

Entrepreneurial Capability of Young Agropreneurs

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Abstract

The entrepreneurial capability of young agropreneurs to manage their enterprises is crucial and needs to be emphasized. Therefore, the objective of the study is to measure the level of entrepreneurial capability of the young agropreneurs registered with the Muda Agricultural Development Authority (MADA). In addition, this study also seeks to identify differences in the level of entrepreneurial capability of young agropreneur by gender and education level. The level of entrepreneurial capability of the young agropreneur is measured based on three domains, namely personal leadership, management skills and proactive ability. This study uses quantitative approach through the survey method. The questionnaire was used as the data collection instrument. The study sample entails the young agropreneurs and purposive sampling technique was applied in this study. A sample of 177 young agropreneurs were involved in this study. Descriptive analysis, t-test and Anova are used to explain the objectives and results of the study. The results show that the level of entrepreneurial capability amongst the young agropreneurs is high in all three domains investigated. This finding provides an excellent signal that MADA young agropreneurs have good entrepreneurial capability. The findings also show that there are differences in the level of entrepreneurship in terms of education level. Younger educated agoprenuers are found to have better entrepreneurial ability. As a result, efforts to improve performance and competitiveness among young agropreneurs are easier to implement through education enhancement. Therefore, the goal of MADA to produce successful young agropreneurs in the future is easier to achieve.

Keywords: Capability, Management Skills, Personal Leadership, Proactive, Young Entrepreneur

Introduction

The agricultural sector is a significant sector in the economic growth of a country. In developing countries like Malaysia, agriculture is seen as among the main contributor to the country's economy. The sector has become the engine of economic growth as it supplies food, provides job opportunities, income from exports and provides raw materials for agro-

industries. According to Malaysian Department of Statistics (2019), agricultural sector contributes 7.3 percent (RM99.5 billion) to the Gross Domestic Product (GDP) in 2019. Hence, many efforts have been done to establish high impact agriculture project such as commercial farming with modern technology for this sector to enhance its performance (Radzuan et al., 2021; Abdullah et al., 2012; Yusoff et al., 2015). Meanwhile, globally agriculture entrepreneurship has also shown growing importance as the engine of economy which helps in the growth of economic activities, reduce poverty and reducing rate of employment (Yoganandan et al., 2022). The activities are also seen as an effort to balance the development of rural and urban areas of a country. Agropreneur activities will increase the number of small business in the rural areas and contribute to economic growth for the community (Martinho, 2020; Sachitra, & Padmini, 2020; Far & Rezaei-Moghaddam, 2019).

Malaysia has developed mechanism to support entrepreneurship development in the country. In 2019, Malaysia has come out with National Entrepreneurship Policy 2030 with the long-term vision for Malaysia to be an Entrepreneur Nation. Not only the nation will support entrepreneurial activity in the country, but the culture of entrepreneurship will also be developed among Malaysians and being established as a chosen career. In line with the policy, the idea of agro-entrepreneurship is encouraged to facilitate the creation of farm-related enterprises. The Malaysian government encourages small holder's entrepreneurs to optimize agriculture sectors in the country and to increase the economic performance of agriculture community. A sum of RM30 million has been allocated by the Ministry of Agriculture and Agro-Based industry for the development of agriculture programs (Mustaffa et al., 2019). However, Malaysia is facing constraint due its aging agriculture community. Majority of farmers in Malaysia are aged more than 55 years and only 26 percent are in the age between 18 to 40 years (Abdullah et al., 2012). Due to this fact, Malaysia has come out with concerted efforts to increase the numbers of young agropreneurs in the country. Entrepreneurship programs and training are being prepared for this purpose (PEMANDU, 2013; Wan Nawang & Mamat, 2019). In this regard, the agropreneurs need to have the entrepreneurial capabilities to manage the business well and successfully. Entrepreneurship skills and capabilities would help the agropreneurs in facing challenges and barriers in agro business (Martinho, 2020; Ulvenblad et al., 2020). Entrepreneurial capabilities involve a dynamic learning process influenced by environmental factors and internal factors. Internal factors involving the construction of individual capabilities that can enhance the ability and credibility of an entrepreneur in solving problems and achieving business goals (Redzuan et al., 2012). According to Hassan and Mohammed (2006), capability is the potential within a person that can influence the achievement of objectives. The capabilities of an entrepreneur can be seen through personal leadership, management, and proactive capability (Ulvenblad et al., 2020; Tastan, 2013).

