



INFLUENCE OF INTRAPRENEURIAL FACTORS ON PERFORMANCE OF GOVERNMENT FUNDED YOUTH GROUP ENTERPRISES IN KAJIADO COUNTY, KENYA

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ABSTRACT

This appraisal examined the impact of intrapreneurial factors on execution of government financed youth pack attempts in Kajiado County, Kenya. In particular, the evaluation endeavored to set up the impact of innovativeness on the showcase of government supported youth group attempts in Kajiado County, to foster the impact of proactiveness on the presentation of government financed youth pack undertakings in Kajiado County, to pick the impact of risk expecting the demonstration of government maintained youth pack tries in Kajiado County and in the long run to choose the impact of self-rule on the introduction of government financed youth pack experiences in Kajiado County. The appraisal utilized clear overview research plan. The objective individuals for this assessment contained the 140 government financed Youth experiences in Kajiado County which had been cooperating for more than three years with base on either the proprietors or head chiefs. From the amount of tenants in 140 SMEs, a representation of 103 SMEs will be picked. A pilot study was done on 10 Government maintained YGEs in Nairobi County. This appraisal, being reasonable a few properties, couple with the way that it revolved around a generally huge individuals geologically spread in Kajiado County, the master endeavored to make and utilize outlines as the key information mix instrument. Information gathered was quantitative in nature. The quantifiable devices included Statistical Package for the Social Sciences (SPSS) variety 26 and MS Excel assisted the researcher with depicting and analyzing the information. Inferential assessment including affiliation appraisal was done to analyze the relationship between factors while fall away from the faith assessment was performed to foster the grit of the components against the segments.

Key Words: Innovativeness, Proactiveness, Risk Expecting, Self-Rule, Youth Pack, Autonomy

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INTRODUCTION

Globally, youth fortifying has been one of the major advanced hardships in the Third World today which is displayed in size and piece of the general population that youthful location in the horticultural countries (Úcar Martínez et al., 2017). All throughout the planet, the youthful include 40% of the hard and fast people and the zenith of youth people is likely going to occur after 2030 (Njeru, 2017). Remember them for critical money related activities in the event that progression is to be recognized by enhancing on utilization of adolescents' normal responsibility toward achieving social and monetary targets should be taped. Most of the made countries have a unimaginable concern neither about the youths who are neither used nor in school undertaking any kind of courses (Adeniran et al., 2020).

Youth Enterprise Development Fund enrolled youth's social occasions or individuals of the age segment between 18 years to 34 years. The public authority moreover helped out different business banks and small scale cash associations to help in crediting advances to the young people (Otuki, 2014). A couple of associations like Amiran have in like manner united with the public power to offer nurseries to youngsters practicing agriculture. Advances are given to youngsters either in social occasions or individuals at the electorate level by the YEDF. The juvenile endeavor headway hold program accumulates tries in offering organizations like organization of advances to its people. Despite giving resources, the YEDF moreover ensures that the young people are outfitted with adequate getting ready on business before participating in the associations to furnish them with capacities in the business world especially in tolerating current business strategies (Goh et al., 2013).

Intrapreneurial factors in this examination are gotten from framework making measure composing (Covin and Lumpkin, 2011). They are discussed as follows: Innovativeness of finance managers is assessed by the inclination by which they advance in their business, their status to endeavor new ways

which are extraordinary according to the current; the energy to take on original contemplations or new methodologies to their business action; and the fervor to execute the improvement strategy in their business (Khandwalla, 2007). Innovativeness reflects an organization's, inclination to partake in and support historic considerations, interest, experimentation and creative cycles (Lumpkin and Dess, 1996) that may achieve new things, organizations, or mechanical cycles and which may take the relationship to another perspective of achievement. Peril taking implies the tendency to take solid actions, for instance, meandering into dark new business areas and presenting an enormous piece of resources for experiences with uncertain outcomes. (Wikluad and Shepherd, 2003).

The MSMEs moved by youth packs region in Kenya has devoured an instrumental space towards the new development and advancement of the economy. The region is an indispensable reason for open situations for both the gifted and clumsy experts similarly as a wellspring of pay for the country. This region bit by bit extended business openings from 1.7 million people in the year 2005 up to 3.1 million people in the year 2018 (GoK, 2020). The work of YGEs in Kenya's headway cycle is basic, particularly concerning delivering business, plenitude creation and pay opportunities to a large number of people the country over (The Kenya Institute for Public Policy assessment and Analysis [KIPPRA], 2019).

Notwithstanding attempts by government to progress YGEs improvement in Kenya, issues really face expected energetic business visionaries with continuous estimations showing that three out of five YGEs in Kenya miss the mark inside the underlying very few significant stretches of movement (Kenya National Bureau of Statistics [KNBS], 2019). Such challenges consolidate recognizing verification of business openings and negative point of view on YGEs, powerless organization and financial issues (Naidu and Chand, 2012).The critical test the YG MSEs face is the best

approach to beat the components disappointing turn of events (Mboniyane and Ladzani, 2011)

Statement of the Problem

The Kenyan government, as per the Medium Term Plan (MTP) of Vision 2030, chose to help undertaking improvement through the startup and advancement of youth endeavors. The public position's plan towards youth asserted MSEs was a critical factor pondered at whatever point looking at the open possibilities that MSEs have for further developing their business improvement, (Gatt, 2012). The Kenyan government through its spending assignments has shown its benefit and attestation of the critical occupation business plays in financial development, and in this manner, it considered plans for animating and supporting youth guaranteed MSEs for instance through the Youth Enterprise Development Funds (YEDF). The public authority benefitted resources for help youth-had endeavors. Since its start, the resources have advanced credits worth KSH 11.9 billion to 886,303 youth attempts in Kenya (GoK, 2016). The resources should help the young people in autonomous work drives that would incite useful associations through extended arrangements, business improvement and work creation.

