

**“Entrepreneurship through Efficient Management (ETEM)”
2019-2-BG01-KA205-062722**

**ENTREPRENEURSHIP AMONG YOUNG PEOPLE
AND
CHALLENGES FOR ENTREPRENEURS
IN POLAND**



Co-funded by the
Erasmus+ Programme
of the European Union



POLAND 2020/2021



TABLE OF CONTENTS

INTRODUCTION.....	3
METHODOLOGY	5
PART ONE OF THE RESEARCH: ENTREPRENEURSHIP CHALLENGES AND ATTITUDES OF THE YOUTH.....	11
PART TWO OF THE RESEARCH: NEEDS AND VIEWS OF THE EMPLOYERS ABOUT ENTREPRENEURSHIP	28
CONCLUSIONS.....	37



INTRODUCTION

The current research is a part of a **larger project**, called “Entrepreneurship Through Efficient Management” (ETEM), co-funded by the Erasmus+ Programme of the European Union. The project has been developed by three partner organisations: Leantick Ltd. (Bulgaria), Fundacja “Instytut Europejski” (Poland) and Varna University of Management (Bulgaria).

The following report has been prepared by the **representatives of the European Institute Foundation**, Sabina Klimek – Supervisory Board Director as well as Wojciech Trocewicz – Economic Analysis Director. Mrs. Sabina Klimek was responsible for the research preparation and conducting whereas Mr. Wojciech Trocewicz carried out the analysis and interpretation of the research results.

The aim of the first large part of the study is to investigate entrepreneurial **attitudes among young people** and their interest in entrepreneurship and running a business as an idea for the development of professional life. It is a part of an international study that is taking place in Poland and Bulgaria. The aim of the second part of this international research is to learn about and analyze the **needs of entrepreneurs**, their attitudes and the approach to entrepreneurship in Poland. The survey was anonymous.

This report represents the **key findings and analysis of the surveys** conducted among the Polish respondents. The document includes research on the challenges the entrepreneurs are facing with their general view on entrepreneurship as well as the youth’s outlook on the entrepreneurship.

From the **neoclassical standpoint’s definition** an entrepreneur is an individual who creates a new business, bearing most of the risks and enjoying most of the rewards. The entrepreneur is commonly seen as an innovator, a source of new ideas, goods, services, and business/or procedures. Entrepreneurs play a key role in any economy, using the skills and initiative necessary to anticipate needs and bring good new ideas to market. Entrepreneurs who prove to be successful in taking on the risks of a startup are rewarded with profits, fame, and continued growth opportunities. Those who fail, suffer losses and become less prevalent in the markets.

We can see that the definition includes mostly the **positive and affirmative** aspects of the notion. It is crucial to understand that entrepreneurial culture should include the right to fail, not only the praise for the winners but understanding for those who tried and did not make it. This way the ones who would like to try this path will be encouraged to take the risk and not to be afraid of future losses but to remember that even if the worse scenarios come in place there will be a plan B or another chance to be taken.



The research among the youth and entrepreneurs themselves showed the attitude towards entrepreneurship in the meaning of human activity, however the answers could have been influenced by various ways of **understanding of the term**. We know that it can be considered as:

- feature, i.e. a set of behaviors aimed at creating and implementing projects directed at achieving the intended effect at risk reduction;
- process, i.e. creating something new and valuable with the consideration of financial risk but also with the expectation of monetary or personal compensation;
- type of human activity - entrepreneurship is a special type of acting individually or within an organization that relies on taking advantage of the opportunities that appear. Entrepreneurship should be about the implementation of projects for the benefit of the organization or its surrounding.¹

¹ Brzeziński M., Czop K. (2007), *The essence and scope of functioning of the enterprise*, [in:] Brzeziński M. (ed.), *Introduction to the science of enterprise*, Difin, Warsaw.



METHODOLOGY

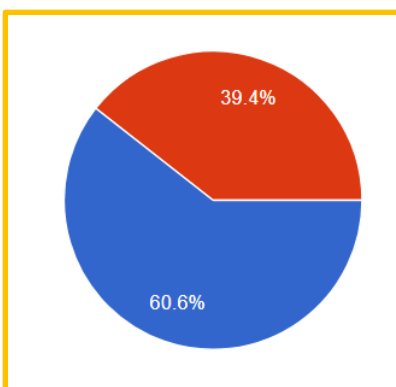
Open, close and multi choice **questions** were used for this study. The degree to which the respondent agreed or disagreed to the given topic was prepared to be expressed by choosing from the range of 1 to 5 where 1 is completely disagree and 5 is absolutely agree.

The study was carried out in majority through the **online** survey with some sheets given personally.

The first part of the research was done among 105 **respondents**.

The second part of the research for the entrepreneurs themselves was made among 96 **respondents**.

Diagram 1. Share of men and women among the respondents (youth).



Red – men, blue - women

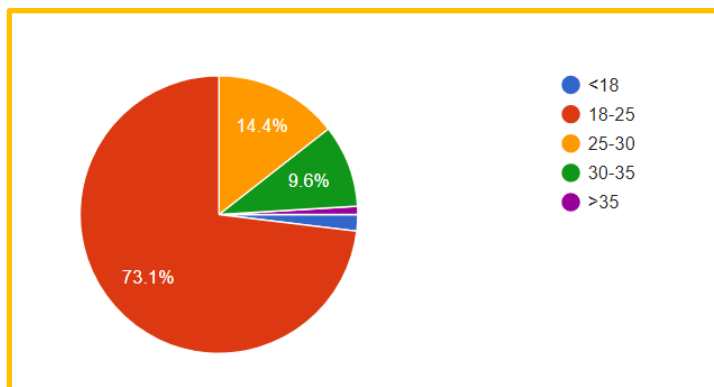
Source: own research.

The respondents were picked randomly and the prevalence of men among the entrepreneurs may mean there are more businessmen in this type of activity, however the sample is too small to make decisive assumptions. Among the youth respondents there are more women than men, which may mean they were more likely to take part in the survey than the men (Chart 1).

The youth was represented mainly by young adults aged below 25.



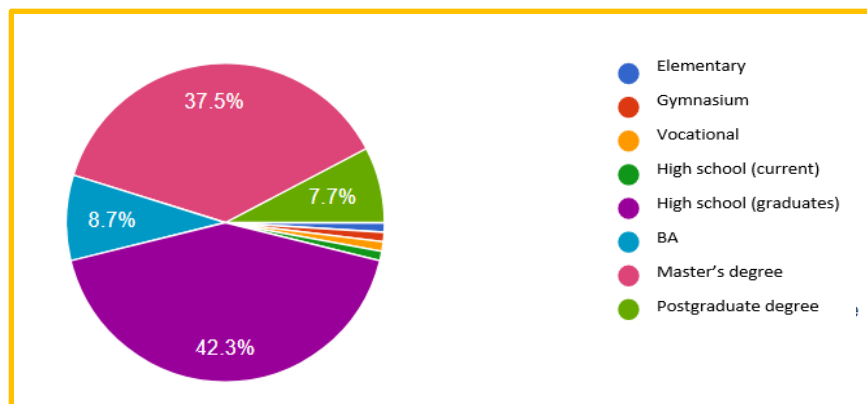
Diagram 2. Age of the respondents (youth).



Source: own research.

Naturally, the education level is defined to a significant degree by the respondents' age.

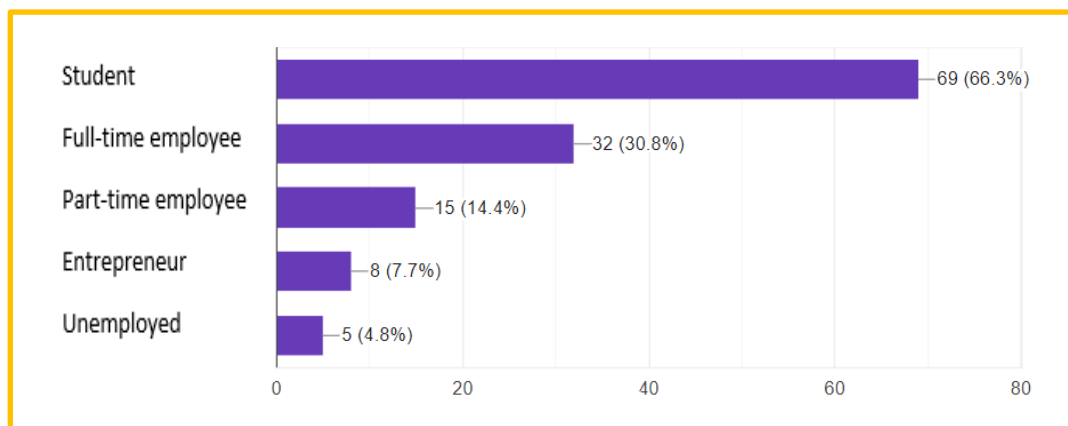
Diagram 3. Education level of the respondents (youth).



Source: own research.

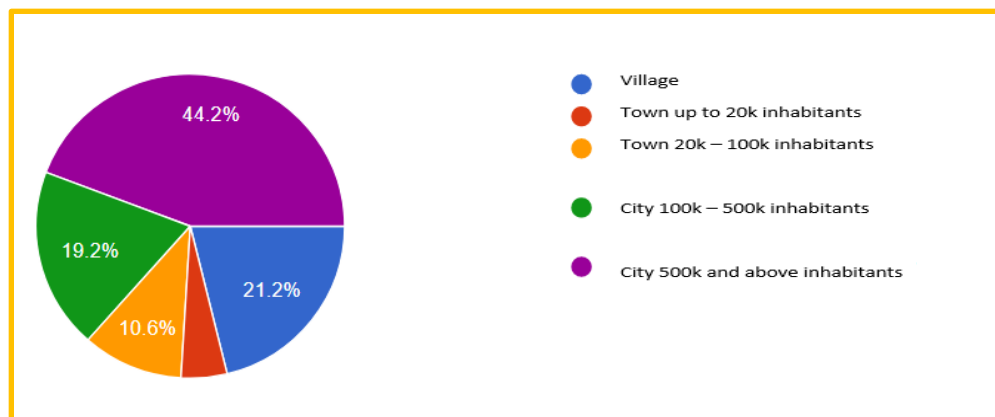


Diagram 4. Education level of the respondents (youth).



Source: own research.

Diagram 5. Where are the respondents located? (youth).

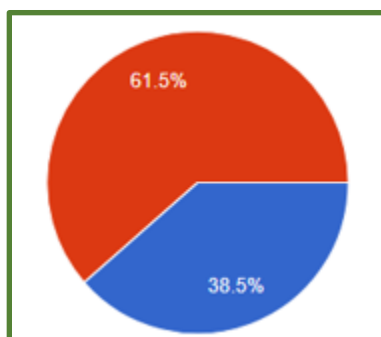


Source: own research.

Below are the charts that show the structure of the entrepreneurs target group.



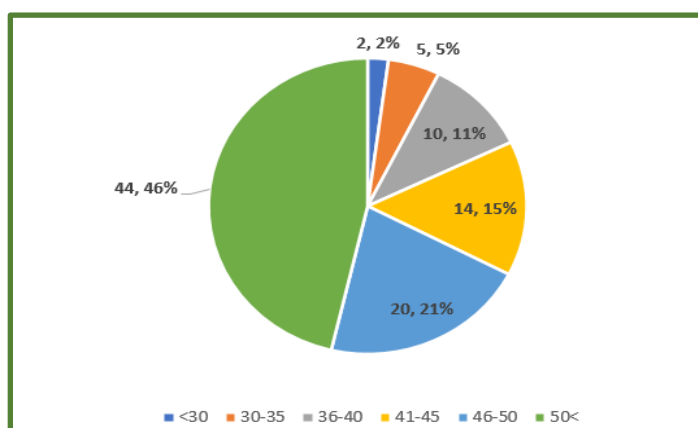
Diagram 6. Share of men and women among the respondents (entrepreneurs).



Red – men, blue – women

Source: own research.

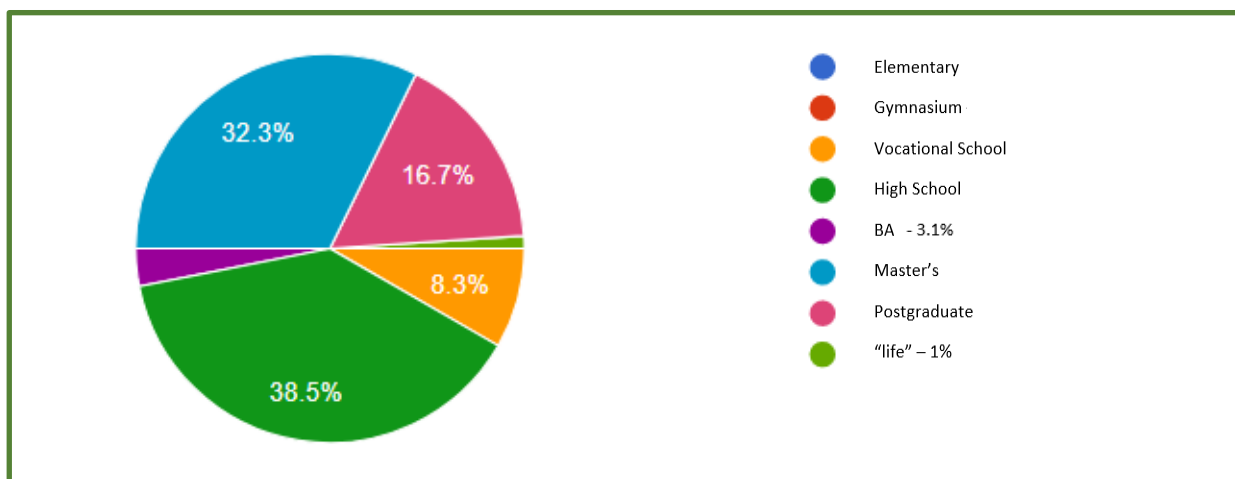
Diagram 7. Age of the respondents (entrepreneurs).



Source: own research.