There have been many studies related to entrepreneurship done in Malaysia, but there has been no specific study that examines the entrepreneurship of young agropreneurs in Muda Agriculture Development Authority (MADA). MADA was established in 1982 to operate and maintain the Muda Irrigation Plan. MADA has been given the authority to plan and implement programs to improve the living standard of 63,000 farmers' family at that time. MADA is also focusing on the young entrepreneurs, namely the young Agropreneur. Currently, MADA is also focusing on agriculture business and developing agropreneur entrepreneurship is also monitored by MADA. The Young Agropreneur Program began in 2014 to produce progressive, competitive, creative, innovative, and high-income young entrepreneurs in the agriculture

and agro-based industries. This program serves to attract the participation of youths aged 18 to 40 years to venture into the field of agricultural entrepreneurship. The approach of this program is to assist and encourage the involvement of youths in the field of entrepreneurship based on agricultural activities covering all activities in the value chain of the agricultural industry such as crops, livestock, fisheries, agro-based industries including marketing, support services and agro-tourism. In addition, the program aims to increase the income of young agropreneurs through increased production productivity, quality, technology, and innovation as well as competitive markets (MADA, 2019). The program creates additional agro activities, increasing the involvement of farmers in the food production industry, creating employment opportunities, developing viable entrepreneurs, and producing competitive products.

The question is, what is the level of entrepreneurial capabilities of the MADA's young agropreneurs? Hence, this study attempts to measure the level of entrepreneurial capabilities of young MADA entrepreneurs. Their entrepreneurial capabilities need to be known as it reflects their internal capabilities to solve the problem faced. Besides, the study also seeks to identify differences in the level of entrepreneurial capabilities of young agropreneurs according to gender and level of education as according to the study of Martinho (2020) and Agbim et al. (2013) gender and level of education influence the development of entrepreneurship capabilities. The study implies that entrepreneurial capabilities increase with the increase of education levels and Male entrepreneurs has higher leadership capabilities than female entrepreneurs. Hence, comparison of the level of entrepreneurial capabilities between gender and the education level needs to be examined to help stakeholders take appropriate action in the future.

Literature Review

Entrepreneur vs. Agropreneur

According to Mohd Shokory et al (2008), entrepreneurs are people who strive to create something new (creative), plan and create something better (innovative), organize and create markets and are willing to take risks. Ab Latif et al (2011) defines entrepreneurs as individuals who have the ability, inclination, and capability to innovate, seek business opportunities and do business that can benefit themselves and society. Meanwhile, Talib et al (2012) define entrepreneurs as individuals who undertake unique activity to become a career for-profit and require a combination of fundamental matters such as personality, behaviour, experiences, thoughts, capabilities, capital, and knowledge. On the other hand, Rosli (2013) states that an entrepreneur is a person who takes the risk of starting or establishing a business or an enterprise. In short, entrepreneurs are the explorers of business and react positively to opportunities, innovation and have the ability to solve a problem.

