formal education
are contributors to the development of human capital mainly in the trade and technical professions. Human capital is entrepreneurial education, experiences and preparedness (SBA, Office of Advocacy, 2008). Human Capital is a form of capital used to operate through networks to create Social Capital that provides access to resources needed for entrepreneurship (Drucker, 1985).

Both individual human and social traits are important for successful entrepreneurial ventures. Female personal characteristics vary in education, work experiences, cultural features, ethnic resources; and structural aspects including social exclusion and discrimination, or a combination of these aspects (Masurel, Nijkamp, & Vindigni, 2004); Rath 2002; Stiles & Galbraith 2004; Waldinger, Aldrich, & Ward 1990). Numerous prior researchers have defined capital along with Drucker’s definition of Human Capital that contributes to this study. Only a few recent studies have examined Human and Social Capital in relation to ethnic females.

However capital resources are various, entrepreneurs need to understand capital and its intentions in various forms. Individuals need access to capital resources regardless of a business entity (e.g. Sole proprietorship, Partnership, Corporation, Franchise, For Profit, non-Profit). Most start-up businesses are affiliated with human, financial or social capital, creating a need to recognize the overlapping types of capital (SBA, 2010).

Financial Capital is the same as tangible assets, money (wealth or fortune), or property worth of an individual or business (Pinilla, 2005). Entrepreneurs or investors need financial capital for purchasing raw materials and equipment for launching a new business venture. Established businesses require financial capital for continuing business operations and business expansions. Financial capital makes it possible to acquire other
businesses or purchase materials for future business use. Most aspiring entrepreneurs may have limited access to financial capital. However, the SBA has women ownership offices throughout the United States to assists women entrepreneurs (SBA, Office of Women’s Business Ownership, 2010). Other types of capital that overlap and are along with the three main sources of capital as follows:

Cultural capital involves capital obtained from second-generation entrepreneurs, a positive association between father and son self-employment practices revealing that parents pass down their businesses to their children upon retirement or provide capital for new businesses (Hout & Rosen, 2000). Cultural capital maybe categorized along with human capital, where cultural influences is a contributor to capital resources. Depending on a culture, access to capital resources may be well planned and set aside by ancestors.

Debt Capital is a short-term loan scheduled for repayment within one-year. Intermediate-term loans provide capital for periods from one to 10 years and repaid in installments (Berger & Frame, 2007). Contrary to this concept, credit worthiness is an important factor of consideration. Entrepreneurs seeking loans need to be credit worthy and able to repay a loan.

Unlike debt capital, growth capital is for established businesses and development of pre-existing businesses. Long-term loans have a repayment period of 10 years or more and are usually held in reserve for large established firms. Seasoned entrepreneurs experience similar experiences as aspiring and hopeful females seeking capital for business start-ups. ‘The Diana Project,’ a multi-university research program identified levels of influence that support and enable high growth in women-led ventures. Despite the fact that women business owners comprise a significant portion of the economy,
women face challenges in acquiring the resources needed to expand their businesses. A female study related to growth capital examined strategies used by women entrepreneurs in positioning their businesses for growth. The study findings revealed women use diverse strategies related to growth capital in positioning their business (Gatewood, Brush, Carter, Greene & Hart, 2009).

Since growth capital is for established businesses, start-ups, aspiring entrepreneurs do not seek this form of capital until after being established in business for a while and proving stability and long-term growth. Entrepreneurs who anticipate business growth should become knowledgeable of Growth Capital in the early stages of business development as a way of knowing that capital is available for continued growth (Gatewood, Brush, Carter, Greene & Hart, 2009).

Physical Capital consists of tangible assets necessary for the operation of business, including materials, plants, property, facilities or equipment (Brush, Green, & Hart, 2001). Physical Capital is similar to Technological and Financial Capital, but is contrary where capital sources do not include plants and basic materials, but mostly technology and equipment for business purposes.

Entrepreneurial Capital focuses on directing and influencing the economy (Audretsch & Keilbach, 2004). Since entrepreneurs are powerful influences that direct the economy, entrepreneurial capital is relevant and sought through government agencies in the form of grants and loans for business purposes. Although, grants are usually not required for repayment, loans are repayable and normally require credit worthiness.

Equity capital is a business investment in the form of the sale of common stock and a permanent part of a firm’s capital structure that does not require repayment from
the borrower (Wall, 2007). Carter, Brush, Greene, Gatewood & Hart (2003) performed a project examination of 235 female business owners to unveil the attributes and strategies used in obtaining equity capital. During the project examination, Carter, et al. discovered the factors associated with the use of equity capital in female owned businesses. Females who had earned a graduate level education are more powerful influences of society and more likely to obtain capital from outside equity financing.

Results further revealed that graduate level females are more successful in obtaining capital by incorporating developmental techniques, networking opportunities and financial strategies. A survey identified diversity as positively related to the use of personal sources of funding; and professional advisor relationships negatively related to personal sources of financing, signifying the use of social capital as an asset (Carter, Brush, Greene, Gatewood & Hart, 2003).

The project results revealed that women seeking Venture Capital (VC) are educated with undergraduate and graduate degrees, and business experiences that should not prohibit them from obtaining financing. Furthermore, women spend significant time using both formal and informal networks in their search for capital. The project findings show the importance of the VC industry as a provider of growth capital and its reliance on its network for investment recommendations. Debt-capital is a short-term loan scheduled for repayment within one-year Intermediate-term loans provide capital for periods form one to 10 years and repaid in installments (Berger & Frame, 2007). Long-term loans have a repayment period of 10 or more years and are usually reserved for large stable corporations. Other types of capital are loans from friends or relatives (De Clereq, Dirk, Fried, Vance, Lehtonen, Oskari, & Sapienza, 2006).
Womens’ participation in the VC industry had not gained stable growth over men, especially since women exited the VC industry at a faster rate. This trend created a major barrier for women entrepreneurs where the likelihood of obtaining VC was limited despite efforts of networking and seeking capital (Gatewood, Brush, Carter, Greene & Hart, 2009). As previously stated, depending on ethnic group, educational level and changing trends of diversity in entrepreneurship, more females are seeking and obtaining capital through diverse resources for business start-ups. The prior study by Carter et.al contributes to this study of ethnic females.

Intellectual capital includes: 1) human capital, the organization’s workforce that consists of skills, training, education, experience, and value characteristics; 2) relational capital involves relationships with customers, suppliers, strategic partners, brand names, trademarks, and reputation; 3) structural capital consists of the knowledge implanted in organizational makeup and development as well as exclusive rights, research and development, and technology systems (Cuganesan, 2005). The three types for intellectual capital all contribute to entrepreneurial views of capital.

Pena (2002) studied human capital, also comprised of intellectual capital in addition to structural and relational capital. The examination involved 114 Spanish start-up businesses that all participated in entrepreneurial survival and development programs. The findings indicated that human capital includes an entrepreneur’s level of education, experience, and motivation. Structural capital includes a firm’s characteristics such as a company age, market potential, partners, initial investment and business strategy (e.g., price, quality, and innovation). Relational capital involves the interactions with customers, suppliers, financial institutions, and consultants. Pena concludes that human
capital, structural capital and relational capital are all significant in long-term start-up success. Pena’s examination of capital contributes to this study of entrepreneurs (Pena, 2002).

Similar to intellectual capital (human, structural and relational capital), organizational capital involves entrepreneurial relationships with and within external organizations in the form of alliances, information, structures, systems and policies, and internal organization relations similar to management styles (Brush, Greene & Hart, 2001). As previously stated entrepreneurs need to understand the various types of capital available through entrepreneurial relationships, networks and groups (Tables 1-3). Without networks relationships, obtaining capital may be difficult for aspiring entrepreneurs.

Technological Capital is accumulated know-how from investments in research and development (R&D), brands, and organizations. Similar to Financial Capital, entrepreneurs need financial capital for purchasing raw materials and equipment for launching new business ventures. Therefore, technology capital in the form of computers and applications of devices, machines, techniques for manufacturing and productive processes is a form of capital used for business purposes (McGrattan & Prescott, 2009).

Venture Capital is a growing source of equity used for high-growth new ventures, experienced professional firms providing a full range of financial services. Entrepreneurs in the U. S. today seek Venture Capitalists for starting and growing businesses. Similarly, Working Capital is capital for ongoing business and continued business operations (Merriam-Webster, 2010).
Table 7

Types of Capital/Capital Resources

<table>
<thead>
<tr>
<th>FINANCIAL</th>
<th>HUMAN</th>
<th>SOCIAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institutional, loans, credit, investments</td>
<td>Diverse forms of Stock</td>
<td>Relationships</td>
</tr>
<tr>
<td>Debt (Berger &amp; Frame, 2007)</td>
<td>Work</td>
<td>Social Networks</td>
</tr>
<tr>
<td>Growth</td>
<td>Educational</td>
<td>Career</td>
</tr>
<tr>
<td>Equity</td>
<td>Training</td>
<td>Cultural</td>
</tr>
<tr>
<td>Physical</td>
<td>Managerial Background</td>
<td>Entrepreneurial</td>
</tr>
<tr>
<td>Venture</td>
<td>Economic Value</td>
<td>Organizational</td>
</tr>
<tr>
<td>Technological</td>
<td>Intellectual</td>
<td>Structural</td>
</tr>
<tr>
<td>Working</td>
<td>Family</td>
<td></td>
</tr>
<tr>
<td>SUPPORT PROGRAMS</td>
<td>CONFIDENCE-BUILDING</td>
<td>MENTORING</td>
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Menzies, Diochon, & Gasse (2004), included a random sample of emerging Canadian female entrepreneurs. The results indicated although females are talented, a large percentage of the Canadian females lacked business essentials and the educational background needed to attract venture capitalists. The results also revealed that some females were not able to obtain capital due to the lack of credit worthiness. Similar to this study, some ethnic females lack credit worthiness and experience difficulty in obtaining capital from financial institutions.

The conclusion of the survey findings by Menzies et.al suggested that females should research business ventures carefully prior to deciding to start a business. Females should search all available diversity networks, support groups and guidance to become knowledgeable of personal resources available for assisting with finding capital for
business start-ups (Journal of Developmental Entrepreneurship, 2004). Other types of capital are loans from friends or relatives (De Clereq, Dirk, Fried, Vance, Lehtonen, Oskari, & Sapienza, 2006).

**Diversity in Entrepreneurship and Capital**

In the United States, the growth rate of female entrepreneurs varies from one ethnic group to another (The Kauffman Index of Entrepreneurial Activity, 1996-2010). African American female owned businesses are considerably lower than the growth of Asian American and Hispanic American women owned businesses (Wang & Li, 2007). The self-employment rate is higher for female entrepreneurs from other countries than female workers in the United States. Ethnic groups such as Koreans and Cubans are more successful in establishing small business than Mexicans and African Americans (The Kauffman Index of Entrepreneurial Activity, 1996-2010). Members of the same ethnic group display diverse patterns of entrepreneurship (Levent, Masurel, & Nijkamp, 2003; Stiles & Albraith 2004; Valdez 2006). More reasons for ethnic females to become knowledgeable of business capital and to learn about network and social groups. Females may become more knowledgeable of business practices and capital resources; as well as become contributors to the U.S. and local economies and sustainable business growth.

Similar to the U.S., African (from the country of Africa) females gain support through networks as key resources in assisting women in obtaining capital (CWBR, 2008). Women own over 48 percent of all enterprises in Africa (CWBR, 2008). Enterprises are rapidly increasing in the formal small and medium-sized sector instead of the more-favorable "micro" sector, as women network, pool resources, share best practices and set-up partnerships across borders (International Finance Corporation,
At the end of January, 2009 women entrepreneurs in the East African Community (Burundi, Kenya, Rwanda, Tanzania and Uganda), Ethiopia and Sudan came together for two days in Kampala, the capital of Uganda using the theme ‘Building synergistic networks among women entrepreneurs for business and trade.’ The women discussed topics of affordable finance, building partnerships for wealth creation through information communication technologies, creating markets for business and trade expansion for women, and developing networks to support young women entrepreneurs in both urban and rural areas (McLymont, 2009).

This concept, African women gain support, contributes to the study of females and capital resources through networking, communication, and education. Although, African women live in diverse environments and communities, building synergy is an important aspect of business and for all women. The SBA, institutions, organizations and diverse agencies and groups consistently strive to inform and educate aspiring businesspersons (SBA, 2010). More aspiring females need to take advantage of these opportunities. Additionally, more of this type of synergy, collaboration, shared learning and information should be available for aspiring entrepreneurs. Organizations, institutions, agencies, businesses, and governmental entities within metropolitan cities should sponsor ongoing events for females in metropolitan areas to network and gain support for business purposes.

A comparative analysis (Smith-Hunter, 2000) of white and minority women business-owners in the personal services industry examined the factors that lead to economic success for women small business owners. The focus of the examination
compared determining factors by grouping the factors into three major categories: 1) characteristics of the businesses, 2) characteristics of the business owners, and 3) the business owners' network structure. An examination viewed women in relation to economic success, the measurement of looking at the profitability and gross earnings of the businesses, as well as the personal income of the business owners, and other factors. The women involved in the above comparative study consisted of women business owners in the Albany, Schenectady, Saratoga and Rensselaer counties in concentrated areas of New York in the personal services industry including: beauty salons, cleaners, photographers and tax preparation services. A mixed approach of quantitative and qualitative analyses explored economic success factors for both white and minority women business owners (Smith-Hunter, 2000).

The economic success of white business owners depended primarily on factors involving membership organizations; training received in the field of business; their greater access to financial capital; their higher educational levels; the larger business sizes and the fact that their clientele were mainly whites (Smith-Hunter, 2000). For minority business owners, their economic success depended on the following: the assistance received from family and friends; their prior sales, marketing, accounting and supervisory or management experiences; the difficulty in obtaining financial capital and their client base (Smith-Hunter, 2000). Although the mixed approach was effective for this study to determine economic success factors of white and minority business owners, the sample only studied women from upstate New York. This quantitative approach of females and capital relations in metropolitan Atlanta, Georgia (a southern state) contributes to the prior study.
During a theoretical examination of ethnic (black) entrepreneurs, Rhodes and Butler (2004) provided a sample of a group of ethnic entrepreneurs to determine entrepreneurial successes. Rhodes and Butler focused on the theory of Black American business success. The sample of the study revealed reasons that attributed to success including socioeconomic and environmental support from families and community groups. The entrepreneurs also received support and assistance from community network groups. Entrepreneurs in some communities received assistance from information groups and member organizations in making strategic decisions to find capital (Rhodes, 2004).

The importance of finding capital resources is relevant for all ethnic and non-ethnic groups. The above study only examined black entrepreneurs (Rhodes, 2004) in general. Perhaps, a comparative examination of ethnic or non-ethnic males and females would have been beneficial for determining success factors of females versus males and other ethnicities. This example support reasons to study female relationships and capital resources. Since theory is supportive in performing studies, the reasoning for this study is relevant, but did not examine male versus female opportunities in obtaining capital. The study may have also compared the success rates of males versus females in obtaining capital for diverse ethnic groups (Rhodes, 2004).

As entrepreneurial trends continue to increase, only a few recent studies of ethnic females analyzed how different urban socio-economic contexts influence entrepreneurship. Wang and Li (2007) examined Hispanic entrepreneurs in three different metropolitan areas in the US South using the 2000 Public Usable Microdata Samples (PUMS). Each local area provided different opportunities and challenges for Hispanics to start up and maintain businesses. The examination revealed ethnic diversity, history of
immigration, and economic structure. The economic incorporation of ethnic minorities and immigrants depends significantly on institutional, social, cultural capacity, and political resources of local communities (Wang & Li, 2007). Since institutional capital is through institutional influences, ethnic minorities rely heavily on this form of capital (Wang & Li, 2007).

Although the examination by Wang and Li only examined Hispanics and not other ethnic groups, the results of the examination contribute to the study of ethnic females in metropolitan Atlanta. Again, the trends of ethnic females are pertinent to the study to ethnic females. Ethnic females should follow this example and become involved in economic and social influences as key factors in recognizing capital influences (Wang & Li, 2007).

Additionally, entrepreneurship can provide ethnic minorities a catalyst for economic development and social integration. Since self-employment rates vary among ethnic groups and between men and women in different places, entrepreneurship differences may also vary. The existing literature advocates that personal characteristics; such as human capital traits, ethnic networking, institutional directives, societal structures and discrimination, all contribute to the degree of difference of ethnic entrepreneurship (Wang & Li, 2007). Regardless of ethnicity, human traits and or characteristics, ethnic groups vary however, all females, regardless of ethnicity need to tap into networking and support groups for obtaining capital.

Kim, Aldrich and Keister (2006) explored high-income, wealthy individuals and less advantaged entrepreneurs using the model, Study of Entrepreneurial Dynamics (PSED). The examination results determined entrepreneurial differences of entrepreneurs
who were more likely to attempt to transition into entrepreneurship and the relative importance of resources in pursuing start-up ventures; financial, human, and cultural capital. The results revealed that potential entrepreneurs gain significant advantages with high levels of human capital. More educated and experienced entrepreneurs with managerial knowledge are more positively associated with becoming entrepreneurs.

The findings suggest that entrepreneurial opportunities are increasing as opportunities to be more knowledgeable of human capital increases. Alternatively, decreased opportunities of not obtaining capital may lead to business failure from a lack of capital (Kim, et. al). Due to high business failures, entrepreneurs should do a self-assessment to be sure they are ready for their competitors, always a step ahead (Moore, 2003). Entrepreneurs are an asset to the economy because they are always thinking and looking for opportunities (Kearins, Luke, & Corner, 2004). Regardless of the income level of women, capital is still important for business start-ups. Wealthy and high-income individuals gain access to capital because of their social makeup and human factors (Kim, Aldrich and Keister 2006). Based on these findings, less advantaged hopeful entrepreneurs should also tap into social and support networks for obtaining capital. Again, women who network and become a part of social and support networks become more knowledgeable and gain access to capital resources (Kim, et. al, 2006).

**Capital Resources**

Leavell and Maniam (2009) examined various financing sources and debt criteria used by small southeast businesses in Texas. The findings revealed that small businesses commonly have inadequate personal funds for start-up capital and require supplementary outside funding. A small business owner's awareness of finance options may determine
the long-range success or bankruptcy of the business. Financing alternatives vary from personal, family and associate funding to complicated institutional loans. Obtaining capital through debt financing is normally the principal part of a small business’ capital structure (Leavell & Maniam, 2009).