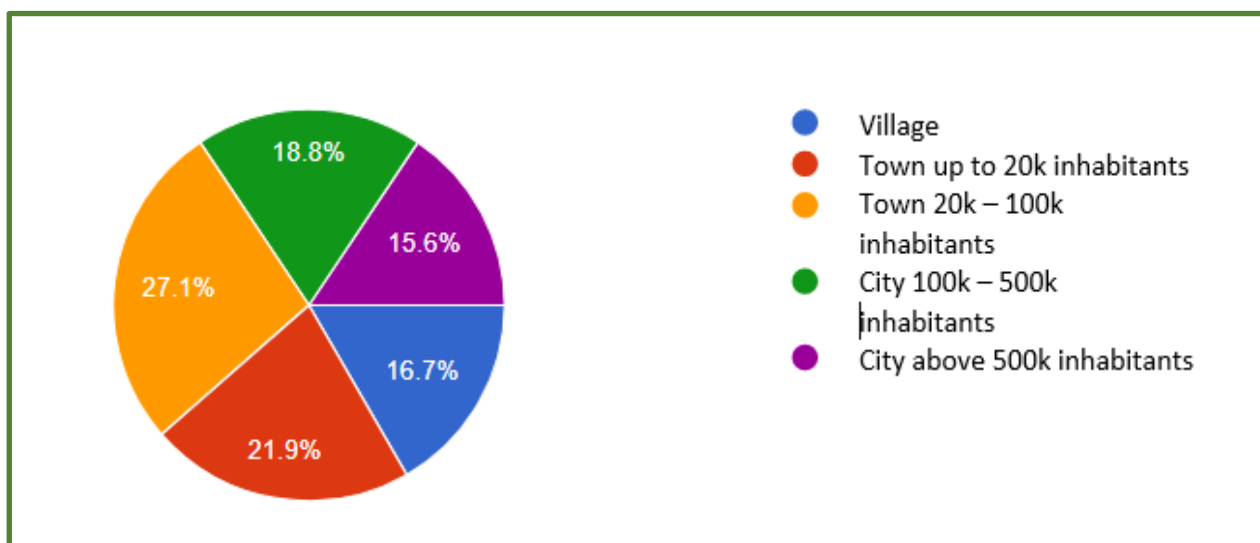


Diagram 8. Education of the entrepreneurs.



Source: own research.

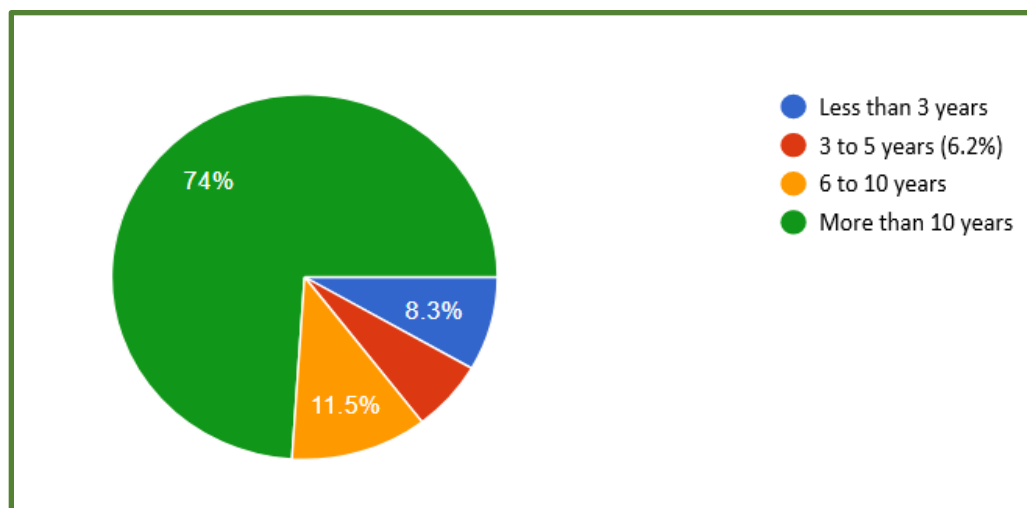
Diagram 9. Where the respondents live.



Source: own research.



Diagram 10. For how long have you been running your business?



Source: own research.

Majority of the second part **respondents** were men – 61.5% with 38.5% women. Age of the respondents chart shows that vast majority were entrepreneurs above 50 – little below half of the respondents. Only 2% of the surveyed were young entrepreneurs. With age grow the sizes of the researched groups.

The share of level of **education** of the entrepreneurs is shown by the Chart 3. No one marked elementary or gymnasium level. Some of the respondents were vocational schools graduates. A quite large number of respondents pointed high school however Master's and above was the education level of about 50% of the respondents.

Thanks to the electronic media business can be led from many **locations**. Also, by researching entrepreneurs of different origins a wider picture can be presented. Therefore there is a spreaded distribution of where the investigated businesses are located.

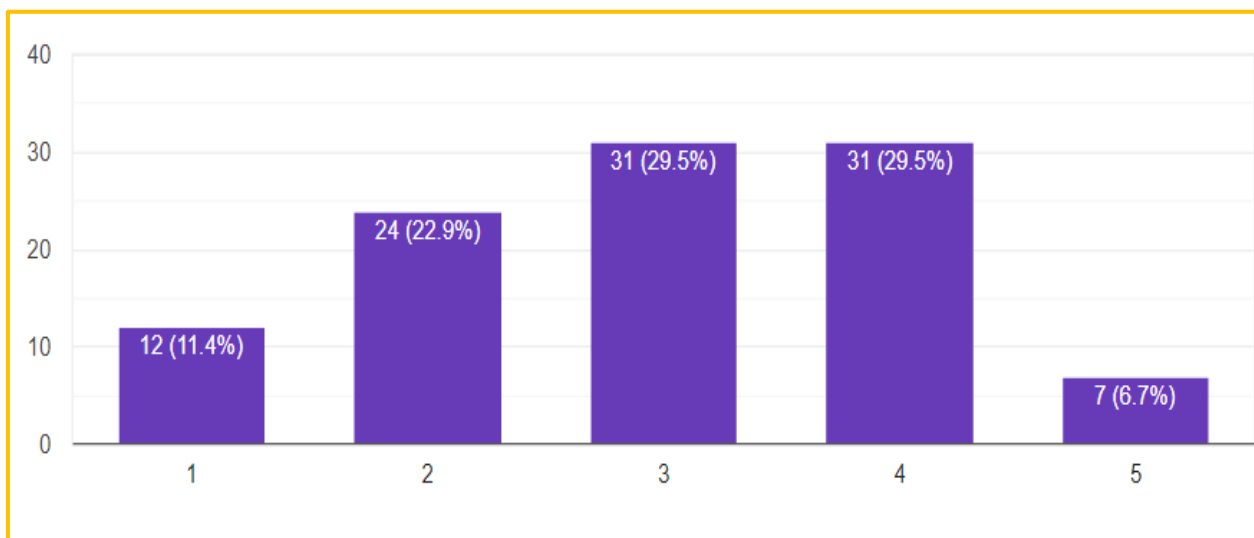
Chart 5 shows how **old** the firms are thus the research is conducted among mainly (three-quarters) by maturing companies – the ones over 10 years, 6-10 years account for 11.5% respondents. The rest is 15%.



PART ONE OF THE RESEARCH: ENTREPRENEURSHIP CHALLENGES AND ATTITUDES OF THE YOUTH



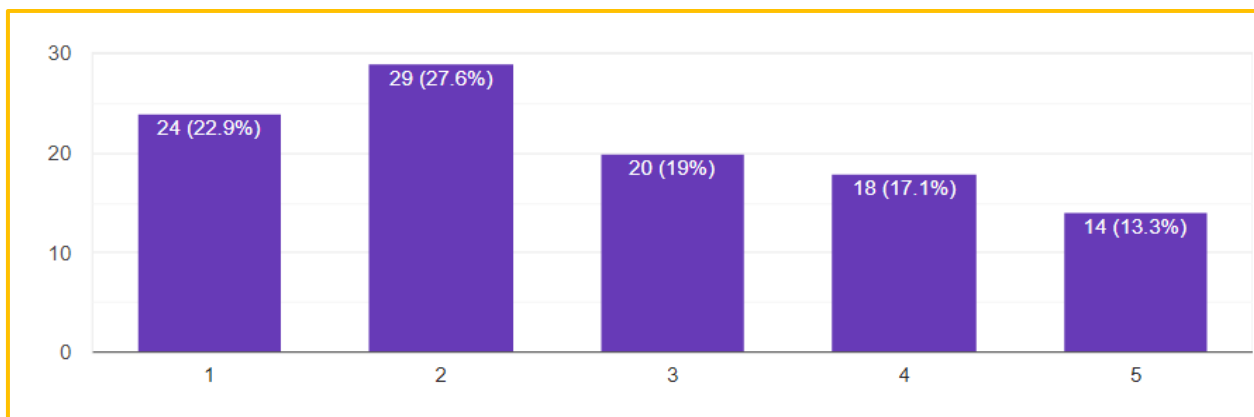
Figure 1. Young respondents (age 18-35) were asked to rate their knowledge of entrepreneurship: Do you agree with the statement? - I read about entrepreneurship, but without much interest.



Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

Most of the young people who were the subject of the research within the question on the Figure 1 were **interested in entrepreneurial issues to a moderate extent**. This figure shows that youth representatives might still think that being an entrepreneur is a matter of practice rather than a skill to be taught, studied or developed in a theoretical way. This approach for answers can be verified by the next survey provided below. The questions were directed to the same research group as the first figure and so were the following figures and tables in this report unless mentioned otherwise.

Figure 2. I keep improving my theoretical knowledge about entrepreneurship.

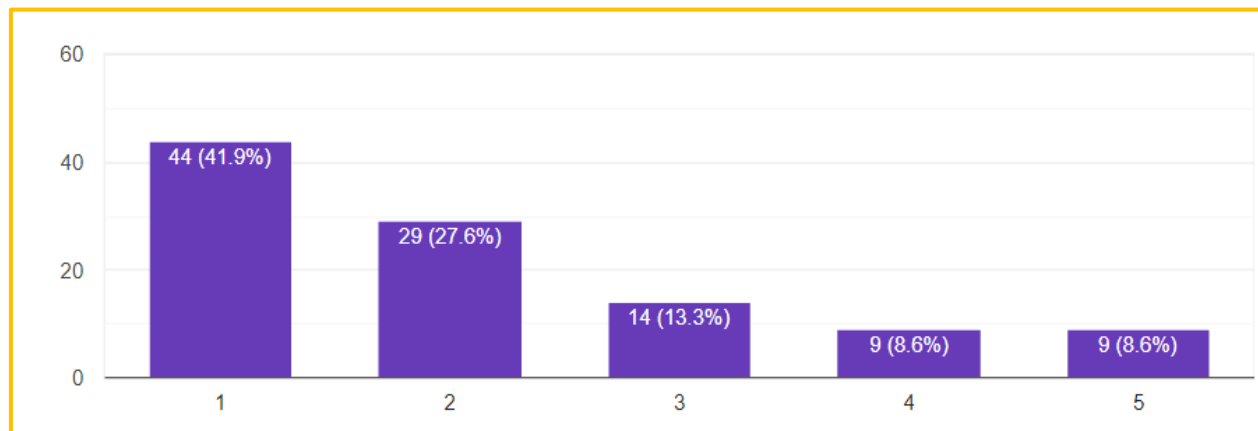


Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.



The Figure above shows that majority of the respondents does not agree with the research statement which proves the point that **the youth** consider entrepreneurship rather as an inborn feature and not the skill which is to be improved and developed.

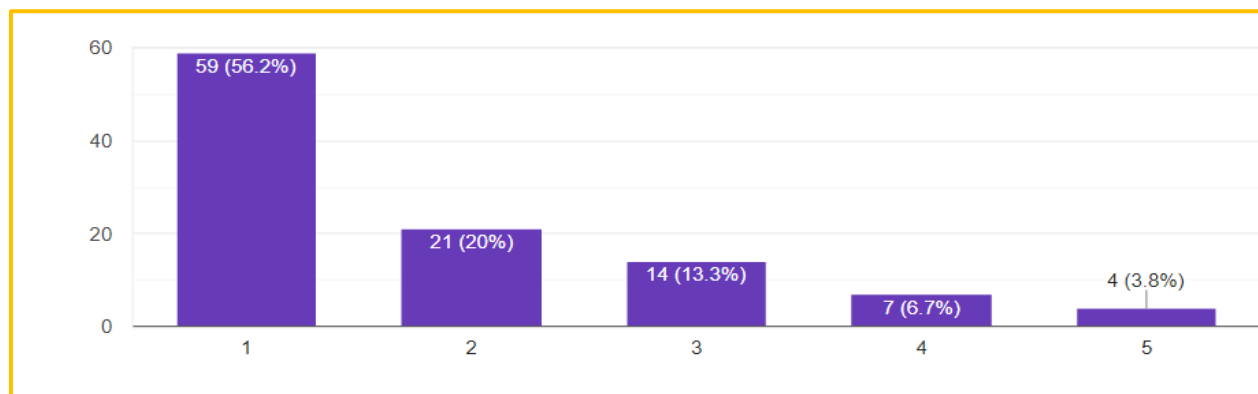
Figure 3. I am interested in entrepreneurship because of my family traditions.



Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

Vast majority of the respondents **excluded the family influence on entrepreneurship issues** – over two thirds do not agree with the statement. We can assume that Poland does not possess any strong traditions of entrepreneurship. It is confirmed by the history of recent decades where especially under communism the term did not relate to any positive associations. Moreover, it was far from being included into the schools curricula over many years and only recently it was incorporated into teaching in the extent that can be definitely called insufficient. The respondents confirmed that assumption in the next question.

Figure 4. I am interested in entrepreneurship because I was encouraged by my teachers.