Regardless the public power's undertakings to help the juvenile through YEDF to help advancement in the youthful endeavors, an examination by Wamoto (2016) exhibited that Youth run adventures were not performing honorably as only one out of every ten outlined undertakings showed that they had positive turn of events. According to Oyare (2012), the hidden report acquainted with YEDF by a piece of the Financial Institutions in 2010 default rate on the first 2.5 Billion lent out stayed at 39.6% close to different occasions the money related organizations regions typical of 8% exhibiting horrible appearance of larger piece of the youthful undertakings. Chemwa (2015) uncovered that juvenile run attempts perform deficiently to the extent credit repayment and that there is high default rates as needs be fail to set out business open entryways for adolescents as a result of improvement through

business and hence inspiring youth to be work searchers and not work producers. In Kajiado County it is represented that youthful joblessness stays to be high with more than 300,000 young people jobless (KIPPRA, 2019).

Studies on business for the most part revolved around execution perspectives. Expressly effect of; obligation, self-rule, insight, drive capacities, managerial capacities, seed capital, permission to promote, advancement, financial components, sectorial components, improvement, inside controls, aggregate energies and Central Bank regulatory requirements on execution of youth attempts (Kimuru,

Objectives of the Study

The general objective of this study was to examine the influence of Intrapreneurial factors on performance of government funded youth group enterprises in Kajiado County, Kenya. The specific objectives of the study were:

- To establish the influence of innovativeness on the performance of government funded youth group enterprises in Kajiado County.
- To establish the influence of proactiveness on the performance of government funded youth group enterprises in Kajiado County.
- To determine the influence of risk taking on the performance of government funded youth group enterprises in Kajiado County.
- To ascertain the influence of autonomy on the performance of government funded youth group enterprises in Kajiado County.

The study was guided by the following null hypotheses:

- H_{01} Innovativeness does not have significant influence on the performance of government funded youth group enterprises in Kajiado County.
- H_{02} Proactiveness does not have significant influence on the performance of government funded youth group enterprises in Kajiado County.
- H_{03} Risk taking does not have significant influence on the performance of government

funded youth group enterprises in Kajiado County.

- H₀₄ Autonomy does not have significant influence on the performance of government funded youth group enterprises in Kajiado County.

LITERATURE REVIEW

Theoretical Review

Colvin and Slevin Model

The assessment is educated by the Covin and Slevin heading model of 1989. Covin and Slevin (1989) set up the model concerning the previous work of Khandwalla (1977) and Miller and Friesen (1982). In empowering this action, Covin and Slevin (1989) speculated that the three segments of eager course movement, proactiveness and peril taking, acted together to "join a basic, basic bearing" and ought to be amassed together when driving evaluation in the field of undertaking.

The Covin and Slevin model has shown certain degrees of relentlessness and realness in various assessments (Baldegger et al., 2020; Bakytgul et al., 2019; Naala et al., 2017; Rahim et al., 2018). Obvious with past examination, Covin and Slevin (1989) evaluated bold heading as the composite totally out of the imagination, proactiveness, and risk taking assessments. Regardless, Lumpkin and Dess (1996) has battled for the chance two or three parts of aggressive bearing—including autonomy, imaginativeness, risk taking, proactiveness, and barbarous forcefulness.

Schumpeterian theory of Entrepreneurship

In Schumpeter's hypothesis, the inconceivable business visionary is the individual who improves and gains new mixes in headway (Schumpeter, 1939). Innovation might be depicted as a difference in existing creation framework to be acquainted by the business visionary with make advantages and lessening costs. The progress is unequivocally connected with Schumpeterian considered advancement. Schumpeter depicted progress as a —Spontaneous and flighty change in the channels

of stream, disturbance of balance which reliably changes and eliminates the arrangement state early existing]]. (Schumpeter 1939). Precisely when changes occur in the economy, roundabout stream is vexed and the progress affiliation begins.

Schumpeter recognized that change is the principal part of dynamic cycle, and those developments come as movements. Any progress might contain: The presentation of something else, the presentation of another methodology for creation, the opening up of another market, the accomplishment of another justification supply of harsh materials or semi made item, or the completing of the new relationship of any industry like the improvement of a controlling structure. The new mixes of these components are urgent for the progress correspondence to begin. It is to be reinforced by the improvement topic specialists and such specialists are pioneers or business visionaries (Croitoru, 2017).