What is an agropreneur? In line with the definition of entrepreneur, Owoade (2017) refers agropreneur as an innovator who does agribusiness activities which includes production of farm supplies, commodities or any produces that made from agriculture sources. In aggregates, agropreneur refers to entrepreneur that involves in various activities connected to businesses in agriculture including supply of input, farming activities, and also marketing of agriculture produce. They can be the business owner, a self-employed, a sole trader or a farmer. According to Lans et al. (2013), there are several arguments explaining the meaning of agropreneur. First, agropreneurs do not limit agricultural entrepreneurship to specific situations only to the creation of new ventures as most agricultural efforts have existed for decades. Second, learning and development are the starting point of entrepreneurship, hence

the farmers are exploiting entrepreneurial opportunities due to experience. Third, agropreneur recognizes broader interests. The interpretation, understanding of work, creativity and core processes in the development of opportunities go together and is also influenced by the farmers' partners, employees, competitors, networks and service partners. In short, agropreneurs are businessmen involved in agriculture and its chain of activities. They have dynamic traits, personalities and thought, and dare to face risk in pursuing their dreams.

Entrepreneurial Capability

As entrepreneurship is a process whereby entrepreneurs identify and exploit opportunities and resources available to develop value and earn maximum gains (Yusoff, 2015), hence the ability and capability to the process is crucial in order to ensure an agropreneur is able to execute their agricultural activities, increase their income, enhance their business and to sustain their enterprise (Pliakoura et al., 2021). Previous studies viewed the capabilities of entrepreneurs from three aspects, namely personal leadership capability, management capability and proactive capability (Tastan, 2013).

Personal Leadership Capability

Personal leadership capability is an intrinsic factor needed for an entrepreneur seeking to succeed in a business venture. Oladele (2013) states that an entrepreneur's leadership style influences organizational development and entrepreneurial capability. Personal leadership of entrepreneurs also influence the behaviour of good, authoritative, and visionary leaders and enable the business to grow (Golleny-Kovacs et al., 2021; Kuppusamy et al., 2010). With personal leadership capability, entrepreneurs are able to determine the vision and take steps to achieve business goals (Covey, 2013). Kuratko (2007) states that an entrepreneur will continue to be an important contributor to economic growth through leadership, management, innovation, research and effective development, employment opportunities, competitiveness, productivity and new industrial formation. This clearly shows the personal leadership of an entrepreneur is important in the effort to grow a business.

Leadership style of a strategic entrepreneur is capable of influencing the development of organizations in small and medium enterprises. A leader must have the capability to anticipate or imagine matters or risk that will occur in the effort to face the challenges of the world's uncertain economic environment. Meanwhile, authoritative leadership is important in the planning and implementation of a change in an organization or business enterprise own by the entrepreneurs (Oladele, 2013). A good leader or manager in a business is also a necessity in an effort to develop a business. Ma'rof et al (2012) found that leadership for entrepreneurs need to be at a high level. Without good leadership, it is going to be difficult to manage a business and will also cause problems in the business. In study from a gender perspective by Kuppusamy et al (2010) stated that women entrepreneurs who wish to succeed in business should also be able to become a good leader and manager in managing the business.

In addition, an entrepreneur should have an overview of its enterprise particularly of its financial matters, marketing and market development and will be considered irresponsible and fail to solve the problem if they do not have such skills (Papulová & Mokros, 2007). Hence, an entrepreneur who does not have enough experience, knowledge or vision to run the business can cause failure in a business. This indicates that an entrepreneur needs to possess financial and marketing leadership qualities to manage a business. Talib et al (2012)

emphasized that an entrepreneur who wishes to succeed in the field of entrepreneurship should have the elements of leadership and business culture. Even though leaders are not necessarily entrepreneurs but entrepreneurs need to be leaders within themselves. It was explained by Dodgson (2011) who found that leadership style influenced a person's behavior to attend to entrepreneurship. In some circumstances, leadership in entrepreneurship is also seen when entrepreneurs have the ability to use their influence for the purpose of expanding their business (Buang, 2013).