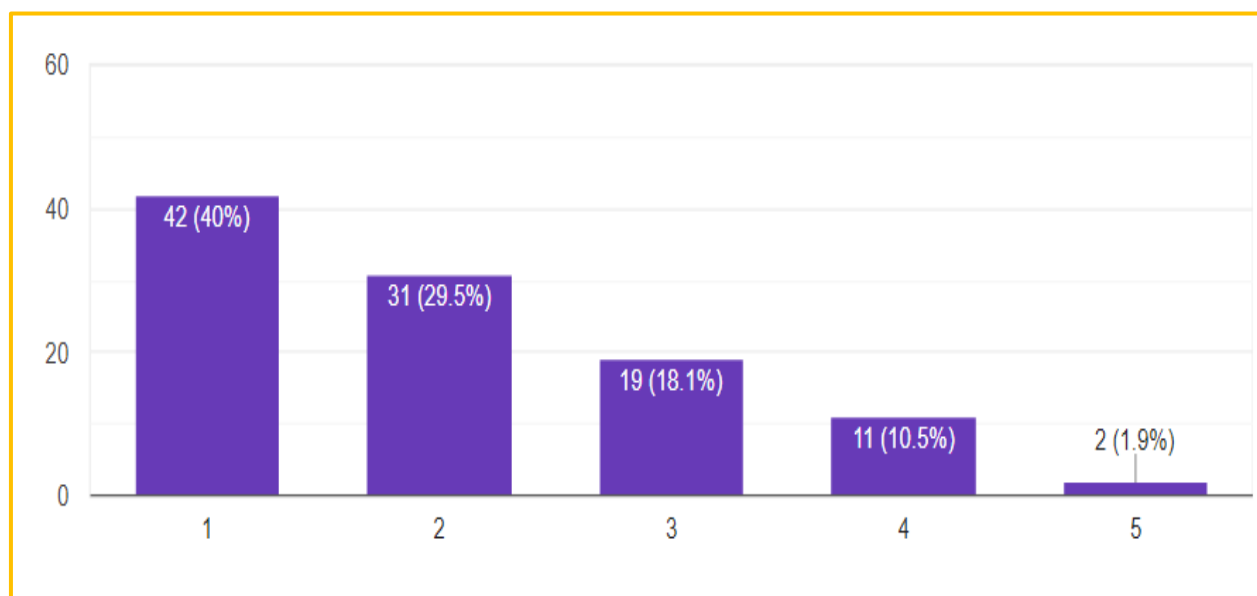


Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.



The culture where the youth is brought up and educated in Poland does not at all deserve to be called entrepreneurial. We already mentioned there is not too much example for entrepreneurship at home and the picture is even worse for the school environment, which hopefully should be destined to make at least a small step in that direction. Only 10% of the respondents' plans towards entrepreneurship knowledge gaining were supported by the teachers, meaning that 90% were not. The reason of the situation can have its roots in the lack of interest among the students however we should rather focus on the teachers' side. The school curriculum does not promote the notion adequately, there is no spirit in its favor and most probably we see no will and lack of knowledge among the ones who should inspire the youth effectively and in the right direction. It looks like the scope of teachers' knowledge base should be expanded which will create the environment for the youth knowledge development in the entrepreneurship field.

Figure 5. *I am interested in entrepreneurship because I was encouraged by my friends.*

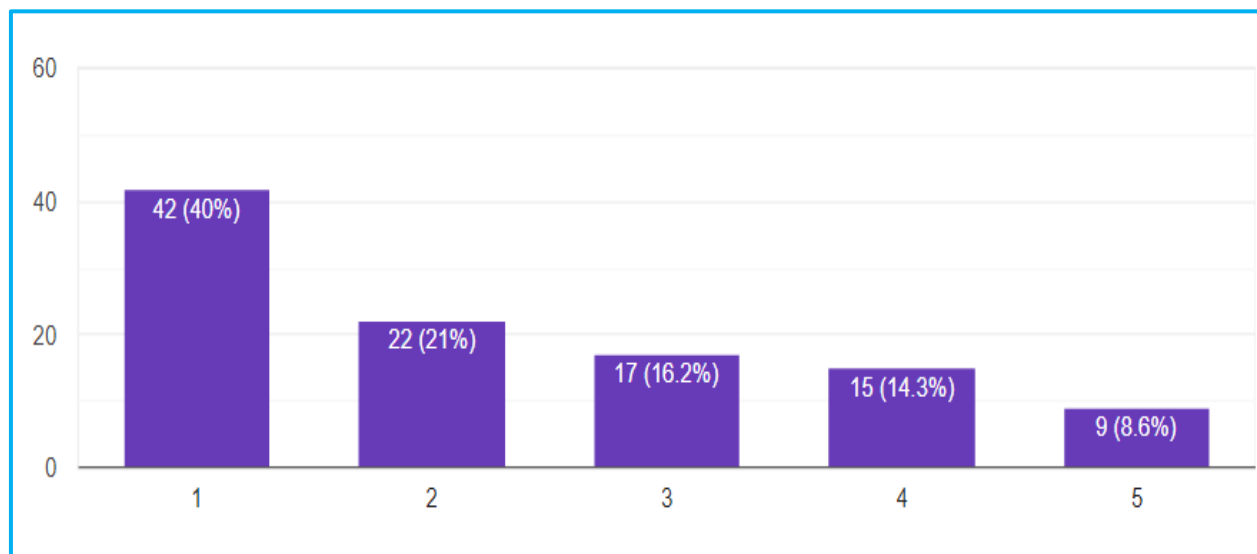


Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

Interest towards entrepreneurship for the youth is only a little more supported by the colleagues (Figure 6) or friends than the teachers. This does not change the overall picture that shows the **insufficiency of entrepreneurship promotion** among the most influential parties surrounding a young person growing up and maturing in Poland. Let us see if it gets better when we leave secondary education and attend the university.



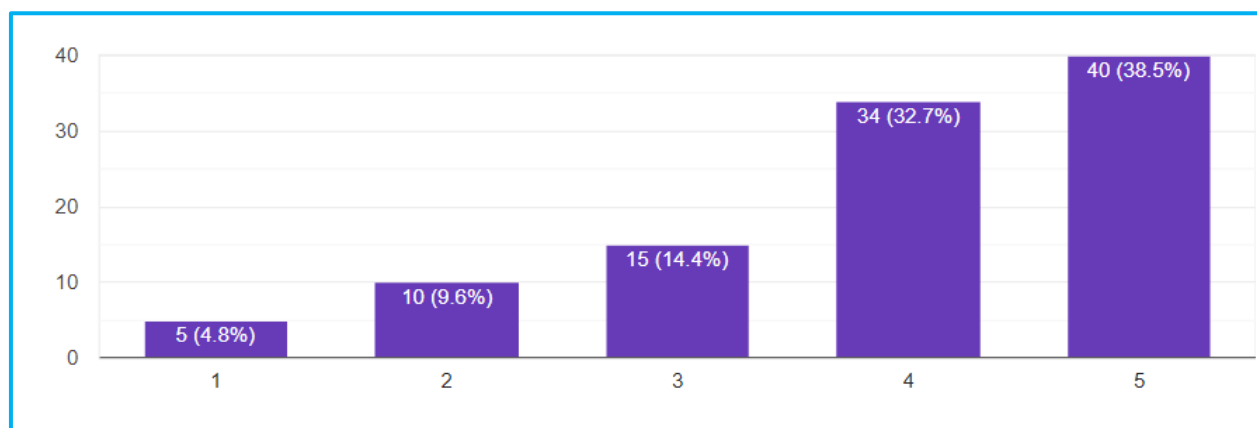
Figure 6. Where do you get information on entrepreneurship from? From the University.



Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

The percentage of the responders who agree (answers 4 and 5) that university provides information on entrepreneurship amounted to 23% while the value for the teachers in general was at only a little over 10%. We have some improvement there however we must admit we are looking at the **low-level numbers here**. Two-thirds answered they did not agree with the statement. It means that even higher education is perceived as the one who does not promote entrepreneurship – we must take into consideration the schools that are destined for completely different scientific directions, even doing so, the numbers are not encouraging. So where do the young people take their knowledge from? Maybe from the internet.

Figure 7. Where do you get information on entrepreneurship from? From the Internet.



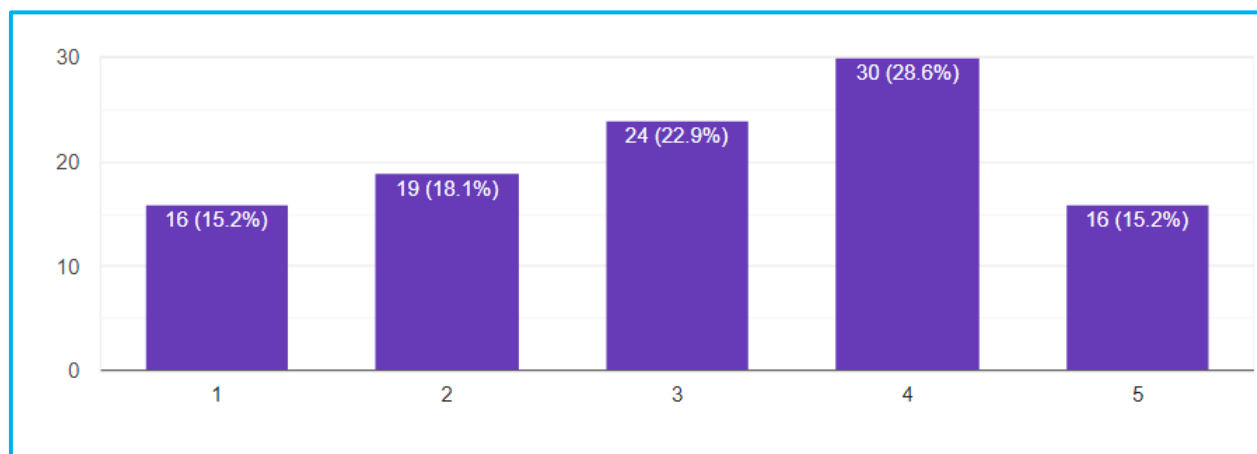
Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.



Lack of entrepreneurial knowledge distribution at home or at school is most likely not sourced in no interest shown by the youth. The hunger for this knowledge can be fulfilled by **own research** conducted through internet. This endless book of education provides the young people with the subjects they are interested in. Surely the answers can be obtained right away however the credibility of the given information can often be disputable. Therefore, if the school is not able to deliver the right essence for the youth in this sphere, at least it should hand out the tools for reaching out into these issues – the ability to distinguish legitimate and valuable in the sea of fake and worthless. Three quarters of respondents are looking in the internet for the information on entrepreneurship. It means the demand is there, it just has to meet the proper supply.

Our contemporary **IT tools** have recently helped the people to carry out the activities they have never practiced before to this extent. Thanks to computers people can make music faster, be a journalist, call themselves experts in a specific area or obtain money for promotion without any intermediaries. This has been made possible by social media. It is no different with looking for information on entrepreneurship.

Figure 8. Where do you get information on entrepreneurship from? From the social media.



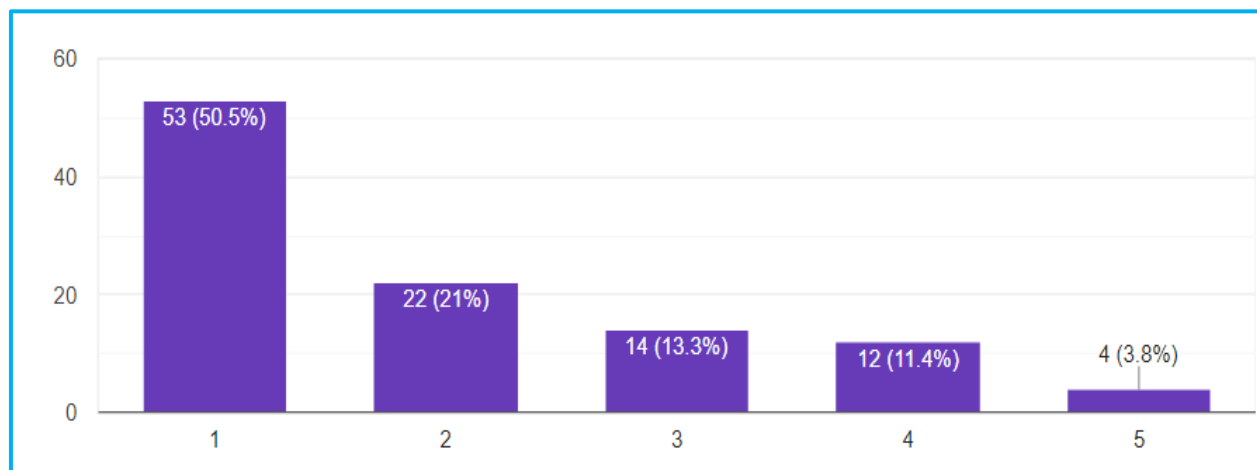
Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

We can see that the young people try to gather information from the **social media to quite a significant extent**. It is symptomatic that although 46% agree with the statement, the ones who strongly agree come to 15% whereas the young people who just agree are twice as many – almost 30%. It most likely means that people do not see this source as a definitely credible and exhaustive source, which is quite a right approach.

Young people's environment is also to some degree shaped by the **non-governmental organizations**. We have to bear in mind that some of the youth representatives do not have any experience with this kind of bodies at all.



Figure 9. Where do you get information on entrepreneurship from? From the NGOs.

