

The Interrelationship Between Entrepreneurial Trait - E.Q (Emotional Quotient), I.Q (Intelligence Quotient), ADHD (Attention Deficit-Hyperactivity Disorder), Creativity and Leadership Talent

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Abstract

In our empirical approach, we seek to find out if there is a relationship between Entrepreneurship and Intelligence Quotient (I.Q), Emotional Quotient (E.Q), Creativity Quotient (CQ), ADHD and Leadership skills (including Ambassador, Advocate, People Mover, Truth-Seeker, Creative Builder and Experienced Guide). The respondents in the study were MBA students at IBS, UTM, UNIRAZAK and participants in the Graduates Bio-technology entrepreneurial program at UNIRAZAK. The instruments of the study were stochastic self tests sourced from the internet (which were proven and used by hundreds of thousands respondents in the past). The participants sat for the test at computer labs at UTM and IBS. The findings showed that there is weak positive correlation between Entrepreneurship traits and Creativity and with Leadership while the correlation with Emotional Quotient (E.Q) was quite strong. ADHD were found to be unrelated to Entrepreneurship trait. The findings also showed that Emotional Quotient (E.Q) and Intelligent Quotient (I.Q) have weak positive correlation with Creativity.

Keywords: Entrepreneurial Traits, Creativity, Leadership skills, Management, Intelligence Quotient (I.Q), Emotional Quotient (E.Q), MBA students.

Introduction

Entrepreneurs and the firms created by them are important parts of economic growth and wealth creation. Researchers and practitioners alike agree that Entrepreneurship is significant for economic prosperity of individuals, regions and nations. Hence, Entrepreneurship plays an essential role in economic decisions. We seek to determine ways to develop Entrepreneurs by focusing on the traits that could be enhanced.

In our empirical approach, we tried to identify the Entrepreneurial Talents and the source of these talents by correlating it with five easily identifiable variables. We seek to determine the relationship between Entrepreneurship and Intelligence Quotient (I.Q), Emotional Quotient (E.Q), Creativity Quotient (CQ), ADHD (Attention Deficit Hyperactivity Disorder) and Leadership skills (including Ambassador, Advocate, People Mover, Truth-Seeker, Creative Builder and Experienced Guide).

Literature Review

There have been studies that touched on the realm of entrepreneurship and the interrelationship with other traits to it. The Entrepreneur takes the initial responsibility to turn a vision into a success. Entrepreneurs take prudent risks. They assess costs, market the customer needs and persuade others to join and help. An Entrepreneur is

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usually a positive thinker and a decision maker. Sexton and Bowman (1983) reported that no differences were found between entrepreneurs and corporate employees in terms of risk taking. Thomas and Mueller (2000) examined the relationship between culture and four personality characteristics commonly associated with entrepreneurial motivation. Innovativeness, locus of control, risk-taking and the need for achievement are all positively associated with entrepreneurial success (Ge Baoshan, 2009).

McClelland (1961) and many researchers studied the need for achievement as an entrepreneur characteristic. Other characteristic attributed to an entrepreneur is Rotter's internal locus of control theory (Rotter, 1954); the more an individual believes in himself/herself to be in control of his/her life, the more inclined he/she will be to become an entrepreneur. Kourilsky (1980) released a finding that showed that experiential education has a positive impact on identifying entrepreneurial attributes.

After almost a decade of coaching entrepreneurs, it has also been the observation that a majority of entrepreneurs have Attention Deficit Hyperactivity Disorder, or ADHD. The entrepreneurship literature (Green 2002; Caird, 1993; Martin, 1996) describes the traits and behaviours of entrepreneurs in words that closely match the qualities of ADHD. Also, previous research on entrepreneurship as well as goal, social-cognitive, and leadership theories has guided hypotheses regarding the relationship between entrepreneurial traits and skill (passion, tenacity, and new resource skill) and situationally specific motivation (communicated vision, self-efficacy, and goals) to subsequent venture growth (Baum and Locke, 2004).