Management skills Capability

Management skills capability is important in determining the success of a business. If an entrepreneur downplays and ignores management skills, then the business cannot grow rapidly and unable to reduce risk of failure (Sachitra & Padmini, 2020; Papulová & Mokros, 2007). Management capabilities are described as the ability to create business plans, marketing network access, capital resources, production activities and controls in the financial business (Covey, 2013). The management skills capability in an organization is important to see how far a business can grow and be competitive. An entrepreneur should have basic knowledge of management from the early stages of the business until the growth of the business. This clearly demonstrates that the basic skills and knowledge in management such as planning, organizing, leading and controlling can influence the development of a business.

Hashim et al (2009) also found that an entrepreneur who wants to succeed should have skills in management such as skills in managing employees and finance. While in the study of Asri and Darawi (2012) apart from self-background factor, networking skills and support from institution or government, the business management skills, found to influence of the business performance of the Malay entrepreneurs in Johor Bahru. Researching on the gender perspective of entrepreneurship performance, Abu Bakar et al (2007) found that the element of management skills is the most important element in influencing a woman's failure in her business. The study by Omar (2007) found that two of the three key critical success factors for the TEKUN entrepreneurs are management skills and specialization in performing task. The finding is in line with Huda and Ramlee (2009) who also found that the business management practices from the perception of successful Bumiputera agropreneurs are very important to grow a business.

Proactive Capabilities

Proactive capability is very important in an entrepreneur. According to Covin and Miles (1999), proactive capability refers to the capabilities of entrepreneurs to explore and exploit new ideas to enable their business to seize the existing opportunities to grow their business. In other words, proactive capability is key in enhancing the innovation capability of a firm to grow in business. Proactive capability is often referred to as the freedom of entrepreneurs in determining the rational options in business (Covey, 2013). Proactive capabilities are reflected through the way entrepreneurs make decisions in business based on the knowledge of the business, consumer needs, raw materials and entrepreneur's actions to manage risks in the business. Proactive capability is also referred to the ability of an entrepreneur in determining rational choices, taking the initiative to seek the best opportunities and ways in business, as well as responsible for determining a variety of options which involve a business (Covey, 2013; Tastan, 2013).

It is the ability to take positive action in situation where there are pressure and constraints. Entrepreneur with proactive personality is considered as action-oriented individuals whom able to overcome limitations and shape strategies for new ventures. This capability would help to contribute to the growth of the enterprise and to assist entrepreneurs to adapt with challenges (Far & Rezaei-Moghaddam 2019; Zhao & Smallbone, 2019). In a study by Prabhu et al (2012) proactive personality has a considerable impact on entrepreneurial intent. Hence proactive personality will lead to entrepreneurial capability of starting up a business. This applies to both gender men and women. The same result is found in recent study by Kumar and Shukla (2019) which shows proactive and creativity influence the entrepreneurial intention and help entrepreneur identify opportunity and generate new ideas. Hence proactive entrepreneurial would not only affect the formation of an enterprise but would also help the performance of the business.

Meanwhile, Covey (2013) states that besides the entrepreneur ability to use the freedom they have to determine the rational options and meet customer preferences, proactive capability also involves in the ability to take the initiative to seize existing opportunities in business and are responsible for a variety of business options. In addition, Faizal et al. (2014) found that proactive capability can be reflected through the knowledge of entrepreneurs about the business and decision making based on consumer needs, the availability of business capital and raw materials, community norms and risks in business. A study on the level of proactive capability on small and medium business owner in Kuala Terengganu by Zaimah and Abdullah (2017) has identified a high level of proactive capabilities among the small business owners in Terengganu. The ability to take risk in the business ventures shows the highest scores compare to to ability to seize opportunity. This clearly indicates that proactive capability must also include ability to take risk and be given priority to succeed in managing a business.

Framework of Agropreneurial Capability

For the study, there are three main capabilities assumed to execute agro-enterprise by agropreneurs namely leadership, management and proactive capability (Figure 1). These basic capabilities serve as the central to the agropreneur skills in ensuring the success of any agro business activities. Leadership capability serves as the capability to set the vision of the entrepreneurial process which need to be supported with the ability to manage it from the planning process up to the growth strategy. However, these capabilities would not be enough without the ability to be proactive in any given circumstances in order to tap the opportunity, identify options and embark into new ventures.