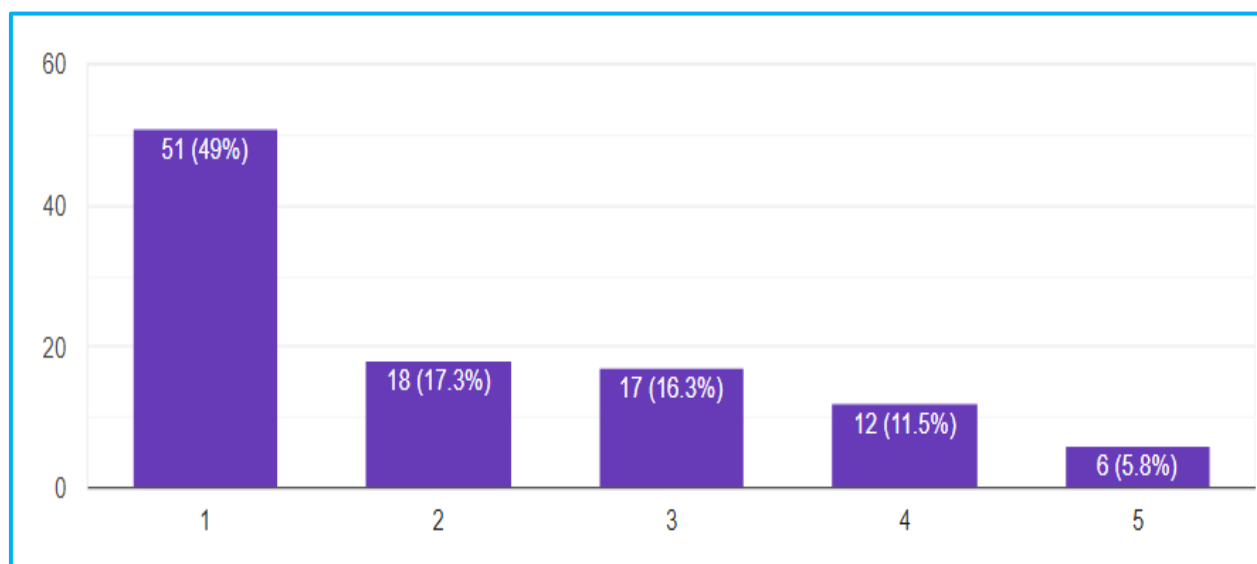


Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

Over 85% did not circle agree or strongly agree with the statement given in the question. It means that **NGOs are not the major source** for the entrepreneurial knowledge. There is a clear message that this source has a noticeably big potential for development and entrepreneurial knowledge has to be dispersed through that channel.

Youth were asked also if they obtain any knowledge from **events** promoting entrepreneurship.

Figure 10. Where do you get information on entrepreneurship from? From the events promoting entrepreneurship.



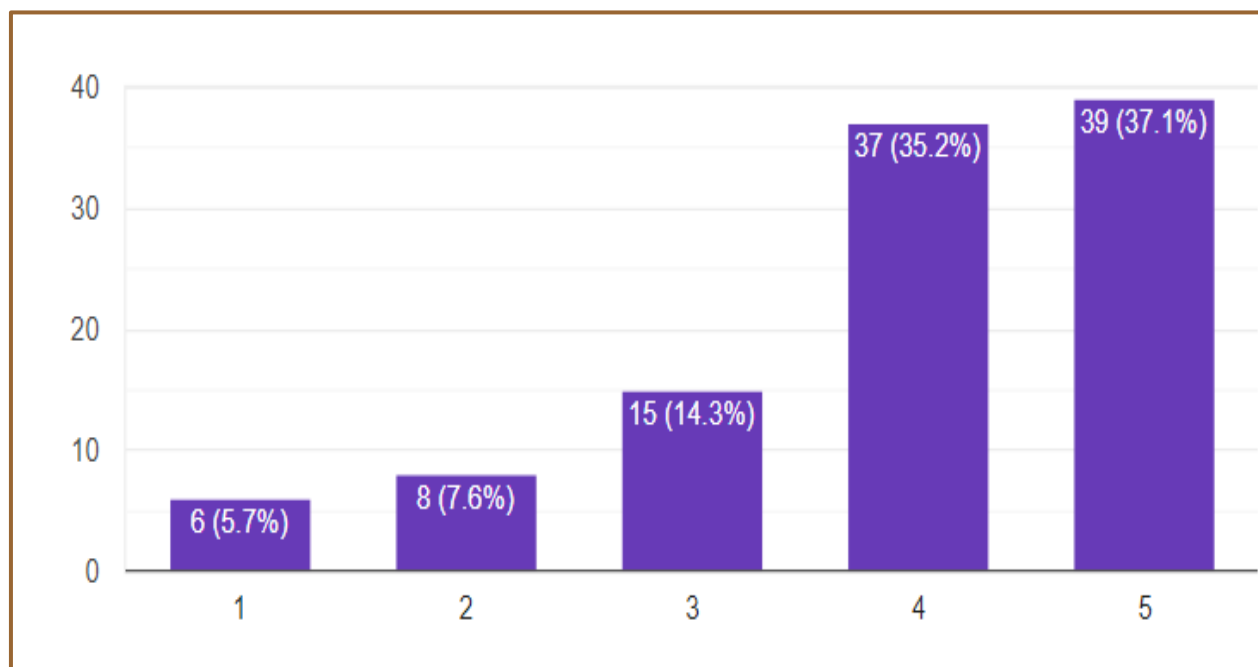
Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.



Only 17% agreed with the statement that they are getting information on entrepreneurship from the events promoting this form of business activity. It is worth mentioning that half of the respondents clearly stated that **they do not acquire any information** on entrepreneurship. Here we have another disappointing example of a weak efficiency and knowledge distribution, which of course suggests policy improvement in this sphere.

Not only the environment does favor **entrepreneurial knowledge** passing but also we see the same in the economic surroundings. Here is what our survey says on Figure 11.

Figure 11. What are the challenges facing young people today in the field of entrepreneurship? Unfavorable economic environment.

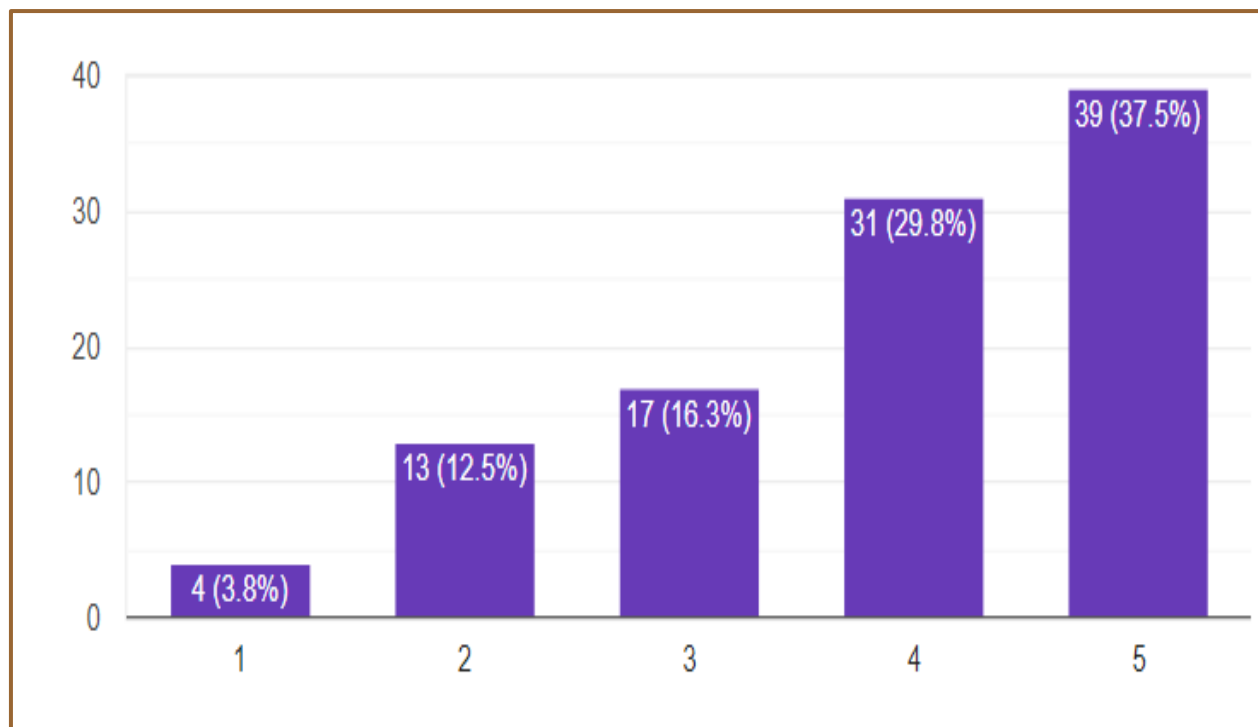


Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

Vast majority of the respondents stated that **economic environment does not support entrepreneurship**. Only 13% are of the opposite opinion and similar amount were not convinced as if to support the research statement question. We can be guessing what specific factors hide behind this negative opinion however the next survey question will give us more details on that.



Figure 12. What are the challenges facing young people today in the field of entrepreneurship?
Starting and running a business is too expensive.



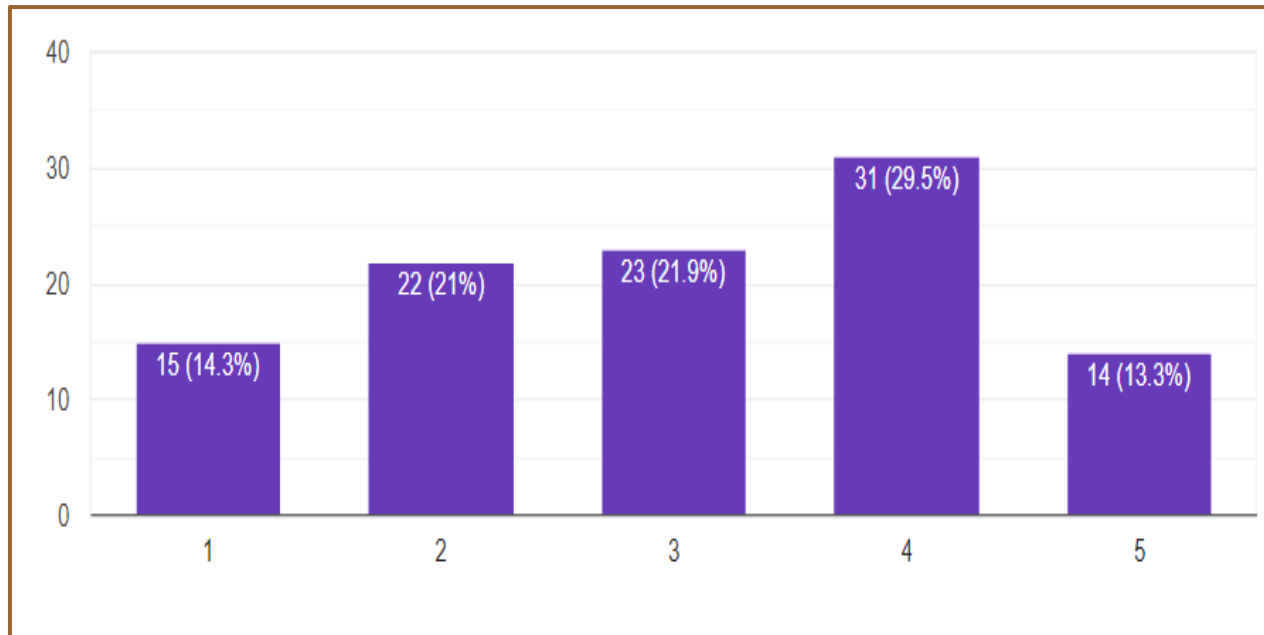
Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

The results are similar to the previous survey and are showing that the respondents see **the cost side as an entry barrier**. 67% of the researched youth agrees that starting and running a business is too expensive. Only 4% strongly disagree with that statement. Entrepreneurship requires persistence and courage and we see that there may be need for shaping these virtues among the young people as they are already discouraged by high “maintenance” costs. Of course, the main reason of these answers relates to management and policies implementation, i.e. with the activity of the state. These results need to be passed on to the government bodies.

The youth gave themselves **a note** in the coming answer to the next survey question. They were to appraise young people’s will towards entrepreneurial activities.



*Figure 13. What are the challenges facing young people today in the field of entrepreneurship?
No willingness or possibility to get involved.*



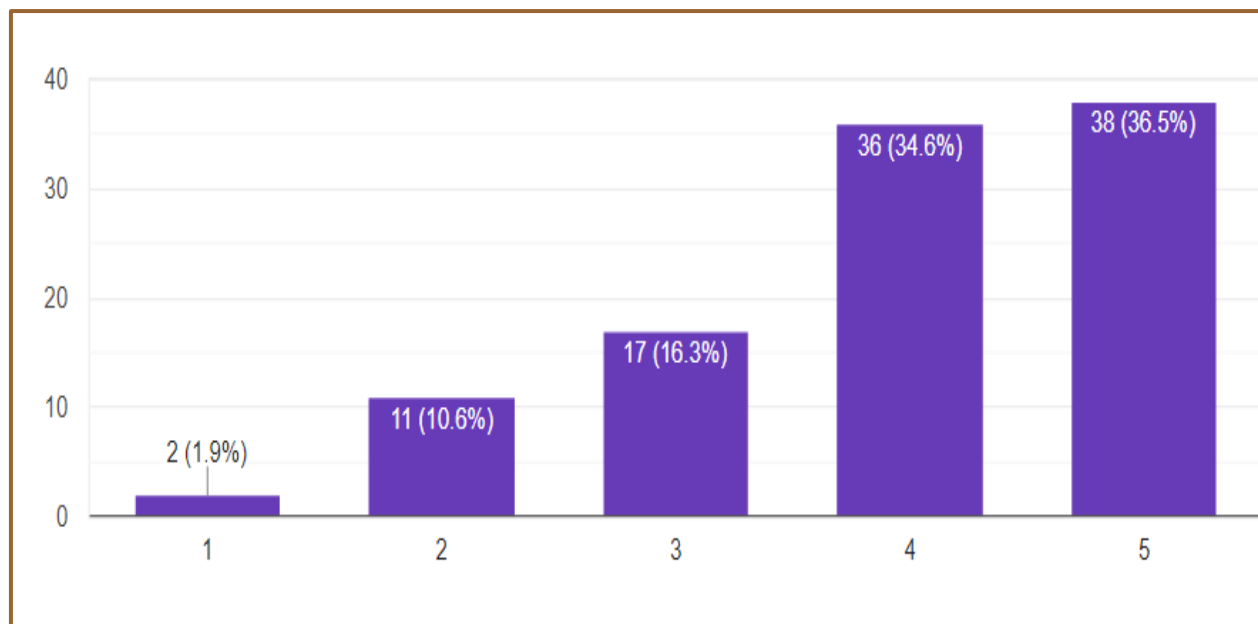
Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

The note the youth have given themselves is 43-22-35%, which stands for “I agree-hard to say-I do not agree with no willingness to get involved”, meaning that **the appraisal is rather negative** with a relatively strong claim of 35% that it is not the case. The previous Figure showed quite a pessimistic view on the entrepreneurial environment and the Figure 13 shows the outcome evaluation of the youth engagement in the described field. It looks like good patterns, business angels, coaching, right atmosphere have a big role to play. Definitely, there is also a need for the involvement of psychology experts, who might draw the best features from each young individual to pursue this carrier and show which character attributes can be developed or worked on.

