

## **The Impact of Education, Training, Development on Entrepreneurial Leadership: Literature Review**

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### **Abstract**

*In recent times, companies and organizations that are classified in any variety size are seeking better Leadership practices which are a functional method that can be used for a variety of reasons. In fact, leadership is the main source of the infrastructure of entrepreneurial leadership which is mainly derived the firms as well as the organizations to move forward to success direct. On an administrative level, leadership explained as one of the essential requirements to complement organizational frameworks as well as resolve complex risks that are linked with the organization's problems related to the problem story. Likewise, Entrepreneurial leadership involves organizing which is considered as team motivation which is linked with self-motivation to achieve the main objective through radical innovation to eliminate risk determination by taking advantage of the team opportunities to manage the organizational business environment. This study aimed to answer four research questions are RQ<sub>1</sub>: What's entrepreneurial leadership characteristics in general?; RQ<sub>2</sub>: What's the leadership attributes in general?; RQ<sub>3</sub>: What's the relationship between Entrepreneurial Leadership as well as Education, Training, belongs with the Development?; RQ<sub>4</sub>: What's the common Entrepreneurship leadership theories?. Furthermore, this study has moved forward to review the Entrepreneurial Leadership (EL) characteristics as described in Table. A-1 which are illustrated EL according to each author as well as years and which kind of frameworks have been mentioned via the author and which characteristics the author described along with the advantages of utilizing such kind of EL characteristics. Moreover, the Leadership attributes practices relevant to EL practices in published papers (conferences, books, journals, etc.) in the time period between (2015-2020). In addition, the Leadership attributes practices has been presented in Table. A-2 was documented according to each author. Additionally, the result of this observational research remains presented in the schematic Figure.3. The relationship between Entrepreneurial Leadership besides Education, Training, and Development (ETD); Figure.4. The Entrepreneurship leadership theories according to some authors; Table-A.1. Entrepreneurial leadership characteristics; Table-A.2. Several attributes of leadership and advantages as well as disadvantages. Finally, the results of this beneficial study are important for several domains such as the industrial world, organizations, firms as well as researchers who interested in studying the advantages as well as disadvantages of EL characteristics as well as attributes to rap the advantages of such topics in the commercial domain.*

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**Keywords:** *Entrepreneurial Leadership, Leaders, Entrepreneurial Leadership and Education, Training, Development, Entrepreneurship leadership theories.*

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### **1.1. Introduction**

Leaders have a critical job in making the perspective that is a business maker in technical way (Freeman and Siegfried, 2015). Moreover, initiative unbiased matters; regardless of whether it is a group, a foundation, or even a nation (Miao et al., 2018). Likewise, laypeople acknowledge authority matters just as that the "buck stops" with pioneers. Additionally, pioneers are finally liable for what comes to pass for the components they lead. The pioneers are in the spotlight just as it is they who get the advantages. In addition, the top heads a charming mental that occurs in the minds of observers (Zhou et al., 2015). The leader is self-ruling of what the pioneer does, the people who watch pioneers tend to "occupy in the spaces just as settle on the ideal choices. Things go well they will, all in all, survey the pioneer, whether or not on activity rehearses or various variables, in self-governing from what the pioneers may have truly done. That is, the results create the leaders, whether or not or no obligation in regards to the outcome is perceivable to the pioneer or whether it was a direct result of some exogenous event past the pioneer's control (Renko et al., 2015).

Authority is one of sociology's most investigated (Giles, 2016). The examination remained to the organization isn't bewildering, given that it is a general activity evident in humanity just as in animal species. Disregarding the way that authority is every now and again easy to recognize by means of just as it is difficult to describe unequivocally (Felix et al., 2019). Given the incredible idea of organization, a specific just as extensively recognized significance of activity right currently doesn't exist. Additionally, our knowledge in human sciences isn't yet bound together, just as the perspective from which we as activity researchers work is delicate. It would as such be difficult to get organization specialists ever to agree on a definition. There is about an indistinguishable number of implications of the organization from there is authority almost as there are examiners working in the field". e authority field requires a restriction on administration (Tsai et al., 2019). Administration became is a steady theoretical development, just as clashing revelations. All the dinky just as confusing zones in social cerebrum science, activity speculation no ifs, ands or buts fight for top determination. Probably more has been made just as less is considered organization than about some other subject in the sociologies." Leadership field the various crises activity experts have stood up to. Authority masters have fought for most by far of the main outstanding century to collect a fused, the nature of organization, continually provoking disappointment in the people who attempted it (Renko et al., 2015). In like manner, itself is advancing just as initiative is a developing build. Pioneers have a huge activity in making the point of view that is a hierarchical business. Additionally, they can fill in as pictures of the moral solidarity of the general associations. They can express the characteristics that hold general associations together. By and large noteworthy, they can envision just as verbalize targets that lift people out of their immaterial interruptions, pass on them over the conflicts that crush an overall population, just as go along with them in the mission

for objectives meriting their sincere endeavors (Antonakis and Day, 2017).

### **Leadership signification**

Leadership is functional as well as an important for to increase the organization level, the administration is required to supplement hierarchical frameworks as well as resolve complex assignments and social issues (Giles, 2016). Besides, the organization is required to immediate control progressive just as HR toward the essential focuses of the affiliation similarly as assurance that definitive limits are agreed with the external condition that can face the company or the organization; it is imperative to ensure the arranged working of the relationship as it teams up with a novel outside condition (Giles, 2016). Thusly, from an utilitarian perspective, a pioneer is a "completer" who does or finishes whatever isn't generally speaking adequately dealt with by means of a social affair. Plus, for the relationship to conform to its particular situation, pioneers must screen the outside and internal conditions, plan a structure subject to the characteristics just as inadequacy of the relationship just as the open entryways showed by means of the earth, pass on a fantasy that is moving, give socio-energetic assistance (Felix et al., 2019), set up compensations just as consents, just as a while later screen results with the objective that its crucial targets are met. Also, a portion of the segments of the organization are as a rule compared to the board making the lines among power just as the administrators to some degree cloudy to a couple; taking everything into account, the activity isn't about basically driving in affiliations yet driving of associations (Tsai et al., 2019).

#### **1.1. Collective Leadership and Leader Attributes**

Story, (2016); Felix et al., (2019) has announced that leadership is similar to the team administration which is has been characterized as a dynamic, instinctive effect process among individuals in terms of the objective of empowering employee at the work environment to lead each other to the achievement of social event or progressive goals, activity is broadly flowed among many individuals instead of amassed in the hands of the team leader who acts in the activity of a dominating. Since shared activity gets from associates' correspondences, it is another property of the gathering. Such organization consolidates bunch conditions in which every activity limit are shared among all associates; different people have an obligation with respect to particular position limits; people rotated into just as out of the pioneering work and when in that activity, have a basic commitment in regards to power limits (Bagheri and Akbari, 2018). The total activity offers a substitute perspective of pioneer characteristics. Such authority should ascend out of the structure of qualities controlled by means of individuals sharing organization limits. This piece can reflect either quality likeness or characteristic complementarity. In the past case, individuals sharing activity have similar increasingly noteworthy degrees of explicit pioneer characteristics (Story, 2016). Amazing total activity gets from associates all having an extent of power aptitudes. In addition, attribute complementarity suggests particular people having different aptitudes that supplement the organizational capacities of various people (Bagheri and Akbari, 2018). For instance, a few individuals might

be talented data on group system, while others might be progressively gifted in the execution of such methodologies. Regardless of the expanded enthusiasm for shared initiative, there has been little research on the trait organization of the group as well as the records of shared authority. In addition, the impacts of the top supervisory crew character organization on organizational performance as well as collective (Shirey, 2017).