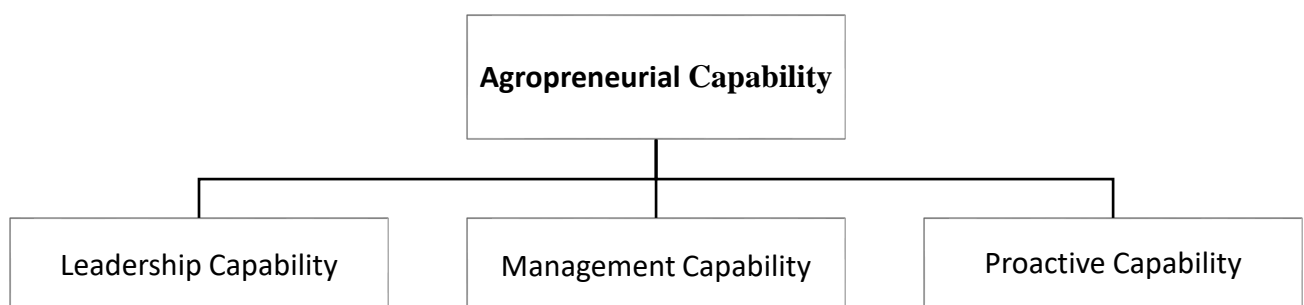


Figure 1: Agropreneur capability framework

Research Methodology

The study was conducted among the young agropreneur registered with the Muda Agriculture Development Authority (MADA). The objective is to measure the level of entrepreneurial capabilities of the MADA young agropreneurs. This study uses a quantitative approach, and the survey method was used in the data collection process. Purposive sampling technique was conducted on all the young agropreneurs registered with the MADA, which involved 277 young agropreneurs (MADA, 2019). Based on the list, only 177 agropreneurs have filled the questionnaires which is 64 percent of the study population.

Questionnaire was used as a data collection instrument. Questionnaires contain information on the respondent's background and entrepreneurial capabilities. Entrepreneurial capabilities were measured using three domains, namely personal leadership capabilities, management skills capabilities and proactive capabilities. The questionnaire was adapted from the study of Zaimah and Abdullah (2017). Each domain contains several questions with the Likert scale measurements; 1=strongly disagree, 2=disagree, 3=less agree, 4=agree, 5=strongly agree.

A pilot study was conducted to identify the relevancy of the questionnaires involving 10 entrepreneurs. The value of Cronbach's Alpha obtained each recorded; Personal leadership capability ($\alpha=0.885$), management skills capability ($\alpha=0.927$) and proactive capability ($\alpha=0.900$). The research analysis uses descriptive statistics. Entrepreneur's ability level was measured based on the average score by Landell (1997), i.e., low (1.00-2.33), medium (2.34-3.67) and high (3.68-5.00). In addition, the T-Test and Anova test were also used to identify the differences in the capabilities of the young Agropreneurs according to gender and education level.

Research Findings and Discussion***Respondents' Profile***

Table 1 shows the respondents' profile. Female respondents recorded higher percentages (53.1%) compared to the male respondents (46.9%). The majority of the respondents are married (77.4%). Respondents had various education levels, nearly half secondary school secondary school (46.9%), followed by Diploma/STPM (26.0%), Degree (20.2%) and primary school (6.8%). Respondents' monthly earnings were diversified with each recorded monthly income of less than RM1000 (24.3%), RM1000-RM1999 (24.3%), RM2000 to RM2999 (20.9%), RM3000 to RM3999 (16.4%), RM4000 to RM4999 (6.8%) and only a handful of the respondents earned the income exceeding RM5000 (7.3%). This means that the target of ensuring that young agropreneurs earn at least RM5000 is not yet fully realized.

