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YOUTH'S ENTREPRENEURIAL ATTITUDES IN THE CONTEXTS OF HIGHER EDUCATION MANAGEMENT IN GEORGIA

Summary: *Examination of youth's entrepreneurial attitudes helps to target their entrepreneurial aspirations, their potential and plan respective economic policy. Given paper analyses peculiarities of youth entrepreneurial attitudes in post-soviet Georgia with transitional economy. The results of the examination indicate that it is expedient to conduct entrepreneurial education in such a way that the educational institution facilitates the enhancement of contacts between youth and entrepreneurs. In management of educational programs at higher institutions it is recommended to promote entrepreneurial education and increase the practice and internship component in the enterprise in educational and business curriculum.*

Key Word: *entrepreneurship, entrepreneurial attitudes, youth attitudes, higher education management, Post-Soviet transformation.*

Introduction

By offering innovative products and services to the different markets entrepreneurial activity plays an important role on a microeconomic level. It also plays important role on a macroeconomic level in the country by providing it with additional jobs and supporting its economic development. There is a big difference between countries with regard to the entrepreneurial activities and individuals' attitudes towards these activities. Painful transition processes in Georgia over last two decades have had a sound influence on the formation of entrepreneurial attitudes of people in the country. Youth who are new entrants on the labor markets are particularly exposed to the negative impacts of economic crises and recession periods. Unemployment in youth is three times higher compared to that in aged people. Many of employed youth have informal, temporary or unpaid family work [13. p. 4]. Because of this strengthening of effective entrepreneurial activities among youth is considered as an important strategy for their integration into labor market. This, itself contributes to the efficient use of youth potential in sustainable development of the region. Because of such a big importance of youth entrepreneurship it is highly recom-

mended to study their entrepreneurial attitudes in order to aim their entrepreneurial aspirations and potential towards proper direction and for better planning of respective economic policy.

Paper also deals with entrepreneurial attitudes in Georgia as a post-soviet country with transitional economy. Quantitative and qualitative research methods regarding entrepreneurial attitudes are reviewed and desk research method is applied to the research topic. The aim of the work is to provide answers by analyzing the existing literature and research findings to the following questions: are the difficulties and problems emerged in the process of reform in Georgia the cause of the negative attitudes towards entrepreneurship? What are the wishes and expectations of the population for becoming entrepreneurs? The following hypotheses of the research have been elaborated: due to the reforms made in Georgia in the recent years negative attitudes towards entrepreneurship are less expected in light of the high level of unemployment and complications caused by ongoing process of economic transformation. Presumably, self-employment desires and expectations of becoming entrepreneur in the future will be intensified.

Literature Review

Study of entrepreneurial attitudes is very important for the planning of entrepreneurship support policy measures. The Global Entrepreneurship Monitor conducted a comprehensive survey of the Georgian population's attitude towards entrepreneurship in 2014. This study covers a whole country, analyzes the specific characteristics of the population's attitude towards entrepreneurship and systematizes the results. According to respondents, successful entrepreneurs have high status in the society (75.9 percent of adult population) and 66 percent of adults think that entrepreneurship is a good career choice. Only 7.2 percent of Georgians are going to open or already own a new enterprise. Incentives behind entrepreneurial activities are almost evenly distributed between necessity-driven entrepreneurship (48.6%) and opportunity-driven entrepreneurship (50.6%) [3. p. 5]. Georgia's indicators of social values related to entrepreneurship are higher than those of EU and non-EU countries. Georgia is 6th among efficiency-driven European countries. According to population perceptions the start of a business is a good career choice. Compared to the EU and non-EU countries, Georgia has higher percentage of population believing that (1) starting a business is a good career choice; (2) successful entrepreneurs have high status in the society and (3) media attention is high towards entrepreneurship. Georgia's indicator is also higher than that in a reference country — Estonia [3. p. 25]. Compared to efficiency-driven EU and non-EU economies, entrepreneurial

activities in Georgia are driven by necessity rather than opportunity. Necessity-driven entrepreneurship is an entrepreneurial activity when an entrepreneur starts own business only because there is no other better possibility for getting necessary resources for subsistence. In case of opportunity-driven entrepreneurship, the entrepreneur considers the possibilities existing in the environment and that is the reason of starting a business. One of the motivations for an opportunity-driven entrepreneurial activity can be improvement driven when the individual starts business for increasing his revenues even higher or for achieving more independence [3. p. 43]. Motivation Index — ratio between improvement-based and necessity-based entrepreneurship reflects entrepreneurial capabilities in the country. High motivation index shows a high share of improvement-based entrepreneurs, which leads to more long-term and ambitious expectations about the establishment of an enterprise. The lowest motivation index is observed in non-EU countries, including Georgia. Moreover, Georgia has one of the lowest motivation index (0.6) among efficiency-driven European countries. The median indicator of EU countries is 2.1, the average rate of non-EU countries is 1.4. The motivation index in the reference country Estonia is 2.7 [4. p. 46].