The findings show the importance of evaluating critical factors related to obtaining capital and debt structure of a new business. Comparing debt funds that are crucial for business, the business owner will achieve more accurate decision criteria for selecting preferred debt financing options (Leavel & Maniam). Females should become knowledgeable of debt financing and risk involved in business start-ups (Leavel & Maniam). Although, this examination took place in Texas, it contributes to the study of capital resources and female entrepreneurship in metropolitan Atlanta, Georgia (Leavell & Maniam, 2009).

Alternatively (Mincer, 2002) suggested female entrepreneurs may acquire capital through on the job business training and intelligence from prior work environments. Prior work training enables entrepreneurs with abilities to apply developed capital to other career experiences, including starting a new business. A capital resource, “embedded career capital” (Terjesen, 2005, p. 251), is where an individual may transfer acquired skills in the technical areas of marketing, management, and finance (Carter, Brush, Greene, Gatewood, & Hart, 2003; Mincer; Terjesen) to a new venture, making them more effective. As an alternative to working for others, women may take their embedded capital with them and choose to achieve CEO status through a more direct route of becoming an entrepreneur.
On the contrary Davidsson and Honig (2003) examined hopeful individuals seeking entrepreneurial activities for 18 months. The study findings revealed that social capital involves the association of social bonds and relationships consisting of both strong and weak ties. The association was a dynamic forecaster for hopeful entrepreneurs, as well as for advancing through the start-up process. The examination supports human capital in foreseeing probable hopeful entrepreneurship, but inadequate for moving the start-up process towards successful completion (Davidsson & Honig, 2003).

**Social Capital**

Social capital is another important potential resource of individuals, (family, community, and Social organizations) obtained through Social networks, knowing others, or having a positive reputation (Carter, Brush, Greene, Gatewood & Hart, 2003). Individuals who become a part of social networks acquire opportunities to meet individuals of favorable reputations, previous experiences, knowledge, and direct personal contacts to financial contacts. Furthermore, having access to social networks can also create an opportunity for potential customers, joint ventures, and other important aspects (Baron & Markman, 2000). Money capital, social capital and cultural capital are interchangeable, and traded for the other. Social capital is also a concept that includes the networks and relationships of the individual with other persons and the social structure, as well as the social norms that reinforce certain types of behavior based on sets of obligations and expectations (Coleman, 1988).

Lounsbury and Glynn (2001) examined female entrepreneurs to reveal capital as a key important factor for starting a business. The examination of females as a framework focused on entrepreneurial experiences to facilitate skill and ability of a new venture and
a benchmark of strength and validity. Investors, competitors, and consumers contributed to opening up and access to new capital and market opportunities. The examination revealed that related experiences were important factors in creating competitive advantage for entrepreneurs.

Based on the above studies and since capital is a key component for starting a business, female entrepreneurs need to become educated about capital resources as key components for obtaining capital. Entrepreneurs should not limit resources and institutions capable for granting capital. Although, the examination by Lounsbury and Glynn (2001) focused on the importance of entrepreneurial experiences to facilitate the capability of a new venture, policy makers should consider focusing on continued and increased educational and training development programs and networks for aspiring entrepreneurs.

As previously stated, the use of capital is a key factor for entrepreneurial success (Kauffman Studies, 2001). Recent literature shows that the real stock of U. S. business capital had slow growth. As of year-end 2006, capital growth in the financial sector also slowed. Capital stock grew less than in any five-year period since World War II. As capital stock growth decreased, depreciation also decreased. In comparison, some industries show noticeable strength in growth, however, a slowdown in capital stock growth was somewhat out of control. In the manufacturing industry, the capital base declined during the five-year period of 2001 through 2006. By 2006, capacity growth transitioned in the retail sector, increasing a 53-year low (Feroli, 2007).
Changing Trends

In the year 2010, more women owned businesses are operating in metropolitan areas than ever before. According to the Statistical Abstract of the United States Census Bureau (U.S. Census, 2007) approximately three million businesses begin every year and women own 1,600,489 of the businesses. In previous years, men dominated entrepreneurship, but as of 2010 entrepreneurship is more emerged by women despite a lack of opportunities of obtaining capital (The Kauffman Index of Entrepreneurial Activity, 1996-2010). The Kauffman report (2010) reveals that more females are becoming entrepreneurs, and this is proof that the visibility of existing female entrepreneurs will increase the numbers of up and coming entrepreneurs. In the United States, the phenomenon of females working successfully is more popular than any other country (Williams, 2008).

Pages (2005) ‘The changing demography of entrepreneurship’ believes women are starting businesses faster in the United States than in any other country (Local Economy, 2005). Pages suggest that starting a business is a complicated phenomenon. The first step in starting a business is to define ‘entrepreneurship.’ Several definitions of entrepreneurship exist, and are mostly dependent upon the direction of the researcher and the phase of the entrepreneurship under study. The qualitative study contributes to the study of female entrepreneurs seeking capital for business start-ups (Williams, 2008).

Additional factors that affect women entrepreneurs identified reasons that motivated women in the United Arab Emirates (UAE) to become self-employed (Mohammed & Nuseibeh, 2009). Different factors that affect women's decisions to start their own businesses were included in a questionnaire from 750 women entrepreneurs in
the UAE who were surveyed to express their agreement of factors surrounding motivation for business. Of the 750 women, 449 completed the questionnaire. Financial support from the government especially in the start-up capital is an important factor that motivates women to establish their own businesses (Mohammed & Nuseibeh, 2009). Self-fulfillment, knowledge, skills, and experience, including relationship to spouse or father business, are all important factors in the development of women entrepreneurs (Mohammed & Nuseibeh, 2009).

The outcome of the study identified policy makers as motivators and reasons women become entrepreneurs (Mohammed & Nuseibeh, 2009). Women involvement in developing their businesses provides job opportunities and ensures that women are active in the development of the national economy (Mohammed & Nuseibeh). Women entrepreneurs in global environments experience similar reasons to start businesses and obtain capital (Mohammed & Nuseibeh, 2009).

In the United Kingdom, (UK) accessing finance is the key to the foundation of any business. Particular concerns expressed the ability of UK women-owned firms to obtain external finance. An econometric approach explored the effect of perceptions of financial barriers to start-up on the start-up decision itself. An analysis using the Global Entrepreneurship Monitor (GEM, 2004) database revealed, standardizing for a range of individual characteristics compared to men revealed that women were around 7.4% more likely to perceive financial barriers to business start-ups. Since financial barriers are negative perceptions for women in start-up decisions, stronger perceptions of financial barriers among women are having a disproportionate effect on women's start-up decisions (Roper & Scott, 2009).
The finding of the GEM study (2004) revealed that being female was also an additional negative effect on the start-up decision, not associated to financial barriers. Paying attention to policy responses should take into account the demand-side with the aim of countering the more negative perceptions of start-up finance among potential women entrepreneurs. Mentoring and confidence building programs were obvious possibilities. The examination also discovered the value and support of university and college-based work experience programs (Roper & Scott).

According to Wright and Carrese (2002), mentors teach professional skills and assist mentees in the enrichment of self-confidence. The mentoring function of role modeling is the process where a mentor encourages the mentee to exhibit effectual behavior. The mentor influences the mentee through displaying positive behaviors as a way of obtaining positive outcomes (Darling, Hamilton, Toyokawa, & Matsuda, 2002).

Based on the astounding results (Darling, Hamilton, Toyokawa, & Matsuda, 2002), females seeking capital in metropolitan areas should follow the example of previous studies by exploring available networks for understanding, seeking, and obtaining capital. The literature reveals that ethnic females who become involved in women groups and networks can access resources more easily.

President Nancy Barry of Women's World Banking, a non-profit organization International Finance Corporation, World Bank Group (2011) offers access to capital for low-income women seeking to expand. Women’s World Banking is located in New York City, and has affiliates around the globe that provide credit, savings, and development services to the bottom 50% of the economically active population (International Finance Corporation, World Bank Group (2011). In South Asia, Women's World Banking has
affiliates in India, Nepal, and Bangladesh. Normally, these affiliates provide small loans to women to start micro-businesses. The ultimate goal of Women's World Banking is to increase the political and economic power and participation of poor women (Jani & Pedroni, 1997; International Finance Corporation, World Bank Group (2011).

Jani and Pedroni’s (1997) study contributes to the study of capital and female entrepreneurs. Ongoing and future research should examine more financial institutions and support organizations for assisting females and starting businesses in metropolitan areas. Women support networks and organizations contribute in women studies are:
Small Business Administration (SBA), Women Employment Opportunity Project (WEOP), Office of Women Development Center (OWDC), National Women’s Business Association (NWBA), Women’s Economic Development Association (WEDA) and other women associations and organizations.

**Women and Leadership: Education**

Carter et al. (2003) discuss information about venture related myths of female entrepreneurs. According to the study, many females are starting businesses despite known and unknown barriers. The authors used data from a survey to examine the myths about female Entrepreneurs. A survey involved a random sample of emerging Entrepreneurs in Canada. Although many of the myths were unconfirmed, the findings suggested that females do not have the right educational background to start large businesses and may be starting businesses unattractive to venture capitalists. In addition to the information revealed from the survey, more females are becoming entrepreneurs in many aspects of business (US Census, 2010). Based on these findings, females should continue to explore the numerous resources available for assistance in business start-ups
in order to remain successful and access global markets.

Education, training and networking are all important factors in understanding entrepreneurship (Kauffman report, 2010). Guerrero (2008) explored 21 hopeful entrepreneurs through experiments, training and interviews during the period from December 2007 through January 2008. Leaders of The Self-Employment Training (SET), a start-up entrepreneurial program for aspiring entrepreneurs explored the impact on the leadership self-efficacy of the group of female entrepreneurs. Past entrepreneurial graduates of the SET program as well as the SET Program Director were powerful influences in educating aspiring entrepreneurs. The leaders conducted semi-structured interviews and training, explaining entrepreneurship. The educational and learning experiences were beneficial in removing uncertainty of the entrepreneurial process and helped to build self-confidence of the learner (Guerrero, 2008).

The program results revealed education and training as a key factor in cultivating individual self-efficacy and experiential learning situations among entrepreneurs (Guerrero, 2008). The findings reveal the importance of experiential learning situations and the establishment of support networks as a contributor to effective learning along with reflective self-assessments among hopeful female entrepreneurs. Over 90% of the participants indicated that experiential activities had a positive impact on their personal development. Over 62 % of the participants indicated that the Master Mind peer-support networks were a valuable impact to their learning experiences. The participants also shared how their active involvement in the peer-support networks increased the entrepreneurial process by providing a forum for personal accountability, skill development and inspiration (Guerrero, 2008).
The interview of the Program Director was to gain an insight of the history and evolution of the program and the benefits to educational needs of hopeful entrepreneurs. The Program Director credited the program success to addressing the specific needs of a target female demographic through an experiential approach. The Program Director also stressed the importance of leadership development throughout the program curriculum as a strategy to enhance learner self-confidence (Guerrero, 2008).

An analysis of the data revealed that experiential learning activities developed the entrepreneurial competencies of the women and, in turn, increased their self-confidence. The participants in the study stressed the value of the SET program to developing their self-awareness of inherent capabilities and explaining the entrepreneurial process. The women in the study were able to transition their passions and ideas into tangible businesses. The results show that effective entrepreneurial education programs that actively engage participants in building entrepreneurial skills change the self-perceptions and behaviors or the learner resulting in transformative learning experiences (Guerrero, 2008).

Females who are knowledgeable about ways to obtain capital will be contributors to economic growth for the US and global economies. Past studies did not specifically address ways for females to obtain capital for entering into global markets. To add to the study, females who seek capital for new business opportunities should consider seeking capital for entering into global and international markets. Funding for undeveloped markets such as the 86% untapped global markets (Mahajan & Banga, 2005) may be attractive to venture capitalists.
Based on the study’s findings, female entrepreneurs should become more educated on the various types of capital. Females should also seek venture and other capitalist for ongoing business improvements including new venues. Females should locate available support groups, business networks and joint ventures for opportunities to network, share information, help locate capital and increase business opportunities. Entrepreneurs should focus on growing a business and not worry about bankruptcies or business liquidations from a lack of capital. The ultimate goal for female entrepreneurs is to reduce barriers of obtaining capital and increase ways to seek capital for business opportunities (Baird & Morrison, 2005).

**Financial Perspectives**

Baird and Morrison (2005) focused on the reasons and concerns of female owned businesses that were financially distressed. The findings suggest that financial distress leads to conflicts among creditors and can further lead to inefficient business liquidations. Female entrepreneurs who are educated on ways to find capital will be more successful and may avoid bankruptcy and liquidation. Females should also be aware of ways to provide the business with an approach to a new capital structure. Further discussion on the topic is for female entrepreneurs to find ways to increase liquidity; and females should consider forming or joining support networks for renegotiating debts, including unpaid taxes where the entrepreneur is liable.

In a similar recent study, ‘The situation of women entrepreneurs, owners of small and medium industries in Mérida, Venezuela,’ addressed using the framework of different types of capital (Pinilla, 2005 as quoted by Brush, Greene & Hart, 2001; Greene & Brush, 2004). The study outlined the use of various available capital including human,
financial, social, organizational, technological and physical capitals that constitute the building blocks of businesses. The study results revealed that women entrepreneurs in Mérida most use social capital for starting businesses. Merida women entrepreneurs do not start businesses alone, but with a main source of capital, social capital involving the family (Pinilla, 2005 as quoted by Brush, Greene & Hart, 2001; Greene & Brush, 2004).

A recommendation for future studies is a continuation of the study of female entrepreneurs in diverse locations. Females may learn ways to overcome disparity in obtaining capital; and create equal opportunities for capital resources. Recommendations for future studies should focus on female entrepreneurs seeking capital and sponsorships for businesses involved in global and international markets. New studies should also focus on disadvantage females seeking opportunities for government prime and sub-contracts. The study specifically researched capital and the sources of capital used by ethnic female entrepreneurs in the metropolitan area to examine experiences, challenges, barriers, obstacles, and successes of capital for business ventures and ongoing working capital. Obtaining capital for business start-ups is important first step for female entrepreneurs to consider before starting any business venture (Pinilla, 2005; Brush, Greene & Hart, 2001; Greene & Brush, 2004; Kauffman Index, 2010).

An interesting factor of consideration was to discover how ethnic females obtain funding for business start-ups, with a sampling of females of several ethnic and non-ethnic groups. The methodology for this study involved surveys to gather female responses to determine the relationship between capital and capital resources.
Influence of Capital

During a quantitative research study of small firms' entrepreneurial dynamics DeMartino, Barbato and Jacques (2006), a theoretical model explained the influence of entrepreneurial capital on entrepreneurial dynamics. The model was empirically tested and its theory aimed towards entrepreneur’s personal profiles and entrepreneurial capital (human and social capital), a most important factor for entrepreneurial success. Using a structural equation model through human and social components, the results showed entrepreneurial capital has a strong, positive and statistically significant influence on entrepreneurial dynamics. The results noted the positive influence of an entrepreneur's aims, while the personal characteristics of entrepreneurs on entrepreneurial dynamics were not significant (DeMartino, Barbato and Jacques, 2006).

DeMartino, Barbato and Jacques (2006) all affiliated with business and entrepreneurship, were the first researchers to explore similarities and uniqueness of female entrepreneurs’ achievements, careers and personal lives. DeMartino et al. conducted a systematic study of female business owners to discover the attributes of female business owners and their equity financing strategies. The study explored factors associated with the use of equity capital in female led firms using a survey of female business owners in the United States. The National Foundation for Female Business Owners and a sample identified by Dun and Bradstreet delivered the survey.

The results of the survey revealed more educated females with graduate degrees significantly influenced the odds of using outside equity financing. The study results also suggested that females connected to diverse business networks were able to obtain funding more rapidly than females who retained professional advisors and not connected
to business networks. Further results suggest using social capital is an asset (DeMartino et al. 2006).

Contrary to findings of the research survey, many female business owners who earned a college degree had started successful businesses and remained successful without start-up capital. Future studies should reflect on females of different races, ethnic groups, cultural and educational backgrounds to discover successes and failures, obstacles and barriers at attempts to finding capital for business start-ups.

In another study by Morris, Milyasaki, Watters and Coombes (2006), a two-stage research project explored richer insights of female entrepreneurs. The study involved a mail survey of a sample of female entrepreneurial responses to assess motives, obstacles, goals, aspirations, desires and business identity. At the end of the survey, the team held in-depth interviews of a random selection of female entrepreneurs from modest-growth and high-growth businesses. The intention of the interviews was to determine quantitative and qualitative findings of business growth orientation, association and reasons that motivated the females to become entrepreneurs. Qualitative and quantitative research conducted in this survey is a proven effective way to research information and data of female entrepreneurs. The prior study was a mixed study, but is similar to this current quantitative approach to assess capital and entrepreneurial relations to capital resources. The results can show what motivate females to become entrepreneurs and whether the level of motivation is a strong factor for entrepreneurial success. Access to adequate start-up capital is an important deterrent to microenterprise development and growth (Morris et al., 2006).
According to Mexico's National Survey of Microenterprises, statistics revealed behaviors of frontier production function with inefficiency effects related to the main sources of start-up capital. Microenterprises utilizing bank loans, carryover business capital, moneylenders and credit from clients and suppliers are more technically efficient than those relying on family, friends and on own financial sources. Bank loans led to the highest degree of technical efficiency, indicating a well-functioning screening process despite information asymmetries. Banks tend to offer the largest average loan size with the longest terms that are significant factors in allowing micro-entrepreneurs to overcome financing constraints (Morris et al., 2006).

**Job Creation**

Since women entrepreneurs contribute to job creation, an important factor needed in the economy, the study of women entrepreneurs in obtaining capital resources for business is also important. The products and services of women business owners create significant economic benefits that reach all industries in the United States (U.S. Census, 2007; CWBR, 2008).

Bann (2007) conducted a qualitative study on 18 entrepreneurs who reported a lack of realistic understanding of the start-up dimensions of a new business and complications of business success. The study highlights the importance of providing support to entrepreneurs to assist them in forming realistic expectations regarding what is involved in new business development. Few entrepreneurial firms begin as large firms, and operate with little or no staff (CWBR, 2007).

According to Bee (2004), in the last 20 years, 67% of the jobs were by small businesses with less than 100 employees. Statistics show that female business owners
hire a balanced workforce of 52% women and 48% men, and men employ 38% women and 62% men, an extensive difference in female owned and male owned businesses (National Women’s Business Council, 2005). Dun and Bradstreet data analysis has shown that after five years of business existence, small businesses average about six to seven employees and female businesses average about an 81% rate of having no employees (CWBR, 2007).