Objectives

The research attempts to identify as much as to compare the elements of I.Q (Intelligence Quotient), E.Q (Emotional Quotient), ADHD (Attention-Deficit Hyperactivity Disorder), Creativity and Leadership among the forum of students taking into accounts their academics achievements and standard tests related to the each above mentioned elements.

The Specific Objectives is to

- (1) Measure the relationship between Entrepreneurial Talent and the ADHD (Attention_ Deficit Hyperactivity Disorder),

- (2) Measure the relationship between Entrepreneurial Talent and Emotional Quotient (E.Q),
- (3) Measure the relationship between Entrepreneurial Talent and Creativity,
- (4) Measure the relationship between Entrepreneurial Talent and Leadership,
- (5) Measure the relationship between Intelligence Quotient (I.Q) and Emotional Quotient (E.Q), and
- (6) to measure the relationship between Emotional Quotient (E.Q) and Creativity.

Hypothesis

The hypotheses in this research are as follow:

- H1. A person who scores high in his or her E.Q test has high I.Q.
- H2. A person who scores high in his or her E.Q test has high level of Creativity.
- H3. A person with high symptoms of ADHD has high Entrepreneurial Trait.
- H4. A person who scores high in his or her E.Q. test has high Entrepreneurial Trait.
- H5. A person who scores high in his or her Creativity test has high Entrepreneurial Trait.
- H6. A person who scores high in his or her Leadership test has high Entrepreneurial Trait.

Research Methodology

Sampling and Data Collection

Information was collected from respondents who were considered as potential entrepreneurs among the participants in Bio-technology entrepreneurial development program (BeST) at UNIRAZAK (Universiti Tun Abdul Razak), MBA students in UNIRAZAK (Universiti Tun Abdul Razak), and MBA students at International Business School, Universiti Teknologi Malaysia. We picked 130 students from these universities to be our sample participants. The respondents were assembled in a computer room and attempted each set of the test instruments (one test at a time) until the entire test had been completed. Based on test run we had run earlier,

the whole tests could be completed within slightly less than 1 hour.

The field work had taken almost three days at two different universities since our samples were taken from the two Business Schools (UTM and UNIRAZAK). In some parts of the test, students immediately obtained their results of the test in the form of scores issued by the Self-Test Administrator. The test results had been printed for everyone and kept as the raw score for the study.

Research Instrument

In order to conduct the research well, we made some selections among various tests available through the internet (which were proven and used by hundreds of thousands respondents in the past). All the tests were from the standard self administered questionnaires that would provide instant score of the particular traits tested. The questionnaires had been designed in such a way that they were self explanatory and easily completed. At the time of test taking, we provided the respondents with adequate descriptions. The research utilized five instruments.

Respondents' Profile

130 students were picked to be data collection sample. The selection of students was based on their stream of studies and academic achievements. The number of students and their percentage can be viewed in Table 1. We used SPSS 16 to interpret our raw data.

Table 1. Respondents' Profile

<i>Students</i>	<i>Frequency</i>	<i>Percentage</i>
UNIRAZAK MBA students	26	20
IBS MBA students	41	32
Bio-technology Entrepreneurial program Participant	48	63
Total	100	130

Analysis

Entrepreneurial traits as variables in the study were compared to discover possible relationships between them.

Sig (2-Tailed) Value Analysis

SPSS 16.0 was used to conduct this research. We focused on the first box in output file that is called Correlations Box. The second row (the one below Pearson's r) shows the Sig (2-Tailed) Value. The result of the Self test and the Internet test were compared and correlated. We interpreted the data based on Sig (2-Tailed) Value. This value will tell us if there is a statistically significant correlation between any selected two variables. If Sig (2-Tailed) Value is greater than 0.05, it means that there is no statistically significant correlation between two variables. That means, increases or decreases in one variable do not significantly relate to increases or decreases in the second variable. In the case that Sig (2-Tailed) Value is less or equal to .05, we can conclude that there is a statistically significant correlation between the two variables. That means, increases or decreases in one variable do significantly relate to increases or decreases in the second variable. In our research, Entrepreneurial Traits as variables in the study were compared to discover possible relationships between them. The 'r' test was at 0.343 and the r-square at 0.117. Though the scores were low... except in one of the independent variable, all the independent variables showed some significant relationship with the dependent variable.

