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BOOK OF ABSTRACT



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ID: 108

Abstract

Topics: Entrepreneurship

Female Entrepreneurs' Barriers in Stepping Up the Game: Empirical Evidence from North Sulawesi Province, Indonesia

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The number of female entrepreneur is developing in Indonesia and it has substantially contributed to the welfare of Indonesian economy. Although the number of female-owned business exceeds the number of male-owned business, the number of large scale business owned by female is still smaller than the business owned by male. This study examines the barriers of stepping up the business embedded in the gender-aware 5M (Money, Management, Market, Macro/meso environment, and Motherhood) model to measure the dynamics on female entrepreneurship. A probit model is used to analyze the primary data that are collected using survey in North Sulawesi province, Indonesia. The study finds that different age groups display different relationship between a decision to step up and the personal characteristics of the female entrepreneurs including motivation, risk preference and work life balance. The finding suggests boundary conditions in the decision to step up the business.

Keywords: Entrepreneurship, Gender, 5M Model, Stepping Up

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Abstract

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The Effect of Follower in increasing Leader's Innovativeness and Firm Performance: Empirical Study at PT."X:"

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New knowledge enables firms both to innovate and to outperform their rivals in dynamic environments (Grant, 1996; Kogut & Zander, 1992). Current development of Knowledge Management theory maintains that new knowledge is created within organizations through a process of exchange and combination among employees (Nahapiet & Ghoshal, 1998). The objective of this research is to understand the process of developing leaders' innovativeness in the context of a project-based organization with followers as the provider of ideas and knowledge.

This research is conducted in a construction state own enterprise (SOE), selected due to tight competition. The data collection involves 118 dyads of general managers (as leaders) and project managers (as followers). This research is based on a knowledge management model, which according to Dibella, Nevis and Gold (1996) comprises of knowledge acquisition, knowledge sharing and knowledge use, as well as on Nonaka and Takeuchi's (1995) middle-up down model to foster innovation. The findings indicate the presence of vertical, middle-up flow of knowledge acquisition and sharing.

Yet, this research demonstrates the opposite effect in vertical, down flow of knowledge use in which leaders' innovativeness may result in lower project performance. The reasons can be explained as follows: (1) Communication constraints, (2) External factor constraints during execution, (3) Setting target by Head Office is high, target reconciliation affected by external factor and cut off date, company adopt accounting system multi years bases, (4) Company do not perform Accumulated Knowledge Base, (5) The impact of innovation might be long term nature.

Keywords: Follower's personal mastery, knowledge exchange and combination, Leader-member exchange (LMX), leader's innovativeness, project performance