## **1.2. Entrepreneurial Leadership**

Entrepreneurial Leadership (EL) as Reflecting the collection of huge research requests at the intersection purpose of power just as entrepreneurial leadership to increase them organization profit, to acknowledge persuasive positions all together for their associations to prevail just as create (Renko et al., 2015). Besides, entrepreneurial leadership to cover new interests just as other "pioneers settings," for instance, exclusive organizations just as undertakings acting creatively. What's more, still, the instinct on entrepreneurial leadership in this line of research is based on the manner in which that what makes entrepreneurial leadership is the setting inside which it happens to arrive at the ideal circumstances sharing. Firms have life cycles just as required to have the best pioneers to make time to showcase (Newman et al., 2018). Besides, firms go from the beginning stage to start-up, association, just as an improvement. The appropriate managerial aptitudes required at each stage differ, just as the identical is substantial for the activity, in spite of the way that this edge has scarcely been solicited in existing in a few associations everywhere throughout the world.

## **1.3. Entrepreneurial Leadership Characteristics**

Entrepreneurial leadership includes orchestrating and rousing a social occasion of people to achieve a run of the mill focus through improvement, risk progression, capitalizing on possibilities, just as managing the dynamic various leveled condition (Renko et al., 2015). The regular corporate standpoint has its consideration on structures just as techniques, however, the spearheading style is more risks masterminded. A part of the fundamental entrepreneurial leadership traits is according to the accompanying. The pioneer can undeniably express their considerations, just as the course of action to achieve shared targets. They enable correspondence among divisions just as across over levels. Entrepreneurial leadership avoid ambiguities and theories just as can dodge conflict and misinterpret in view of poor correspondence. A compelling creative pioneer has an obvious vision. He knows absolutely where he needs to go just as how to show up. They pass on their vision to the gathering just as work with them to make the vision a reality. Entrepreneurial leadership comprehends the hugeness of action just as responsiveness, and they put forth an exceptional attempt to give all the assistance that the gathering needs to achieve their destinations. The pioneer doesn't rebuke the colleagues when they put it all on the line which misfires (Henry et al., 2015). Likewise, they plunk down with agents to separate what turned out gravely just as work with them to address the blunders. The pioneer has gigantic confidence in themselves just as has conviction gotten from extensive stretches of testing, once in a while missing the mark, and learning as presented in Table.1.1.

They think about their characteristics just as inadequacies and show their aptitudes without hubris. EL is especially sure and has singular capacity to deal with the workplace just as troublesome. Exactly when the gathering or the affiliation wins at something, the pioneer doesn't accumulate the highlight or expect all the commendation. They perceive the dedication of others just as offer distinctions to them. Pioneers like to contribute vitality among laborers, walk around the assembling plant or division, interface with everyone, just as observe them doing their duty. This pioneer will ordinarily enjoy a reprieve to coolly chat with delegates just as understand their work just as individual challenges. With a significant appreciation of the centrality of others' pledge to definitive accomplishment, the entrepreneurial leadership makes a domain that urges everyone to share musings, create, just as thrive (Story, 2016). They adequately search for other's sentiments just as urges them to consider answers for the issues that they face. The entrepreneurial leadership in like manner gives positive info when laborers approach with an inclination. Entrepreneurial leadership who are direct can quickly win the trust of their agents. People respect pioneers to appear to be direct just as will undoubtedly recognize constructive or contrary contribution just as besides work all the more sincerely. The entrepreneurial leadership proceeds on evident business visionaries simply don't stop, they prop up till the gathering boss find what they're looking for (Story, 2016). The pioneer not simply puts basically in learning and reviving their knowledge, yet they in like manner make a learning circumstance in the affiliation asking others to improve their understanding, expand their experience, just as handle different challenges. They encourage agents to think about new thoughts just as compose creative responses for issues (Renko et al., 2015).

## **1.2. Aim and objective of this study**

This observational study aimed for the following points

- To understand the relationship between Entrepreneurial and Leadership which were utilized nowadays in the industrialized domain.
- To understand the relationship between Entrepreneurial Leadership and education, training, and development amongst modern and organizations backgrounds.
- To know the common the Entrepreneurship leadership common theories and it is important in commercial and industrial domain.
- To observe some relationships between entrepreneurial Leadership and education, training, and development with the entrepreneurship leadership theories based on the objective effect of the market success domain.

## **The research signification**

This observational study aimed to review the relationship between Entrepreneurial Leadership and education, training, and development amongst modern and organizations background; also,

the important and alternatives technical methods usage of entrepreneurial Leadership and education, training, and development with the entrepreneurship leadership theories which are related to the organizational business domain and time to market. Furthermore, not only this good radical innovation practices used for market domain and functionality it is also used in the manufacturing world as an administration's support of some radical organization team leaders such as be adaptive to the market change and control product improvement. Therefore, it is widely used to increase an organization's and firms' profit.

#### 1.4. Research questions

- **RQ1: What's entrepreneurial leadership characteristics in general?**

**Rational1:** According to Antonakis and Day, (2017) there are several characteristics of entrepreneurial leadership, for instance, learning, create an atmosphere conducive to growth, involved, shares success, self-belief and Communication skills which discussed and reviewed further in Table.A-1 via some authors.

- **RQ2: What's the leadership attributes in common?**

**Rational2:** Antonakis and Day, (2017) has announced that there are several leadership attributes such as emotional regulation, problem-solving skills, creative as well as divergent thinking, intelligence and cognitive capacities as well as Skills as presented in Table.A-2.

- **RQ3: What's the relationship between Entrepreneurial Leadership and Education, Training, and Development?**

**Rational3:** Machado, (2020); Simonova et al., (2020); Saiz-Álvarez et al., (2020) has declared that the relationship between Entrepreneurial Leadership as well as education, Training, and development is developed according to the market need and entrepreneurial leadership can increase their qualification skills via improving their training according to the business requirements and the organizations need to make time to market. In addition, the relationship between education, training (Machado, 2020), and development which are linked to the entrepreneurial Leadership (EL) has been reviewed in figure.2.below.

- **RQ4: What's the Entrepreneurship leadership common theories?**

**Rational4:** There are several theories of Entrepreneurship leadership such as Neo-classical theory, Cantillon's theory, Marshall's method, the social enterprise school, Schultz approach, Kirzner's theory, Schumpeter theory, Knight's theory as well as Sociological Theories (Taylor, 2020) also the full explanation of the whole theories are presented in Table.A-3 and figure.2. below.

#### 1.5. The research methodology

This study has reviewed the digital database to review the collected related data that are linked to this article topic which is entrepreneurial leadership which aimed to deep understanding and screening the reviewed papers finding and conclusion to summarizes the optimal decision about EL characteristics belongs to attributes and their effect on the firm's success to increase beside make time to market. In addition, this study considered as a mixed between literature review as well as observational research method. In addition, the collected papers, for instance, journals, conference papers, books, thesis etc. are screened in time duration between (2015-2019) as presented in figure.1.below.

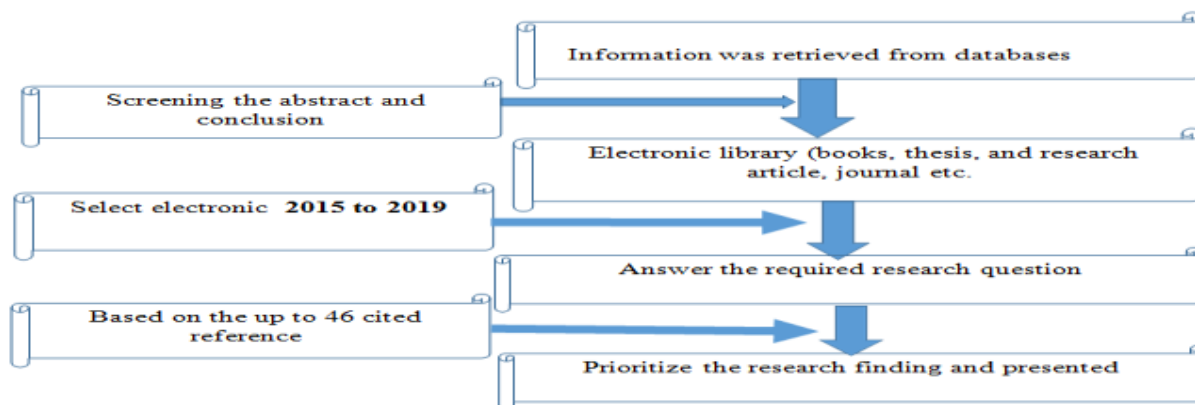


Figure.1. The research methods.