Interpretation of the Relationships between the Traits

The correlation coefficient between Emotional Quotient (E.Q) and Intelligent Quotient (I.Q) is 0.179 with 0.042 sig. test score, indicating a weak positive correlation between Intelligent Quotient (I.Q) and Emotional Quotients (E.Q). The correlation coefficient between Emotional Quotient (E.Q) and Creativity is 0.189 with significant test is at '0.031', indicating a weak positive correlation between Emotional Quotients (E.Q) and Creativity. Based on the analysis of data, the correlation coefficient between Entrepreneurship and ADHD is -0.13, with significant test at '0.884' i.e. greater than '0.05', indicating negative insignificant correlation between Entrepreneurship and ADHD.

Based on another analysis of the data, the correlation coefficient between Entrepreneurship and Creativity is 0.228 with significant test at '0.009' which is less than '0.05', indicating a weak positive correlation between

Table 2. Correlation Coefficient and Interrelations between variables

<i>Elements</i>	<i>Correlation Coefficient</i>	<i>Sig tests</i>	<i>Interpretation</i>
Emotional Quotient (E.Q) versus Intelligent Quotient (I.Q)	0.179	0.042	Weak Positive Correlation
Emotional Quotient (E.Q) versus Creativity	0.189	0.031	Weak Positive Correlation
Entrepreneurship versus ADHD	-0.13	0.884	Weak Negative Correlation
Entrepreneurship versus Creativity	0.228	0.009	Weak Positive Correlation
Entrepreneurship versus Emotional Quotient (E.Q)	0.343	0.000	Moderate Positive Correlation
Entrepreneurship versus Leadership	-0.011	0.000	Weak Negative Correlation

Table 3. Summary of Hypothesis Testing

<i>Elements</i>	<i>Coefficient of correlation</i>	<i>Sig (2-Tailed) Value</i>	<i>Interpretations</i>
Hypothesis 1: Relationship between Emotional Quotient (E.Q) and Intelligent Quotient (I.Q)	.179	>.05	No significant correlation between Emotional Quotient (E.Q) and Intelligent Quotient (I.Q) Hypothesis 1 rejected
Hypothesis 2: Relationship between Emotional Quotient (E.Q) and Creativity	.189	<.05	Significant correlation between Creativity and E.Q Hypothesis 2 accepted
Hypothesis 3: Relationship between Entrepreneurship and ADHD	-0.013	>.05	No significant correlation between ADHD and Entrepreneurship Hypothesis 3 rejected
Hypothesis 4: Relationship between Entrepreneurship and Creativity	.228	<.05	Significant correlation between Entrepreneurship and Creativity Hypothesis 4 accepted
Hypothesis 5: Relationship between Entrepreneurship and Emotional Quotient (E.Q)	.343	<.05	Significant correlation between Entrepreneurship and E.Q. Hypothesis 5 accepted
Hypothesis 6: Relationship between Entrepreneurship and Leadership	-.011	<.05	Significant correlation between Entrepreneurship and Leadership Hypothesis 6 accepted

Entrepreneurship and Creativity. Based on the analysis of data, the correlation coefficient between Entrepreneurship and Emotional Quotient (E.Q) is 0.343, with sig. test score of '.000' which is less than '.05', indicating substantial positive correlation between Entrepreneurship and Emotional Quotient (E.Q). The correlation coefficient between Entrepreneurship and Leadership is -0.011, with sig. test at '0.000' which is less than '.05', indicating a weak negative correlation between Entrepreneurship and Leadership talent. Correlation Coefficient between

variables and their interpretations can be studied in Table 2.

There is Positive Insignificant relationship between Emotional Quotient (E.Q) and Intelligent Quotient (I.Q). In other words, if a person has a high Intelligent Quotient (I.Q), there is a slight chance that he or she necessarily has a high Emotional Quotient (E.Q) too. There is Positive Insignificant relationship between Emotional Quotient (E.Q) and Creativity. It also means that if a person has a

high Emotional Quotient (E.Q), there is a slight chance that he or she necessarily has a high Creativity too.