Table 1
Respondents' Profile

	Freq.	%
Gender:		
Men	83	46.9
Women	94	53.1
Marital status:		
Single	31	17.5
Married	137	77.4
Divorce	9	5.1
Education level:		
Primary school	12	6.8
Secondary school	83	46.9
STPM/Diploma	46	26.0
Degree	36	20.2
Monthly income:		
<RM1000	43	24.3
RM1000 - RM1999	43	24.3
RM2000 - RM2999	37	20.9
RM3000 - RM3999	29	16.4
RM4000 - RM4999	12	6.8
≥RM5000	13	7.3

Note: Age: mean=32 years; minimum=20 years; maximum=40 years.

Respondents' Entrepreneurial Capability Level

The respondents' entrepreneurial capabilities were measured based on average scores and discussed by domains, namely personal leadership capabilities, management skills capabilities and proactive capabilities.

Personal Leadership

Table 2 shows the level of personal leadership capabilities of the respondents. The statements have been sorted by the highest average to the lowest. The first statement, "I have a goal in business" recorded the highest average (M=4.49), followed by the second statement "I've always thought about the right strategies for my business" (M=4.46) and followed by other statements until the 14th statement, which is "I am always developing a network for this business" (M=4.15). Overall, the level of personal leadership capabilities of the respondent is high with the ability to set goals for the business as the highest. This result indicates the young MADA agropreneur do have leadership capability and able to lead with identified goals and strategies.

Table 2

The Level of Personal Leadership

Statement	Mean	SD	Level
I have a goal in business.	4.49	0.56	High
I am always thinking about a suitable strategy for my business.	4.46	0.57	High
I have a long-term objective for this business.	4.45	0.58	High
I've always tried to make positive changes to my business.	4.42	0.61	High
I am able to lead this business to move forward.	4.37	0.63	High
I am aware of the risks faced by my business.	4.36	0.64	High
I have a firm stance on decision making.	4.33	0.59	High
I am concerned and always aware of the internal environment of my business.	4.28	0.66	High
I am credible in operating a business.	4.27	0.70	High
I am concerned and care about the external environment of my business.	4.27	0.68	High
I have good communication skills.	4.25	0.64	High
I have a business plan from the initial stage of developing this business.	4.22	0.76	High
I am able to manage the business efficiently and well.	4.20	0.65	High
I've always developed a network (networking) for this business.	4.15	0.75	High
	4.32		High

Note: Low (1.00-2.33), Moderate (2.34-3.67) and High (3.68-5.00).

The findings are very encouraging as many of the previous researchers found that personal leadership capability has an influence on organizational development (Oladele, 2013; Talib et al., 2012). Good personal leadership will enable the business to grow (Buang, 2013). In the situation whereby the young agropreneurs have high-level personal leadership, they have a good chance to succeed in the future.

Management Skills

Table 3 demonstrate the level of management skills capability of the respondents. The statement "I am able to manage my business" recorded a high-level average of M=4.28. The results in general showed that the respondent's management skills capabilities are high. Meanwhile, the other statement on entrepreneurial and management skills showed a high average. However, respondents show a slightly lower score on financial management and technological skills with M=3.84 and M=3.82. These skills need to be enhanced as Hashim et al. (2009) stated that entrepreneurs who wish to succeed should have management skills, such as financial management skills, and managing employees. Overall, the ability of the respondents' management skills is at a high level. This is a good indicator to the entrepreneurial capability of the respondents as business management skills is one of the most important factors influencing the business performance of entrepreneurs and this has been proven by Asri and Darawi (2012). This means that the level of management skills possessed by the young agropreneur in this study provide value-added in managing their business.