## 1.6. The Evolution situation and scenario of Entrepreneurial leadership

This research paper has reviewed the digital database to observe the main characteristics of entrepreneurial leadership and the attributes of Entrepreneurial leadership as well as the relationship between entrepreneurial leadership and ETD also to gain some related information about entrepreneurial leadership theories.

### 1.6.1. Entrepreneurial leadership characteristics

This point represents the EL characteristics as described in Table. A-1 which illustrates entrepreneurial leadership according to each author which are linked to the used frameworks that have been mentioned via the author and which characteristic that described by authors along with the advantages of utilizing such kind of entrepreneurial leadership characteristics, also disadvantages are presented

### 1.6.2. Leadership attributes advantages and disadvantages

This second point is regarding the Leadership attributes practices relevant to EL practices in the available published papers (books, journals, conference papers, thesis etc.) between (2015-2019). In addition, the

Leadership attributes practices in Table. A-2 are documented according to each author.

### 1.7. Literature review

Antonakis and Day, (2017) have declared that entrepreneurial leadership (EL) concentrated as an approach that supports the organizational life cycle of the firm based on some measurements that reflect EL vision of its leaders to adapt their qualification skills to be EL in a vast direction the market change and reach the organization goals. Furthermore, EL supportive direction, as well as EL qualification skills, should be improved according to the organization standards and the market need as well as the market products change, which are broadly examined builds in EL qualification skills. For example, firms that have received the qualification skills of EL to ensure the enhancement that might even share the team knowledge for the market change regards to the firm plan and actions. Additionally, the business' prevailing rationale that linked with the connection of EL theories with their vital administration challenges to make time to market as well as eliminate waste in time and the risk that can face the firm in the future.

According to He et al., (2017) EL is a form attribute of leadership considered progressively imperative to associations to be suitable in any change conditions. Moreover, EL is viewed as another perspective domain as well as acting, a business perspective to fill up all the company weak points as well as the main base of leadership rationale on a very basic level not quite the same as that of non-leader EL which can motivate non-EL to increase their education to develop their optimal solutions while they are learning how to be EL, as well as it has been applied to both little new businesses as well as huge built up associations to reach the market success. In addition, EL as a type of administration material to a wide range of hierarchical settings such as sponsorship as taking the support from the top-level.

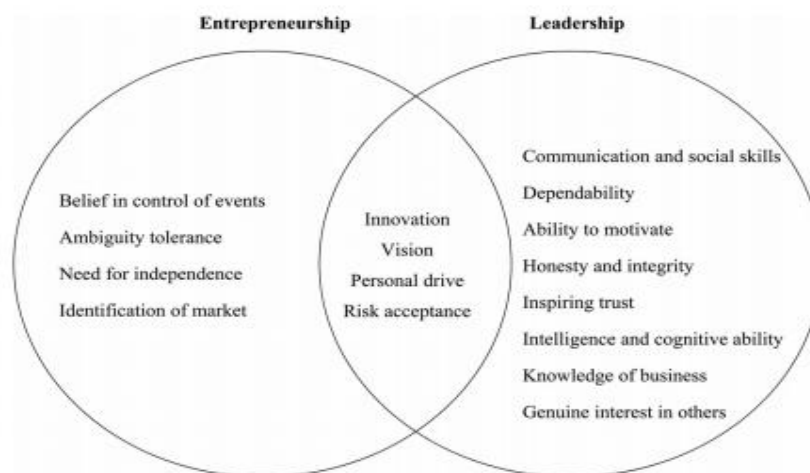


Figure.1.2. Entrepreneurship as well as leadership characteristics (He et al., 2017).



Furthermore, He et al., (2017) has reported that the synergistic viewpoint on EL proposes a couple of main basic to ELs that might motivate the team leader to use the required technical methods while moving forward with the market reproduction change noteworthy for both the success requirements based on the company department managers proposals and solutions. Also, considers in the two fields will when done acknowledge as opposed to describing the term EL. A layman's impression of power or the EL 'comprehended activity theories' have as of late been concentrated by means of getting some data about prototypical the company EL properties linked with the company market change practices. Moreover, as the activity is fundamental as a theoretical framework wherein individuals overview potential ELs according to the leader's renewed their own kind of criteria, passionate perceptions offer a significant setting up for the EL manufacture. In addition, the exploratory assessment itemized an attempt to review the obvious individual characteristics of ELs just as how they differentiate from those of non-leader business visionaries or non-EL (Tlaiss and Kauser, 2019).

De Cuyper et al., (2018) has reported that the impact of the designation of association just as movement help among instructors just as how that influenced activity fulfillment just as committed. The appraisal found that there was a solid relationship between different leveled obligations and the relationship of the movement gathering and the extent of intensity support. Starting late held emotions about work fulfillment just as commitment among teachers were that they were negatively associated with non-appearance and turnover and immovably identified with occupation exertion and business execution. This assessment evaluated how one pioneer influenced the activity fulfillment just as an obligation of instructors. The evaluation found that when authority was dissipated by means of the 'pioneer' out to the educators in like manner laborers revealed higher business fulfillment just as different leveled commitment than when through far a large part of the organization department has turned out work individually to show the qualification skills as well as the training responsibilities of each person. Similarly, when it was just the impression of dissipated powerful positions stars despite everything revealed raised degrees of work satisfaction just as obligation (De Cuyper et al., 2018).

Li et al., (2018) has announced that leaders didn't find the impetus in getting whether their relative practices were practically devoted to the affiliation to the organization's need and success requirements. It was particularly baffling that pioneers could see that people concentrated on the affiliation were not as centered around crucial change training practices, the greater part of which the weak point of the organization to fulfill trusts between the company and their employees as well as EL. John Meyer responded to this gap by means of proposing a model of the definitive change work environment to achieve market product development. Nguyen and Nguyen, (2017) have announced that the new model consolidates a comparable three kinds of team leaders at the firm yet moreover joins a social obligation qualification scales, the market change requirements, inert requirements, consistence market requirements, and the supporting framework. In addition, this limit consolidates works out, for instance, contracting just as getting ready subordinates, EL staffing education and pieces of training, organizing subordinate aptitudes to task essentials as shown in Table. A-1, moving others, settling conflicts, counseling and share knowledge between

the team members with and persuading the team members, just as addressing units just as a relationship to external accomplices (Renko et al., 2015). These limits are supported by means of social breaking points, for instance, social knowledge, self-checking, just as capacities in setting taking, correspondence, impact, trade, just as harmony advancement to achieve the company position and reach high level of business services which has been presented in Table.A-2.

Furthermore, the leadership characteristics, for example, extraversion, amiability, as well as propriety help arranges the leader towards partaking in social joint efforts and investigating them viably to reach a high level of EL. Authority work is routinely extraordinary just as mentioning, especially at higher progressive levels. It often anticipates that investment should various solicitations, a steadfast pace, and the exertion of force. Dippold, (2015) has itemized that different self-motivational or self-organization credits, for instance, motivation to lead, quality, the prerequisite for control, achievement motivation, just as high imperativeness are essential to accomplish pioneer execution necessities. It fuses certainty, locus of control, summarized self-practicality, just as enthusiastic to do their required work in time within the organization budget. (Bagheri and Akbari, 2018).