![Diagram of Job Creation](image)

**Figure 2. Job Creation in the United States (CWBR, 2008).**

**Global Perspective of the Female Entrepreneur**

Although the study by Bee (2004) focused on female entrepreneurs in the United States, a global perspective of the female entrepreneur provides a comprehensive look on
entrepreneurism and identifies commonalities with like people in a global economy. Entrepreneurs continue to achieve entrepreneurial growth even in transitioning political environments and economies (Kauffman report, 2010). Females who tap into global markets will be empowered and contribute to the global economy through an increased flow of revenue into the United States of America and Global markets (Kauffman report, 2010).
Summary of Literature Review

The purpose of this chapter was to understand the literature pertaining to capital and female entrepreneurs. Chapter two discusses the relevant literature related to the study of female entrepreneurs: the history and background of entrepreneurs; ethnic females and their perceptions of capital; various types of capital; reasons to study female entrepreneurs; female disparity in obtaining capital for business; diversity in entrepreneurship; personality traits and career-achievements; and future studies of ethnic females in international, and global markets. The research focuses specifically on female entrepreneurs and capital resources for business ventures and entrepreneurial activities as a unique subset of entrepreneurship.

The importance of the study is to understand the relationship of capital and capital resources for ethnic females; and for females to explore available social and business networks beneficial for locating funding for business start-ups. Future recommendations is for policy makers to implement new and continue existing programs for educating and developing aspiring ethnic females. Ethnic females may become knowledgeable of available resources and opportunities for small, medium and large business ventures, and global opportunities. As previously mentioned, the study’s intent is to educate ethnic females on capital resources, business planning, business ventures, and obtaining capital for untapped domestic and global markets. The ultimate goal of the study is to educate and assist ethnic females in finding the best form of capital resource for business ventures, become role models for local communities; and contribute to economic growth.

Through the continued efforts of female entrepreneurs who aspire to start a business, female entrepreneurs should strive to overcome challenges of locating capital
by continuing to explore the numerous resources available for assisting females for business start-ups. Females should research global and international business market opportunities, import and export market opportunities and franchise opportunities to take advantage of diverse entrepreneurial opportunities, and the broad available funding for female business owners through business development networks and local governments.

Much of the research on female or women entrepreneurs has shown similar studies of qualitative and quantitative survey methods of gender and social differences (Tables 1-3). The researcher recommends that an extension of this study focus on females of diverse cultures, and their experiences of capital resources. Further recommendations are to continue the study of aspiring females of select ethnic groups in metropolitan areas, with anticipated business ventures in the United States. The following chapter presents a detailed explanation of the method, design, and plan for the research process, including the selection process; the data collection instrument, and the data collection process. The chapter also presents the procedures for compiling and interpreting the data collected that may educate and influence hopeful and aspiring entrepreneurs.
CHAPTER THREE: METHODOLOGY

Introduction

The research methodology most effective for this study of female entrepreneurs seeking capital for start-up businesses was a quantitative approach. The quantitative approach to the study involved a questionnaire survey sample of female participants to determine the relationship (correlation) between capital (e.g. human, financial, social) and capital resources (access to capital; networks, support groups, mentorships, confidence building programs, training, professional organizations). Gathering quantitative data was beneficial for the researcher in understanding trends about female entrepreneurial behavior relating to capital and capital resources beneficial for aspiring and current female entrepreneurs. The study questions also determined perceived general self-efficacy of entrepreneurs, all key reasons leading to entrepreneurs having access to capital and funding for business.

Research Design

The research methodology most effective for this study of female entrepreneurs seeking capital for start-up businesses was a cross-sectional quantitative approach. The quantitative approach was a correlation study involving a questionnaire survey sample of female participants to determine the relationship between capital and capital resources. Additionally, the NGSE instrument was beneficial in determining general self-efficacy of female entrepreneurs. The researcher employed the quantitative approach to this study using a deployed pre-tested validated instrument, NGSE, (Chen, et al., 2001) for collecting data. The criteria chosen for statistical tests involved multiple regression statistical tests of three independent variables (human, financial, and social capital) and
one dependent variable (capital resources) involving multiple regression and scatter plots. To test the null hypotheses, the researcher performed analysis of variation (ANOVA) “F” Statistical tests to compare the constructs of human capital, financial capital and social capital group means (Creswell (2009).

The NGSE questionnaire instrument results were beneficial in understanding trends about female entrepreneurial behavior such as capital (e.g. financial, human and social) and capital resources (e.g. mentoring, support groups, networks, and confidence building programs). The employed NGSE survey questionnaire was proctored by Executive Director A. Ball, Women Employment Opportunity Project (WEOP). Participants affiliated with WEOP’s member database were informed of the survey via WEOP’s monthly online e-newsletter, WEOP website, and online links to social networks, monthly meetings and ethnic events. The online survey was accessible via an embedded link by Constant Contact, an online survey tool subscribed by WEOP.

Females affiliated with SBA Women Business Centers including WEOP and or other Women Economic Development Centers may have participated in the anonymous study. The following questions and hypotheses were the focus for this study:

**Research Questions**

1. RQ1: Is there a relationship between human capital (HC) and capital resources for start-up business?

2. RQ2: Is there a relationship between financial capital (FC) and capital resources for start-up business?

3. RQ3: Is there a relationship between social capital (SC) and capital resources for start-up business?
Null Hypotheses

H₀1: There is no relationship between human capital and capital resources for start-up business.

H₀2: There is no relationship between financial capital and capital resources for start-up business.

H₀3: There is no relationship between social capital and capital resources for start-up business.

The survey responses were grouped to answer the research questions and to test the hypotheses. The survey questions were grouped according to demographics: ethnic group, years of education, age, and location of business. The independent variables were grouped accordingly: human capital- duration of business, entrepreneurial status, type of business sector, confidence level; financial capital- obtaining additional income; and social capital- role of a business mentor, impact of a business mentor, ability to achieve goals and succeed endeavor to test the correlation of the dependent variable, capital resources; and to determine self efficacy.

Selection of Subjects

The sample population of the study was 500 aspiring ethnic female entrepreneurs. The sample participants included African American (Black) and Hispanic/Latino aspiring and current female entrepreneurs (five years or less) who operate or intend to operate business in the Atlanta metropolitan area. Of the 500 administered survey questionnaires, return responses were 167, with 163 completed surveys and 4 incomplete surveys, a 30% return rate. Some of the data collected for this study may not be accurate. According to Schonalua, Frickler and Elliott (2002) and cited by Trudel (2009), survey responses may
range from six to 68 percent. The sample representation involved the following: Ethnic females (African American \(N=65\)); Hispanic/Latino females \(N=78\) represented in the population of start-up entrepreneurs. Caucasian/White \(N=12\), Asian \(N=4\) and others \(N=4\); and 3\% males who were not included in the results of the study.

Initially, in late November, only one-fourth of potential participants responded to the survey in an expected time frame (two weeks). The Thanksgiving and Christmas Holiday season of 2010 was a possible reason for delayed responses. Initially, 10-day reminders were sent at three (3), five (5) and 10 days intervals. By early January 2011, reminders were sent to survey participants in 10 day intervals until the final close-out of the survey in early March. The total response time was three and one-half months.

The sample chosen for this study originated from WEOP female affiliates and was administered by WEOP’s Founder and Executive Director A. Ball. A survey of ethnic females was to obtain a representative sample of female entrepreneurs and small business owners. The study was to examine aspiring and current female entrepreneurs of Atlanta, Georgia. The administering of the surveys was by WEOP to women affiliates: members, women groups, ethnic groups, social networks sites, ethnic group meeting and ethnic focused events. The deploying of the web based survey was via a web-base electronic survey link administered by WEOP overseen by a web master. Survey participants were able to click on the web-link that allowed participants direct access to the survey questionnaire.

Letters of permission (Appendix C) to administer a survey instrument for research purposes with questions regarding capital experiences were submitted to the Women Business Development Centers (WEOP, NAWBO, WEDA, The Edge, Inc., and GWBC)
Atlanta chapters. A sample survey questionnaire to 10 random participants via the web email to a sample of ethnic females was sent to capture data on capital and capital resources by ethnic females. The administering of the survey questionnaire (with permission) was granted by WEOP. The online survey for data collections was submitted along with an informed consent and from females attending business center meetings, gatherings, events, and social networking sites (LinkedIn, Facebook and MySpace); and ethnic hosted meeting groups and ethnic focused events. A survey for sampling of potential and current entrepreneurs was submitted via a web link, along with a consent form that directed participants to the actual survey questionnaire. After the sample survey, WEOP administered the survey to 500 willing participants. The researcher gathered survey data from social sites, female and ethnic events.

The following questions are a part of the survey intended for this study. Permission to use and modify the deployed survey instrument was granted by Chen, Gully and Eden (2004). The survey questions from the NGSE survey instrument was beneficial for this study (see Appendix A) along with slight modifications without completely altering the instrument, which would have caused a new validation of the instrument. Since prior permission was granted from the originators of the instrument, only needed revisions were made to the instrument.

**Ethical Considerations**

Prior to conducting this study, the researcher followed the protocol outlined by the Collaborative Institutional Initiative (CITI) program for the protection of human subjects. The researcher submitted an application for review and approval of the survey and methodology to the Institutional Review Board (IRB). The identities of the survey
participants were not shared with the researcher. Only survey responses were shared with
the researcher. No identifying information appeared on the survey instrument.

The researcher secured permission to use the validated NGSE survey instrument
from Gully, Chen and Eden (2001). The researcher secured permission from the Director
of WEOP to conduct the study and proctor the survey. A ‘consent form’ was submitted as
part of the online survey and a hard copy of the consent form was attached to manual
surveys. Both electronic and manual ‘consent form’ purpose was to obtain participant
consent and to inform participants of confidentiality of the survey. Further, the consent
form was to outline participant rights’ as voluntary and the right to curtail participation at
any time. The electronic survey was setup where participants could only click one
response to each question without a way to alter information or reveal identifying
information. The manual consent form informed participants not to place any identifying
information on the survey. Both electronic and manual consent forms provided
information helpful for participants to understand the purpose of the survey.

The survey responses from the survey questionnaire were unknown and
confidential. Summarizing and analyzing data was necessary to obtain results from the
sample of female participants. The collected data was stored in a safe, secure locked
office location of the researcher and the survey results were shredded. The dissertation
results were provided to Executive Director Ball and WEOP stakeholders.

Instrumentation

After careful consideration, and with permission from Chen, et al. (2001), the
researcher modified the validated New General Self Efficacy (NGSE) questionnaire
survey instrument (Chen, Gully & Eden, 2001). Modifications of the questions were
necessary to gather needed questions for this study. The General Self Efficacy questions were the same as the original NGSE questions, on a Five (5) Point Likert Type Scale. Questions ranged from strongly disagree to strongly-agree. The survey instrument was beneficial for this correlation study. Chen’s NGSE instrument was for organizational and business research and the result of a reliability and validity examination of the general self-efficacy scale (SGSE) by Sherer (1982). Initially Chen et al. addressed ambiguity, clarity and validity of the SGSE scale in three research studies, but found that the NGSE was more internally consistent and one dimensional in its measurement of general self-efficacy than the SGSE instrument (Chen, et al. 2001).

The modified questions for this study involved 18 questions. Section I included questions 1-8 related to professional and demographic information. Section II included questions 1-2 related to capital and capital resources (mentoring experiences); and Section III was not modified and included all original questions 1-8 from the NGSE, General Self Efficacy questions relating to entrepreneurship, all using a five (5) point Likert Type Scale. Permission to oversee the survey was from Executive Director A. Ball of Women Employment Opportunity Project (WEOP) Atlanta, Georgia. The researcher provided results of the survey findings to stakeholders.

The quantitative approach to this study involved a correlation to determine the relationship of capital and capital resources beneficial for ethnic females seeking capital for start-up businesses. An analysis of the data was determined using SPSS. The rationale for using quantitative research was to collect data by administering of the survey to help gain feedback of capital and capital resources beneficial for entrepreneurs. Quantitative research is beneficial and contributes to this study.
Validity and Reliability

Validity of the instrument, described by Cooper and Schindler (2003) is the extent to which a test measures what is actually intended to measure. The New General Self Efficacy (NGSE) was developed for organizational and business research and was validated and tested by Chen, Gully and Eden in 2001. Chen et al (2001, 2004) used the Single General Self Efficacy (SGSE) instrument in prior studies to measure general self-efficacy in female entrepreneurs. The instrument revealed discrepancies, creating a need to develop the NGSE. The NGSE was tested and validated and was used in several studies (Chen et al, 2001, 2004; Chen, & Klimoski, 2003; and Baderman, 2009). The researcher was granted permission from Chen, Gully and Eden to use the validated NGSE instrument.

The NGSE scale and the SGSE scale scored on a 5-point Likert-type scale similar to that used for the English versions with a 28 question items on leadership measures developed by Eden et al. (2000) to capture one’s belief with regard to one’s ability to perform specific leadership behaviors successfully. The behaviors included in the scale was based on previous research on managerial leadership and were scored on a 5-point Likert-type scale from strongly disagree (1) to strongly agree (5) with a reliability of .92 and .94 at consistent results.

A different study by Chen, Gully and Eden (2004) explored a possible correlation between two variables, mentoring as the independent variable and perceived general self-efficacy as the one dependent variable. In 2003, Chen and Klimoski examined the impact of expectations on newcomer performance in teams, work characteristics, social exchanges and empowerment.
During a study by Baderman (2009), the NGSE instrument was used to conduct a similar non-experimental study of female entrepreneurs to explore a possible correlation between mentoring and perceived general self-efficacy. Baderman included the deployment of a descriptive survey that allowed for the identification of characteristics of the sample population, and the measurement of the perceptions of mentoring and perceived general self-efficacy. The instrument was beneficial in providing data for subgroups of participants and identifying outliers inconsistent with female entrepreneur business owners. The instrument was pilot tested for reliability by sending it electronically to 10 college personnel of a local institution to ensure a common understanding of the questions, and that electronic deployment was as intended. NAWBO administered the survey with access to NAWBO administrative e-mail and address distribution lists. A notification announcement was available to prospective NAWBO respondents (Baderman, 2009).

According to Van Selm and Jankowski (2006), this approach could increase response rates. NAWBO administered the surveys to all Arizona NAWBO members electronically via e-mail, using an embedded link to a Web survey with a requested completion date of 2 weeks. The Web-based survey used radio buttons for ease of response and simplicity of submission after completion. A letter of explanation with a statement of confidentiality was included with the survey e-mail. The completed Web survey was via an alternate site set up by the researcher to protect the confidentiality of the participants. The survey was available at the monthly membership meeting for members who preferred to fill out the survey manually (Baderman, 2009).
Assumptions

According to Trudel (2009), web-based survey response time may be three and one-half days compared to paper surveys in which the average response time is nine and one third days. Contrary to Trudel, WEOP’s administrator launched the survey via an electronic newsletter during the Fall Holiday season (Thanksgiving) with a clickable electronic link to the survey. Initially, only a few participants responded to the survey during the initial launching, possibly due to the Thanksgiving, Christmas, 2010 and New Year, 2011 Holidays of the first two months of the survey available online. Only one-fourth of the survey responses were completed during WEOP’s Holiday seasonal events. Ten day survey reminders were via the online web-survey link. During a period from mid-January to early March, the researcher collected final responses via a web-based survey link and during WEOP events.

The following assumptions may be relevant to this study: not all participants may have responded to questions honestly, all participants may have not been current or aspiring female entrepreneurs from metropolitan Atlanta, Georgia. Not all participants were representative as ethnic females; twelve of the responses to surveys were represented as White/Caucasian females. Two of the surveys were represented as males, but were not included in the data results. The participant responses to the surveys may have been inaccurate.

Procedures

Since human subjects were willing participants in the survey, the researcher submitted all required documentation along with an IRB application for review and approval of the survey and its methodology to the Institutional Review Board (IRB). The
researcher searched for validated instruments from prior studies to support this study. During the research of articles process, the researcher located the NGSE validated survey tool used by Chen, Gully and Eden (2001, 2004); and Baderman (2009) used during prior studies. After several attempts, the researcher received written approval from researchers Chen, Gully and Eden to use the validated NGSE instrument. The researcher also sought out several women groups to proctor the study. The researcher submitted letters via U.S. mail to women agencies requesting permission for administering surveys. Letters of request were sent to Atlanta Women Business Centers, (WBC) Women Economic Development Agency, (WEDA), Georgia Women Business Council (GWBC), Women Employment Opportunity Project (WEOP), The Edge, Inc., and other women affiliates to obtain permission for overseeing and administering survey questionnaires.

After several attempts of contacting an overseer, the researcher was granted permission from WEOP’s Founder and Executive Director, A. Ball to oversee and proctor the study. WEOP provides training and technical support to promote female entrepreneurship. Prior to submitting an IRB application to the IRB committee, the researcher completed the Collaborative Institutional Training Initiative (CITI). The CITI certificate was needed for submission along with the Argosy University IRB application and consideration to begin the research process.

After obtaining written approval for the deployed instrument and proctoring of the survey, the researcher presented an oral proposal to the dissertation committee for review and approval to submit an application to the IRB committee. The dissertation proposal defense included presenting chapters one through three, introduction, literature review and proposed methodology to the approved dissertation committee. After the proposal
defense, the researcher followed protocol by completing and submitting application for review and approval of the survey and its methodology to the Institutional Review Board (IRB). Once the IRB board reviewed the application, approval was granted to the researcher to begin the survey research of the study.

Before the initial launching of the official survey, the administrator launched a pilot test of the questionnaire instrument to 8-10 participants to ensure readability of the questions and to address technical concerns with the online survey link. Participant responses self identified as being between the ages of 18-50 or over and a member of one of the ethnic groups for this study. The participants were affiliated with the women’s organization WEOP and or its affiliations within the Atlanta metropolitan area. All participants of the survey remained anonymous.

**Data Processing and Analysis**

The data collection procedure in this study adopted a quantitative methodology. The data were collected via an online link to the survey using the deployed NGSE survey instrument by Chen, Gully and Eden (2001, 2004) to collect data responses. WEOP proctored the surveys to its in-house database and affiliations of social networks and ethnic hosted functions and events; designated by the administrator to a sample of 500 willing participants for data collections. The confidential survey questionnaire along with a consent form was available via an online web-based survey link, *Constant Contact* and administered by WEOP. Participant responses to the survey involved three sections: Section I: included questions 1-8 related to demographic (gender, ethnic group, age, and location); and professional information (entrepreneur status, length of time in business, type of business. Section II: included questions 1-2 related to human capital, social
capital-mentoring; and financial capital; Section III: included questions 1-8 General Self-Efficacy questions relating to Self-Efficacy. A consent form was included with the survey. An estimated time to complete the survey was 10 to 15 minutes. All participants of the survey were unidentified.