The psychological side of the entrepreneurial activities can be investigated throughout the analysis of the next survey question described by the Figure 14.



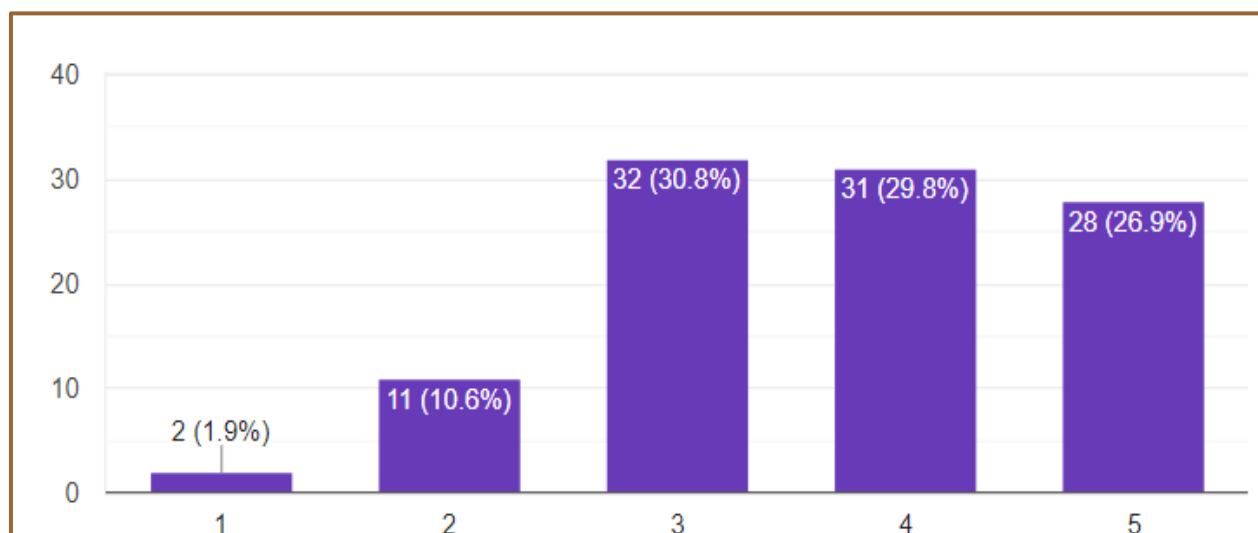
Figure 14. What are the challenges facing young people today in the field of entrepreneurship. Fear of the new and unpreparedness to cope with difficulties.



Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

The surveyed individuals largely confirmed that the **psychological abilities** of the youth in the sphere of taking up risky business activities are not high. About 70% of the respondents stated that fear of novelty and feeling reluctant about facing hardships are the barriers in pursuing entrepreneurial activity.

Figure 15. What are the challenges facing young people today in the field of entrepreneurship? It is difficult for small and medium-sized companies to grow.



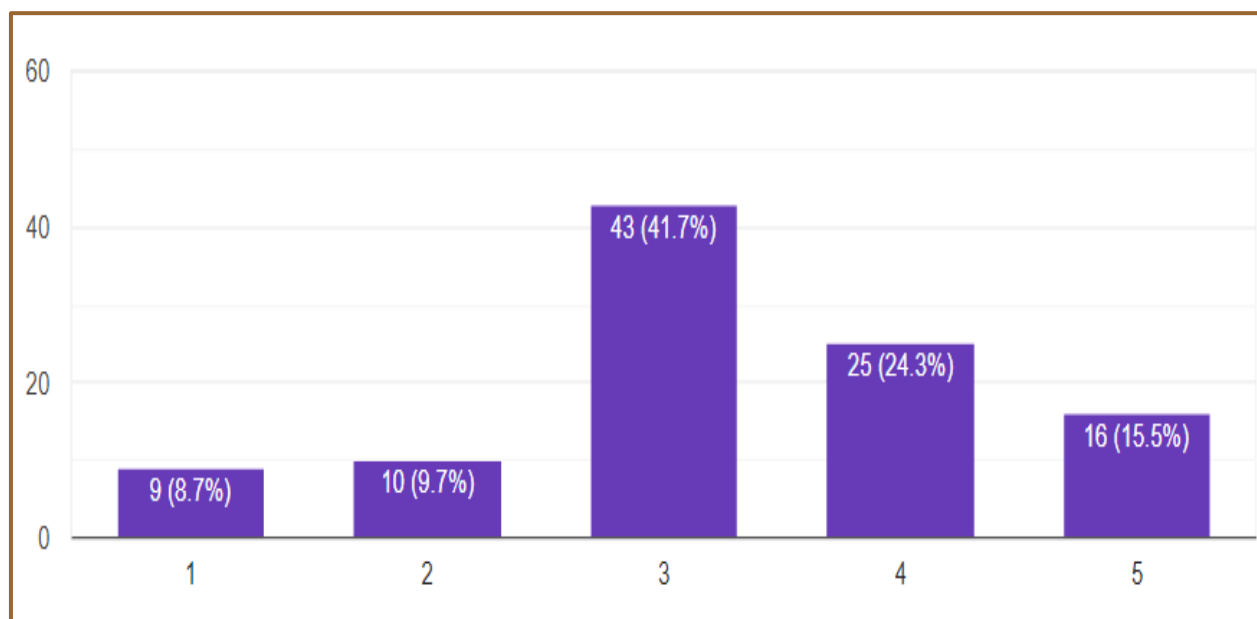
Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.



It is a common Polish belief that the large corporations are the rulers of the business world and their strength is overwhelming for the smaller entities. This is where it also derives from that **small and medium enterprises are considered to tackle problems** that do not enable their growth. Perception of these difficulties may discourage future entrepreneurs from choosing this carrier path.

The next question deals with management models. Let us see how the respondents evaluated their matching with today's world business environment.

Figure 16. What are the challenges facing young people today in the field of entrepreneurship? Management models are not suited to today's world.

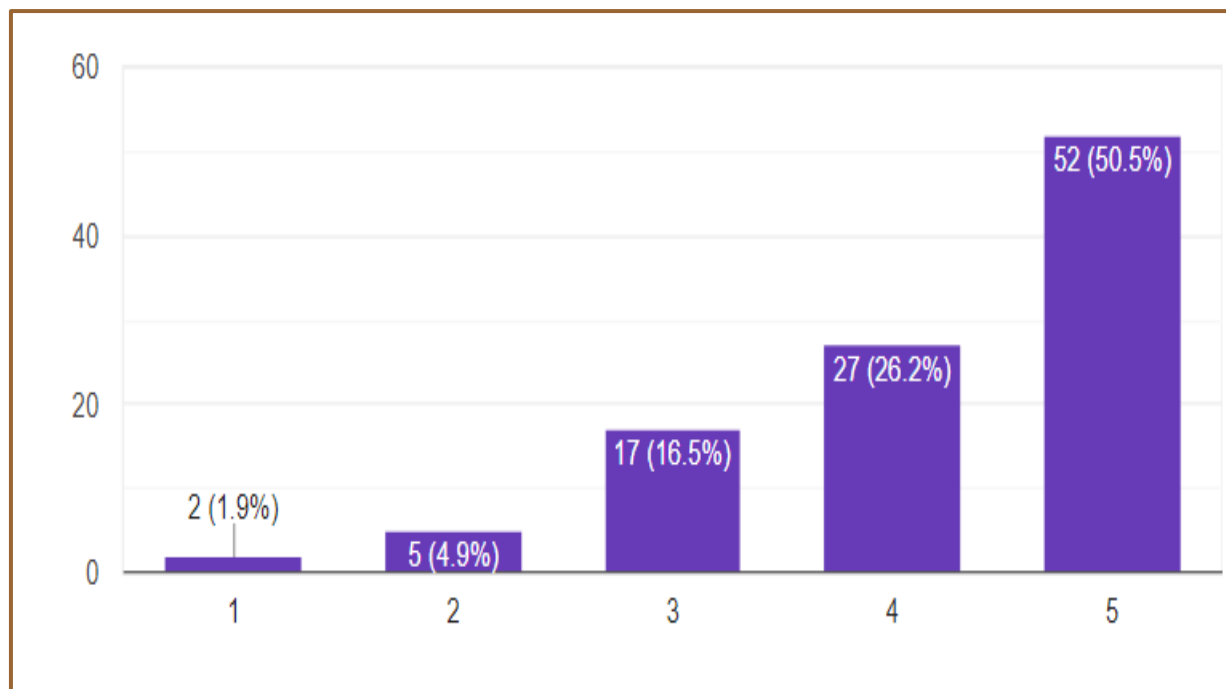


Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

The surveyed persons to a large extent (42%) **claimed no opinion on the subject**, most probably they had no knowledge of past or contemporary business models and/or did not know if the models used now are suited for the current challenges. Out of those who had some view on the subject, 40% agreed that the models applied nowadays are not in line with facing the competitive environment we live in. Only a little below 20% thought the current business models can help coping with the competition. The answers did not show further explanations as only then we might deduce the reasons for such opinions. We may suspect that current challenges are very much connected with IT tools in all spheres and so the previous models might not have incorporated widely enough any of these.



*Figure 17. What are the challenges facing young people today in the field of entrepreneurship?
Too much bureaucracy and entrepreneurship barriers.*



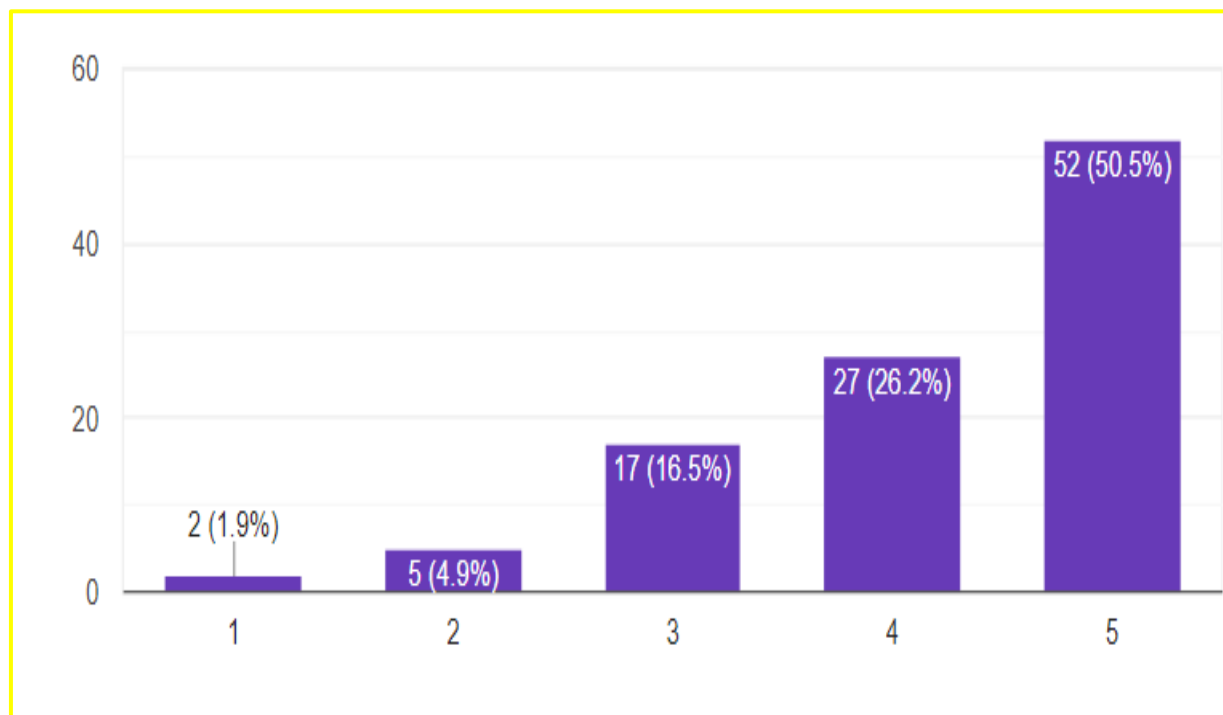
Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

This has been a negative impact factor for many years and is still perceived as a strong discouragement for business activities. Over three-quarters of respondents agreed that **bureaucracy is a significant obstacle** for entrepreneurship development. Only 7% were of the opposite opinion. These claims can be connected not only with the objective problems but also with the previously mentioned lack of energy for fighting difficulties within the young generation confirmed in the earlier survey.

So, what do the young people expect from their future carriers, the first answer to this question is shown on the graph below.



Figure 18. What are the expectations for your future job or your future company? A good career.