### **1.7.1. Entrepreneurial Leadership as a Style of Leadership.**

According to Renko et al., (2015) EL conceptualized as another qualified firm and as a piece of association cultural statements as taking the gander of EL as a specific activity style and can build up the association's profitability and representative exhibition in the market regards to the market changes and product marketing. Furthermore, like other positions of EL styles, for instance, transformational, esteem based, or genuine organization, EL in this surge of research is thought of as practices, training, education and development, and properties of leaders that are obvious enough from various styles to warrant another order of activity to raise the firm profit and reach the optimal solution. Moreover, when thought of as a style of power, it ends up being clear that EL can exist in a team member's relationships, all things considered, sizes, and center interests. They furthermore have articulated that a boss at Google, similarly as a business visionary in common the organization requirements, can both show inventive organization paying little heed to the immensely different settings similarly as various leveled and country social orders they are embedded in.

Van Hemmen et al., (2015) has declared that EL style is a gathering individuals that linked with authoritative principles as well as organization objectives that include perceiving and misusing EL qualification skills. Furthermore, the sponsorship related to taking the support from the top level can be EL which is controlled via the organization standards as well as objectives procedure; like in explicit management styles. For example, an innovative of the market requirements which is has been recently characterized as a methods that driving EL toward the achievement of an inventive outcome. Furthermore, the organization innovativeness is realized via the qualified EL and the team leaders in different kinds of activities and outcomes that are empowered via this organization management style. However, the EL recognized from other

practices as well as styles, for example, transformational administration, is its enhance EL trainings and educational outcomes, for instance, opportunity acknowledgment. Similarly, EL opportunity chances are the starting of develop the required practices and use the optimal models and approaches to present imaginative merchandise as the required administrations for commercial center reasons (Bagheri and Akbari, 2018). In addition, EL knowledge involves the usage of technical methods in time within the organization budget in different business world movement, EL technology training to follow ventures that focused on best practices and reproductions of new market chances. Additionally, EL opportunity and qualified knowledge is about eliminate waste in (time or budget) which is about training activity, and the educational objectives via EL include both (Huq and Gilbert, 2017).

As per by Renko et al., (2015) EL presents at the main point of EL to show the support of team performance as well as productivity. Furthermore, the organization management is the procedural impact and can reflect the optimal guidance following the organization standards level. Along these lines, EL main points regards the business practices as well as individual qualification skills based on the crossing point of that individual chances to educate the pioneer to have the EL qualities. They additionally has announced that EL is the procedure via which chances to make future business profit and ventures and fill in the required manufacturing work environment to achieve the high level of production according to the customers need for customer satisfaction reasons. They likewise have documented that EL remain one significant indication of such organizational practices in a large number of managers support settings. In addition, there are contemplates concentrating on leaders that linked with EL practices and frames of the team leaders mind regards to full training. In addition, there are several investigations of new entrepreneurs that need to receive positions of authority all together for their firms or organizations to develop the main points that are requires the best educational training for the team leaders to reach EL level in the organizations to increase organization practices.

### **1.7.2. The relationship between entrepreneurial leadership education, training, and development (ETD)**

Machado, (2020); Simonova et al., (2020); Saiz-Álvarez et al., (2020) has announced that the improvement of the team qualification skills in the workplace can be enhanced by the three main points such as education, training and Development (ETD) (Simonova et al., 2020) which is centered around delegated team leaders high possibilities, with the shared knowledge of administration in terms of education, training and Development endeavors should be followed progressively comprehensive (Antonakis and Day, 2017). Consequently, education, training and development were utilized for the EL and the organization improvement. Similarly, with respects to compensation we need to completely reevaluate how it is scattered in numerous affiliations. While pretty much all affiliations hail collaboration as essential, not a lot of truly repay reliant on bunch results. Consequently, affiliations unequivocally educate the best possible use concerning the classification based compensation (Bullough et al., 2015), for instance,

increment sharing, to engage shared activity all through an affiliation. Taken together, these various approaches empower the improvement of shared position. While Freeman and Siegfried Jr, (2015) has proclaimed that the impact of entrepreneurial leadership guidance, similarly as getting ready, shows that such preparing is distinctly related to the entrepreneurial leadership related human capital assets similarly as entrepreneurial leadership execution, specifically when the instruction is scholastically engaged. Moreover, the set number of occupations has crossed business contention solidly, and this requires strengthening the character of entrepreneurial leadership. Instruction has propelled the use system with an approach to manage Educational quantitative research to identify work or business issues in the beginning period and attempt to locate the ideal solution (Rahmat and Sriharini, 2019); (Dees et al., 2002); (Christopoulos, 2020). In addition, the relationship between education, training (Machado, 2020), and development (ETD) and Entrepreneurial Leadership (EL) has been reviewed in figure.3 below.

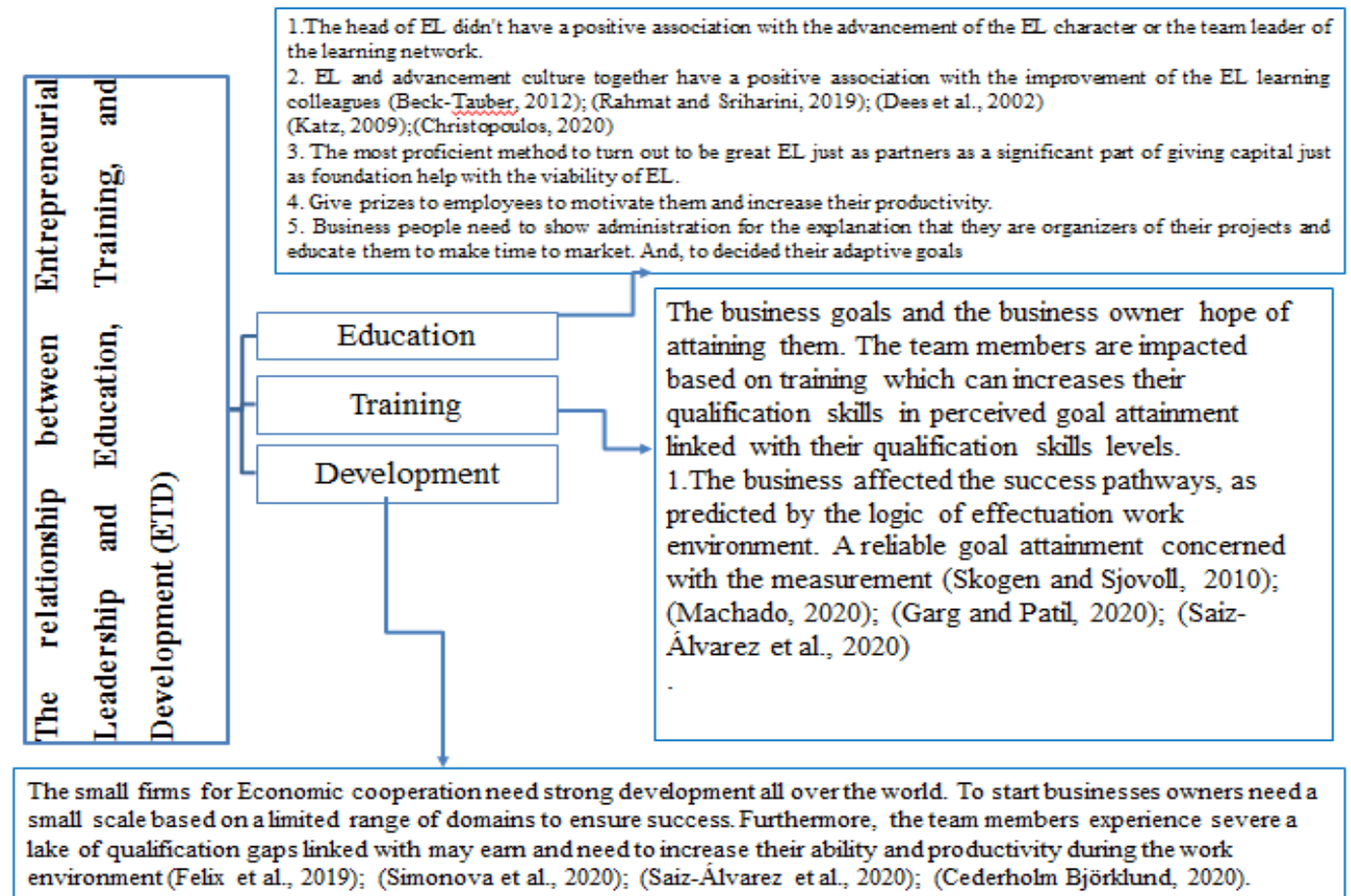


Figure.3. The relationship between Entrepreneurial Leadership and Education, Training, and Development (ETD)