The quantitative approach to the study was helpful in obtaining a correlation between capital and capital resources needed by female entrepreneurs. Survey responses were a total of 163 completed surveys with 103 electronic responses and 60 manual survey responses. The WEOP administrator collected the online survey data via an online data link, Constant Contact. The paper surveys along with a consent form were available during WEOP meetings and proctored by WEOP’s administrator. At the close-out and completion of the survey, WEOP’s administrator submitted all 103 of the collected online confidential data results to the researcher in a secure online document via email and printed report; and all 60 of the completed paper surveys in a sealed envelope for data analysis. Of the 163 surveys collected, four of the surveys were incomplete. In an effort to safeguard the collected data responses, the responses were unidentified and only submitted to the researcher for analysis of the data.

The collected data were sorted for preparation; and entered into the SPSS data file manually for data analysis. A statistical analysis of the retrieved data was necessary using the Statistical Package for Social Sciences (SPSS) software to determine relationships of capital and capital resources. Creswell (2003) believes that survey design provides a quantitative or numeric description of trends, attitudes, or opinions of a population by studying a sample of that population.
After data analysis, the researcher stored the collected responses in a secure locked location in the researcher’s possession until completion of all doctoral dissertation requirements. No one else had access to the stored data other than the researcher. The researcher disposed of the surveys through shredding and discarding each of the surveys. The researcher did not disclose or publish any identifiable information. The researcher presented all results as collective, summary data.

To test the null hypotheses, the researcher performed ANOVA ‘F’ Statistic tests to compare the constructs of human capital, financial capital and social capital group means. This process provided the researcher with the ‘F’ test for comparison of variables. The data were further analyzed using correlation and regression analysis to determine the relationship of three (3) independent variables to one (1) dependent variable. The research questions are as follows:

1. Is there a relationship between human capital and capital resources for start-up business?
2. Is there a relationship between financial capital and capital resources for start-up business?
3. Is there a relationship between social capital and capital resources for start-up business?

In order to answer the research questions effectively, three research questions and three null hypotheses were examined. Of the three main hypotheses there were nine (9) sub-hypotheses relating to capital examined for this study. All nine of the null hypotheses were rejected and are as follows:
**Human Capital**

1. $H_{01_a}$ Human capital variable-*duration of business*-there is no relationship between duration of business and capital resources.

2. $H_{01_b}$ Human capital variable-*entrepreneurial status*-there is no relationship between entrepreneurial status and capital resources.

3. $H_{01_c}$ Human capital variable-*type of business sector*-there is no relationship between type of business sector and capital resources.

4. $H_{01_d}$ Human capital variable-*confidence level of obtaining capital*-there is no relationship between confidence level of obtaining capital and capital resources.

**Financial Capital**

5. $H_{02}$ There is no relationship between *obtaining additional income* for business and capital resources.

**Social Capital**

6. $H_{03_a}$ There is no relationship between *role of business mentor* and capital resources for start-up businesses.

7. $H_{03_b}$ There is no relationship between *impact of business mentor* and capital resources for start-up businesses.

8. $H_{03_c}$ There is no relationship between *ability to achieve goals* and capital resources for start-up businesses.

9. $H_{03_d}$ There is no relationship between *succeed endeavor* and capital resources for start-up businesses.
The researcher reviewed all of the SPSS data results for analysis to determine if the responses answered the research questions. A discussion of the data results and findings for each question appear in chapter four.

An analysis of the study revealed the correlation of capital and capital resources; answering three research questions. This study and prior findings suggests ethnic female entrepreneurs face challenges in obtaining capital and access to capital resources for small start-up businesses (Kauffman Index, 2001). This study specifically focused on African American (Black) and Hispanic/Latino female entrepreneurs. An analysis and review of previous studies of female entrepreneurs was useful for this study. Collected and existing data is beneficial for this study. The survey questions tested the relationship of capital and capital resources. Furthermore, the questions prove sufficient for this study to unveil reasons African American and Hispanic female entrepreneurs encounter challenges in obtaining capital and access to capital resources.

Chapter 3 discussed a brief summary of Chapter 1 and 2, and the design approach for the study; a quantitative correlation approach to capital and capital resources. The instrumentation for the survey responses was a validated questionnaire, NGSE from a prior study by Chen, 2001, 2004, and administered by WEOP, Atlanta, Georgia. A sample of the questionnaire was available using a web-based survey link for survey responses via the Internet. The researcher requested and was granted permission from Executive Director, A. Ball of WEOP to administer the survey. The data was collected and analyzed using SPSS software. Data results are available for WEOP stakeholders.

The purpose of the quantitative approach was to survey female entrepreneurs to determine the relationship of capital and capital resources for start-up business. The data
collected was useful in this study. An analysis of the study contributes to educating and increasing aspiring female entrepreneurs’ awareness of available capital and access to capital resources. Females who are knowledgeable and educated in locating capital resources (access to capital) may be prime candidates for obtaining capital for business, and contributors of job creation, business, and economic growth.

**Summary**

Chapter three provided an in-depth overview and description of the methodology for this study. The methodology involved an introduction to the chapter, a research design, description of survey process, selection of participants, instrumentation, limitations and the procedures. The data obtained was influential in addressing the questions relating to entrepreneurs and capital and determine a relationship of capital and capital resources; and self-efficacy.
CHAPTER FOUR: FINDINGS

Introduction

This chapter provides responses and analyzed data results from the NGSE survey instrument. Ethnic (African American and Hispanic) female participants were surveyed to determine a correlation of capital and capital resources beneficial for start-up business. The survey instrument consisted of 18 highly informative items, designed for electronic deployment in a click design as well as manual responses. The goal was to keep the survey short in an effort to reduce participant fatigue and increase the number of respondents.

Restatement of Purpose

The purpose of this study was to determine the relationship between capital (human, financial, social) and capital resources (networks to access capital for business, e.g. professional relationships, mentoring/confidence building support groups, social networks, events, organizations, institutions, venture capitalist, et. al) beneficial for start-up entrepreneurs. Further, the purpose was to determine the perceived general self-efficacy of ethnic female entrepreneurs. The study focused on minority (African American, and Hispanic) female entrepreneurs. The intent of this study was for ethnic females to gain an insight of capital and tap into various support networks and diversity programs that assist females for business purposes. Women organizations are contributors in helping females in a local economy (CWBR, 2008).

Analysis of Responses

An analysis of the study revealed the correlation of capital and capital resources; answering three research questions. Ethnic female entrepreneurs face challenges in
obtaining capital and access to capital resources for small start-up businesses. This study specifically focused on African American (Black) and Hispanic/Latino female entrepreneurs. A total of 18 questions were included on the survey. Section I included questions 1-8 that provided for single multiple-choice answers and tested for representativeness of this study. Areas explored included level of education, age, previous experience, ownership, capital sources, type of business, (whether a business is start-up or established), and experience as an entrepreneur. Section II included questions 1-2 that identified the presence of current or previous mentoring relationships. Respondents were directed to select one answer from a multiple-choice question design.

Section III, included 1-8 questions and were in regard to general self-efficacy characteristics through a multiple choice question design. Respondents selected one answer from a 5-point Likert Type scale using 1 (strongly agree), 2 (agree), 3 (neutral), 4 (disagree), and 5 (strongly disagree) ease of participant use and coding.

A consent form was included in the e-mail deployment of the survey, as well as manual surveys according to the dissertation survey guidelines. The following research questions were the focus of this study:

**Research Questions**

RQ1: Is there a relationship between human capital and capital resources for start-up business?

RQ2: Is there a relationship between financial capital and capital resources for start-up business?

RQ3: Is there a relationship between social capital and capital resources for start-up business?
Demographic Results

This study administered 500 surveys to willing participants with a return of 163 complete surveys and four incomplete surveys, a 30% response rate over a four (4) month period. A total of 167 surveys were collected, and of the 167 surveys collected, only 163 participants completed the surveys entirely. Everyone consented to the survey.

Participant results reveal descriptive of demographic results as follows:

*Gender*-Participants in the study were requested to provide their gender. Although a female study, the assumption was that male entrepreneurs may have taken the study. Of the 163 participants surveyed, 97% reported as females and 3% reported as males but were not inclusive in the findings.

*Ethnicity*-Of the 163 surveys collected, the demographics of the survey involved 65 African American/Black or 39.9%; 78 Hispanic/Latinos or 47.9%, 12 Caucasian/White or 7.4%; four (4) Asians or 2.5% and 4 or 2.5% other or unknown groups. The specific numbers of respondents can be seen in Table 8.

Table 8

<table>
<thead>
<tr>
<th>Ethnicity (N=163)</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black/African American</td>
<td>65</td>
<td>39.9</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>78</td>
<td>47.9</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>12</td>
<td>7.4</td>
</tr>
<tr>
<td>Asian</td>
<td>4</td>
<td>2.5</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>2.5</td>
</tr>
<tr>
<td>Total</td>
<td>163</td>
<td>100.0</td>
</tr>
</tbody>
</table>
Years of Education - The survey requested participants to indicate the number of years of education completed. The participant responses received were as follows: completed high school 17 or 10.4%; some college 38 or 23.3%; 41 or 25.2% indicated as having a bachelor’s degree; 43 or 26.4% indicated as having a graduate degree; and 24 or 14.7 indicated other.

Table 9

<table>
<thead>
<tr>
<th>Years of Education (N=163)</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>17</td>
<td>10.4</td>
</tr>
<tr>
<td>Some College</td>
<td>38</td>
<td>23.3</td>
</tr>
<tr>
<td>Bachelor Degree</td>
<td>41</td>
<td>25.2</td>
</tr>
<tr>
<td>Graduate Degree</td>
<td>43</td>
<td>26.4</td>
</tr>
<tr>
<td>Degree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>24</td>
<td>14.7</td>
</tr>
<tr>
<td>Total</td>
<td>163</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Age: The survey requested participants to indicate their age range. The age level of participants in the survey ranged from 18-25; 26-30; 31-40; and 51 and over. The participant responses were as follows: Nine participants between the ages of 18-25 (5.5%); 29 participants between the ages of 26-30; 41 participants between the ages of 31-40; 37 participants between the ages of 41-50; and 47 participants 51 and over with the highest responses.

Table 10

<table>
<thead>
<tr>
<th>Age (N=163)</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-25 years</td>
<td>9</td>
<td>5.5</td>
</tr>
<tr>
<td>26-30 years</td>
<td>29</td>
<td>17.8</td>
</tr>
<tr>
<td>31-40 years</td>
<td>41</td>
<td>25.2</td>
</tr>
<tr>
<td>41-50 years</td>
<td>37</td>
<td>22.7</td>
</tr>
<tr>
<td>51+ years</td>
<td>47</td>
<td>28.8</td>
</tr>
<tr>
<td>Total</td>
<td>163</td>
<td>100.0</td>
</tr>
</tbody>
</table>
Demographics

The results of the metropolitan Atlanta demographic participant responses for female entrepreneurial locations are shown in Table 11 with female participants as follows: (44) other metropolitan cities; (10) Atlanta, (10) Buford, (10) Buckhead, (10) Doraville, (10) Sandy Springs, (8) Gainesville, (6) Alpharetta, (6) Clarkston, (6) Gainesville, (6) Tucker, (4) Decatur, (4) Duluth, (4) Smyrna, (3) Covington, (3) Dawsonville, (3) East Point, (3) Lake Lanier, (3) Lawrenceville, (2) Austell, (2) Chamblee, (2) Conyers, (2) Douglasville, (2) Hampton, and (2) Marietta. The following cities all had one (1) female participant indicating current or potential business; Carrollton, College Park, Dexter, Dunwoody, Griffin, Kennesaw, Jonesboro, Kennesaw, Lake Oconee, Lilburn, Loganville, Mableton, McDonough, Norcross, Sandy Plains, Snellville, Stockbridge, Stone Mountain, and Union City.
Table 11

*Location of Business*

<table>
<thead>
<tr>
<th>Location</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alpharetta</td>
<td>5</td>
<td>3.1</td>
</tr>
<tr>
<td>Atlanta</td>
<td>10</td>
<td>6.1</td>
</tr>
<tr>
<td>Austell</td>
<td>2</td>
<td>1.2</td>
</tr>
<tr>
<td>Buckhead</td>
<td>6</td>
<td>3.7</td>
</tr>
<tr>
<td>Buford</td>
<td>8</td>
<td>4.9</td>
</tr>
<tr>
<td>Carrollton</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Chamblee</td>
<td>2</td>
<td>1.2</td>
</tr>
<tr>
<td>Clarkston</td>
<td>5</td>
<td>3.1</td>
</tr>
<tr>
<td>College Park</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Conyers</td>
<td>2</td>
<td>1.2</td>
</tr>
<tr>
<td>Covington</td>
<td>3</td>
<td>1.8</td>
</tr>
<tr>
<td>Cummings</td>
<td>2</td>
<td>1.2</td>
</tr>
<tr>
<td>Dawsonville</td>
<td>3</td>
<td>1.8</td>
</tr>
<tr>
<td>Decatur</td>
<td>4</td>
<td>2.5</td>
</tr>
<tr>
<td>Dexter</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Doraville</td>
<td>6</td>
<td>3.7</td>
</tr>
<tr>
<td>Douglasville</td>
<td>2</td>
<td>1.2</td>
</tr>
<tr>
<td>Duluth</td>
<td>4</td>
<td>2.5</td>
</tr>
<tr>
<td>Dunwoody</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>East Point</td>
<td>3</td>
<td>1.8</td>
</tr>
<tr>
<td>Gainesville</td>
<td>5</td>
<td>3.1</td>
</tr>
<tr>
<td>Griffin</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Hampton</td>
<td>2</td>
<td>1.2</td>
</tr>
<tr>
<td>Jonesboro</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Kennesaw</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Lake Lanier</td>
<td>3</td>
<td>1.8</td>
</tr>
<tr>
<td>Lake Oconee</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Lawrenceville</td>
<td>3</td>
<td>1.8</td>
</tr>
<tr>
<td>Lilburn</td>
<td>1</td>
<td>.6</td>
</tr>
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<td>Loganville</td>
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<td>.6</td>
</tr>
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<td>Mableton</td>
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<tr>
<td>Macon</td>
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<td>.6</td>
</tr>
<tr>
<td>Marietta</td>
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<td>1.2</td>
</tr>
<tr>
<td>McDonough</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Norcross</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Roswell</td>
<td>3</td>
<td>1.8</td>
</tr>
<tr>
<td>Sandy Plains</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Sandy Springs</td>
<td>6</td>
<td>3.7</td>
</tr>
<tr>
<td>Smyrna</td>
<td>4</td>
<td>2.5</td>
</tr>
<tr>
<td>Snellville</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Stockbridge</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Stone Mountain</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Tucker</td>
<td>5</td>
<td>3.1</td>
</tr>
<tr>
<td>Union City</td>
<td>1</td>
<td>.6</td>
</tr>
<tr>
<td>Other Metro</td>
<td>44</td>
<td>27.0</td>
</tr>
<tr>
<td>Total</td>
<td>163</td>
<td>100.0</td>
</tr>
</tbody>
</table>

**Analysis of Research Questions, Hypotheses, and Survey Responses**

In an effort to determine if a correlation exists between capital and capital resources, the data was input into SPSS to analyze the data and test each survey response to the research questions and each hypothesis. The researcher tested three research questions; with nine sub questions relating to capital. Research question one relates to human capital with four sub questions relating to human capital. Research question two relates to financial capital with one sub question relating to financial capital. Question
three relates to social capital with four sub questions relating to social capital. The researcher used ‘F’ statistics to test hypotheses. The researcher further analyzed the data using regression analysis, $R^2$. An analysis of the survey responses are as follows:

**Research Question One**

RQ1: Is there a relationship between human capital and capital resources for start-up business?

**Hypotheses One**

$H_01$: There is no relationship between human capital and capital resources for start-up business.

Hypothesis $H_01_a$: Duration of Business vs. Capital Resources

Hypothesis $H_01_b$: Entrepreneurial Status vs. Capital Resources

Hypothesis $H_01_c$: Type of Business sector vs. Capital Resources Sought

Hypothesis $H_01_d$: Confidence Level of Obtaining Capital vs. Capital Resources

All of the null hypotheses were rejected, thus demonstrating the benefit of using ‘F’ statistics. Making multiple comparisons increases the possibility of finding associations by chance. In effect, there is a statistically significant relationship between capital and capital resources.

*Duration of Business.* Participants of the study were asked, how long have you been in business? Participants could choose from one of five responses: 1) three years or more in business, 2) one to two years in business, 3) less than one year in business, 4) intend to start a business in the near future, and 5) unsure if plan to start a business in the near future. The data were analyzed using statistical analysis for social sciences (SPSS) to obtain a one way analysis of variance (ANOVA) of ‘F’ statistics to test the hypothesis.
**Hypothesis H₀₁ₐ: Duration of Business vs. Capital Resources Sought**

Upon running the data for the sample population (N=162). F (4, 158) = 6.037, p<0.05. The Table F statistic is 2.428885. The F calculator (6.037) is greater than the F Table (2.428885). Therefore H₀₁ₐ is rejected, meaning there is a statistically significant relationship between duration of business and capital resources. A correlation testing revealed a relationship between duration of business and capital resources sought (Table 12).

Table 12

**Duration of Business vs. Capital Resources Sought**

<table>
<thead>
<tr>
<th></th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>48.771</td>
<td>4</td>
<td>12.193</td>
<td>6.037</td>
<td>.000</td>
</tr>
<tr>
<td>Within Groups</td>
<td>319.131</td>
<td>158</td>
<td>2.020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note. *p<.05.**p<.001.N=163

As shown in Table 13, 25.8% of the variance between capital resources and duration of business is explained by this model. Based on the current sample, R² suggests 6.6% of the variance in capital resources can be accounted for by duration of business. This relationship was statistically significant at the .001 level.
Table 13

*Human Capital-Duration of Business and Capital Resources Sought*

<table>
<thead>
<tr>
<th>Model Summary</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Adjusted R</td>
</tr>
<tr>
<td>Model</td>
<td>R</td>
</tr>
<tr>
<td>1</td>
<td>.258(^a)</td>
</tr>
<tr>
<td>a. Predictors: (Constant), Duration of Business</td>
<td></td>
</tr>
</tbody>
</table>

**ANOVA**

<table>
<thead>
<tr>
<th>Model Summary</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
<td>Regression</td>
<td>24.434</td>
<td>1</td>
<td>24.434</td>
<td>11.453</td>
</tr>
<tr>
<td>Residual</td>
<td>343.468</td>
<td>161</td>
<td>2.133</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Predictors: (Constant), Duration of Business</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Dependent Variable: Capital Resources Sought</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Entrepreneurial Status.* Participants of the study were asked their entrepreneurial status. Participants could only choose from one of five responses; prior to seeking entrepreneurial capital or capital resources for business: 1) I was (or is currently employed) by another business for five years or more? 2) I was (or is currently employed) by another business for two years or less? 3) I was and (or is currently) self-employed and/or part owner of a business? 4) I have only worked part-time or on (temporary or voluntary) assignments? 5) I am currently unemployed or have been unemployed for over six months? The data was analyzed using statistical analysis for social sciences (SPSS) to obtain a one way analysis of variance (ANOVA) of ‘F’ statistics to test the hypothesis.
Hypothesis $H_{01b}$: Entrepreneurial Status vs. Capital Resources Sought

Upon running the data for the sample population ($N=162$). $F(4,158) = 6.303$, $p<0.05$. The Table F statistic is 2.428885. The F calculator (6.303) is greater than the F Table (2.428885). Therefore $H_{01b}$ is rejected, meaning there is a statistically significant relationship between entrepreneurial status and capital resources sought. A correlation testing revealed the following results for entrepreneurial status and capital resources sought.