Resource Based Theory

The Resource Based Theory (RBT) by Barney (1991) comes from the standard that the wellspring of real benefit and in like manner execution relies on the astounding assets and limits that a firm has. The hypothesis at first gives a normal clarification to the headway speed of the firm by explaining the causal relationship among firm assets, creation limit and execution. The hypothesis concern is essentially on skilled and innovative use of assets. It guaranteed that stores of important assets constrained by firms could change without a doubt by firm, that relationship in this sense are overall heterogeneous whether they are in a tantamount industry (Dassler, 2020). Such assets can be huge or theoretical, and address the responsibilities to an alliance's creation cycle. RBT further, fights that information is the most puzzling of a connection's assets. As per asset based theory, the scholarly capital is a fundamental source to also encourage attempt improvement. Thusly, vigilant capital is a tremendous impact of business execution.

Empirical Review

In Turkey, Avlonitis and Salavou (2007) looked past the venturesome course (EO)- execution associate and focused in on perceiving EO profiles of SMEs to suggest assortments in thing imagination estimations of different execution potential. Taking into account an illustration of 149 collecting associations, the assessment recognizes two backwards social affairs with the help of a gathering examination, explicitly the powerful business visionaries and the detached financial specialists. The particular results affirm the points of view communicated by industry experts in Greece, yet furthermore work with extra appreciation of firms following a similar duality saw in various examinations. Making a step further, following examination of progress shows that these social occasions include thing pioneers, who take identical thought of diminishing customers' weight (for instance time, effort, purchase risk) in accepting new things. Nevertheless, the spearheading manner imbued in powerful business visionaries as differentiated and disconnected business visionaries is basically reflected in new things, which encapsulate in their characteristics higher uniqueness; a fixing found to go probably as a critical ally of thing execution. This article, beside its obligation to the business research, has critical implications for bosses and technique makers.

In an examination in Malaysia, drawing upon data from 39 little and medium endeavors, Hilmi and Ramayah (2008) investigated the relationship of market innovativeness to execution. The disclosures of this assessment were somehow dependable with those of the past imagination study. The result of backslide examinations uncovered that market creativity is basically related to the presentation. Beside giving some new evidence in the huge space of creativity of Malaysian SMEs, this assessment has moreover huge implications for chiefs and technique makers while uncovering great degree for future investigation.

Proactiveness can be depicted as "moving forward by expecting and pursuing new opportunities

related to future interest and by participating in creating business areas" (Sun and Yan, 2020). Being a proactive firm is displayed by an organization's care and responsiveness to publicize signals (Jiang et al., 2019). According to Obadeyi et al. (2017), proactiveness is an opportunity pursuing, forward-looking perspective portrayed by the introduction of new things and organizations before the challenges and acting completely anticipating future interest. As shown by Ok and Ahn (2019), it can similarly be portrayed as a specific ambitious development to originate before quick moving toward conceivable outcomes, both to the extent things or advancements similarly as in business areas and buyer interest. Again, it is the ability to accomplish change in an environment by anticipating designs through the examination of possibilities, in this way the introduction of new things and organizations. Likewise, proactiveness is seen by Obadeyi et al. (2017) as "a possibility pursuing, forward-looking perspective depicted by the introduction of new things and organizations before the challenges and acting completely anticipating future interest".

Hervé et al (2020) suggested that proactiveness incorporates the ID and evaluation of new opportunities, and noticing business area designs. By driving these activities, a couple of examinations tracked down that proactive firms present new things in the market before their adversaries battled that proactiveness isn't consistently being the principle mover watching out. Okay and Ahn (2019) found that at the lacking period of firm turn of events, proactiveness was a fundamental factor that affected firm display improvement. The work of proactiveness was less huge once a firm was set up. The words proactiveness and genuine forcefulness are oftentimes used on the other hand. Regardless, Ključnikov et al. (2020) remembered them, suggesting that proactiveness mirrors an affiliation's reaction to promising conditions in the business community however genuine forcefulness insinuates an affiliation's response to a competitor's challenges.

An examination by Alloui et al. (2021) in Sweden examined the effect of risk taking and execution of family and nonfamily firm. The assessment found that anyway secretly run organization (for the most part SMEs) do acknowledge chances as a segment of their ambitious activities, they do it to a lesser extent than do nonfamily firms. The outcome of the assessment moreover showed that the inspiration driving why family firms are less disposed to take lower risk than various firms was an aftereffect of applicable reasons, for instance, organization structure likelihood of losing liability regarding business. Honestly the finding of the examination suggests that danger creating have an unfriendly outcomes on exclusive organization.

A tantamount report by Olson et al., (2018) dissected the impact of top administrative gathering risk taking inclination on firm execution in United Kingdom. The data was accumulated through a sent outline review answered by the top heads of little to immense firms. Execution was looked similar to money related execution, advancement and accomplices' display. The assessment found that associations with top organization that will confront challenge can achieve pervasive levels of both financial and non-money related execution.

Self-administration implies the ability to make decisions and to proceed with exercises self-sufficiently, without any restrictions from the affiliation (Hernández-Perlines et al., 2017). It furthermore reflects the amazing inclination of a person to have an open door in the headway of an idea and in its execution. A couple of analysts suggested that offering autonomy to all significant parts in the affiliation may prod them to act imaginatively, and accordingly work on firm execution. Regardless the insistence of independence's work in overhauling firm execution, a couple of examinations couldn't show a gainful result of this relationship (Hughes et al. 2018).