Table 3

Level of management skills

Statement	Mean	SD	Level
I am able to manage my business.	4.28	0.62	High
I am able to control and conduct business to always make changes towards progress	4.23	0.58	High
I have the skills in entrepreneurial or business management	4.17	0.64	High
I am able to organize and plan for business improvement.	4.14	0.64	High
I have skills in managing customers.	4.11	0.65	High
I have the skills in developing the products or services offered by my business.	4.08	0.72	High
I was able to manage all my employees.	4.08	0.73	High
I have the skills to implement business marketing strategies.	4.07	0.67	High
I am able to create a business plan.	4.02	0.73	High
I am able to monitor the economic tide in order to control the business to be constantly in a stable state	4.00	0.78	High
I have financial management skills	3.84	0.75	High
I have technology skills to manage the business.	3.82	0.77	High
	4.07		High

Note: Low (1.00-2.33), Moderate (2.34-3.67) and High (3.68-5.00).

Proactive Capability

Table 4 demonstrates the respondents' level of proactive capabilities. All the statements showed an average value at a high level. For example, the first statement "I have always prioritized the customers' preferences" recorded the highest average, i.e. M=4.44. The last statement also recorded a high average value, namely M= 4.09. The results indicate that the young entrepreneur able to gauge for new opportunities, explore new ideas and identify rational choice for their entrepreneurial process. Overall, the level of the proactive capability of the respondent is high with a record of an average cumulative of M=4.27.

Table 4

The Level of Proactive Capabilities

Statement	Mean	SD	Level
I always prioritize customers' preferences.	4.44	.57	High
I am always aware of the needs of my customers.	4.37	.54	High
I am responsible for determining the choice in business.	4.36	.56	High
I am always looking for new opportunities for business.	4.33	.59	High
I am always looking for the best execution ways to meet my business needs.	4.32	.58	High
I will take various initiatives in developing business.	4.31	.58	High
I always explore and exploit new ideas to enable the business to seize existing opportunities.	4.21	.64	High
I am always creative in determining business needs.	4.20	.61	High
I always ask employees to voice their suggestions and opinions.	4.18	.71	High
I am always able to make rational choices.	4.15	.65	High
I can produce innovation in business.	4.09	.62	High
	4.27		High

Note: Low (1.00-2.33), Moderate (2.34-3.67) and High (3.68-5.00).

This finding indicates that the courage of an entrepreneur of taking a risk in advancing their businesses reflects the level of their proactive capabilities. Faizal et al (2014) stated that proactive capability is reflected through the way the entrepreneurs overcome the risks and needs of consumers to continue to survive and develop the business. In short, a proactive capability is important and need to exist in an entrepreneur as it gives strength and freedom to them to determine the choice and make the best decisions in developing business (Covey, 2013).

Entrepreneurs' Capability by Gender Comparison

Table 5 shows the comparison of gender-based entrepreneurial capabilities. The results found that the male respondents (M=4.35, SD=.47) compared with the female respondents (M=4.30, SD=.55) have a slightly higher level of personal leadership. The results of t-test indicated that there is no significant difference between male and female respondents in the aspect of personal leadership [t=.571, df=175, p>.05]. The results also showed that there were no significant differences [t=1.312, df=175, p>.05] in management skills between male respondents (M=4.13, SD=.50) and female respondents (M=4.02, SD=.55). Subsequently, the results of the T-test also showed no significant difference [t=.763, df=175, p>.05] between the proactive capabilities by gender among male respondents (M=4.29, SD=.43) and female respondents (M=4.24, SD=.52).

Table 5

Gender Comparison

Entrepreneurial Capability	Gender	Mean	Standard deviation	t-value
Personal leadership	Men	4.35	0.47	0.571
	Women	4.30	0.55	
Management skills	Men	4.13	0.50	1.312
	Women	4.02	0.55	
Proactive capability	Men	4.30	0.43	0.763
	Women	4.24	0.52	

* The mean difference is significant at the 0.05 level.