Table 14

**Entrepreneurial Status vs. Capital Resources Sought**

<table>
<thead>
<tr>
<th></th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>50.626</td>
<td>4</td>
<td>12.656</td>
<td>6.303</td>
<td>.000</td>
</tr>
<tr>
<td>Within Groups</td>
<td>317.276</td>
<td>158</td>
<td>2.008</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Note. *$p<.05$. **$p<.001$. N=163

As shown in Table 15, 27.1% of the variance between capital resources and entrepreneurial status is explained by this model. Based on the current sample, $R^2$ suggests 7.3% of the variance in capital resources can be accounted for by entrepreneurial status. This relationship was statistically significant at the .001 level.
Table 15

*Human Capital-Entrepreneurial Status and Capital Resources Sought*

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.271&lt;sup&gt;a&lt;/sup&gt;</td>
<td>.073</td>
<td>.068</td>
<td>1.455</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Entrepreneurial Status

**ANOVA**

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>26.997</td>
<td>1</td>
<td>26.997</td>
<td>12.750</td>
<td>.000&lt;sup&gt;a&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td>340.905</td>
<td>161</td>
<td>2.117</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Entrepreneurial Status

b. Dependent Variable: Capital Resources Sought

*H<sub>0</sub>I<sub>c</sub> -Type of Business Sector.* Participants of the study were asked the question, what type of business or non-business sector are you seeking to operate or currently operate?

Participants could only choose from one of five responses as follows: 1) retail or wholesale trade; 2) personal, professional, scientific, or technical services (including personal, business repair, including personal, business repair, auto, health, legal, social, consulting); 3) finance, insurance, real estate; 4) transportation (warehousing, utilities, communications); none of these or not sure.

As shown in Table 16, the data was analyzed using statistical analysis for social sciences (SPSS) to obtain a one-way analysis of variance (ANOVA) of ‘F’ statistics to test the hypothesis.
Table 16

Hypothesis $H_0$: Type of Business sector vs. Capital Resources Sought

<table>
<thead>
<tr>
<th></th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>118.726</td>
<td>4</td>
<td>29.682</td>
<td>18.821</td>
<td>.000</td>
</tr>
<tr>
<td>Within Groups</td>
<td>249.176</td>
<td>158</td>
<td>1.577</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Note.* *p*<.05. **p*<.001. N=163

Hypothesis $H_0$: Type of Business sector vs. Capital Resources Sought

Upon running the data for the sample population (N=162). $F (4, 158) = 18.821$, $p<0.05$. The table $F$ statistic is 2.428885. The $F$ calculator (18.821) is greater than the $F$ Table (2.428885). Therefore $H_0$ is rejected, meaning there is a statistical significant relationship between type of business and capital resources. A correlation testing revealed the following results for type of business and capital resources sought:

As shown in Table 17, 54.7% of the variance between capital resources sought and type of business sector is explained by this model. Based on the current sample, $R^2$ suggests 2.99% of the variance in capital resources can be accounted for by type of business sector. This relationship was a statistically significant at the .001 level.
Table 17

**Hypothesis H01c: Type of Business sector vs. Capital Resources Sought**

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.547(^a)</td>
<td>.299</td>
<td>.295</td>
<td>1.266</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Type of Business Sector

<table>
<thead>
<tr>
<th></th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regression</td>
<td>109.975</td>
<td>1</td>
<td>109.975</td>
<td>68.647</td>
<td>.000(^a)</td>
</tr>
<tr>
<td>Residual</td>
<td>257.927</td>
<td>161</td>
<td>1.602</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Type of Business Sector
b. Dependent Variable: Capital Resources Sought

**H01d: Confidence Level of Obtaining Capital:** Participants could only choose from one of five responses that most applied to their current situation to determine their confidence level of obtaining capital. The five questions were as follows: my confidence level will be affected positively if? 1) I could obtain start-up capital; 2) I could obtain additional income source (s) to continue my existing business; 3) I had knowledge of available resources (social networks, training programs, mentorships, organizations) for access to capital; 4) I had knowledge of what it takes to start a business; 5) I knew how to seek out venture capitalists or other capital sources.

As shown in Table 18, the data was analyzed using statistical analysis for social sciences (SPSS) to obtain a one-way analysis of variance (ANOVA) of ‘F’ statistics to test the hypothesis.
Table 18

Hypothesis $H_{01d}$: Confidence Level of Obtaining Capital vs. Capital Resources Sought

<table>
<thead>
<tr>
<th></th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>52.398</td>
<td>4</td>
<td>13.100</td>
<td>6.560</td>
<td>.000</td>
</tr>
<tr>
<td>Within Groups</td>
<td>315.503</td>
<td>158</td>
<td>1.997</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Note.* *p*<.05. **p**<.001. N=163

Upon running the data for the sample population (N=162), \(F(4, 158) = 6.560\), *p*<0.05. The Table F statistic is 2.428885. The F calculator (6.560) is greater than the F Table (2.428885). Therefore, $H_{01d}$ is rejected, meaning there is statistically significant relationship between confidence level of obtaining capital and capital resources.

A correlation testing revealed the following results for confidence level of obtaining capital and capital resources.

As shown in Table 19, 34% of the variance between capital resources sought and confidence level of obtaining capital is explained by this model. Based on the current sample, $R^2$ suggests 11.5% of the variance in capital resources can be accounted for by type of business sector. This relationship was a statistically significant at the .001 level.
Table 19

**Human Capital-Confidence Level and Capital Resources Sought**

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.340</td>
<td>.115</td>
<td>.110</td>
<td>1.422</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Confidence Level

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>42.439</td>
<td>1</td>
<td>42.439</td>
<td>20.994</td>
<td>.000</td>
</tr>
<tr>
<td>Residual</td>
<td>325.462</td>
<td>161</td>
<td>2.022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Confidence Level
b. Dependent Variable: Capital Resources Sought

**Research Question Two**

RQ2: Is there a relationship between financial capital and capital resources for start-up business?

**Hypothesis Two**

H₀₂: There is no relationship between financial capital-obtaining additional income and capital resources for start-up business.

H₁₂: There is no relationship between obtaining additional income and capital resources for start-up business.

**Obtaining Additional Income.** Participants were asked to respond to one of five choices on a five point Likert-like type scale to determine if having obtaining additional income would impact their business success. The question was, having additional income source (s) is likely to make my business (es) a success: 1) strongly agree; 2) agree; 3) do
not agree; 4) disagree; 5) strongly agree.

As shown in Table 20, the data were analyzed using statistical analysis for social sciences (SPSS) to obtain a one way analysis of variance (ANOVA) of ‘F’ statistics to test the hypothesis. As shown in Table 21, 31% of the variance between capital resources sought and having additional income sources is explained by this model. Based on the current sample, $R^2$ suggests 9.6% of the variance in capital resources can be accounted for by additional income sources. This relationship was a statistically significant at the .001 level.

Table 20

*Additional Income Sources*

<table>
<thead>
<tr>
<th>Capital Resources Sought</th>
<th>ANOVA</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Sum of Squares</td>
</tr>
<tr>
<td>Between Groups</td>
<td>63.237</td>
</tr>
<tr>
<td>Within Groups</td>
<td>304.665</td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
</tr>
</tbody>
</table>

*Note. *p<.05 **p<.001 N=163*

**Hypothesis H02: Obtaining Additional Income Sources vs. Capital Resources Sought**

Upon running the data for the sample population (N=162). F (5, 157) = 6.517, p<0.05. The Table F statistic is 2.271763. The F calculator (6.517) is greater than the F Table (2.271763). Therefore $H_02$ is rejected, meaning there is a statistically significant relationship between obtaining additional income sources and capital resources. A correlation testing revealed the following results for additional income source and capital resources sought.
Table 21

Financial Capital—Additional Income Source and Capital Resources Sought

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Std. Error of Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.310&lt;sup&gt;a&lt;/sup&gt;</td>
<td>.096</td>
<td>.091</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Additional Income Source

ANOVAb

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>1</td>
<td>35.374</td>
<td>17.127</td>
<td>.000&lt;sup&gt;a&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>161</td>
<td>2.065</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>162</td>
<td>367.902</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Additional Income Source
b. Dependent Variable: Capital Resources Sought

Research Question Three

RQ3: Is there a relationship between social capital and capital resources for start-up business?

Hypotheses Three

H<sub>03_a</sub>: There is no relationship between social capital-role of a business mentor and capital resources for start-up business.

H<sub>03_b</sub>: There is no relationship between impact of a business mentor and capital resources for start-up business.

H<sub>03_c</sub>: There is no relationship between ability to achieve goals and capital resources for start-up business.

H<sub>03_d</sub>: There is no relationship between succeed endeavor and capital resources for start-up business.

H<sub>03_e</sub>: Role of Business Mentor. Participants were asked to respond to questions to
determine their mentoring experiences by selecting only one question that was closely related to their current situation. The questions were as follows: what role has a business mentor had on your life? 1) I have always had a business mentor; or have had a multiple business mentors? 2) I just started working with a business mentor; 3) I had a business mentor once in my lifetime, but currently do not have a mentor; 4) I am currently seeking a business mentor; 5) I have never had a mentor.

As shown in Table 22, the data were analyzed using statistical analysis for social sciences (SPSS) to obtain a one way analysis of variance (ANOVA) of ‘F’ statistics to test the hypothesis. Based on the responses, females expressed having a mentor, but the relationship was a weak correlation. The results reveal that aspiring females should seek out business mentors as a way to be more confident as an entrepreneur.

Table 22

*Role of Business Mentor*

<table>
<thead>
<tr>
<th></th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>33.406</td>
<td>4</td>
<td>8.351</td>
<td>3.945</td>
<td>.004</td>
</tr>
<tr>
<td>Within Groups</td>
<td>334.496</td>
<td>158</td>
<td>2.117</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Note. *p<.05.**p<.001.*N=163

Upon running the data for the sample population (N=162). F (4, 158) = 3.945, p<0.05. The Table F statistic is 2.428885. The F calculator (3.945) is greater than the F Table (2.428885). Therefore H₀₃ₐ is rejected, meaning there is a relationship between role of a business mentor and capital resources.
As shown in Table 23, 26.1% of the variance between capital resources sought and role of a business mentor is explained by this model. Based on the current sample, \( R^2 \) suggests 6.8% of the variance in capital resources can be accounted for by the role of a business mentor. This relationship was a statistically significant at the .001 level.

Table 23

*Social Capital-Role of a Business Mentor and Capital Resources Sought*

<table>
<thead>
<tr>
<th>Model Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>1</td>
</tr>
</tbody>
</table>

\( a \). Predictors: (Constant), Role of Business Mentor

<table>
<thead>
<tr>
<th>ANOVA (^b)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

\( a \). Predictors: (Constant), Role of Business Mentor

\( b \). Dependent Variable: Capital Resources Sought
**H₀3ₜ: Impact of a Business Mentor.** Participants were asked to respond to questions to determine their mentoring experiences by selecting only one question that was closely related to their current situation. What has been the impact of a business mentor? 1) my business mentor provided at least one kind of business support. 2) the mentoring relationship helped me be successful in growing my business. 3) the mentoring relationship helped build confidence and relationship building. 4) having a business mentor had no direct impact on my business success. 5) no impact, since I do not have a business or have never had a business mentor. The survey analyzed results revealed that females who seek out mentors have an opportunity for business success. The correlation is a weak correlation, revealing a need for more females to seek out mentorships.

As shown in Table 24, the data was analyzed using statistical analysis for social sciences (SPSS) to obtain a one-way analysis of variance of ‘F’ statistics to test the hypothesis, impact of a business mentor.

Table 24

<table>
<thead>
<tr>
<th>Capital Resources Sought</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>16.965</td>
<td>4</td>
<td>4.241</td>
<td>1.910</td>
<td>.111</td>
</tr>
<tr>
<td>Within Groups</td>
<td>350.937</td>
<td>158</td>
<td>2.221</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Note. *p<.05. **p<.001. N=163

Hypothesis H₀3ₜ: Impact of Business Mentor vs. Capital Resources Sought
Upon running the data for the sample population (N=162). F (4, 158) = 1.910, p<.05. The table F statistic is 2.428885. The F calculator (1.910) is greater than the F Table (2.428885). Therefore $H_0$ is rejected, meaning there is a statistically significant relationship between impact of a business mentor and capital resources. A correlation testing revealed the following results for impact of a business mentor and capital resources sought.

Table 25 reveals 17.9% of the variance between capital resources sought and impact of a business mentor is explained by this model. Based on the current sample, $R^2$ suggests 3.2% of the variance in capital resources can be accounted for by the impact of a business mentor. This relationship was a statistically significant at the .05 level.

Table 25

Social Capital-Impact of a Business Mentor and Capital Resources Sought

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.179$^a$</td>
<td>.032</td>
<td>.026</td>
<td>1.487</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Impact of Business Mentor

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Regression</td>
<td>11.799</td>
<td>1</td>
<td>11.799</td>
<td>5.334</td>
<td>.022$^a$</td>
</tr>
<tr>
<td>Residual</td>
<td>356.103</td>
<td>161</td>
<td>2.212</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Impact of Business Mentor
b. Dependent Variable: Capital Resources Sought
General Self Efficacy Questions

All of the general self efficacy questions were asked based on a five point Likert type scale as follows: 1) strongly agree 2) agree; 3) don’t know; 4) disagree, 5) strongly disagree to determine entrepreneurial experiences with responses:

*H*$_{0}^{3c}$: There is no relationship between ability to achieve goals and capital resources for start-up business.

*H*$_{0}^{3c}$: Ability to Achieve Goals. Participants were asked to respond to self efficacy questions to determine their abilities. Participants were asked to only choose one question that was closely related to their current situation. Based on the sample results, females believe they have the ability to achieve goals. A correlation testing revealed the results for the ability to achieve goals and capital resources sought.

As shown in Table 26, the data was analyzed using statistical analysis for social sciences (SPSS) to obtain a one-way analysis of variance of ‘F’ statistics to test the hypothesis, ability to achieve goals.

Table 26

<table>
<thead>
<tr>
<th></th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>39.494</td>
<td>3</td>
<td>13.165</td>
<td>6.374</td>
<td>.000</td>
</tr>
<tr>
<td>Within Groups</td>
<td>328.408</td>
<td>159</td>
<td>2.065</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Note.* *p*<.05.**p*<.001.*N*=163
Upon running the data for the sample population (N=162). F (4, 158) = 6.374, p<0.05. The Table F statistic is 2.661466. The F calculator (6.374) is greater than the F Table (2.661466). Therefore H₀₃c is rejected, meaning there is a statistically significant relationship between ability to achieve goals and capital resources.

As shown in Table 27, 32% of the variance between capital resources sought and goals is explained by this model. Based on the current sample, R² suggests, 10.3% of the variance in capital resources can be accounted for by the ability to achieve goals.

Table 27

*Social Capital-Ability to Achieve Goals and Capital Resources Sought*

<table>
<thead>
<tr>
<th>Model Summary</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
<td>R</td>
<td>R Square</td>
</tr>
<tr>
<td>1</td>
<td>.321ᵃ</td>
<td>.103</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Goals

<table>
<thead>
<tr>
<th>ANOVAᵇ</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
<td>Regression</td>
<td>1</td>
<td>38.004</td>
<td>18.547</td>
<td>.000ᵃ</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>161</td>
<td>2.049</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>162</td>
<td>367.902</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Goals
b. Dependent Variable: Capital Resources Sought
Hypothesis $H_03_d$: Succeed Endeavor. Participants were asked to respond to the succeed endeavor question; I believe I can succeed at any endeavor to which I set my mind from strongly agree to strongly disagree. The survey revealed females believe they have the ability to achieve goals. As shown in Table 28, the data was analyzed using statistical analysis for social sciences (SPSS) to obtain a one-way analysis of variance of ‘F’ statistics to test the hypothesis, Succeed Endeavor.

The Table F statistic is 3.052529. The F calculator (4.404) is greater than the F Table (3.052529). Therefore $H_03_d$ is rejected, meaning there is a statically significant relationship between succeed endeavor and capital resources. Upon running the data for the sample population (N=162), $F (4, 158) = 4.404, p<0.05$.

Table 28

<table>
<thead>
<tr>
<th>Hypothesis $H_03_d$: Succeed Endeavor vs. Capital Resources Sought</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ANOVA</strong></td>
</tr>
<tr>
<td>Capital Resources Sought</td>
</tr>
<tr>
<td>Sum of Squares</td>
</tr>
<tr>
<td>Between Groups</td>
</tr>
<tr>
<td>Within Groups</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

Note. *p<.05. **p<.001. N=163

As shown in Table 29, 21.1% of the variance between capital resources sought and succeed endeavors is explained by this model. Based on the current sample, $R^2$ suggests, 4.5% of the variance in capital resources can be accounted for by the ability to achieve goals.
Table 29

Succeed Endeavor and Capital Resources Sought

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.211(^a)</td>
<td>.045</td>
<td>.039</td>
<td>1.478</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Succeed Endeavor

**ANOVA\(^b\)**

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig. (^a)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>16.392</td>
<td>1</td>
<td>16.392</td>
<td>7.508</td>
<td>.007(^a)</td>
</tr>
<tr>
<td>Residual</td>
<td>351.510</td>
<td>161</td>
<td>2.183</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Succeed Endeavor
b. Dependent Variable: Capital Resources Sought
As shown in Table 30, 32.5% of the variance between capital resources sought and obtaining outcomes is explained by this model. Based on the current sample, $R^2$ suggests 10.6% of the variance in capital resources can be accounted for by obtaining outcomes. This relationship was statistically significant at the .001 level.