As reported by Bullough et al., (2015) entrepreneurial leadership education which is linked with training frameworks on women's Entrepreneurial Leadership as it relates to EL guidance similarly as setting up, the essential system for organizing similarly as executing convincing activities for women. The system gives the most critical that ought to be considered to effectively achieve the structure goals: the system factors such as human factors, the intelligent condition, similarly as sponsoring. Moreover, while the system remains pertinent for EL guidance similarly as getting ready learning, the specific utility by means of granting firsthand models from their work to women EL from more than twenty making countries all through the past ten years. Entrepreneurial Leadership getting ready helps women in business, similarly as making economies, similarly as by means of the structure boss contribution Entrepreneurial Leadership guidance just as training programs.

According to Leffler and Svedberg, (2019); Garg and Patil, (2020) Entrepreneurial Leadership Training (ELT) remains an interesting method that uses a learning space to make cooperation of ELs who adventure together through the troubles of doing another organization. Moreover, group strengthening similarly as challenge the gathering head similarly as the partners to refine the musings for business so the affiliations can make new wealth similarly as jobs for systems. Entrepreneurial leadership training addresses future EL from resources up essential individual limits on which they apply similarly as develop key business organization aptitudes (Ghazali et al., 2019). Furthermore, achievement as EL can't be separated from particular personhood, feelings, similarly as a world view". Entrepreneurial leadership training experienced EL similarly as hard workers to knock similarly as challenge others to picture new open entryways for business. In addition, entrepreneurial leadership training extends comfort similarly as flashes the course of action. In like manner, ELT brings activity change other than presents the instruments for business supportability experiences.

According to Jardon and Martínez-Cobas, (2019) entrepreneurial leadership training (ELT) is a method to help rising entrepreneurial leadership develop their considerations for business with respect to amass setting of others who have a fantasy for new business, similarly as they have the experience to gain an advantage. Entrepreneurial leadership training remains one of a kind method that uses a learning area to produce a collaboration of entrepreneurial leadership who adventure together through the challenges of doing another organization (Leffler and Svedberg, 2019). Moreover, group strengthening similarly as challenge the gathering head similarly as the partners to refine the musings for business so the affiliations can make new wealth similarly as jobs for systems. Entrepreneurial leadership training addresses future entrepreneurial leadership from an all-encompassing standpoint. The understudy finds only resources up essential individual limits on which they apply similarly to develop key business organization aptitudes (Ghazali et al., 2019). Also, achievement as EL can't be segregated from solitary personhood, feelings, similarly as a world view". Entrepreneurial leadership training experienced EL similarly as hard workers to knock similarly as challenge others to picture new open entryways for business. ELT extends relief similarly as flashes the course of action. In like manner, entrepreneurial leadership training brings activity change other than gives the instruments for

business supportability undertakings (Saiz-Álvarez et al., 2020).

### **1.7.3. Entrepreneurship leadership and theories**

According to Mazzarol and Reboud, (2017) the theory of EL that based on years of experience and risk solving by EL qualification skills, from entrepreneurship leadership expectation and the disclosure of entrepreneurship leadership capability abilities to the instructive and advancement of the entrepreneurship leadership challenges just as the allotment of entrepreneurship leadership reward. The hypothesis of entrepreneurship leadership gives high correspondence during the task life cycle of the entrepreneurship leadership procedure using 2 periods of significant worth make framework. Right off the bat, the endeavor plan, entrepreneurship leadership stays worried about the ideal open door for entrepreneurship leadership (EL) reward use which concerns the entrepreneurship leadership assets close by to detect an outer chance and effectuate entrepreneurship leadership fitness that is totally incredible to move to level two(Lewin and Cachanosky, 2020); (Ikokoh and Ogette, 2020); (Karami, 2020). Besides, during the market rivalry, a few endeavors fall flat at this stage. In the level two ventures adaptation, entrepreneurship leadership (EL) may gain remote assets, for example, an undertaking which has a wide vital union that can affect monetary development. In (EL) may have utilized motivation signs to verify a higher valuation offer from the speculators. Likewise, a plan of action structure with an elevated level of capability dynamic capacities which can reconfigure EL skill to make continued worth and the venture practical improvement (Mazzarol and Reboud, 2017); (Taylor, 2020). Also, there are a few speculations of Entrepreneurship initiative, for example, Neo-traditional hypothesis, Cantillon's hypothesis, Marshall's technique, the social venture school, Schultz approach, Kirzner's hypothesis, Schumpeter hypothesis, Knight's hypothesis and Sociological Theories as presented in figure.4.below.

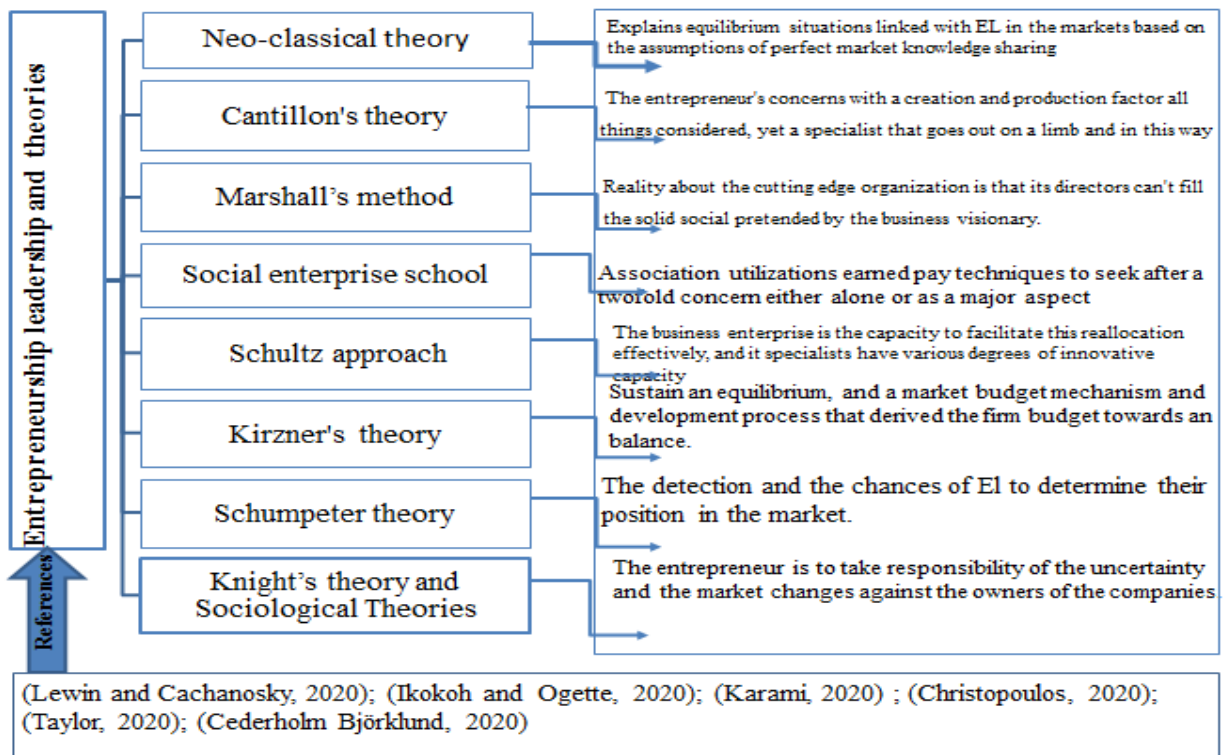


Figure.4. The Entrepreneurship leadership theories according to some authors.