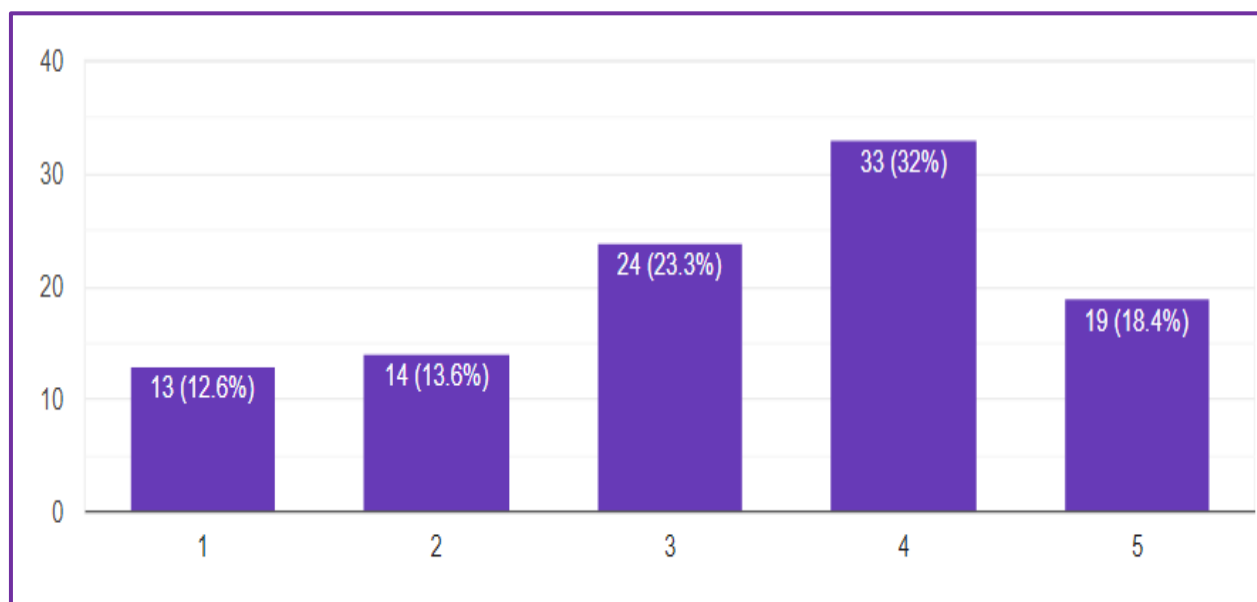
Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

Figure 17 strongly confirms the thesis shown in the survey question. It is not indicated whether the respondents think the entrepreneurship is superior to the corporate world or another path. The young people's aim is to **develop their carriers** and to have “a good carrier”. The carrier in a corporation is one that may require less responsibility for taken up activities whereas entrepreneurial path's main feature is the pressure to fulfill required by the environment duties as well as being obliged to pay from your own pocket for the company's debts.

The young people who were surveyed appraised their **own competencies and skills**. First of all they judged their own hard and soft skills. Both of these show following two graphs.

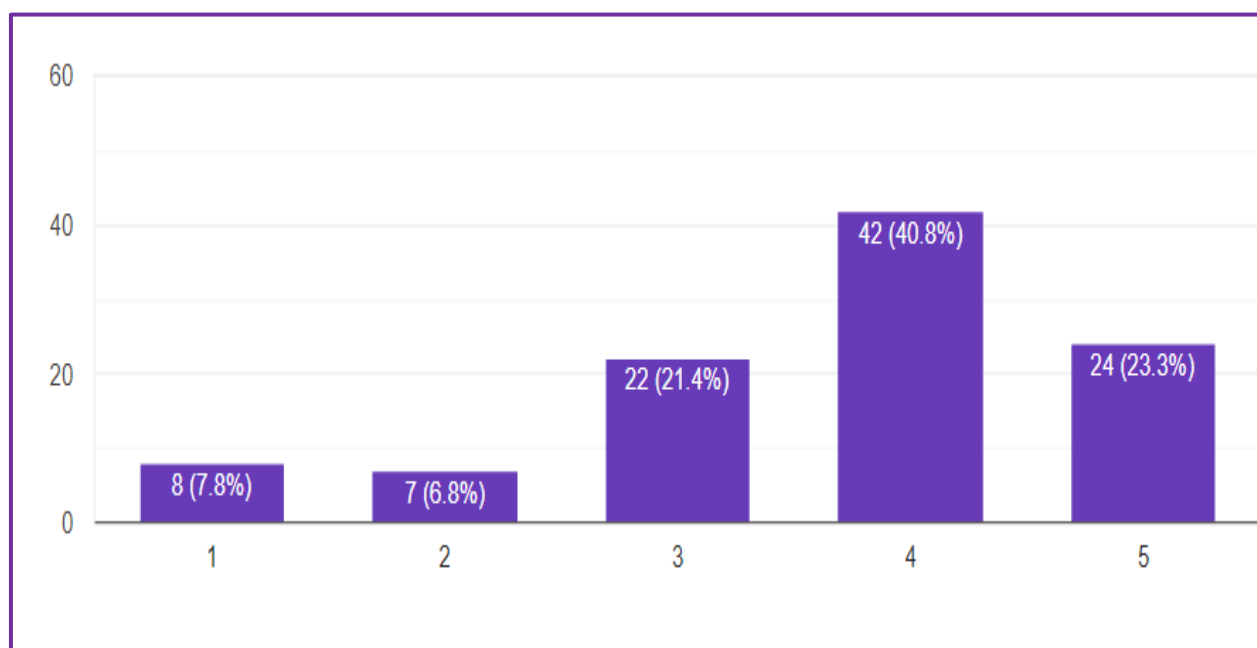


Figure 19. How prepared are you to compete in the labor market? I have the necessary hard skills.



Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

Figure 20. How prepared are you to compete in the labor market? I have the necessary soft skills.



Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

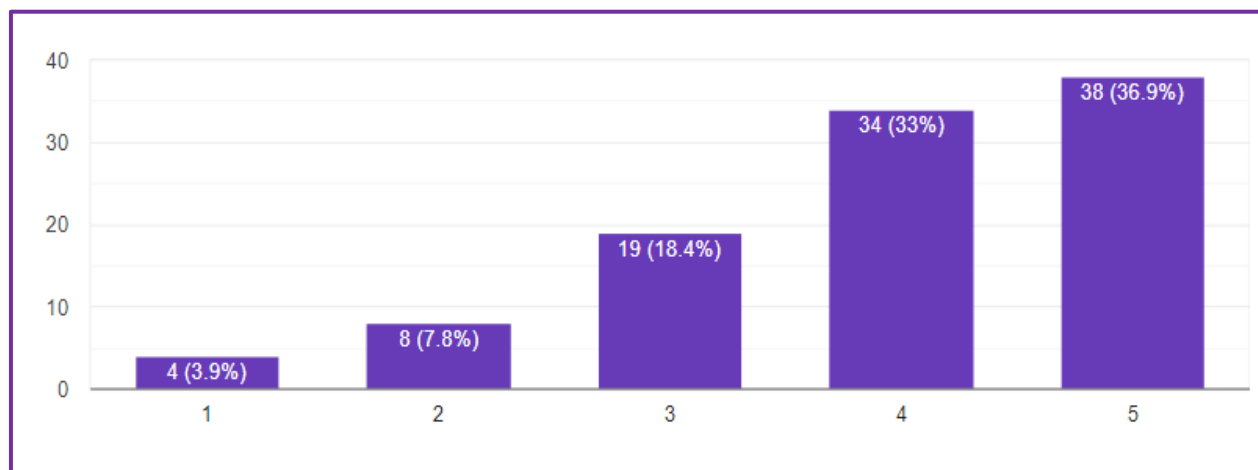
The evaluation of the **skills of the young people** necessary for the labor market competitiveness showed a relatively strong positive opinion given by the respondents. The soft skills were rated even higher with 64% confirming answers compared with 50%



for hard skills. It means that the respondents still see some space for necessary improvement within the area of hard, concrete knowledge that would guide them and support on this demanding contemporary labor market.

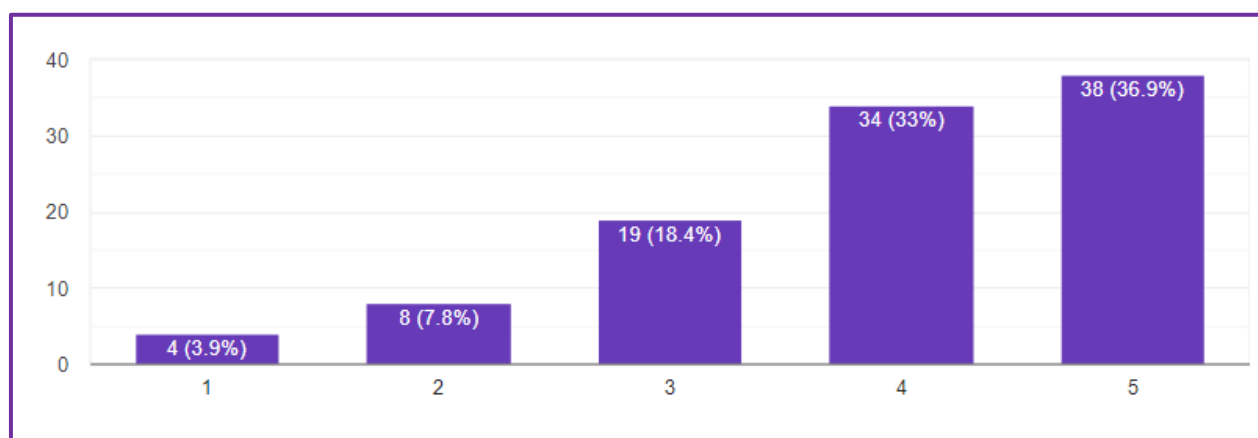
The next two questions research the situation concerning the approach that is inevitably crucial on today's market, i.e. being able to constantly **improve** the abilities and skill resources not only in one profession but in a few labor fields.

Figure 21. How prepared are you to compete in the labor market? I have acquired the habit of life-long learning.



Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

Figure 22. How prepared are you to compete in the labor market? I have developed competences in several areas.



Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.



70% of the respondents claim that they developed own self-awareness to work on their skills all life. According to Lisa Marie Blaschke here are several established contexts for **lifelong learning** beyond traditional schooling²:

- Home schooling involves learning to learn or the development of informal learning patterns.
- Adult education or the acquisition of formal qualifications or work and leisure skills later in life.
- Continuing education which often describes extension or not-for-credit courses offered by higher education institutions.
- Lifelong learning institutes, which are groups over 50 years of age which meet for noncredit college-level study for intellectual challenge and social enjoyment.
- Knowledge work, which includes professional development and on-the-job training.
- Personal learning environments or self-directed learning using a range of sources and tools including online application.

² Blaschke, Lisa Marie. "Heutagogy and Lifelong Learning: A Review of Heutagogical Practice and Self-Determined Learning". The International Review of Research in Open and Distance Learning. Athabasca University. Retrieved 24 November 2012.

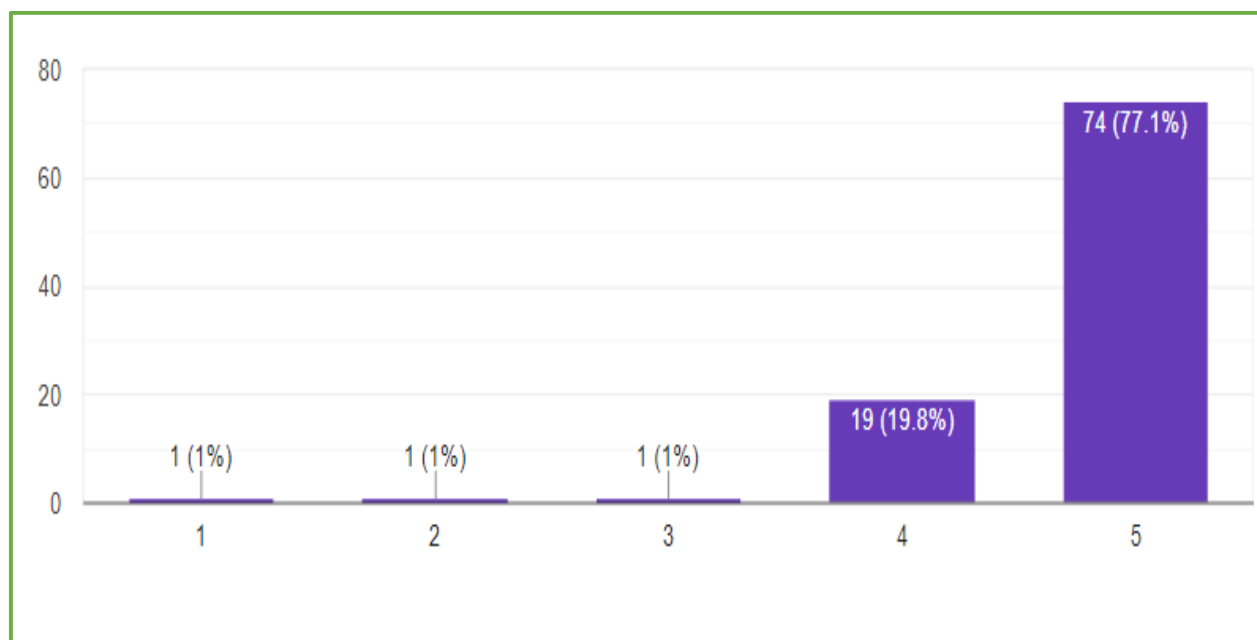


PART TWO OF THE RESEARCH: NEEDS AND VIEWS OF THE EMPLOYERS ABOUT ENTREPRENEURSHIP



Entrepreneurs were asked if they consider running their own business a task that requires a lot of effort. There were not too many questions that people were so strongly convinced to confirm. 98% of the respondents agreed with the statement that this is a **real challenge**.

Graph 1. Entrepreneurship is a big challenge.