Table 30

**Obtaining Outcomes and Capital Resources Sought**

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.325$^a$</td>
<td>.106</td>
<td>.100</td>
<td>1.430</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Obtaining Outcomes

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>38.816</td>
<td>1</td>
<td>38.816</td>
<td>18.990</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>329.086</td>
<td>161</td>
<td>2.044</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Obtaining Outcomes

b. Dependent Variable: Capital Resources Sought

As shown in Table 31, 17.8% of the variance between capital resources sought and overcoming challenges is explained by this model. Based on the current sample, $R^2$ suggests 3.2% of the variance in capital resources can be accounted for by overcoming challenges. This relationship was a statistically significant at the .05 level.
Table 31

*Variance between capital resources sought and overcoming challenges*

<table>
<thead>
<tr>
<th>Overcome Challenges</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Model Summary</strong></td>
</tr>
<tr>
<td>Model</td>
</tr>
<tr>
<td>1</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Overcome Challenges

<table>
<thead>
<tr>
<th>ANOVA&lt;sup&gt;b&lt;/sup&gt;</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>11.702</td>
<td>1</td>
<td>11.702</td>
<td>5.289</td>
</tr>
<tr>
<td>Residual</td>
<td>356.200</td>
<td>161</td>
<td>2.212</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>367.902</td>
<td>162</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Overcome Challenges
b. Dependent Variable: Capital resources sought

**Reliability of Instrument**

The NGSE survey instrument was deployed and had been used in three prior studies. The instrument was known for having a Cronbach Alpha of .92 or better with 32 items or less. The researcher was seeking an acceptable Cronbach Alpha of .70. This study had 18 questions and obtained a Cronbach Alpha of .813. Reliability of the instrument may be found in Table 32.
Table 32

*Reliability Statistics*

<table>
<thead>
<tr>
<th>Cronbach's Alpha Based on Standardized Items</th>
<th>N of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>.813</td>
<td>.870</td>
</tr>
</tbody>
</table>

**Summary**

Chapter four provided an in-depth overview and statistical analysis of the results and findings of the study. The analysis provided a demographic overview of the sample. The results were analyzed using a quantitative research methodology to determine a correlation of capital and capital resources. The data was analyzed using statistical analysis for social sciences (SPSS) to obtain a one way analysis of variance to test each hypothesis. The researcher further analyzed the data to determine a relationship of variables using correlation and regression analysis to determine the significant relations that exists between variables.

The findings revealed a positive correlation exist between variables, capital (human, financial and social) and capital resources. Although not a strong correlation, a relation does exist. Prior studies used ANOVA for this type of study for one dependent variable to test the hypotheses. Although the sample results are positive, a weak relationship exist suggesting based on the sample, only a small percentage of ethnic females are seeking capital resources. More ethnic females need to seek out capital resources for start-up business purposes. The study results reveal that the sample of
Hispanic females surveyed are progressively seeking capital and resources over African American females. The following key factors revealed that entrepreneurs who seek capital resources believe opportunities exist for obtaining capital for business:

- Duration of business: based on the responses to the sample of 163; there is a 7% statistically significant chance that females who have access to capital believe they will endure in business.

- Entrepreneurial status: based on the sample of 163, there is a 7.3% statistically significant chance that entrepreneurial status is impacted by access to capital resources.

- Type of business venture; based on the sample of 163, there is a 30% statistically significant chance that the type of business venture is impacted by access to capital resources.

- Confidence level; based on the sample of 163, there is a 12% statistically significant chance that the confidence level is impacted by access to capital resources.

- Additional capital resources; based on the sample of 163, there is a 10% statistically significant chance that additional capital resources is impacted by access to capital resources.

- Role of business mentor; based on the sample of 163, there is a 10% statistically significant chance that role of business mentor is impacted by access to capital resources.

- Impact of business mentor; based on the sample of 163, there is a 3% statistically significant chance that impact of business mentor is impacted by access to capital resources.

- Setting goals-based on the sample of 163, there is a 10% statistically significant chance that setting goals is impacted by access to capital resources.
Succeed endeavor; based on the sample of 163, there is a 5% statistically significant chance that succeed endeavor is impacted by access to capital resources.
CHAPTER FIVE: SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

Summary

As previously stated, the purpose of this study was to determine a relationship between human capital, financial capital and social capital to capital resources. The study was also intended to determine self-efficacy of ethnic female entrepreneurs; specifically focusing on African American and Hispanic female entrepreneurs with start-up business operations in metropolitan Atlanta, Georgia. Chapter one presented introduced the problem and background of entrepreneurship and capital. Chapter two introduced the literature relevant for the study and discussed and analyzed past studies, entrepreneurial and theoretical perspectives, support organizations and gaps in the literature that were relevant to the study. Chapter three provided an in-depth overview of the methodology for the study, including the design, selection of participants, instrumentation, assumptions, procedures and data processing and analysis. Chapter four presented an in-depth overview and description of the results and findings of the study. Chapter five presents the conclusion, implications and recommendations for this study.

Collection and evaluation of the data from female entrepreneurs in metropolitan Atlanta, Georgia revealed there is a correlation between capital and capital resources. The sample population of female entrepreneur participants revealed females who seek capital resources for business experienced higher returns of finding capital for business. Survey responses revealed females who have access to capital resources believe they will be effective as business owners. A prior study by Marlow and Patton (2005) contributes to this study of female entrepreneurs. Marlow and Patton suggested that women accrue less social, cultural, human, and financial capital with limited ability to build personal savings
and generate credit histories that are attractive to lenders or capitalists. More recent studies reveal that capital is available for ethnic minorities through diverse networks (McLymont, 2009). In agreement with this concept, the study by (Smith-Hunter 2000) revealed women gained greater access to financial capital through membership organizations; training received in the field of business; higher educational levels; larger business sizes and the having a white clientele. Based on the study results, African Americans and Hispanic women should be strive to seek out diverse ethnic and non-ethnic networks and events for training and ways to gain access to capital.

Aspiring entrepreneurs should seek out networks and means to access capital for business start-up purposes. The Small Business Administration has voluntary SCORE counselors to conduct informational workshops for aspiring entrepreneurs (SBA, 2010). With increasing numbers of ethnic female business owners (especially in metropolitan cities), more female entrepreneurs are becoming aware of the need to seek and obtain funding through diverse networks, a key contributor of business success. Educated and informed females who seek out diverse networks have a strong potential of attracting venture capitalists and gaining access to capital (The Kauffman Index of Entrepreneurial Activity, 1996-2010).

This study contributes to academic research, practitioners and entrepreneurial studies. This information may also be beneficial in helping entrepreneurs to understand the importance of means to access capital and capital resources (The Kauffman Index of Entrepreneurial Activity, 1996-2010). Additionally, this study contributes to past and future studies of job creation, economic growth and ethnic female entrepreneurs seeking capital for business ventures in metropolitan and other geographical locations.
Conclusion

The aforementioned research questions and hypotheses were key factors in determining a relationship of capital and capital resources. Key factors reveal that entrepreneurs who seek capital resources believe they will have a chance of obtaining capital for business including: years of education, age, duration of business; entrepreneurial status; type of business sector, access to capital sources, confidence level; income; role of business mentor; impact of business mentor; setting goals; succeed endeavor; and self efficacy. Empirical studies have explored capital and entrepreneurship from diverse perspectives. Aspiring entrepreneurs should focus on researching, understanding, and seeking capital resources and start-up business opportunities (Darling, Hamilton, Toyokawa, & Matsuda, 2002; Guerrero, 2008; National Women’s Business Council, 2010).

Demographics

Location of Business

The start-up or potential female entrepreneurs who responded to the study indicated business locations were cities of metropolitan Atlanta, Georgia. The reason for choosing Atlanta, Georgia is because Atlanta is a growing metropolitan area with many surrounding cities and because ethnic females are prevalent throughout Atlanta (Kauffman Index of Entrepreneurial Activity, 2008). Of the metropolitan cities representative in the study, respondents indicated diverse locations for start-up businesses (Table 11). Past contributing studies of entrepreneurs in metropolitan cities were Shinnar and Young (2008); Wang and Li (2007); U.S. Census Bureau, (2007); and The Kauffman Index of Entrepreneurial Activity (2008).
Gender

The gender for this study was female entrepreneurs, eliminating male entrepreneurs from the study. The findings indicated that 3% of males responded to the survey but were not included in the data results. This study mainly focused on females because most prior studies discussed male entrepreneurs from diverse perspectives; indicating the male as the dominant role in entrepreneurship. Since females have struggled in the area of obtaining capital for business, this study was to determine a relationship of capital and capital resources sought by ethnic females for start-up business. Early empirical studies examined gender discrimination (Fay & Williams, 1993; Morris, Milyasaki, Watters & Coombes, 2006). Other studies regarding gender involved an exploration of gender differences (Lèvent, Masurel & Nijkamp, 2003); gender afflictions in entrepreneurship, Lal (2000); gender differences in ethnic environments (Levent, Masurel and Nijkamp, 2003); and stereotypes (Marlow & Patton, 2005); funding gaps of females versus male owned business ventures (Gry, Espen & Ljunggren, 2006); all contributors to reasons for studying female entrepreneurs.

Ethnicity

This study focused on African American and Hispanic females because past research (Kauffman Center for Entrepreneurial Leadership, 2001) suggests these two ethnic groups shared similarities in entrepreneurial experiences and because these ethnic female groups were prominent in metropolitan cities. Since Atlanta, Georgia is a fast growing metropolitan city with up and coming ethnic entrepreneurs (Kauffman Index of Entrepreneurial Activity, 2008) the study was conducted in Atlanta, Georgia. The survey was administered to several Hispanic and African American groups in order to capture
entrepreneurial data. Of the 163 responses to the survey, 78 were Hispanic/Latino females and 65 were African American/Black females. The study did not specifically focus on comparison of the two groups of females, but as a whole focused on the group relations and understanding of capital. The total responses of Hispanics and African Americans indicate females need to be more responsive and aggressive in acquiring networks and ways to obtain capital. Past empirical studies of ethnic females contribute to this study; however, gaps still exist in areas to be studied and contribute to reasons to continue to study ethnic females in metropolitan cities (Table 3).

This study is a continuation of prior studies of entrepreneurship relating to the importance of human, financial and social capital. Female entrepreneurs faced difficulty in obtaining human, financial and social capital (Brush, Carter, Gatewood, Greene & Hart, 2001); (Kauffman Center for Entrepreneurial Leadership, 2001; National Women’s Business Council, 2001, Small Business Administration, 2001, Brush, Carter, et al., 2001). African American (AA) and Hispanic women shared similar discrepancies in obtaining capital (Kauffman Center for Entrepreneurial Leadership, 2001). To conclude this study, responses to the research questions are discussed in relation to prior studies.

**Human Capital**

Research question one was addressed as follows: 1) is there a relationship between human capital and capital resources? The Human Capital variables, years in business, entrepreneurial status, level of education, prior experience and type of business sector addresses the research question regarding human capital. All null hypotheses were rejected. A past study by Kim, Aldrich, Keister, (2006) suggests potential entrepreneurs gain significant advantages with high levels of human capital. Wealthy and high-income
individuals gain access to capital because of their social makeup and human factors. The survey responses for all variables indicated there is a statistically significant relationship between human capital and capital resources as follows:

*Years of Education*

Responses to the survey question one (Q1) for the human capital variable (years of education) indicated that education is related to capital resources. A past study, Guerrero (2008) conducted semi-structured interviews that revealed educational and learning experiences were beneficial in removing uncertainty of the entrepreneurial process and helped to build self-confidence. Several prior studies focused on the importance of education as key success factors for entrepreneurship (Kauffman report, 2010; NWBC, 2010; Sobha & Koteswara, 2007; Astebro & Bernhardt, 2005; Brush, Carter, Gatewood, Greene & Hart, 2001; Jones, 2002; Fay & Williams, 1993; Carter, Brush, Greene, Gatewood & Hart, 2003; and Brush, 1992) and contributes to this dissertation study, thus addresses the question, Is there a relationship between human capital (years of education) and capital resources?

Additionally, this dissertation study results indicate that education is an important asset that entrepreneurs need; a contributing factor for seeking capital and contributes to success in entrepreneurship. This current study revealed years of education (human capital) plays a major part in accessing capital. Of the 163 participants who responded to the survey; 38 respondents indicated their levels of education as having some college credits; 41 respondents indicated as having obtained a bachelors degree, and 43 responded as having obtained a graduate degree. These indications suggest that education is a key human factor in seeking capital and entrepreneurship. This dissertation study is a
continuation of the past study by Carter, Brush, Green, Gatewood and Hart, (2003) that indicated females who had earned a graduate level education are more powerful influences of society and more likely to obtain capital from outside equity financing.

*Present Age*

The impact of age for this study was an important factor of consideration. Participants of the study were asked; question two (Q2); what is your present age?

Female respondents who were in the older age groups (ages 41-51 and over) expressed themselves as being more confident in starting a business, seeking capital and networks.

Of the 163 respondents to the survey, nine (9) participants were between the ages of 18-25; the lower percentage of female entrepreneurs may not have responded due to lack of experience and or knowledge of entrepreneurship; 29 participants responded between the ages of 26-30; 41 participants responded between the ages of 31-40; 37 participants responded between the ages of 41-50; 47 participants responded in the age range of 51 and over with the highest responses. The Kauffman Foundation (1996-2007) reported Americans in the age range of 55 to 64 had a significantly higher rate of entrepreneurial activity than those in the age range of 20 to 34. Older entrepreneurs are more knowledgeable and experienced (Ewing Marion Kauffman Foundation, 2008). Jones (2002) designed a 14-week entrepreneurial program, My Entrepreneurial Journey (MEJ) for African American female high school students. The MEJ study suggests that starting business at an early age may have a significant impact on business success when starting at an early age. These prior studies contribute to this study in addressing the question of age of entrepreneurs. Future studies should examine age as key factors in obtaining capital.
Duration of Business

The study surveyed females who have been in business for five years or less; also considered in the start-up stage. Participants of the study were asked to respond to survey question (Q3); how long have you been in business? The study results indicated females who have been in business for two years or more believe they were capable of obtaining capital for business. Empirical studies addressed entrepreneurial successes; Kauffman Center for Entrepreneurial Leadership (2010); Rhodes and Butler (2004); CWBR (2002); and Buttner (1993). Studies that addressed entrepreneurial failure rates includes; Carter, Williams and Reynolds (1997); and capital as a measuring tool for duration of business DeClereq, Fried, Lehtonen, and Sapienza (2006). Past studies contribute to this study suggesting that females believe having access to capital is a key component for starting and remaining in business.

Entrepreneurial Status

Participants of the study were asked their entrepreneurial status, survey question four (Q4); prior to seeking entrepreneurial capital or capital resources, were they in a prior business or work environment or no prior experiences? The survey results indicated some participants had prior experiences from family or prior business or organizational experiences. Survey responses indicated that entrepreneurial status is a form of human capital and is a contributor for starting a business. Survey participants who had been in business for two years or more were confident as entrepreneurs, while entrepreneurs with less than two years were unsure of their status as an entrepreneur due to not having started in business. Empirical studies suggest entrepreneurs with prior experiences acquire human capital as an asset for starting a business. Drucker (1985) suggests
individuals who have acquired a formal education are contributors to the development of human capital; and offers human capital as an asset of entrepreneurship with diverse characteristics, experiences, abilities, and resources as contributors to business. These characteristics are skill sets acquired by individuals in the workplace through training and experience and contribute to an individuals’ value in the marketplace.

**Type of Business**

Participants of the study were asked the type of business or non-business sector for business operations, question five (Q5); retail or wholesale trade; personal, professional, scientific, or technical services (including personal, business repair, including personal, business repair, auto, health, legal, social, consulting); 3) finance, insurance, real estate; 4) transportation (warehousing, utilities, communications to determine if the type of business sector was related to capital, or had an impact on obtaining capital. Prior studies (CWBR, 2008) revealed that female led ventures varied in differences according to industry choices, financing strategies, growth patterns, and governance structures (Gatewood, Carter, Brush, Greene, and Hart, 2003). Women owned-businesses created jobs in diverse industries. including personal services, professional, scientific and technical services; healthcare, social assistance, business services, retail, wholesale, administration support, waste remediation, communication, media, and financial, real estate, insurance and other (CWBR, 2008). Based on the sample of 163 from this study, there is a 30% statistically significant chance that the type of business venture was impacted by access to capital resources.
Financial Capital

Research question two was addressed as follows: 1) is there a relationship between financial capital and capital resources? The Financial Capital variable obtaining additional capital addresses the research question regarding human capital. The null hypothesis was rejected.

Additional Capital Source

In order to address the survey question six (Q6); what capital sources do you plan to seek or have considered for starting your business? Participant responses to the survey indicated that most entrepreneurs plan to approach banks, financial institutions and micro-enterprise loan programs; and seek out venture capitalist, as well as use personal funds and apply for loans for start-up or continuing business purposes. Past studies revealed small businesses commonly have inadequate personal funds for start-up capital and require supplementary outside funding (Leavell & Maniam, 2009). Changing trends show that capital is available for women-owned start-up businesses and continuing business ventures (Kauffman Center for Entrepreneurial Leadership, 2010). The Women Accessing Capital program provides support to grow women owned businesses (NWBC, 2007). Micro-enterprise programs are available as well as government programs for women owned businesses SBA, 2010).

Social Capital

Research question three was addressed as follows: 1) is there a relationship between social capital and capital resources? The Social Capital variables; confidence level of obtaining capital, role of a business mentor and impact of a business mentor addresses the research question regarding social capital. All hypotheses were rejected.
Confidence Level of Obtaining Capital

In order to address the survey question seven (Q7); my confidence level will be affected positively; survey responses indicated that females were more confident if they could obtain additional capital or were knowledgeable of how to obtain capital resources. Past research supports this concept; SCORE or Service Corp of Retired Executives provides small business counseling and training to businesspersons in every state as a way for aspiring and current entrepreneurs to be informed and confident in starting a business (SBA, 2010).

In order to address survey question eight (Q8); participants were asked to respond to one of five choices on a five point Likert-like type scale to determine if having obtaining additional income would impact their business success? Participant responses strongly suggest that obtaining additional income would impact their business success. The NWBC commits to conducting innovative research on issues of importance to women business owners; such as access to capital, entrepreneurial education, training, and technical assistance (NWBC, 2010). More recent research indicates that Hispanic females have become more aggressive in obtaining capital over African Americans. Hispanic females are networking through ethnic events, informational and educational workshops (Kauffman Index of Entrepreneurial Activity, 1996-2010).