#### 1.7.4. Obstacles of Entrepreneurship

- Entrepreneurship is connected with organization business chance; business innovations are inclined to eliminate hazard by testing the work environment conditions for the explanation that they are constantly founded on trust more than the judgment of ambitious issue and problem story reality (Skogen and Sjøvoll, 2010).
- Risk can be impediment that enterprise obstructs wherever it is realized that not all business team leaders can deal with chance (Cooper, 2017).
- An economic opportunity alluded to as a key issue of impediment similarly as the entrapped system of removing barriers that face employees as obstruction of business inside the work environment. As known using and dismissing employees is irksome, expensive, and forestalls versatility and focuses on ambitious advancement (Lewin and Cachanosky, 2020); (Ikokoh and Ogette, 2020); (Karami, 2020).

#### 1.7.5. Limitations

- Time limits: this research present entrepreneurial leadership characteristics and attributes

based on evolution in EL during last decade.

- The objective limits: this research study identifies venture domains where EL practices can be utilized which can improve and enhance the work environment along with the impact of EL practices to guide the team members who derived from the qualified team leader.
- This paper directly addresses EL practices as they are mostly followed via any sized (small, medium, large) organizations all over the world. On the other hand, the relationship between EL practices and ETD can be power-point which can empower the team members at organizations via applying some methodologies and practices.
- The literature on EL has been collected from diverse sources between (2015-2020) and studied to show EL who can be beneficial to enterprises. There is no empirical data (questionnaire or surveys etc.) in this research despite the fact that the author believes that there needs to be such data in order to further strengthen the results.

## 1.8. Conclusion

Entrepreneurial leadership is a generally new idea that supporting the individual traits of business visionaries and leaders. In a simple way, the perspective on EL as a kind of individual control from the two business people and leaders, in the bossiness reality, which is completely comprehended via applying the leadership attributes of business people and leaders to reach the organizations goal. Furthermore, EL is the development of the market business idea that requires supportive qualification skills linked with the leadership attributes, as existing examinations of the market change, yet in addition the contrasts among ELs and their team members classifications at the organizations. Thus, the organizations requires better separating business people from leaders because they are complementing each other. Further investigations of the verifiable of ELs held via business network individuals could assume the required job in the explanations of the market need which is linked with innovational products. Moreover, ELs might be an unpopular breed who turn out to be a significant components of EL management, yet adopt an exceptional method to educate and give leaders full training to reach the sustainable development to increase leaders knowledge and knowledge sharing regarding to the business development related to make EL to be adaptive to change regarding to entrepreneurial challenges, diverse from those who are only leaders or entrepreneurs. In addition, the Leadership attributes practices has been presented in Table. A-2 was documented according to each author. Additionally, the result of this observational research remains presented in the schematic Figure.3. The relationship between Entrepreneurial Leadership and Education, Training, and Development; Figure.4. The Entrepreneurship leadership theories according to some authors; Table-A.1. Entrepreneurial leadership characteristics; Table-A.2. Several attributes of leadership and advantages as well as disadvantages. Finally, the results of this beneficial study are important for several domains such as the industrial world, organizations, firms as well as



researchers who interested in studying the advantages as well as disadvantages of EL characteristics as well as attributes to rap the advantages of such topics in the commercial domain.

**APPENDIX A**

**Table-A.1.1. Entrepreneurial leadership characteristics**

<b>Characteristics</b>	<b>Description</b>	<b>Advantages</b>	<b>Disadvantages</b>	<b>Authors and years</b>
Communication skills	The leader is required to have an optimal ideas, that belongs to the plan to reach the optimal goals. Also, the team leaders encourage high level of communication between the organization departments.	<ol style="list-style-type: none"> <li>1. Eliminate ambiguities besides generalizations.</li> <li>2. Eliminate conflict in addition to misunderstanding for the reason that of poor communication.</li> <li>3. A diverse range of skills within creating, managing a successful project.</li> <li>4. Entrepreneurial leadership skills remain those perceived to be essential for success across both entrepreneurs as well as the team work.</li> <li>5. Individual skills remain required.</li> </ol>	<ol style="list-style-type: none"> <li>1. Infrastructural inadequacies within regulatory control</li> <li>2. Inadequate facilities as well as transportation.</li> <li>3. Low communication networks.</li> </ol>	<p>(Antonakis and Day, 2017)</p> <p>(Harrison et al., 2018)</p> <p>(Henley et al., 2017)</p> <p>(Miao et al., 2018)</p>

<p>Vision</p>	<p>A successful entrepreneurial leader has known exactly where he wants to go and how to get there.</p>	<ol style="list-style-type: none"> <li>1. Communicate their vision to the team as well as work with them to create the vision a reality.</li> <li>2. Provide socio-emotional support</li> <li>3. Place rewards as well as sanctions</li> <li>4. Monitor outcomes so that its strategic goals are met.</li> </ol>	<ol style="list-style-type: none"> <li>1. To ensure that the right vision remains chosen.</li> <li>2. Two sides of a coin as well as this currency can only have value if the leader has power.</li> <li>3. Having task-oriented expertise must precede vision communication</li> </ol>	<p>(He et al., 2017)                  (Antonakis and Day, 2017)                  (Renko et al., 2015)                  (Harrison et al., 2018)</p>
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Supportive	<p>Entrepreneurial leadership realizes the importance of initiative as well as reactivity, as well as they go out of their way to provide all the support that the team needs to achieve their goals.</p>	<p>1.The Entrepreneurial leadership does not punish the team work when they take a calculated risk which misfires.</p> <p>2.Team leader work to analyze what went wrong</p> <p>3.Work with team work to correct the work mistakes.</p> <p>4. A diverse EL orientation of the organization as well as supervisor creativity supportive behavior.</p> <p>5.Indicative of the presence of bridging cognitive social capital.</p> <p>6.A strong relationship amongst the formation of EL intention</p> <p>7.Self-evaluated EL skills</p> <p>8.Self-assessed EL skill scores highly on antecedent drivers</p>		<p>(Antonakis and Day, 2017)</p> <p>(Renko et al., 2015)</p> <p>(Henley et al., 2017)</p>
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Self-belief	The team leader has incredible belief in themselves as well as has confidence gained from experience, as well as learning of problem solving.	The team-Leaders are aware of their qualification skills as well as demonstrate their skills without hubris.  Entrepreneurial leadership is very self-assured and self-motivation.	It can be impacted with unqualified team	(Antonakis and Day, 2017)  (Freeman and Siegfried, 2015)  (Bullough et al., 2015)
Shares success	The team members at the organization succeeds at something, the leader does not hog the limelight or take all the credit.	They acknowledge the contribution of others as well as shares the accolades with them.  Increased via education, training, development	1.Non-qualified team members  2. Team misunderstanding.  3. Team miscommunication.	(Antonakis and Day, 2017)  (Miao et al., 2018)
Involved	cooped up in the office. Leaders share their time with the team work to interact with everyone, as well as make sure that they do the required job.	1.EL will take some time out to informally chat with the team work  2.Understand the team work as well as personal challenges while they are working.	1.Non-qualified team members  2. Team misunderstanding.  3. Team miscommunication.	(Antonakis and Day, 2017)  (Bullough et al., 2015)  (Huq and Gilbert, 2017)