There is a Negative Insignificant relationship between Entrepreneurship and ADHD (Attention-Deficit Hyperactivity Disorder). If a person has a high Entrepreneurship trait, there is a slight chance that he or she necessarily has a low ADHD. There is Positive Insignificant relationship between Entrepreneurship and Creativity. What it means is that, if a person has a high Entrepreneurship trait, there is a slight chance that he or she necessarily has a high Creativity.

Also, there is Positive Rather Significant relationship between Entrepreneurship and Emotional Quotient (E.Q). If a person has a high Entrepreneurship trait, there is a good chance that he or she necessarily has a high Emotional Quotient (E.Q). There is Negative Insignificant relationship between Entrepreneurship and Leadership. If a person has a high Entrepreneurship trait, there is a slight chance that he or she necessarily has low Leadership skills. Interpretations of data analysis can be observed in details in Table.3.

Regression Analysis

In our study, our dependent variable is Entrepreneurial Traits while our independent variables are Intelligence Quotient (I.Q), Emotional Quotient (E.Q), Creativity Quotient (CQ), ADHD (Attention_ Deficit Hyperactivity Disorder) and Leadership. Our Regression Equation would be:

$$Y = a + bX1 + cX2 + dX3 + eX4 + fX5 + E.$$

In our study, Entrepreneurial Traits= Intelligence Quotient + Emotional Quotient+ Creativity Quotient + ADHD + Leadership. (Entrepreneurial trait(Y), Intelligence Quotient(X1),Emotional Quotient(X2),Creative Quotient(X3),ADHD symptom(X4), Leadership trait(X5), and Error(E)).

The Final Regression Equation

Our format of Regression Equation was:

$$Y = a + bX1 + cX2 + dX3 + eX4 + E. (Eq. 1)$$

Entrepreneurial Traits = Emotional Quotient + Creativity Quotient + ADHD + Leadership(Entrepreneurial

trait(Y), Intelligence Quotient(X1),Emotional Quotient(X2),Creative Quotient(X3),ADHD symptom(X4), Leadership trait(X5), and Error(E)).

The final equation is $Y = a + 0.343X1 + 0.228X2 - 0.013X3 - 0.011X4 + E$ (Eq. 2)

CONCLUSION

Implications of the Research

Recognizing the entrepreneurial skills and attitudes among the respondents provide benefits to the society and the business community as well. In fact, personal qualities that are relevant to entrepreneurship, such as Creativity and Emotional Intelligence can be useful to everyone. However, entrepreneurship should not be considered just as a means of creating new businesses, but as a general attitude that can be applied by everyone in daily lives as well as working activities. As a conclusion from the above observation, we could somehow improve the Entrepreneurial Traits by improving the emotional intelligence and Creative thinking skill.

Limitations and Suggested Future Researches

In order to conduct a research on Entrepreneur Traits talent on Intelligence Quotient (IQ) Emotional Quotient (EQ), Creativity Quotient (CQ), ADHD and Leadership, there is a need for access to more knowledgeable respondents on this issue. The limitations of this research paper was that the results analyzed represent only the perspective of respondents among MBA students and potential candidates of MBA courses while the time and facilities for conducting this research were limited.

There is a need for further research and investigation in this area. This paper has only provided an initial analysis. However, in an effort to decrease the bias and error, the following suggestions for future research should be examined. A larger sample size should be researched and audited. It would be useful to compare Malaysia scenarios with other countries. It is also highly recommended to conduct a study on a wider scope of various entrepreneurial traits among various MBA students.

This study was just an initial observation on the possible variables that can be associated with the entrepreneurial talent. There should be established instruments and relationship between other probable variables with the

entrepreneurial talent. Once the talent has been recognized, then effort should be made to seek out the kind of existing relationship. Although other variables and hypotheses were not completely supported by the findings, the author believes that further studies are necessary and various variables and combinations of variables can be employed to further investigation.

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