Role of a Business Mentor

In order to address the survey question one; (Q1) section two; what role has a business mentor had on your life? Survey responses indicated the role of a business mentor impacted their lives. Based on the responses, females expressed having a mentor, but the relationship was a weak correlation. The results reveal that aspiring females
should seek out business mentors. Data analysis suggests 6.8% of the variance in capital resources can be accounted for by the role of a business mentor. This relationship was statistically significant. The study by Roper and Scott (2009) suggests that mentors help build females confidence in making business decisions. Additionally, mentors assist aspiring entrepreneurs in learning professional skills and the enhancement of self-confidence (Wright & Carrese, 2002).

Impact of a Business Mentor

In order to address the survey question two Q2); section two; what has been the impact of a business mentor? Survey responses indicated the mentor encourages the mentee or aspiring entrepreneur to display successful behavior through active training and knowledge creating positive outcomes (Darling, Hamilton, Toyokawa, & Matsuda, 2002). Females who participated in this study indicated that mentoring relationships were effective in accessing capital. Females had access to confidence building programs and opportunities to learn from role models (Roper & Scott, 2009).

Self-Efficacy

The self-efficacy questions were to determine entrepreneurial capabilities including: cognitive resources and courses of action needed to meet given situational demands; and obtaining capital. The questions were as follows: ability to achieve goals; succeed endeavors; obtaining outcomes; and overcoming challenges. All of the self efficacy survey responses from female participants indicated females believe they are capable of entrepreneurship and obtaining capital. Only a few studies have attempted to determine general self-efficacy (Sherer, 1982; Chen, Gully & Eden, 2004; and Baderman, 2009).
The major strengths of this theory are to empower women to take advantage of the various capital resource opportunities available in the United States. According to start-up statistics and evidence throughout the entrepreneurial web of information, lack of capital has caused major challenges of the vast population of women owned businesses. The 2007 Survey of Business Owners and The Kauffman Index of Entrepreneurial Activity (2008) identify a population of metropolitan and ethnic generated female business owners on the edge of crashing the glass ceiling of capital gain. This type of theory will set the tone for the next generation. The myriad of contributors to the vast knowledge base in which to generate capital resources have an opportunity to address the weak barriers toward progress; and replace these barriers with avenues of financial means.

The 167 studied women of this theory reflect a small population, yet measure the multiple ethnic females existing in metropolitan American cities. The Hispanic population of female-business owners alone, at 85.95% is in position to gain the best momentum in coming years as an alarming financial capital resource pioneer. Hispanic entrepreneurs are using available resources for entrepreneurial opportunities. More African American females need to be more actively involved in gaining access to capital through building networks, seeking mentors, available training, and numerous resources for ethnic entrepreneurs.

Recent reports by Brush et. al (2004); and the Kauffman Foundation (2006) revealed some explanation as to why women lack access to capital. Research findings revealed, ‘who one knows’ is as important as ‘what one knows’ and ‘networking’ is vital to success. The findings also reported that males do not have women in their networks
with findings that revealed that only nine percent of women were represented in the male dominated venture capital industry. Further results revealed that males outweighed females who were only comprised of eight percent of angel investors (Kauffman Foundation, 2006). Access to Angel equity capital networks usually occurs through informal male dominated networks for accessing capital. Females do not have the personal relationships that provide the necessary access to male networks. The study also revealed personal networks and perceptions play a role in credit assessments for large bank loans, lines of credit, and other types of capital (Kauffman Foundation, 2006).

**Implications for Practice**

This study is intended for ethnic females to become educated of the types of available capital and learn the connection of various capital resources/access to capital beneficial in obtaining financing needed for starting a business. Females may gain access to professional and social networks, mentorships, support programs, training, venture capitalist, government contracts, private contracts, loan programs, organizations; institutions and other means to access capital/financing for business; ultimately leading to job creation and economic growth (Kauffman Foundation, 2008). An increase of female business ownership will provide greater networks for future business owners. Access to capital will create future opportunities for start-up and business growth (CWBR, 2008).

**Implications for Research**

Based on reported findings, an understanding of female entrepreneurs and their financing strategies or access to capital is based only a few prior studies about the relationship between gender and access to debt financing. Some of the results may be inconclusive, in indication that some past studies may be consistent while others may be
inconsistent. Despite past studies of female entrepreneurs and capital, female disparity in obtaining capital may still exist.

Future investigations should continue this study of ethnic females to focus on generational differences of female entrepreneurs. Future studies should also focus on ethnic females to become educated of the types of available capital resources. Ethnic females who have access to various networks may gain access to resources including the afore-mentioned networks: professional and social networks, mentorships, support programs, training, venture capitalist, government contracts, private contracts, loan programs, organizations; institutions, other means to access capital/financing for business; joint venture opportunities, and Independent Contract opportunities (SBA, 2010). Researchers may gain invaluable knowledge on female entrepreneurs and contribute to the body of knowledge of entrepreneurship. Continuous research will be beneficial future researchers, start-up and existing female entrepreneurs; ultimately leading to start-up/business growth; job creation and economic growth.

**Recommendations**

Recommendations for future and ongoing studies should involve ethnic females seeking funding for franchise capital and for import and export business opportunities. Future studies should also focus on the types of capital that females have received in its diverse forms. The collection of survey data proved to be beneficial for this study of female entrepreneurs and the relationship of capital and capital resources. This study will add to the body of knowledge of females in the following areas:

- capital and access to capital for ethnic entrepreneurs
- government programs for disadvantaged women business owners
• Access to available capital for women-owned start-up businesses and continuing business ventures

• Business ventures for the next generation, Generation Nexters and Millennial

• Ethnic female entrepreneurs seeking capital for business ventures in diverse metropolitan cities and geographical areas

• Ethnic females seeking funding for franchise capital

• Ethnic females seeking funding for import and export business opportunities

• Types of capital that females have received in diverse forms

This study contributes to past research of female entrepreneurs. Females should seek out diverse networks for business to gain access to capital. In relation to this study, the study suggests entrepreneurship is a contributor of diverse opportunities for millions of Americans. Entrepreneurship contributes to job creation, economic vitality, and new products and services. Female entrepreneurs who have access to capital for business ownership contribute to job growth and ultimately, contribute to social welfare and the U.S. and local economies (Kauffman, 2006).
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http://wedaatlanta.org

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APPENDICES
APPENDIX A:

Letter of Permission to Conduct the Study
Permission letter received via email from WEOP Executive Director,

Antionette Ball

---------- Forwarded message ----------

From: <aball@weop.org>

Date: Tue, Aug 17, 2010 at 11:37 PM

Subject: Re: Following up: Dissertation

To: Valerie Vann <deevann12@gmail.com>

Hello Valerie,

This is to confirm the participation of The Women's Employment Opportunity Project, Inc. (WEOP) for the dissertation study related to female entrepreneurs in Atlanta and surrounding communities.

We look forward to working with you in the future. Please provide me with a calendar of when you will begin the project.

Antionette Ball

404-681-2497
APPENDIX B:

Letters of Permission to Conduct the Study and Modify the Instrument
Reply with Letters of Permission to use the survey instrument, NGSE from Chen, Gully, Eden

Email reply from Chen Gilad

On Thu, Aug 5, 2010 at 4:26 PM, Gilad Chen <giladchen@rhsmith.umd.edu> wrote:

Dear Valerie,

You have my permission to use the NGSE. The scale is attached, along with two papers validating it.

Best of luck with your research.

Gilad

______________________________
Gilad Chen
Professor of Management & Organization
Associate Editor, Journal of Applied Psychology
Robert H. Smith School of Business
4514 Van Munching Hall
University of Maryland
College Park, MD 20742-1815
301-405-0923 TEL
301-920-4521 MOBILE
giladchen@rhsmith.umd.edu
http://www.rhsmith.umd.edu
http://www.rhsmith.umd.edu/management/faculty/chen.aspx
Letter from Gilad Chen with permission to modify questions

From: Gilad Chen <giladchen@rhsmith.umd.edu>
Date: Mon, Aug 30, 2010 at 7:01 PM
Subject: RE: Request for General Self Efficacy Instrument:Dissertation Study
To: Valerie Vann <deevann12@gmail.com>

Valerie,
You (and other researcher) are free to modify any existing scale. You may need to justify the modification, and support the validity of the modified scale, when you publish it, though.
Best,
Gilad

Gilad Chen
Professor of Management & Organization
Associate Editor, Journal of Applied Psychology
Robert H. Smith School of Business
4514 Van Munching Hall
University of Maryland
College Park, MD 20742-1815
301-405-0923 TEL
301-920-4521 MOBILE
giladchen@rhsmith.umd.edu
http://www.rhsmith.umd.edu
http://www.rhsmith.umd.edu/management/faculty/chen.aspx
Email reply from Dov Eden with permission to use the survey instrument, NGSE.

From: Dov Eden <doveden@post.tau.ac.il>
Date: 2010/9/6
Subject:
To: deevann12@gmail.com
Cc: Gilad Chen <giladchen@rhsmith.umd.edu>, Stan Gully <gully@rci.rutgers.edu>

Valerie,

Received your letter of July 15th. Yes, you may use the NGSE in your research. We ask only that you send us copies of any publications that result from your research using the scale.

Good luck with your doctoral research. And you might look us up next spring at SIOP, in Atlanta.

Dov Eden

___________________________________________________  
Dov Eden, PhD
Saltiel Professor Emeritus of Corporate Leadership and Social Responsibility
Faculty of Management, Tel Aviv University, Tel Aviv 69978, Israel

Phone: 972-3-640-9956  Local time is EST + 7 hr. or GMT + 2 hr.
Fax: 972-3-640-7739  email: doveden@post.tau.ac.il
Home Page: http://recanati.tau.ac.il/~doveden

"Dubito ergo cogito..."  Rene Descartes (1596 - 1650)
Email reply from Stan Gully with permission to use the NGSE survey instrument.

From: Stan Gully <gully@rci.rutgers.edu>
Date: Mon, Sep 6, 2010 at 12:19 PM
Subject: RE:
To: Dov Eden <doveden@post.tau.ac.il>, deevann12@gmail.com
Cc: Gilad Chen <giladchen@rhsmith.umd.edu>

Dov,

Thank you for replying to her letter for us. I had misplaced the letter and I couldn’t remember any of the details to follow up.

Good luck Valerie!

Best Regards,
Stan
APPENDIX C:

Copy of Survey Instrument: New General Self Efficacy
Appendix C:
New General Self Efficacy Survey Questionnaire

<table>
<thead>
<tr>
<th>Items from the New Self Efficacy Survey Questionnaire</th>
</tr>
</thead>
</table>

Please select an answer that best describes your willingness to participate in this survey.

☐ I consent to participate

☐ I do not consent to participate

My gender is:

☐ Female  ☐ Male

***Confidentiality*** Please do not disclose your name or address on this survey questionnaire

SECTION I: DEMOGRAPHIC AND PROFESSIONAL INFORMATION:

My ethnic group is: ☐ Black/African American  ☐ Hispanic/Latino

☐ White/Caucasian  ☐ Asian  ☐ Other

1. How many years of education have you completed?
☐ High School
☐ Some College
☐ Bachelor Degree
☐ Graduate Degree
☐ Other

2. What is your present age?
☐ 18-25 years
☐ 26-30 years
☐ 31-40 years
☐ 41-50 years
☐ 51+ years

3. How long have you been in business?
☐ I have been in business for 3 years or more
☐ I have been in business for 1 to 2 years
☐ I have been in business less than 1 year
☐ I intend to start a business in the near future
☐ I am unsure if I plan to start a business in the near future
4. Prior to seeking entrepreneurial capital or resource opportunities
   - I was (or is currently) employed by another business for 5 years or more
   - I was (or is currently) employed by another business for 2 years or less
   - I was (or is currently) self-employed and/or part-owner of a business
   - I have only worked part-time or on (temporary or voluntary) assignments
   - I am currently unemployed; or have been unemployed for over 6 months

5. What type of business or non-business sector are you seeking to operate or currently operate?
   - Retail or Wholesale Trade
   - Personal, Professional, Scientific, or Technical Services (including personal, business repair, auto, health, legal, social, consulting)
   - Finance, Insurance, Real Estate
   - Transportation (warehousing, utilities, communications)
   - None of these or not sure

6. What capital sources do you plan to seek or have considered for starting your business?
   (most applies to your current situation)
   - I plan to seek out and approach venture capitalists
   - I plan to seek capital from banks, financial institutions, micro-enterprise loan programs
   - I currently have access to personal funds or personal loans (family, retirement accounts)
   - I currently have business income from a previous or existing business to start a new business venture
   - None of these or not sure

7. My confidence level will be affected positively if
   (most applies to your current situation)
   - I could obtain start-up capital
   - I could obtain additional income source(s) to continue my existing business
   - I had knowledge of available resources (social networks, training programs, mentorships, organizations) for access to capital
   - I had knowledge of what it takes to start a business
   - I knew how to seek out venture capitalists or other capital sources

8. Having additional income source(s) is likely to make my business(es) a success
   - Strongly Agree
   - Agree
   - Don’t Know
   - Disagree
   - Strongly Disagree
SECTION 2: MENTORING EXPERIENCE QUESTIONS:

1. What role has a business mentor had on your life?
   □ I have always had a business mentor, or have had a multiple business mentors
   □ I just started working with a business mentor
   □ I had a business mentor once in my lifetime, but currently do not have a mentor
   □ I am currently seeking a business mentor
   □ I have never had a mentor

2. What has been the impact of a business mentor?
   □ My business mentor provided at least one kind of business support
   □ The mentoring relationship helped me be successful in growing my business
   □ The mentoring relationship helped build confidence and relationship building
   □ Having a business mentor had no direct impact on my business success
   □ No impact, since I do not have a business or have never had a business mentor

SECTION 3: GENERAL SELF-EFFICACY QUESTIONS:


Explanation of General Self-Efficacy:

Definition of General Self-Efficacy: belief in one’s capabilities to mobilize the motivation, cognitive resources and courses of action needed to meet given situational demands

Please check the one box that best describes your entrepreneurial experiences:

1. As a current and/or aspiring entrepreneur, I will be able to achieve most of the goals that I have set for myself
   □ Strongly Agree
   □ Agree
   □ Don’t Know
   □ Disagree
   □ Strongly Disagree

2. When facing difficult tasks, I am certain that I will accomplish them
   □ Strongly Agree
   □ Agree
   □ Don’t Know
   □ Disagree
   □ Strongly Disagree
3. In general, I think I can obtain outcomes that are important to me
   □ Strongly Agree
   □ Agree
   □ Don’t Know
   □ Disagree
   □ Strongly Disagree

4. I believe I can succeed at any endeavor to which I set my mind
   □ Strongly Agree
   □ Agree
   □ Don’t Know
   □ Disagree
   □ Strongly Disagree

5. I will be able to successfully overcome many challenges
   □ Strongly Agree
   □ Agree
   □ Don’t Know
   □ Disagree
   □ Strongly Disagree

6. I am confident that I can perform efficiently and effectively on many different tasks
   □ Strongly Agree
   □ Agree
   □ Don’t Know
   □ Disagree
   □ Strongly Disagree

7. Compared to other people, I can do most tasks very well
   □ Strongly Agree
   □ Agree
   □ Don’t Know
   □ Disagree
   □ Strongly Disagree

8. Even when things are tough, I can perform well
   □ Strongly Agree
   □ Agree
   □ Don’t Know
   □ Disagree
   □ Strongly Disagree
Please identify the city or area you currently reside or plan to start business operations

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APPENDIX D:

Introduction to the Completed Survey Questionnaire
Introduction to the Completed Survey Questionnaire

The purpose of this questionnaire was for a research study of “female entrepreneurs seeking capital for start-ups business. Participation in the questionnaire was voluntary and will contribute to a dissertation study of female entrepreneurs. Survey participants responses are intended to contribute to helping aspiring and current entrepreneurs become knowledgeable of ways to access capital through capital resources (e.g., access/networks to capital via diverse networks including, social, business, mentoring, cultural, support groups, professional organizations, venture capitalists, et. al); and contribute to job growth and the US and Global economy. The NSGE questionnaire consisted of 18 questions total. Section I questions 1-8 related to human capital; demographic (ethnic group, gender; level of education, background, experiences); and financial capital; professional information/relations); Section II related to questions 1-2 mentoring relationships, networks, confidence building. Section III questions 1-8 related to General Self Efficacy (potential for entrepreneurship/abilities) on a scale from strongly disagree to strongly agree. The estimated time to complete the survey was approximately 10 to 15 minutes. The survey ended with a “Thank You” for participating in the study of female entrepreneurs.
CONSENT FORM

Dissertation title, “A Study of Female Entrepreneurs Seeking Capital for Start-up Businesses”

Dear Participant,

You are cordially invited to participate in a research study. The purpose of this research study will focus on minority (African American, and Hispanic) female entrepreneurs in metropolitan Atlanta, Georgia to analyze the relationship of capital (human, financial, social) and capital resources (mentoring, confidence building, and support programs) beneficial for starting a business. This study is being conducted to satisfy a partial requirement for the Doctorate Degree in Business Administration.

If you participate in this research, you will be asked to complete a survey that will take approximately (10 to 15 minutes). Your participation in this questionnaire is strictly voluntary and will contribute to a dissertation study of female entrepreneurs. You may refuse to participate at all, or choose to stop your participation at any point in the research, without fear of penalty or negative consequences of any kind. The information you provide for this research will be treated confidentially, and will be reported as collective summary data only, and no individually identifiable information will be presented. You also have the right to review the results of the research if you wish to do so. For questions about the data, or request for a copy of the results may be obtained by contacting the researcher at the contact information shown below:

Student Researcher:
Valerie Vann
Doctoral Student
Argosy University/Atlanta
980 Hammond Drive, N. E. # 100
Atlanta, Georgia 30328-6162
Email: vvann@atl.stu.argosy.edu

Dissertation Chair:
Dr. Duane C. Scott
Argosy University/Atlanta
980 Hammond Drive, N. E. # 100
Atlanta, Georgia 30328-6162
Email: dscott@edmc.edu

IRB Chair:
Dr. Murray Bradfield Argosy University/Atlanta
980 Hammond Drive, N. E. # 100
Atlanta, Georgia 30328-6162
Email: Mbradfield@argosy.edu

The potential of this study for the participants will be your contribution in helping aspiring or current entrepreneurs become knowledgeable of seeking and obtaining capital
through capital resources (social, business, mentoring, training, cultural and diverse networks); and contribute to helping female entrepreneurs in the US and Global economy. The questionnaire consists of 18 questions including demographic information on a scale from strongly disagree to strongly agree. The survey should only take approximately 10 to 15 minutes. Thank You for your willingness to participate in this study of female entrepreneurs.