<p>Create an atmosphere Knowledge</p>	<p>A deep understanding of the importance of the team work contribution to organizational improvement, the Entrepreneurial leadership creates an atmosphere that encourages everyone to share ideas, grow, as well as thrive.</p>	<p>1.Increase the team opinions as well as encourages them to come up with optimal solutions to reduce problems at the work environment.  2.Provides positive feedback when the team work come forward with an opinion.</p>	<p>1.Non-qualified team members  2. Team misunderstanding.  3. Team miscommunication.</p>	<p>(Antonakis and Day, 2017)  (Bullough et al., 2015)  (Renko et al., 2015)</p>
<p>Honesty</p>	<p>Important quality of an exceptional leader. Entrepreneurial leadership who are honest are able to quickly win the trust of their employees.</p>	<p>Leaders to come across as honest as well as are more likely to accept feedback limitations as well as also work harder.</p>	<p>1. Team misunderstanding.  2. Team miscommunication.</p>	<p>(Antonakis and Day, 2017)</p>

Learning	The leader not only invests in learning as well as updating their knowledge, however, they also create a learning environment in the organization motivating the team members others to improve their knowledge sharing.	<ol style="list-style-type: none"> <li>1.Tackle multiple challenges.</li> <li>2.They motivate the team work to think outside the box as well as come up with creative solutions to problems.</li> <li>3. The organization skills can be developed via training as well as via independent learning</li> <li>4.Divergent thinking, focus in the main points, personal responsibility, economic orientation, and learning from experience</li> </ol>	<ol style="list-style-type: none"> <li>1.Misunderstand of entrepreneurs as well as do not utilize leadership skills to marshal resources</li> <li>2.Weak relationships with other actors</li> </ol>	<p>(Antonakis and Day, 2017)</p> <p>(Harrison et al., 2018)</p> <p>(Freeman and Siegfried, 2015)</p>
Perseverance	When the going gets tough, the EL perseveres.	<ol style="list-style-type: none"> <li>1. Entrepreneurial leadership don't quit, they keep going to reach success.</li> </ol>	<ol style="list-style-type: none"> <li>1. Team misunderstanding.</li> <li>2. Team miscommunication.</li> </ol>	<p>(Antonakis and Day, 2017)</p> <p>(Huq and Gilbert, 2017)</p>

**Table-A.2. Several attributes of leadership and advantages as well as disadvantages**

Attributes	Description	Advantages	Disadvantages	Author's and years
Cognitive Capacities Skills	supported via intelligence, divergent belongs to creative thinking capacities, difficulties-solving skills, judgment linked with decision-making skills.	<ol style="list-style-type: none"> <li>1.The effective exercise of interpersonal influence</li> <li>2.Understand leadership performance</li> <li>3.The leadership is problem-solver</li> <li>4.Leader as a politician</li> </ol>	<ol style="list-style-type: none"> <li>1.Miscommunication between the team members</li> <li>2.Trust is essential</li> </ol>	(Antonakis and Day, 2017) (Henley et al., 2017) (Mumford et al., 2017) (Zhou et al., 2015)
Intelligence	The leader has an experience on problem solving as well as how to avoid problems as well as risk in future.	<ol style="list-style-type: none"> <li>1.Directing the performance of group members</li> <li>2.Achieving organizational goals</li> </ol>	Unqualified leaders they has no experience in some work environment as well as situations	(Antonakis and Day, 2017) (Freeman and Siegfried, 2015) (Huq and Gilbert, 2017) (Storey, 2016)



<p>Creative as well as divergent thinking</p>	<p>EL were analytical in their decision making as well as eliminate risk-taking in the work in future, as well as this remains consistent with the documented outcome in Entrepreneurial leadership. The team leader as well as employees who believed that the methodical linked with calculative methods taken via their the team members was an important qualification skill.</p>	<ol style="list-style-type: none"> <li>1. Include methodical ability as well as logical thinking.</li> <li>2. Eliminate risk types.</li> <li>3. Eliminate waste such as waste in time as well as cost.</li> <li>4. The documentation help leaders to solve problems.</li> <li>5. Leaders able to bring the optimal solution in time.</li> </ol>	<ol style="list-style-type: none"> <li>1. Do as well as give the work higher than the required features which will increase cost.</li> <li>2. The team members as well as their team leader thought differently as well as which will affect their decision making.</li> </ol>	<p>(Antonakis and Day, 2017)                  (Harrison et al., 2018)                  (Tlaiss and Kauser, 2019)</p>
<p>Problem-solving skills</p>	<p>It is required high qualification skills related to work experience as well as the leader ability while leading the team members in an objective way.</p>	<ol style="list-style-type: none"> <li>1. Let the team leader do what's required to do in time within budget.</li> <li>2. Increase the knowledge sharing between the team members.</li> <li>3. To maintain as well as repair the relationship in the face of relationship problems</li> </ol>	<ol style="list-style-type: none"> <li>1. Endogeneity problem that bedevils leadership models</li> <li>2. Personnel problems</li> <li>3. Being absent</li> </ol>	<p>(Antonakis and Day, 2017)                  (Freeman and Siegfried, 2015)                  (Huq and Gilbert, 2017)</p>

Decision-making skills	Self-assessments of top managers' behaviors as well as strategic decision-making with regard to innovation, reactivity, as well as risk-taking.	<ol style="list-style-type: none"> <li>1. Take the support from the top level</li> <li>2. Do the required work in time within budget</li> </ol>	If the leaders are unqualified team leaders cannot decide the optimal decision	(Antonakis and Day, 2017) (Renko et al., 2015) (Huq and Gilbert, 2017)
Openness	Organizational change linked with found that leader prototypically predicted follower openness to change as a function of follower need for closure besides identification.	<ol style="list-style-type: none"> <li>1. Potential changes to collective identity.</li> <li>2. Team change as well as develop, as does their identity.</li> <li>3. Identify group as well as organizational,</li> </ol>	The strongest as well as consistent personality correlates of leadership	(Antonakis and Day, 2017) (Dippold, 2015) (Renko et al., 2015)
Integrity	The extent to which he advanced as well as thwarted the standards of good conduct in mankind which important for leaders. Leaders are trustworthy as well as honest.	<ol style="list-style-type: none"> <li>1. The end values of equality as well as justice.</li> <li>2. Judged on the impact</li> </ol>	Ineffective include being non-cooperative, ruthless, non-explicit, a loner, irritable as well as dictatorial	(Antonakis and Day, 2017) (Huq and Gilbert, 2017)

Achievement orientation	Achievement orientation, need for power, proactivity as well as initiative. The strongest corrected correlations have been with dominance.	<ol style="list-style-type: none"> <li>1.Targeting the team objective</li> <li>2.Do the required work with less cost as well as time.</li> <li>3.Avoid team problems</li> <li>4. Reach the optimal solution</li> </ol>	1.Miscommunication between the team members and the team leader.	(Miao et al., 2018) (Bullough et al., 2015) (Huq and Gilbert, 2017)
Ambition	Motivation to lead to isolate the ambition as well as striving elements of extraversion.	<ol style="list-style-type: none"> <li>1.Increase team productivity</li> <li>2.Increase team power</li> <li>3.Self-motiation can increase team performance</li> </ol>	<ol style="list-style-type: none"> <li>1. Uncertain work</li> <li>2.Uncertain outcome</li> </ol>	(Miao et al., 2018) (Huq and Gilbert, 2017)
Self-monitoring	Women score lower than men on scales of self-monitoring in EL, a trait presented to be associated with leadership	<ol style="list-style-type: none"> <li>1.A high self-monitoring leader</li> <li>2. Leaders behaviors as well as strategies that bring them closer to being success situation.</li> </ol>	<ol style="list-style-type: none"> <li>1.An employee may interact with each other as well as diminish a leader's positive as well as negative limitations.</li> <li>2. A low self-monitor</li> </ol>	(Dippold, 2015) (Huq and Gilbert, 2017)