Self-administration is an essential imaginative brand name that is related to other mental properties. Margahana and Negara (2019) acknowledge self-administration is a central need for productive undertaking, since business visionaries have a more genuine degree of self-organization relative with non-business visionaries. Finance managers that show self-overseeing conduct base their feelings in transit that they can conquer all fundamental troubles while heading to advance and still achieve their optimal goal.

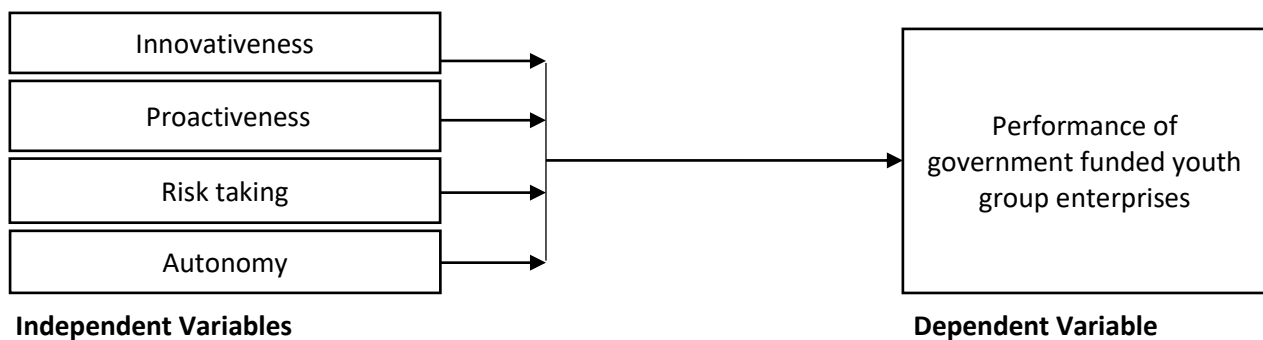


Figure 1: Conceptual Framework

Source: Author (2021)

METHODOLOGY

This study used hypnotizing investigation plan. The target population included the 140 government upheld youth group endeavors in Kajiado County which had been working together for over three

years. The study utilized Yin (2009) formula for choosing the model size of 103, indicating that 103 SMEs owners were selected to participate in the study. Before taking care of the responses, the completed studies were modified for perfection and

consistency. The data was then coded to engage the responses to be accumulated into various classes. Data accumulated were quantitative in nature. To assess the strength of the association between the variables, the study used the model:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \epsilon$$

Where; Y= the dependent variable (YG enterprises performance)

α - Is a constant and it's the Y value when all the predictor values (X_1, X_2, X_3 and X_4) are zero;

RESULTS AND DISCUSSION

A total of 91 surveys were satisfactorily completed and returned by participants, yielding an 88.35 percent participation rate. Cronbach's Alpha was used as an internal consistency approach. Cronbach's Alpha of 0.7 was judged satisfactory in this study. The study revealed that performance had a Cronbach alpha of 0.828, innovativeness had a Cronbach alpha of 0.832, risk-taking had a Cronbach's alpha of 0.768, autonomy had a

Cronbach's alpha of 0.0902, and proactiveness had a Cronbach's alpha of 0.833. Finally, all variables met the tolerable and suggested level of alpha 0.7 (de Vet et al (2017). With a Cronbach alpha score of 0.923, the entire study tool was very reliable. According to gender data, there were many more male proprietors (n=51, 56.1 percent) than female proprietors (n=40, 43.9%) of GFYG companies. This implied that, notwithstanding their significant commitments to the economy, female involvement was less than male involvement.

Descriptive Analysis Results

Descriptive Analysis Results – Innovativeness

The survey's initial goal was to look at the impact of innovation on the success of government-funded youth group enterprises in Kajiado County. This variable's responses were rated using a five - point scale, with One being strongly disagree and Five being strongly agree. The results were recoded into three categories: agree, neutral, and disagree. Table 1 summarized the findings.

Table 1: Descriptive Analysis Results – Innovativeness

	Agree n (%)	Neutral n (%)	Disagree n (%)	Mean	Std Dev
Entrepreneurs should be willingness to support creativity in order to increases volume of business.	65(79.3)	14(17.1)	3 (3.7)	4.0	0.80
Experimentation and introduction of new products or services lead to increased value addition.	69(84.1)	12(14.6)	1(1.2)	4.2	0.72
Technological adoption leads to increase of businesses volume.	49(59.8)	28(34.1)	5(6.1)	3.7	0.86
Research and development is key to any business.	47(57.3)	30(36.6)	5(6.1)	3.7	0.89
Technological adoption is good for entrepreneur.	44(53.7)	32(39.0)	6(7.3)	3.6	0.85
Research and development is improves profitability of business.	61(74.4)	17(20.7)	4(4.9)	4.0	0.90
Average mean				3.9	

The bulk of participants (79.3 percent) stated that they were prepared to encourage inventiveness in order to increase sales volume (Mean = 4.0; SD = 0.80). The majority of participants (69.1 percent) believed that innovation and the introduction of new goods or services result in greater value addition (Mean = 4.2; SD = 0.72). The majority of participants (74.4 percent) believed that r & d enhances firm profitability (Mean = 4.0; SD = 0.90).