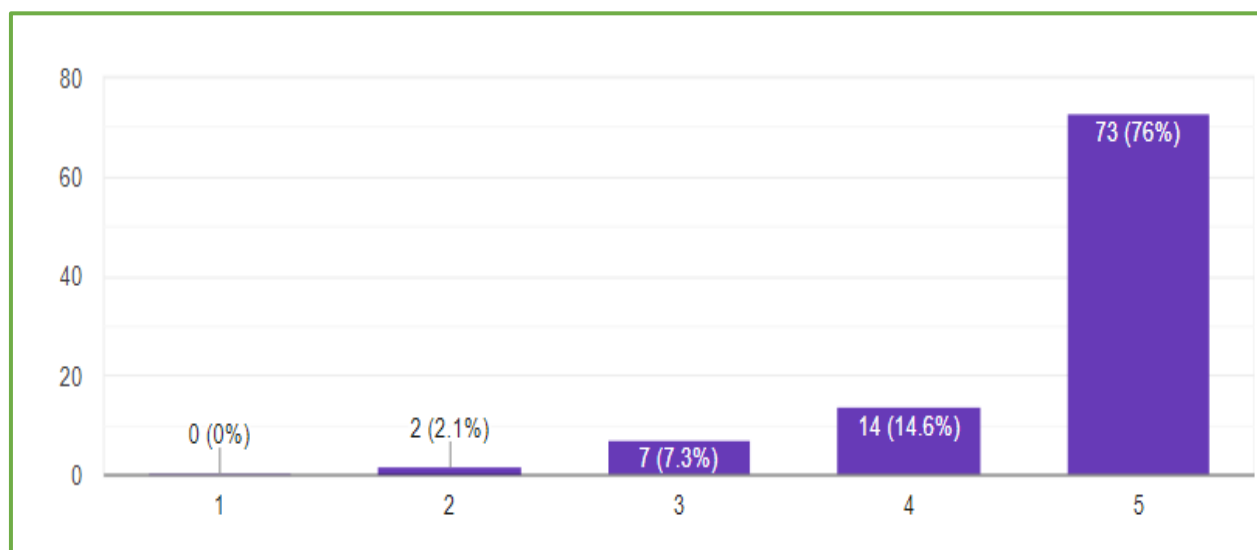
Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

Not only the young people but also the practitioners confirm that entrepreneurship is not “a piece of cake” and that it requires a lot of energy and efforts.

Part of the story, why it is such a hard challenge, is how it affects the **family**. Our respondents addressed that questions and the picture is shown on the next Graph. Overwhelming majority (90%), with over 75% strongly confirming, agreed that entrepreneurial activities influence family lives. Long hours, responsibility, thinking about strategy at home, phone calls from clients or employees even in the late afternoon – all this has an influence on private life and respondents are conscious about it.



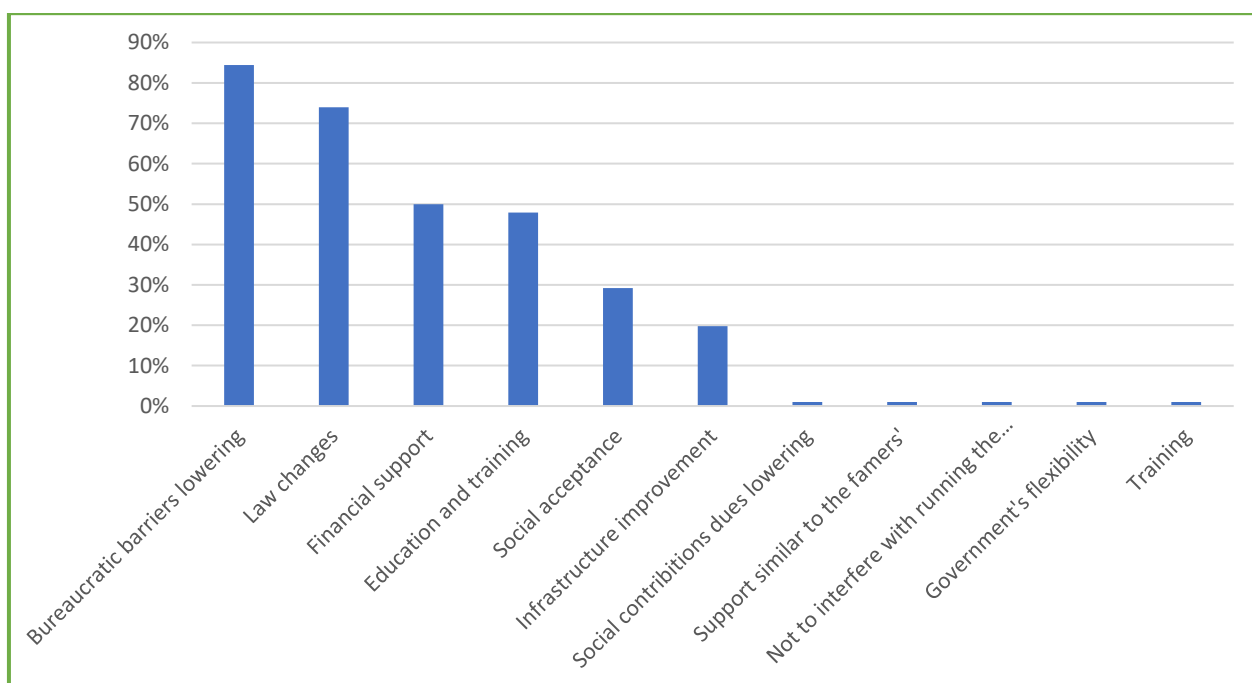
Graph 2. My entrepreneurial activities influence life of my family.



Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

The mentioned above hardships trigger **expectations** for support from the surrounding environment and legal governing bodies.

Graph 3. What support do entrepreneurs in Poland need?



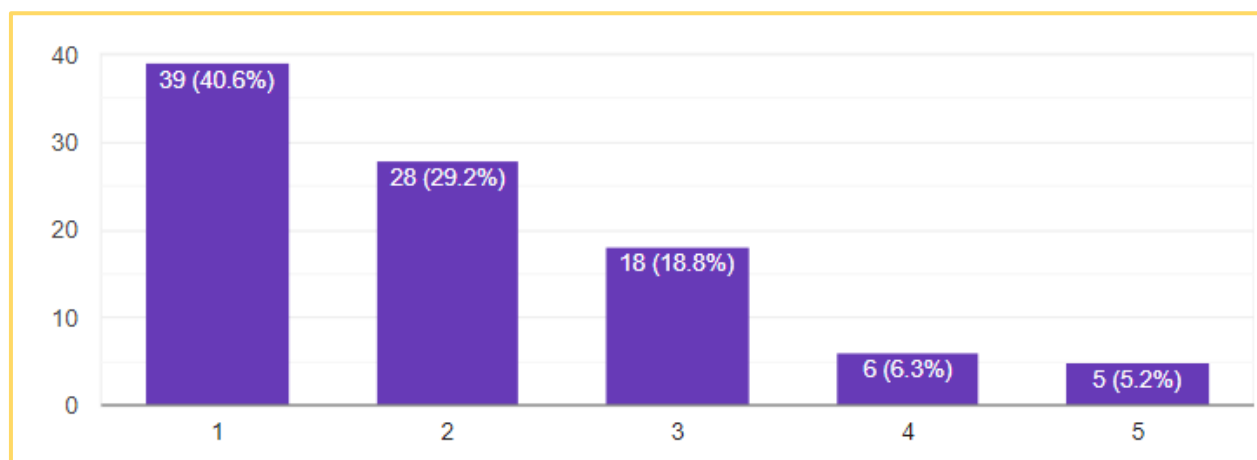
Notes: Source – own research. Picking more than one option was allowed.



The situation with entrepreneurs answers is **similar** to the one with the young respondents. Bureaucracy is again considered the biggest obstacle for business development. Law should be changed and business people also expect financial support. There is already a widely implemented grant and subsidy system from the national and EU sources however further help was expected, what is understandable especially during and in the post-pandemic world.

The respondents were asked also a general question, whether the government pays enough attention and engages in such issues sufficiently.

Graph 4. The government pays sufficient attention to entrepreneurship in Poland and engages to an adequate extent.

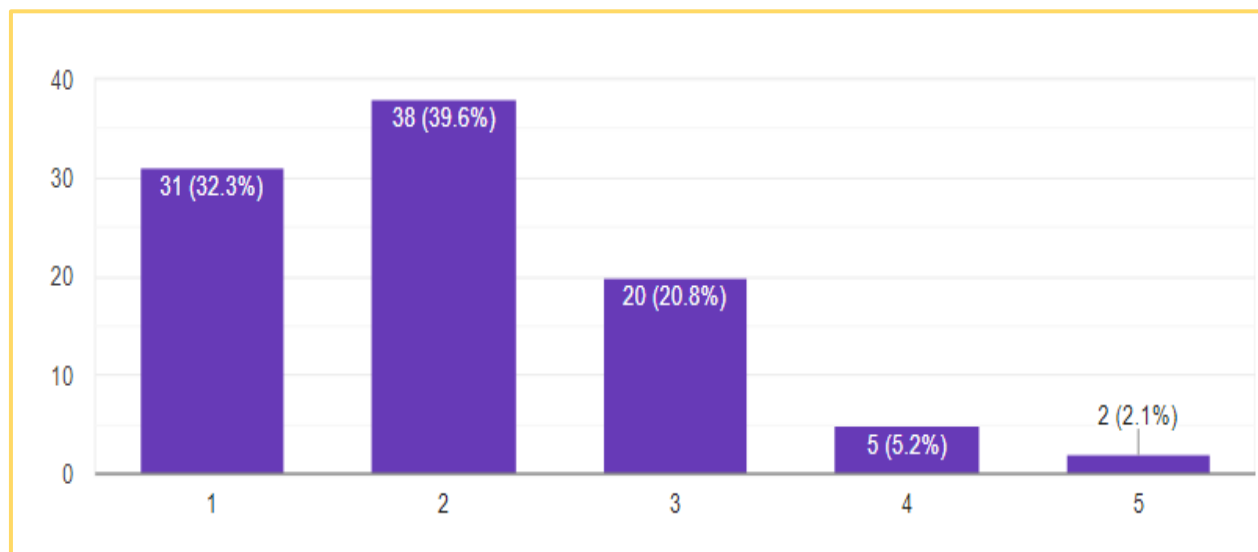


Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

The agreement answer for the given question is very rare and the rating for the government looks very low. 70% of the respondents think the **government's activities do not favor entrepreneurs** with almost 20% having no opinion. Therefore, we might think that there is still a very wide field for improvement as only 11% of the surveyed are satisfied with state's activity in the researched field. The further expanding questions were asked about the local and all-country approach of the public bodies involvement.

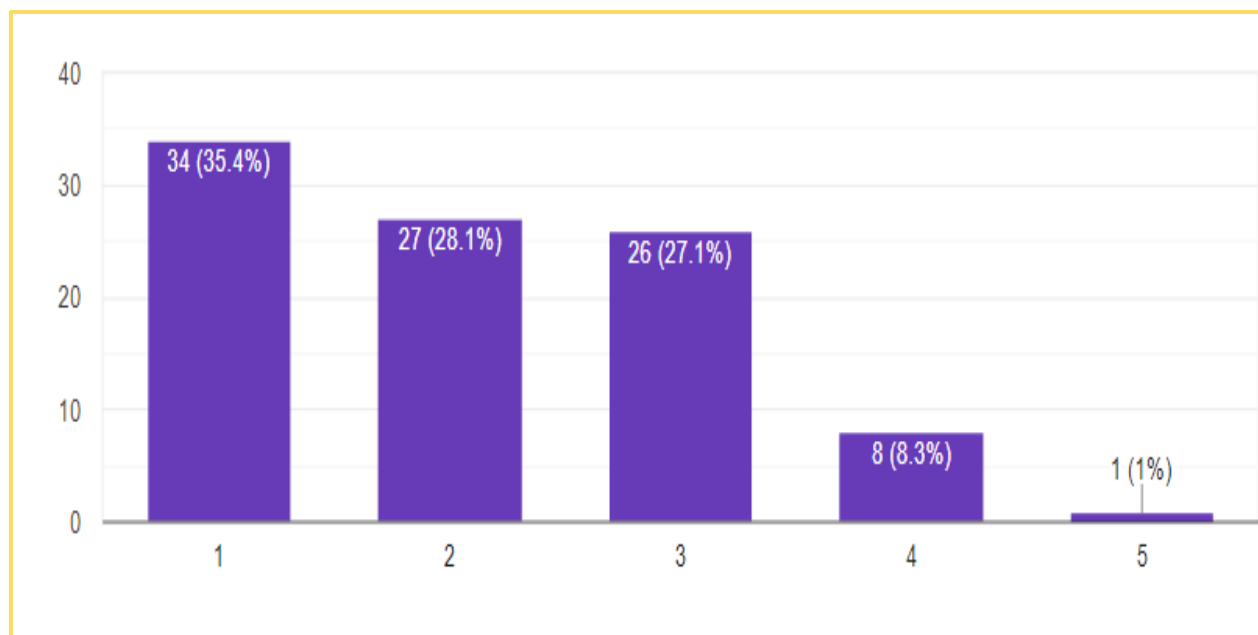


Graph 5. The government supports entrepreneurship in Poland at the national level.



Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

Graph 6. The government supports entrepreneurship in Poland at the local level.



Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

The results show that there is **not enough understanding for entrepreneurship** on the state or local level. We can see that the outcome is similar to the previous graph which shows that the research has a high credibility. Neither states' activities nor the local governments were rated positively however we can see that the evaluation for the central

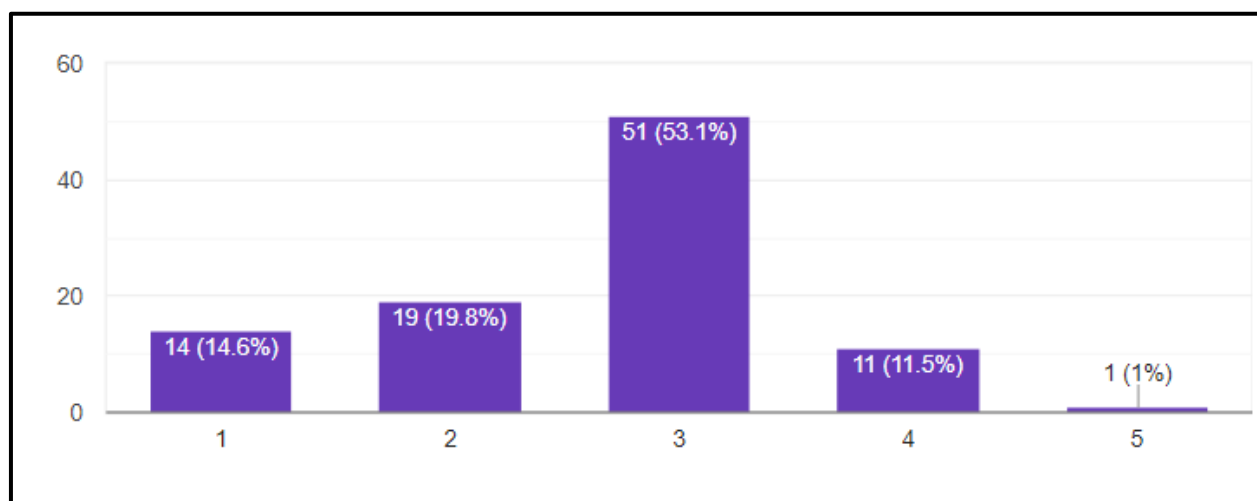


public authority was more severe. 71% of the respondents thought that the **government does not support** entrepreneurs on the local level while about 63% had a similar opinion on local government's actions.