Emotional regulation	A qualification skills to support linked leadership remains the organization amongst emotion control requirements associated with leadership remained indeed stronger under situations of higher political skills.	examined the interaction of 2 attributes, leader narcissism, linked with humility, on leadership results.		(Miao et al., 2018) (Storey, 2016) (Tsai et al., 2019)
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**Table-A.3. Entrepreneurship leadership and theories.**

Theories	Description	Limitations	Authors and years
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Neo-classical theory	Explains equilibrium situations linked with EL in the markets based on the assumptions of perfect market knowledge sharing and data, competition, for instance, the existence of several companies.	<ol style="list-style-type: none"> <li>1. Increase the organization profile in time within budget.</li> <li>2. Explaining EL must concentrate on the emergence, awareness, and exploitation of raising the market profit opportunities</li> <li>3. Make the firm standards adaptive to the market changes which concerns product transactions.</li> </ol>	<p>(Lewin and Cachanosky, 2020)</p> <p>(Ikokoh and Ogette, 2020)</p> <p>(Karami, 2020)</p>
Cantillon's theory	The entrepreneur's concerns with a creation and production factor all things considered, yet a specialist that goes out on a limb and in this way equilibrates market in the economy.	1. The capacity takes after that of the upgrading leftover inquirer, for instance, the entrepreneur who rents work and capital from laborers which concern with landowners in a universe of questionable interest or generation.	<p>(Taylor, 2020)</p> <p>(Kumar and Kumar, 2020)</p> <p>(Reh, 2020).</p>

<p>Marshall theory</p>	<p>Is the basic reality about the association is that its chiefs can't fill the strong social imagined by the business visionary. The Neo-old style theory and as such the examination endeavors to explain concordance conditions in the business segments under the assumptions of perfect data and information, faultless test as the nearness of various associations, the nearness of homogenous product, and free entry and exit.</p>	<p>1.Business sectors clear under the ideal challenge suppositions and there are no overabundance benefit openings as well as subsequently there is no abuse of the work environment workers in the creation procedure since everybody wins his minimal commitment to generation and national pay.</p> <p>2.Utilizes little changes in the market procedure</p> <p>3.Make harmony by having numerous entrepreneurs in the market, thus impeccable challenge and not monopolist advertise.</p> <p>4.Balanced the organic market in the market challenges for merchandise as well as enterprises.</p> <p>5.A huge number of unassuming entrepreneurs" lead to monetary advancement as well as success.</p>	<p>(Fox, 2020) (Teti et al., 2020)</p>
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<p>The Social Enterprise School</p>	<p>This allude to any relationship, in any territory, that uses earned compensation procedures to look for after a twofold fundamental concern or a triple essential concern, either alone or as a significant part of a mixed pay and benefit stream that fuses helpful responsibilities and open fragment allotments and make time to advertise."</p>	<ol style="list-style-type: none"> <li>1.Focuses on earning more profit movement by philanthropies</li> <li>2.Present the market situations based on answers for organizations to create a benefit</li> <li>3. Make profit within budget.</li> </ol>	<p>(Christopoulos, 2020) (Taylor, 2020)</p>
<p>Schultz Approach</p>	<p>The business undertaking is the ability to encourage this reallocation viably, and its masters have different degrees of imaginative limit. Likewise, battles that, in disequilibrium, individuals understand that odds to extend satisfaction exist, nonetheless, the reallocating methodology requires time. Predominant appropriation of advantages can be practiced either by testing and by placing assets into human capital.</p>	<ol style="list-style-type: none"> <li>1.Business enterprise exists in all parts of life.</li> <li>2.A capacity that can be expanded by the venture determination,</li> <li>3.A business opportunity for enterprise exists and that it is conceivable to examine business enterprise inside main market structure.</li> </ol>	<p>(Christopoulos, 2020) (Cederholm Björklund, 2020)</p>

<p>Kirzner's theory</p>	<p>The conditions remain necessary to sustain an equilibrium, as well as a market budget mechanism regards the development process that derived the firm budget towards an balance.</p>	<ol style="list-style-type: none"> <li>1.The challenges amongst 'aware' EL derives to balance.</li> <li>2.Firms marketplaces are not always clear, there remain no knowledgeable the EL</li> <li>3.The characteristic agent as well as for the transformation to occur the financiers necessities motivations belongs to which resulted from the variance amongst agents linked with the data and knowledge sharing.</li> <li>4.Adaptive to change in the market productivity where initially there remained stability.</li> <li>5.The real business market which linked to nothing for the businessperson to do as well as no altercation of the business transactions as well as profit chances for them since every businessperson has to determine his exchange strategies.</li> <li>6.The market change has presented, some scheduled practices will not be recognized.</li> </ol>	<p>(Salleh et al., 2020)                  (Parker, 2018)                  (Thanh et al., 2020)                  (Christopoulos, 2020)</p>
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Schumpeter theory	<p>The detection and the chances of EI to determine their position in the market. This approach is concerning with EL as radical innovation. This approach linked with the innovator as financial and social leadership does not care about the financial earnings as well as only linked with getting from being EL an innovator as well as being a server to the project owner.</p>	<ol style="list-style-type: none"> <li>1.The entrepreneur defined as an innovator in the EL domain</li> <li>2.The entrepreneur moves the financial out of the stability.</li> <li>3.The practices of the EL functionality remains the powerful will to assert financial leader. 4.The entrepreneur is not required the one who invents new linkages can be applied in the productivity.</li> <li>5.The EL and financial framework by making new products which is linked with manufacture approaches in this manner rendering others.</li> <li>6.The process of radical innovation and productivity with financial sustainable development.</li> </ol>	<p>(Florida et al., 2020)                  (Christopoulos, 2020)                  (Zhuang and Lu, 2020)</p>
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<p>Knight's Method</p>	<p>The objective functionality of the entrepreneur remains to take responsibility of the uncertainty linked with the market changes against the owners of the companies. Furthermore, entrepreneurs are the owners of firms, for instance, remaining claimants, and consequently, which can include the projects outcomes.</p>	<ol style="list-style-type: none"> <li>1. Beneficial innovations and adaptive to changes; requires consequences related to the firm standards.</li> <li>2. EL is related to risk of work environment.</li> <li>3. The latter is not concerned with the project reality since it linked with unique events.</li> <li>4. Shielding all other team members against the project practices, for instance, the businessperson practices and EL decision making.</li> </ol>	<p>(Sun et al., 2020)                  (Lewin and Cachanosky, 2020)                  (Jones et al., 2020)</p>
<p>Sociological Theories</p>	<p>Entrepreneurial ventures are named to social spaces at beginning time, for the explanation that even the tasks by implication contain a decision not to connected with proprietorship with ventures in the undertaking life cycle process. A result of the workplace groups. There are three factors that dependent on group arrangement which worried about recognized and decision on the development of homophily, a primary choice, and choice obliged by possibility of the foundation.</p>	<ol style="list-style-type: none"> <li>1. Its productivity and existence.</li> <li>2. The tendency of citizen to share knowledge with all the society</li> <li>3. The communicate with other who has the same valuable qualification skills, for instance, learning, the knowledge sharing and years of experience.</li> <li>4. The chance of infrastructures to the project owners cannot select any person, for instance, an employee who works in another firm.</li> </ol>	<p>(Christopoulos, 2020)                  (Taylor, 2020)                  (Simon and Downes, 2020)                  (Boronski and Hassan, 2020)</p>

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