The majority of 49 (59.8 percent) of respondents believed that technology adoption increases company volume (Mean = 3.7; SD = 0.86). Furthermore, while the majority of respondents (47.3%) agreed that R & D is critical to any organization, 30.6% (36.6) did not have an opinion (Mean = 3.7; SD = 0.89). Finally, 44 (53.7 percent) of participants agree that technology adoption is beneficial to entrepreneurs. Nevertheless, 32 (39.0

percent) of those polled did not express an opinion (Mean = 3.6; SD = 0.85).

Descriptive Analysis Results – Proactiveness

The survey's second goal was to look at the impact of proactiveness on the success of GFYG enterprises in Kajiado County. These variable's responses were

rated using a 5-point Likert scale, with 1 being strongly disagree and 5 being strongly agree. The results were recorded into three categories: agree, neutral, and disagree. Table 2 summarized the findings.

Table 2: Descriptive Analysis Results – Proactiveness

	Agree n (%)	Neutral n (%)	Disagree n (%)	Mean	Std dev
Opportunity Seeking entrepreneur generates a lot of revenue for their business.	61(74.4)	13(15.9)	8(9.8)	3.9	0.96
Entrepreneur who anticipates future demand increases value addition for their businesses	63(76.8)	14(17.1)	5(6.1)	4.0	0.88
Forward-looking perspective of an entrepreneur leads to high profitability	63(76.8)	16(19.5)	3(3.7)	4.0	0.83
Entrepreneur who evaluate new opportunities, and monitor market trends increases markets base of their businesses.	45(54.9)	23(28)	14(17.1)	3.4	0.94
Proactive entrepreneur always remains ahead of their competitors.	66(80.5)	12(14.6)	4(4.9)	4.1	0.81

The majority was 63. (76.8 percent) An entrepreneur's forward-thinking approach leads to great profitability (Mean = 4.0; SD = 0.83). The majority of 63 (76.8) entrepreneurs that foresee future demand add value to their firms (Mean = 4.0; SD = 0.88). Majority 61(74.4) Possibility Seeking entrepreneur makes a lot of money for their company (Mean = 3.9; SD = 0.96). Furthermore, most 45(54.9) entrepreneurs who analyze new possibilities and follow market trends expand their business's market base (Mean = 3.4; SD = 0.94). Finally, the majority (66.5%) of proactive

entrepreneurs are constantly one step ahead of their competition (Mean = 4.1; SD = 0.81).

Descriptive Analysis Results – Risk taking

The third aim of the research was to look at the impact of risk taking on the success of GFYG enterprises in Kajiado County. This variable's responses were rated using a 5-point Likert scale, with 1 being strongly disagree and 5 being strongly agree. The results were recoded into three categories: agree, neutral, and disagree. Table 3 summarizes the results.

Table 3: Descriptive Analysis Results – Risk taking

	Agree n (%)	Neutral n (%)	Disagree n (%)	Mean	Std dev
Tendency of entrepreneurs to take bold actions can increase volume of business.	61(74.4)	13(15.9)	8(9.8)	3.9	0.96
Entrepreneur who enter unknown new markets are likely to grow their businesses.	63(76.8)	14(17.1)	5(6.1)	4.0	0.88
Entrepreneur who commit a large portion of resources to ventures with uncertain outcomes grow in business.	63(76.8)	16(19.5)	3(3.7)	4.0	0.83
Successful business owner borrow to invest.	45(54.9)	23(28)	14(17.1)	3.4	0.94

The vast bulk 61(74.4 percent) of the respondents agreed that the natural inclination of entrepreneurs

to take bold acts can boost the amount of transactions (Mean = 3.9; SD = 0.96), while the

majority 63(76.8 percent) of participants agreed that business owners who gain entry to the unfamiliar new markets are likely to expand their enterprises (Mean = 4.0; SD = 0.88). The majority of respondents (63.8%) agreed that entrepreneurs who devote a substantial percentage of their resources to initiatives with uncertain results develop their businesses (Mean = 4.0; SD = 0.83). Finally, 45 (54.9%) of those polled agreed that successful business owners borrow to invest (Mean = 3.4; SD = 0.94).

Descriptive Analysis Results – Autonomy

The survey's fourth goal was to look at the impact of autonomy on the performance of GFYG enterprises in Kajiado County. This variable's response were rated using a 5-point Likert scale, with 1 being strongly disagree and 5 being strongly agree. The results were recoded into three categories: agree, neutral, and disagree. Table 4 summarizes the results.