I have read and understand the information explaining the purpose of this research and my rights and responsibilities as a participant.

INSTRUCTIONS

Dissertation Title: “A Study of Female Entrepreneurs Seeking Capital for Start-up Businesses.”

The survey will include an introduction to the survey:

Please answer the consent question of whether you consent or do not consent to the questions for this survey. Please answer the questions regarding your Ethnicity: African American or Hispanic.

The survey will include three sections (a total of 18 questions) as follows:

Section I will consist of questions 1-8 related to professional and demographic information (gender, age range, highest education level completed, start-up business experiences or intentions to start a business).

Section II will consist of questions 1-2 related to capital and capital resources (networking, mentoring experiences, training, support).

Section III will include questions 1-8 General Self Efficacy (your entrepreneurial abilities; achievement of entrepreneurial goals through networks and relationships; mentoring and confidence building programs, questions relating to entrepreneurship.

All three sections of questions will be on a 5 point scale. Section three questions will be a 5 point Likert-Type scale ranging from strongly disagree to strongly agree. You will only need to check one box for each question based on your experiences. Please answer every item.
APPENDIX E:

Institutional Review Application and Approval
Application for IRB Review and Certification of Compliance
Expedited Cover Sheet

IRB# Date Logged: __ __

Expedited Review (Level 2) Application, Moderate Risk

(Review by one or more IRB Members-May lead to Full IRB Review)

Principal Investigator/Researcher's Name: Valerie D. Vann    Student ID Number: @00069506

Type of Research Project (CRP, Dissertation, describe other)  Dissertation

Title of Research Project: "A Study of Female Entrepreneurs Seeking Capital for Start-up Businesses"

Principal Investigator/Researcher's Address: P O Box 566721. Atlanta, Georgia 31156

Telephone Number: (770) 896-4138

Research Supervisor/CRP or Dissertation Committee Chair's Name: Dr. Duane C. Scott

College: BUS X.. PBS EDUC

Program of Study: Doctor of Business Administration Degree  Doctorate

Project Proposed Start Date: 10/13/2010  Project Proposed Completion Date: 10/30/2010

Signature of Principal Investigator/Researcher

Signature of Research Supervisor/CRP or Dissertation Committee Chair:

IRB Certification Signatures:

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Application for IRB Certification of Compliance

Expedited Application

Expedited Review (Level 2) Application, Moderate Risk

(Review by one or more IRB Members—May lead to Full Review)

Research with minors, prisoners, mentally/emotionally/physically challenged persons, pregnant women, fetuses, in vitro fertilization, and/or individual or group studies where the investigator manipulates the participants/behavior or the subject is exposed to stressful or invasive experiences do(es) not qualify for Expedited status.

Please completely answer the requested information (NA is not acceptable for any question). Begin typing in the gray boxes.

1. Purpose of the Study: The purpose of this correlation study will focus on minority (African American and Hispanic) female entrepreneurs in metropolitan Atlanta, Georgia to analyze the relationship of capital (human, financial, social) and capital resources (mentoring, confidence building, support programs) beneficial for starting a business; (see more attached).

2. Summary of the Study. Methodology (Be Specific--attach extra page if needed).

A quantitative methodology will be employed for this study. A Correlation of capital and capital resources. A deployed questionnaire survey instrument, New General Self Efficacy (NGSE) (Chen, Gully, & Eden, 2001) will be used to gather data and results analyzed using SPSS for data analysis. The study is to assist females in finding capital and capital resources beneficial for starting a business, promote job creation and economic development.

3. Subject/participant Demographics:

   a. Anticipated Sample Size: The anticipated sample size is 500 ethnic (African American and Hispanic) aspiring or current female entrepreneurs in metropolitan Atlanta and surrounding metro cities with an expected return of 1/3 of the anticipated sample.
b. Special Ethnic Groups (describe): The sample will consist of ethnic participants (African American and Hispanic) females over the age of 18 who aspire to become a small business owner or start a business in metropolitan Atlanta; or who has been in business five (5) years or less; regardless of education or income level.

c. Institutionalized Y N Protected Group (describe): No

d. Age group: The participants’ age group will be 18 and older.

e. General State of Health: The assumption is that participants are in a good general state of health.

f. Other details to describe sample group. The sample frame will consist of participants from African American (Black) and Hispanic (Latin American descent living in the United States, especially one of Cuban, Mexican or Puerto Rican origin who intend to start a business (Atlanta metropolitan cities) or who have been in a business less than five (5) years; over the age of 18; regardless of education or income level.

4. Will deception be used in the study? Y N (please describe) No

5. Will audio or videotapes be used in the study? Y N (please explain) No

6. Confidentiality protection issues (pertains to audio and video as well as written documents.)

a. What precautions will be taken to insure the privacy and anonymity of the participants? (i.e. closed doors, private rooms, handling of materials where subject’s identify could be discovered, etc.). The precautions that will be taken for privacy and anonymity of participants, no identifying information (such as the participants name or address) will be placed on the survey questionnaire instrument. The data will not be assigned codes or names. The researcher will not maintain a master list of names or codes. Individual responses will be treated
confidentially. No individually identifiable information will be disclosed or published and all results will be presented as collective, summary data. The researcher will not personally administer the survey. The survey will be administered by a non-biased representative for privacy and anonymity.

b. What specific precautions will be taken to safeguard and protect subject’s confidentiality while handling the data (audio/video/paper) both in researcher’s possession and in reporting the findings? (i.e., coding, removal of identifying data). The precautions that will be taken to safeguard and protect subject’s confidentiality; the data will be stored in a secure locked safe and closet at the home office of the researcher. The data will be stored until the researcher has completed all requirements for doctoral studies. Only the researcher will have access to the data in the locked safe and closet area. After completion of the study and dissertation defense, all of the surveys will be discarded through shredding each of the surveys documents. No individually identifiable information will be disclosed or published and all results will be presented as collective, summary data.

c. Describe procedures where confidentiality may be broken by law (e.g. child abuse, suicidal intent). This study will not employ any procedures where confidentiality may be broken by the law.

7. Review by institutions outside of Argosy University/XX Y N (Attach copies of permission letters, IRB certifications, and any other relevant documents).

External (outside of Argosy University) IRB certifications will not be required for this study. Attached is a copy of permission to perform the study and survey from the Executive Director of the Women Employment Opportunity Project (WEOP).

8. Informed Consent and Assent (Attach copies of all relevant forms). If consent is not necessary (e.g., anonymous interview), describe how you will inform all participants of the elements of consent (see instructions). Attached is a copy of the informed consent letter.

9. If written or oral informed consent is required, describe the manner in which consent and/or assent was obtained for each category).
(a) Adult Participants (18 years and older – written consent required). The written informed consent letter will be attached and submitted as a cover letter to each participant with the survey instrument.

(b) Child Participants (under 18 – parent/guardian permission and participant assent required). This study will not include child participants (under 18). Written or oral informed consent is not required for this category.

(c) Institutionalized participants (parent/guardian/conservator permission with appropriate participant assent). This study will not include institutionalized participants. Written or oral informed consent is not required for this category.

10. Describe any possible physical, psychological, social, legal, economic or other risks to participants (Attach another page if needed). This study will not contribute to any possible physical, psychological, social, legal, economic or other risks to participants.

a. Describe the precautions taken to minimize risk to participants. No humans will be harmed in this study. The researcher will not collect any sensitive data about the participants. The subjects participation in this research study will be strictly voluntary, and the participant may choose not to participate without fear of penalty or any negative consequences. Individual responses will be treated confidentially. No individually identifiable information will be disclosed or published and all results will be presented as collective, summary data.

b. Describe procedures implemented for correcting harm caused by participating in the study (e.g., follow up calls, referral to appropriate agencies). No humans will be harmed in this study. The researcher will not collect any sensitive data about the participants.

11. Potential benefit of the study:

a. Assess the potential benefit(s) of the study for the participants: The potential benefits of this study is to solve the problem of ethnic female entrepreneurs
finding capital for business purposes; and for aspiring or current ethnic female entrepreneurs to become familiar and affiliated with accessible capital resources that are beneficial for starting a business. Females may learn to identify and utilize social and support networks, women organizations, mentoring, training opportunities as contributors in helping females as entrepreneurs in the local economy.

b. Assess the potential benefits(s) to the professional audience in the study:

The potential benefits and significance of the study will be to contribute to ongoing U. S. and global future studies of entrepreneurship that is beneficial for scholars, researchers, and women organizations. The study will also benefit policy makers in decisions, training and programs for female entrepreneurs.

As the principal investigator, I attest that all of the information on this form is accurate, and that every effort has been made to provide the reviewers with complete information related to the nature and procedures to be followed in the research project. Additional forms will be immediately filed with the IRB to report any change in participant(s), selection process, principal investigator, or faculty dissertation chair, as well as notification of any adverse incidents and final completion date of project. I also attest to treat human participants ethically and in compliance with all applicable state and federal rules and regulations that apply to this study, particularly as they apply to research work conducted in countries other than the United States.

[Signature]
Principal Investigator
9/11/2010

[Signature]
Research Supervisor/Committee Chair
9/11/2010

Attach any other forms, tests, institutional permission slips, etc., relative to this study. Failure to do so will result in delayed processing of the certification form.
Application for IRB Certification of Compliance

Expedited Application

Expedited Review (Level 2) Application, Moderate Risk

Appended:

**Question 2:** Summary of the Study. Methodology (Be Specific--attach extra page if needed).

**Summary of Study:**

In the United States (U.S.), small businesses create job opportunities for millions of citizens and non-citizens authorized to work in the U.S. In recent decades, female-owned businesses failed within the first few years of start-up because of a lack of capital (U.S. Census Bureau, 2006). This study focuses on aspiring or current ethnic (African American & Hispanic) female entrepreneurs to determine the correlation of capital and capital resources for starting a business. A deployed questionnaire survey, NGSE (Chen, Gully, & Eden, 2001) will be used to gather data and results analyzed using SPSS for data analysis. The study is to assist females in finding capital and capital resources beneficial for starting a business, promote job creation and economic development.

**Methodology:**

A quantitative methodology will be employed for this study. The objective of this quantitative study is to determine the correlation among the independent variable, *capital* (financial, human and social capital) in relations to the dependent variable, *capital resources* (e.g. mentoring, support groups, networks, organizations confidence building programs) needed by female entrepreneurs.

Also, the objective is to determine the perceived general self-efficacy of female entrepreneurs, and key reasons for success in locating capital funding for business.

Robson (2002) suggests the significance of a correlation design for the researcher to analyze relationships and examine how variables are related. Correlation analysis attempts to secure the correlations between two data sets and one data set is called the dependent set and the other is the independent set (McClave, Benson, & Sincih, 2005).
Based on prior studies and the need to continue to research female entrepreneurs, the researcher will seek to address the following research questions:

**Research Question One:**

RQ1: Is there a relationship between human capital and capital resources for start-up businesses?

**Hypothesis One:**

$H_0^1$: There is no relationship between human capital and capital resources for start-up businesses.

**Research Question Two:**

RQ2: Is there a relationship between financial capital and capital resources for start-up businesses?

**Hypothesis Two:**

$H_0^2$: There is no relationship between financial capital and capital resources for start-up businesses.

**Research Question Three:**

RQ3: Is there a relationship between social capital and capital resources for start-up businesses?

**Hypothesis Three:**

$H_0^3$: There is no relationship between Social capital and capital resources for start-up businesses.

A statistical analysis of the data retrieved will be necessary using the *Statistical Package for Social Sciences (SPSS)* software to test the relationship of capital and capital resources. Creswell (2003) believes that survey design provides a quantitative or numeric description of trends, attitudes, or opinions of a population by studying a sample of that population. According to Robson (2002), a researcher using the quantitative design must strive for testing that is free of value and prejudice, as is possible with the human element.

In an effort to secure privacy and anonymity, no identifying information will be placed on the surveys. No humans will be harmed in this study. The researcher will not collect any sensitive data about the participants. The participants’ participation in this research study will be strictly voluntary, and the participant may choose not to participate without fear of penalty or any negative consequences. Individual responses will be treated confidentially. No individually identifiable information will be disclosed or published and all results will be presented as collective, summary data.
CITI Collaborative Institutional Training Initiative

AU Students Curriculum Completion Report
Printed on 9/11/2010

Learner: Valerie Vann (username: vvann12)
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AU Students:

Stage 2. Refresher Course Passed on 02/21/09 (Ref # 2567395)

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For this Completion Report to be valid, the learner listed above must be affiliated with a CITI participating institution. Falsified information and unauthorized use of the CITI course site is unethical, and may be considered scientific misconduct by your institution.

Paul Braunschweiger Ph.D.
Professor, University of Miami
Director Office of Research Education
CITI Course Coordinator
IRB MEMORANDUM
Argosy University Atlanta

To: Valerie Vann

From: Murray Bradfield, Jr., Ph.D.

Date: November 23, 2010

CC: Dr. Duane Scott

RE: Human Subjects Protocol – A study of female entrepreneurs seeking capital for start-up businesses

The Institutional Review Board has certified your research protocol. The certification of your protocol is in effect for one full calendar year from the date of approval, November 23, 2010. Thereafter, continued certification is contingent upon submission of a renewal form, which must be reviewed and approved by the Institutional Review Board prior to the expiration date of the current certification, November 23, 2011. Certification is also contingent upon your agreement to abide by the American Psychological Association ethical guidelines that govern human participation in research. In addition, you are expected to comply with the protocol as presented, and keep appropriate records as to your use and maintenance of collected data.

Good luck with conducting your proposed research.
APPENDIX F:

Additional Definitions Relevant to the Study
ADDITIONAL DEFINITIONS RELEVANT TO THE STUDY

*Career Capital* is capital acquired through career experiences and applied to entrepreneurship (Terjesen, 2005).

*Caucasian or White female* is a female member of a race of people of light-skinned or of European descent (Merriam-Webster Online Dictionary, 2010).

*Center for Women’s Business Research* (CWBR) (2010). The Center for Women's Business Research is a 510(c)(3) nonprofit, tax-exempt organization established in 1989 to validate and accelerate the economic power of women's entrepreneurship by conducting groundbreaking research, sharing myth-busting information, and creating new knowledge.

*Cultural Capital* involves capital obtained through second-generation entrepreneurs who benefit from exposure of running a business at an early age, ranging from realistic matters of running business operations to developing social networks; and coping with the risks associated with entrepreneurship (Hout and Rosen, 2000).

*Entrepreneurial Capital* is the components directing and influencing the economy (Audretsch & Keilbach, 2004).

*Equity Capital* is a business investment by the sale of common stock and a permanent part of a firm’s capital structure that does not require repayment from the borrower; personal savings or assets. An increase in structure can change by investing profits back in to the business by selling additional stock to investors (Wall, 2007).

*Ethnic* is a group of people with common customs, characteristics and language (Webster, 2003). A member of an ethnic group; especially: a member of a minority group who retains the customs, language, or social views of the group (Merriam-Webster).
Ethnicity is a particular ethnic affiliation or group of diverse ethnicities (Merriam-Webster Online Dictionary, 2010).

Greater Women’s Business Council (GWBC) is a non-profit organization for certified women's business enterprises (WBEs) in Georgia, North and South Carolina interested in promoting, developing and maintaining business relationships with major corporations, governmental agencies and other women business enterprises (GWBC, 2010).

Growth Capital is anticipated progressive growth of capital value and income; some investors prefer growth to immediate income (Merriam-Webster Online Dictionary, 2010).

Intellectual Capital is the idea of intellect or knowledge depressed for various money making or other useful purposes (Merriam-Webster Online Dictionary, 2010).

National Association of Women Business Owners (NAWBO)-founded in 1975 and supports women owned businesses and contributes to entrepreneurial activity through access to valuable tools and resources to help boost women-owned business growth and success (NAWBO, 2010).

Open-ended responses involve questions used in a phenomenological study. The researcher questions the interviewee, and the interviewee can respond as he or she wishes. Open-ended responses may also be semi-structure questions during the interview process (Creswell, 2003; Krueger, 1994).

Organizational Capital involves entrepreneurial relationships with and within external organizations in the form of alliances, information, structures, systems and policies, and internal organization relations similar to management styles (Brush, Greene & Hart,
Phenomenological Study is a qualitative exploratory investigation in the development of ordinary subject matter acquired from participant perceptions resulting from an approved interview process (Creswell, 2003).

Physical Capital consists of tangible assets necessary for the operation of business, including materials, plants, property, facilities, or equipment (Brush, Green, & Hart, 2001).

Qualitative Study is an investigative process intended to gain an understanding of human and social concerns with structure of expressions to gain a holistic prospective that details the diverse views of informants in a natural setting (Creswell, 2003).

Small Business Administration (SBA) is a business resource entity developed in 1953 for assisting small businesses. The SBA is available to assist individual in developing businesses through counseling sessions to gain a better understanding of business enterprises and growth (Lesonsky, 2007).

SCORE or Service Corp of Retired Executives is a nonprofit organization that operates under a grant from the SBA and provides small business counseling and training to businesspersons in every state (SBA, 2010).

Semi-Structured interviews are similar to open-ended questions during the interview process. Interviews involve a list of topics for the interviewee or co-researcher answers questions asked by the interviewer. The interviewer has flexibility in the sequencing of questions, the exact wording used and the amount of time for each question; and how much attention is given to each topic (Guerrero (2008).

Small Business Administration (SBA) is a business resource entity developed in 1953 for
assisting small businesses. The SBA is available to assist individual in developing businesses through counseling sessions to gain a better understanding of business enterprises and growth (Lesonsky, 2007).

*Technology Capital* is a term for computers, a form of capital relating to or specializing in technical or applied sciences (Merriam-Webster Online, 2010).

*The Edge, Incorporated* is an organization that offers aid to micro-entrepreneurs and small business owners in their efforts to launch, sustain, and expand businesses (The Edge, Inc., 2010).

*Venture Capital* is a growing source of equity used for high-growth new ventures, experienced professional firms providing a full range of financial services.

*Women Economic Opportunity Project (WEOP)* a non-profit organization that supports women initiatives, located in Atlanta, Georgia.

*Women Impacting Public Policy (WIPP)* advises advocates and promotes access to capital resources for women business owners by addressing issues such as the SBA lending program and tax incentives for business owners who contract with women-owned businesses and the private sector (WIPP, 2009).

*Working Capital* is a company’s current assets minus current liabilities (Kuratko and Hodgetts, 2007).