It is widely known that **local institutions** have a better understanding of businesses problems than distant public authorities. This notion is confirmed by this research.

The respondents were asked if the culture of entrepreneurship is developed in Poland. The current situation has its **roots** in general life attitudes, historical circumstances and current trends and society behaviors.

Graph 7. The entrepreneurial culture in Poland is at a high level.

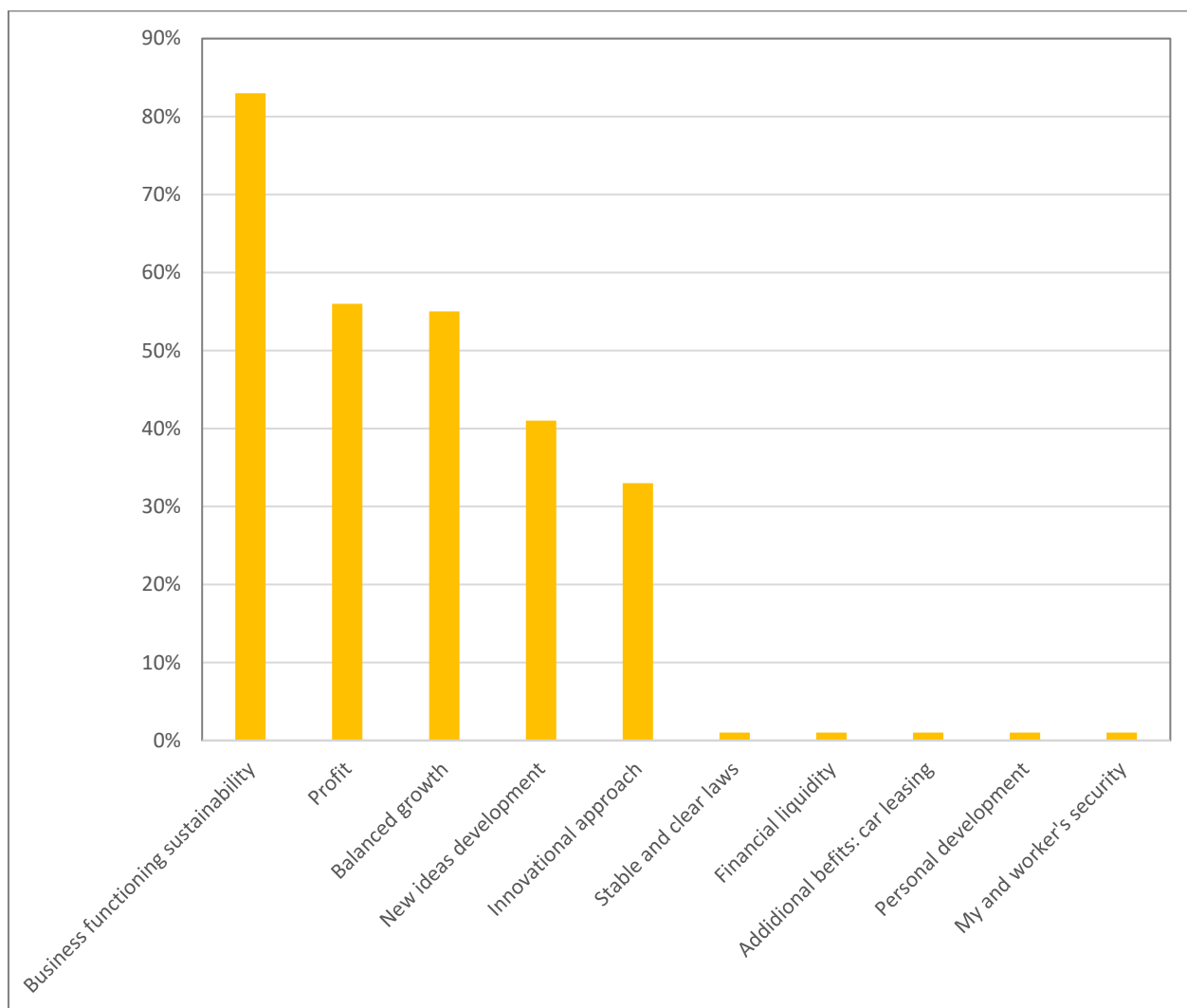


Notes: Source – own research. Scale: 5 – strongly agree, 1 – strongly disagree.

The surveyed group indicated lack of definite answer as over half of the respondents **had no opinion** on that matter and if there were any answers, they were negative. A little over a third said that they disagree with the statement that entrepreneurial culture in Poland is at a high level. It looks like in our society entrepreneurs do not see this kind of culture gaining support, being trendy or influence citizen's daily lives. Rather they see that this kind of culture is at a high level according to only over 11%. This situation has to be absolutely improved because with growth of entrepreneurship societies benefit and grow in a healthy manner device, what can be observed in such countries like Holland, Denmark or Switzerland.



Graph 8. The most important thing for me in running a business is:



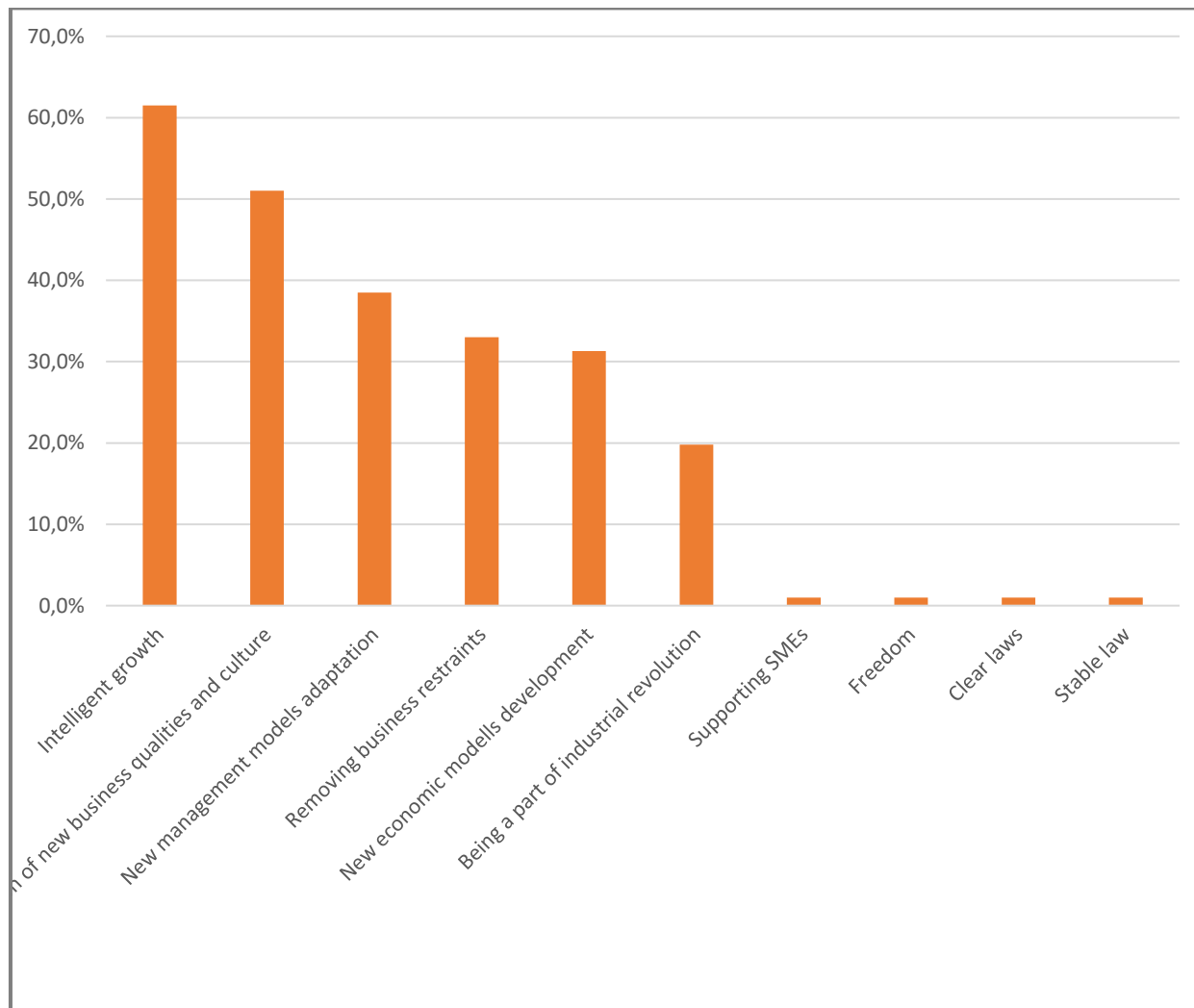
Notes: Source – own research. Picking more than one option was allowed.

The most crucial and aimed at goal is to keep the business running which shows that the **entrepreneurs identify themselves strongly** with their businesses. They consider their firms as something special, something important in their lives. The next comes the most obvious reason which is the profit but it is worth mentioning that it was not indicated by all the respondents but by about 55% respondents. Similar percentage of the respondents said that balanced growth is an important issue in their business running. We can associate this with the first answer and confirm that a stable growth of the company is the goal of its existence. Thanks to running the business the entrepreneurs can direct their intellectual energy needs towards implementation of new ideas. This way they may express themselves as well as locate their companies in a competitive position. The other reasons were given only in minor quantities.



Now let us see how the businessmen see the **future** of entrepreneurship.

Graph 9. The future of entrepreneurship in Poland should be:



Notes: Source – own research. Picking more than one option was allowed.

The respondent's **approach** to this question is rather more **positive**. It shows that innovation, looking forward and using modern methods are the key factors for development of the entrepreneurship. Therefore, intelligent growth obtained more than 60% confirmation, little over 50% respondents think that new business qualities and culture should be the future of entrepreneurship and almost 40% of them marked new management models adaptation. Only 33% of the entrepreneurs pointed out the future should be all about reducing bureaucracy. This question created the positive approach of thinking ahead rather than enumerating the problems and obstacles, as demand for clear and stable laws or simple support for SMEs lay at very insignificant response numbers.



Entrepreneurs think (a little over 30% of them) also that new economic models development and being a part of industrial revolution should be the future of entrepreneurship. It is worth mentioning that the new business trend that are now in the economy are among others Internet of Things, blockchain technologies, robotics, big data, etc. The organizations that should be providing knowledge on these topics are higher education bodies, consulting and IT companies, expert think-tanks, as well as international organizations like OECD or EU. There should also be implemented a way to pass that knowledge onto the entrepreneurs and their firms.



CONCLUSIONS

The topic of entrepreneurship is a widely discussed but not entirely **researched** topic. It is not only relevant as an individual carrier path but also extremely important for the entire economy, its current growth and status as well as also innovation position and most of all its healthy future. That concerns not only Polish environment but also wider the whole **European Union**. For that reason constant research is crucial to further observe the notion and later implement necessary steps.

The conducted investigation was carried out among first of all the future and in some instances, present of entrepreneurship, which is the youth.

- The youth's conviction about entrepreneurship that it is mostly and **inborn feature** rather than a taught skill and so they do not improve their theoretical knowledge to a large extent.
- They underlined general lack of **family influence** over entrepreneurship knowledge development.
- The picture of entrepreneurship promotion at **schools** is even worse. Teachers are the ones pointed out to be not trained in this area to a sufficient extent.
- The **friends'** influence is not favorable in that sphere either.
- It does not get much better with the **University** influence.
- Hunger for knowledge is vastly filled by **Internet** sources. Including mostly social media.
- **NGOs, entrepreneurship events** do not provide this kind of knowledge either.
- Respondents in the number of over 70% agreed that the **economic environment** does not favor entrepreneurship. They also claim that running a business is **too expensive**.
- The young respondents said that **youth's** attitude towards entrepreneurship is somewhat neutral – it showed it is not completely negative in spite of mentioned obstacles.
- Respondents confirmed that main problems with being an entrepreneur are within **psychological and skill** issues.
- They think **SMEs** are not likely to be able to compete with large corporations.
- The respondents were not sure if the **management models** are suited to today's world.
- **Bureaucracy** is an always confirmed barrier and so it is here.
- A **good carrier** is a goal for a large share of respondents.
- The youth evaluated their **soft and hard skills** relatively high, the soft ones being even higher.
- Entrepreneurs confirm that running a business is a real **challenge**.
- The challenge influences **family life**.
- **Obstacles** pointed out: bureaucracy, unfavorable law, insufficient financial support, education.
- **Government** does not to a necessary extent support entrepreneurs and local government evaluation was only slightly better.
- **Respondents** did not have a definitive opinion on level of entrepreneurial culture in Poland.
- Business people indicated firm sustainability, profit, balanced growth and new ideas development as crucial **drivers** in their activity.



- **Future** of entrepreneurship should be according to the researched group: intelligent growth, new business qualities and culture, removing business obstacles, new economic models development, being a part of industrial revolution.

We definitely think given the above that there is a lot of **material** for practical implementation in the sphere of theory passing as well as on-job improvement.