Table 4: Descriptive Analysis Results – Autonomy

	Agree n (%)	Neutral n (%)	Disagree n (%)	Mean	Std dev
Self-financial discipline is critical to the revenue creation.	71(86.0)	11(13.4)	-	4.3	0.84
Self-market awareness is important to the business expansion.	68(82.9)	11(13.4)	3(3.7)	4.2	0.88
Having managerial skills helps entrepreneurs to grow their businesses in term of value addition.	68(82.9)	12(14.6)	2(2.4)	4.3	0.80
SMEs perform better when entrepreneur make own critical decisions.	71(86.6)	9(11.0)	2(2.4)	4.3	0.77
Entrepreneur who respond to change in business dynamics grow their business than those that don't.	66(80.5)	13(15.9)	3(3.7)	4.0	0.75
I am always inclined towards making my own decisions	63(76.8)	12(14.6)	7(8.5)	3.9	0.87
I always set my business goals	68(82.9)	11(13.4)	3(3.7)	4.1	0.81
I always regulate my time	59(72.0)	16(19.5)	7(8.5)	3.9	0.95
I am responsible for all decisions I make	52(63.4)	22(26.8)	8(9.8)	3.7	0.89

Descriptive Analysis Results – Performance

The research aimed to elicit respondents' opinions on claims about the performance of GFYG enterprises in Kajiado County. This variable's responses were rated using a 5-point Likert scale,

with 1 being strongly disagree and 5 being strongly agree. The results were recoded into three categories: agree, neutral, and disagree. Table 5 summarized the findings.

Table 5: Descriptive Analysis Results – Performance

	Agree n (%)	Neutral n (%)	Disagree n (%)	Mean	Std dev
My business has increased profitability since its openings.	23(28.0)	17(20.7)	42(51.2)	2.6	1.13
My business has expanded in the number of customers served.	33(40.2)	20(24.4)	29(35.4)	3.0	1.05
My business has expanded in terms of product/services produced.	40(48.8)	29(35.4)	13(15.9)	3.3	0.97
The quality of products we produce is high.	35(42.7)	25(30.5)	22(26.8)	3.2	1.07
We have increased access to financial resources.	21(25.6)	13(15.9)	48(58.5)	2.5	1.24
Financial capital of the business has tremendously increased.	24(29.3)	11(13.4)	47(57.3)	2.5	1.26

Inferential Analysis Results

Correlation Analysis

The coefficient of correlation can vary from -1 to +1, with -1 being a perfect negative relationship, +1 representing a perfect positive cause and effect

relationship, and 0 representing no connection at all. Table 6 displayed the findings of the correlation analysis.

Table 6: Correlation Analysis Results

			PERF	INNO	PRO	RIS	AUT
Spearman's rho	PERF	Correlation Coefficient	1.000				
		Sig. (2-tailed)	.				
	INNO	Correlation Coefficient	.769**	1.000			
		Sig. (2-tailed)	.000	.			
	PRO	Correlation Coefficient	.424**	.404**	1.000		
		Sig. (2-tailed)	.000	.000	.		
	RIS	Correlation Coefficient	.374**	.487**	.451**	1.000	
		Sig. (2-tailed)	.001	.000	.000	.	
	AUT	Correlation Coefficient	.498**	.525**	.341**	.561**	1.000
		Sig. (2-tailed)	.000	.000	.002	.000	.
		N	91	91	91	91	91

** . Correlation is significant at the 0.01 level (2-tailed).

KEY: PERF = Performance; INNO = Innovativeness; PRO = Proactiveness; RIS = Risk taking and AUT = Autonomous

Table 6 showed that the innovativeness and success of GFYG enterprises were positively associated ($r = 0.769$; $p < 0.05$). Proactivity and performance of GFYG enterprises were shown to be positively linked ($r = 0.424$; $p < 0.05$). The willingness to take risks and the performance of GFYG enterprises were strongly linked ($r = 0.374$; $p < 0.05$). Finally, autonomy and performance of GFYG enterprises were shown to be positively associated ($r = 0.498$; $p < 0.05$).

Regression Analysis

The multivariate regression analysis was performed to investigate how the independent factors together affected the outcome variable. The study was also intended to determine the extent to which each explanatory variables influenced the outcome variable in such a group setting. Finally, the study determined which predictor variables was the most significant. The findings are described in Table 7.

Table 7: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.872 ^a	.760	.749	1.46666

a. Predictors: (Constant), Innovativeness, proactiveness, risk taking and autonomy

The r-squared attempts to reflect the variability in the predicated variable that can be described by the predictor variables: the higher the r-squared value, the larger the influence of the predictor variables (s). The r-squared value can range between 0.000 and 1.000, with 1.000 indicating a perfect fit,

indicating that each point is on the line. According to Table, the r-squared for the correlation between intrapreneurial factors and performance of GFYG businesses was 0.760, and the adj. R square was 0.749, implying that the intrapreneurial factors under investigation explained 74.9 percent of the

performance of GFYG enterprises in Kajiado County. This meant that the remaining 25.1 percent of the success of GFYG enterprises in the county was

described by factors that the model could not account for.

Table 8: ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	585.754	4	146.439	68.077	.000 ^b
Residual	184.993	86	2.151		
Total	770.747	90			

a. Dependent Variable: Performance

b. Predictors: (Constant), Innovativeness, proactiveness, risk taking and autonomy

The analysis of variance (ANOVA) was done to assess if the regression model matched the data well. It also provides the F-test statistic; the F-test in linear regression contains the null hypothesis that there is no linear association between the two variables. As seen in table, the F-calculated (68.077) was greater than the F-critical (2.48), and the p-value (0.000) was less than the level of significance (0.05), implying that the significance of the model and can thus be used to predict the performance of GFYG enterprises in Kajiado county.

Every variable's beta weights allow researchers to evaluate the relative relevance of every explanatory variables. The unstandardized and standardized coefficients for several regression equations are provided in this research. Nevertheless, because the constant was statistically significant (p value 0.05), the explanations are dependent on the unstandardized estimates.