Entrepreneur capability by Education level comparison

Table 6 shows the comparison of the entrepreneurs' capabilities with education level. The study results showed that there were significant differences in personal leadership based on the level of education for ($F=4.621$, $p<.05$). Post HOC test results indicate the significant difference is between the average secondary school scores and average degree scores ($P=.023$). Post HOC test also shows a significant difference between an average degree score and an average no-schooling score ($P=.010$). Further, the Anova test also showed that there were significant differences in management skills based on education level ($F=5.000$, $p<.05$). Post HOC test results indicate a significant difference between the average secondary school scores and an average score of the degrees ($P=.006$). Post HOC Test also shows a significant difference between an average degree score and an average no-schooling score ($P=.013$). Apart from that, once again the Anova test showed a significant difference in proactive capacity based on the level of education ($F= 4.771$, $p<.05$). Post HOC test results show a significant difference between the average secondary school scores and an average score of degrees ($P=.005$). Post HOC test also shows a significant difference between an average degree score and an average no-schooling score ($P=.017$).

Table 6

Education Level Comparison

Entrepreneurial Capability	Education level	F	Sig.
Personal leadership	Primary school	4.621	.004
	Secondary school		
	Diploma/STPM		
	Degree		
Management skills	Primary school	5.000	.002
	Secondary school		
	Diploma/STPM		
	Degree		
Proactive capability	Primary school	4.771	.003
	Secondary school		
	Diploma/STPM		
	Degree		

* The mean difference is significant at the 0.05 level.

The study concluded that, the level of the entrepreneurs' capabilities is different based on the education level. The young agropreneur with higher education level are identifies to have a high level of entrepreneurial capabilities compared to the younger agropreneurs that have lower education. This study indicates that the entrepreneurial capability among the agropreneurs varies with the level of education that possess by them. Previous study by Agbim et al (2013) has also indicated on the relationship between level of education and entrepreneurial capabilities. The level of entrepreneurial capabilities increases with the increase of level of education.

Conclusion

The study has achieved the objective of measuring the entrepreneurial capabilities of MADA young Agropreneurs. The three capability variables being measured that are personnel leadership, management skills and proactive show the high level of capability among agropreneurs. Measuring this capability from the perspective of genders resulted in no differences among the male and female agropreneurs. However, the results show a significant difference when this capability being compared among the agropreneurs by their level of educations. Further analysis into each capability that are leadership, management skill and proactive also resulted to significant differences by the level of education among the agropreneurs. The results show that, the young agropreneurs under MADA programs are able to execute and manage the agro-enterprise with good leadership and management skills. On top of those two attributes, they also possess proactive entrepreneurship capability which enhance their potential to be successful in their agro business activities.

However, to enhance each of the capability factors, the young agropreneurs should continue to be encouraged to regularly attend courses on financial management and leadership in order to enhance and maintain their financial management abilities and their leadership skills. They also need to increase their technological skills to improve their agro-business with updated technological facilities. Based on the significant comparative results between the entrepreneurs' capabilities and their education level, it appears that entrepreneurs with higher academic qualifications have the potentials to be more successful in entrepreneurship. This result shows that the agro entrepreneur with higher education level need to be encouraged to join the sector as they would be able to develop higher capability in agropreneur activities.

The young agropreneurs are also encouraged to seize opportunities provided by the Government for the purpose of enhancing their capabilities. It is necessary and important for the agropreneur to be able to manage and grow their respective businesses in the future. It is obvious that agropreneurs need to seek for organizational knowledge and technological skills in order for them to exploite agriculture business opportunity and functions as agriculture entrepreneur that able to look and capitalized opportunity while adapt to risk and changes. It is suggested that further study should be done in measuring the factors that could contribute in enhancing the agropreneurial capability among the young agropreneur in order to be able to identify on the type of efforts on those factors. Finally, the slogan "agriculture is a business" needs to be applied and digested by the youth to motivate and encourage them to venture into agriculture.

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