Table 9: Multiple Linear Regression Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.171	.834		2.603	.011
Innovativeness	.484	.154	.533	3.134	.002
Autonomy	.306	.140	.366	2.182	.032
Proactiveness	.370	.080	.456	4.605	.000
Risk-taking	.107	.032	.301	3.343	.001

a. Dependent Variable: Performance

b. Predictors: (Constant), Innovativeness, proactiveness, risk-taking, autonomy

The findings of the multivariate analysis showed that if supply chain management behaviors (innovativeness, proactiveness, risk-taking, and autonomy) are held constant, performance will be 2.171. The results, as revealed that the Beta value for the association between innovativeness and success of GFYG enterprises in Kajiado County, Kenya, was 0.484. This demonstrated that a unit increase in innovativeness leads to a 0.484 increase

in the performance of GFYG enterprises in Kajiado County, Kenya. Because the p-value (0.000) was smaller than the significance level, the connection is statistically significant at 5 percent level.

For the connection between proactiveness and performance of GFYG enterprises in Kajiado County, Kenya, the Beta coefficient was 0.370. This demonstrates that a unit increase in proactiveness leads to a 0.370 increase in the performance of

GFYG enterprises in Kajiado County, Kenya. Because the p-value (0.000) was less than the level of significance at 5 percent.

For the connection between risk-taking and success of GFYG enterprises in Kajiado County, Kenya, the Beta coefficient was 0.107. This demonstrates that a unit increase in risk-taking leads to a 0.107 improvement in the performance of GFYG enterprises in Kajiado County, Kenya. Because the p-value (0.000) was smaller than the significance level, at 5 percent (0.05).

The connection between autonomy and performance of GFYG enterprises in Kajiado County, Kenya, has a Beta value of 0.306. This demonstrates that a unit increase in Autonomy results in a 0.306 increase in the performance of GFYG enterprises in Kajiado County, Kenya. Because the p-value (0.000) was smaller than the significance level at 5 percent (0.05).

From the results, the study obtained the regression outcome as follows:

$$\text{Performance} = 2.171 + 0.484\text{Innovativeness} + 0.107\text{Risk taking} + 0.370 \text{ proactiveness} + 0.306 \text{Autonomy}$$

Discussion

The study confirmed that at the bivariate level, innovativeness influenced the performance of government funded youth group enterprises in Kajiado County; additionally, innovativeness was found to influence the performance of government funded youth group enterprises in Kajiado County in a combined set including other factors (proactiveness, risk taking, and autonomy). The findings are consistent with Zerenler's (2008) findings in the Turkish automotive supplier business, which investigated the impact of innovativeness on the performance of SMEs. The results indicated that the performance of SMEs had a substantial positive link with the performance of innovation. Mohammad (2009) conducted a study on the influence of innovativeness on business performance: an analysis of Iran state firms to back up the conclusions. According to the study's

findings, value added innovativeness and its components have a strong positive association with company profitability.

This study indicates that innovativeness is characterized by a fundamental desire to break from established technologies or practices and explore beyond the current condition. An innovative strategic posture may help a company's performance by increasing the possibilities of gaining first mover advantage, staying ahead of rivals, gaining a competitive edge, and capitalizing on new market opportunities, all of which lead to greater financial outcomes. Innovation is a powerful instrument that allows for new innovations and the creation of new markets.

The findings confirm that proactiveness influenced the performance of government funded youth group enterprises in Kajiado County at the bivariate level, and that proactiveness influenced the performance of government funded youth group enterprises in Kajiado County in a combined set that included other factors (innovativeness, risk taking, and autonomy). Hughes and Morgan (2007) findings from a research in the Great Britain amongst automotive businesses assessed proactiveness based on showing initiative, recognizing opportunities, and initiating activities to which other organizations respond. They discovered that being proactive had a beneficial influence on both customer and product performance. According to their results, Hughes and Morgan (2007) proposed that proactiveness plays an essential role in companies in their early stages since proactive actions are critical in assuring future performance. The study discovered that proactiveness assists companies in predicting market developments and responding appropriately, allowing the firms to have a strong position in influencing market competitiveness over time. This, in turn, will result to increased performance (Hughes & Morgan, 2007).

Lumpkin and Dess (2001) studied the influence of proactiveness on firm performance in mono-product businesses in the United States. The

research assessed proactiveness by looking at the firm's proclivity to lead rather than follow in the creation of new systems and technologies, the launch of new goods or services, and the proclivity to act in anticipation of future changes and requirements. Sales growth, profit margin, and company performance over the previous three years in comparison to rivals were used to operationalize performance. Lumpkin and Dess (2001) discovered that proactiveness had a favorable effect on all performance metrics. Moreover, the authors discovered that the beneficial influence was higher in the early stages of a product, suggesting that proactiveness is crucial, particularly in the introduction and growth stages of a product. Lumpkin and Dess (2001) discovered that proactiveness was greatest in a dynamic corporate environment, although there was also a positive connection in a hostile setting.

Furthermore, the study confirmed that risk taking influenced the performance of government funded youth group enterprises in Kajiado County at the bivariate level, and that risk taking affected the performance of government funded youth group enterprises in Kajiado County when combined with other factors (innovativeness, proactiveness, and autonomy). The results of the study contradict those of a study conducted in Sweden by Naldi et al., (2009), which investigated the impact of risk taking on the performance of family and nonfamily firms. According to the survey, while family businesses (mostly SMEs) do take risks as part of their entrepreneurial operations, they do so to a lower level than nonfamily enterprises. The study's findings also revealed that family businesses are less inclined to accept lower risk than other enterprises due to contextual factors such as governance structure and the danger of losing control of the business. In fact, the survey's findings show that taking risks has a detrimental impact on family businesses. Nevertheless, the current research results are consistent with those of a comparable study conducted in the Britain by Olson et al., (2002), which evaluated the influence of top

management team risk taking proclivity on company performance. The study discovered that businesses with risk-taking top management may attain higher rates of monetary and non-financial success.

Finally, the research concludes that, at the bivariate level, autonomy influenced the performance of government-funded youth group enterprises in Kajiado County, and that, when combined with other factors (innovativeness, proactiveness, and risk-taking), autonomy affected the performance of government-funded youth group enterprises in Kajiado County. The results are consistent with Lumpkin and Dess' (1996) findings on diverse industries in Australia, which proved that businesses cannot run entrepreneurially unless they provide their staff liberty. According to the findings, the most significant component for boosting company performance throughout industries is autonomy.

CONCLUSIONS AND RECOMMENDATIONS

The study filled the knowledge gap that existed by confirming the influence of intrapreneurial factors on performance of government funded youth group enterprises in Kajiado County, Kenya. The results showed that intrapreneurial factors (Innovativeness, proactiveness, risk taking and autonomy) explained 74.9% of performance of government funded youth group enterprises in Kajiado County.

The study concluded that at bivariate level innovativeness influenced the performance of government funded youth group enterprises in Kajiado County, also a combined set including other factors (proactiveness, risk taking and autonomy), innovativeness was found to influence the performance of government funded youth group enterprises in Kajiado County.

Also, the study concluded that at bivariate level, proactiveness influenced the performance of government funded youth group enterprises in Kajiado County, also a combined set including other factors (innovativeness, risk taking and autonomy),

proactiveness was found to influence the performance of government funded youth group enterprises in Kajiado County.

Further, the study concluded that at bivariate level, risk taking influenced the performance of government funded youth group enterprises in Kajiado County, also a combined set including other factors (innovativeness, proactiveness and autonomy), risk taking was found to influence the performance of government funded youth group enterprises in Kajiado County.

Lastly, the study concluded that at bivariate level, autonomy influenced the performance of government funded youth group enterprises in Kajiado County, also a combined set including other factors (innovativeness, proactiveness and risk taking), autonomy was found to influence the performance of government funded youth group enterprises in Kajiado County.

According to the study's conclusions, entrepreneurs should try to be inventive within their financial capabilities and while keeping in mind whether the business climate is unfriendly or not. The strain of a hostile environment, when competition is fierce and resources are few, has a detrimental influence on organizational innovation. In the lack of a hostile environment, the entrepreneurs should seek to enhance current goods and the manufacturing process on a regular basis. This is in addition to developing innovative methods to connect out to clients, leveraging social websites for marketing, and accepting payments via digital payments.

Entrepreneurs ought to be proactive, according to the conclusions of this study. Proactivity would allow GFY companies to better capitalize on possibilities developing in dynamic settings, giving the firms a competitive edge. It is the action of an entrepreneur to foresee future prospects in terms of goods, technology, markets, and customer needs. Entrepreneurs should launch new items for emerging markets on a regular basis. They must also implement new business procedures on a regular basis to stay up with evolving technology.

According to the study's conclusions, entrepreneurs should take measured risks in light of the volatility of the business environment. Dynamic settings necessitate a higher level of risk taking in strategic decision making and procedures in order to adapt to the inevitability of change more efficiently and efficiency, irrespective of the amount of resources in the environment. In order to adapt to changes in the environment, businesses must enhance their decision-making pace in dynamic situations. Firms that fail to engage in risky conduct in dynamic settings lose market share and fall behind competitors prepared to embrace the risk and follow a more aggressive strategic strategy. Given the significance of risk taking, entrepreneurs should constantly pursue new possibilities aggressively, irrespective of the uncertainties. They must be willing to assume some amount of danger.

Focusing on the research's outcomes, the researcher suggests that entrepreneurs in government-funded youth group companies exercise autonomy. Under the guidance of the manager/owner, entrepreneurs must allow employees to make decisions about their working techniques, create their own goals, and manage their time. The goals should be evaluated on a regular basis to make any required modifications.

Areas for Further Research

While the research established the impact of intrapreneurial factors on the performance of government-funded youth group enterprises in Kajiado County, Kenya, it identifies areas for further investigation. A comparable study focused on Kenya's other 46 counties is required to examine if the results can be reproduced. According to the findings of the multivariate regression, intrapreneurial variables explained 74.9 percent of the variance in performance of government-funded youth group enterprises in Kajiado County, Kenya. This means that the remaining 25.1 percent of the variation was accounted by factors not examined in the current study. In the future, a research can be done to determine the additional components.

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