As it is known, entrepreneurship often starts in small and medium enterprises that have great opportunities for job creation and economic development. The business practice of developed countries and the successful experience of some post-Soviet countries show that small and medium businesses have an important role in solving economic and social problems. According to the data of National Statistics Office of Georgia for January 1, 2015, there is 667 363 registered organizations in different sectors of the economy of Georgia. Among them 636 067 were commercial legal entities and physical persons. 74.5 percent of them, or 473 542 subjects were private entrepreneurs. According to the official data for February 1, 2015 the number of active businesses was 118 108 (20% of registered subjects). Most of the businesses were involved in trade and repair services [4. p. 4]. Official statistical data indicate about the recent tendencies in entrepreneurial activities and growth in business sector in Georgia. According to the National Statistics Office of Georgia in the first quarter of 2017 the volume of business sector turnover is increased by 19.1% compared with the corresponding period of the previous year. Production output indicator also shows the growth trend. In the first quarter of 2017 the output of business sector exceeds by 16.1% the corresponding period of the previous year. In the first quarter of 2017 large businesses account 48.1% of total turnover, medium business — 21,0% and small

business — 30.9%. Situation is slightly different for the total production: 43.9% of products are produced by large businesses, 24.6% — by medium business and 31.5% — by small business [6. p. 1]. According to the data for the first quarter of 2017, 36.0% of the total number of employed persons in Georgia comes on the large business, 22,1% — on medium business and the rest 41.9% of the total number of employees comes on a small business. During this period the average monthly salary was 1024,0 GEL in the business sector that is increased by 101,6 GEL compared to the corresponding period of last year. Women's salary amounted to 776,4 GEL and is increased by 89,3 GEL compared to the corresponding period of last year. According to the size of enterprises, the average monthly salary was the following: large business — 1154.9 GEL; medium business — 1133.4 GEL; small business — 827.9 GEL) [6. p. 3].

According to the World Bank Entrepreneurship Database, the frequency of enterprise market penetration differs in the South Caucasus, Europe and Central Asia. Georgia is distinguished by its growing trend in time, but despite the high frequency of enterprise market penetration, the firm ownership index is lower than that in Europe, Central Asia and average index of developing countries [2. p. 23]. According to Gallup World Poll 2011 (which includes firms in the informal sector while the World Bank Entrepreneurship Database includes only formally registered firms) 15% of individuals in developing countries state about their business ownership. In comparison, this indicator is 6% in Europe and Central Asia, 2% in Armenia, 5% in Azerbaijan and 4% in Georgia [2. p. 23]. Transformational processes in the Georgian economy and its social system over the past two decades have clearly influenced the attitude towards entrepreneurial activity in the population. Are the difficulties and problems arising in the reform process in Georgia the consequences of negative attitude towards entrepreneurship? Does the transformation process lead to the disappearance of a desire to become entrepreneur? How deeply is the population aware of the risks and perils associated with the entrepreneurship? What are the wishes and expectations of the population about entrepreneurship? What are the expectations and self-employment perspectives in the nearest future? Long-term and large-scale surveys are needed to provide comprehensive answers to these questions. An express survey made by the author in Tbilisi in 2010 can be considered as an attempt to answer these questions. The objectives of the research were the different aspects of entrepreneurial attitudes in Georgia, the expectations of the future of the respondents, the identification of attractive sectors for self-employment and the entre-

preneurial activity. Subjects of the survey were individuals and families living in different districts of Tbilisi (households). Tbilisi is the largest city in Georgia, where a third of the country's population lives. Hypothesis of research was the following: negative attitude towards entrepreneurship as a result of successful reforms in recent years in Georgia is less expected, considering the high levels of unemployment and the difficulties in economic transformation. In the future, intensified expectations of self-employment and high expectations of starting entrepreneurship are expected.

Utilized research method in given study was an express study using different types of non-random selection, so-called types of spontaneous selection and "street sampling" in particular. Spontaneous selection is used for surveying people in the streets. Compared to other methods, it is the simplest, cheapest and least representative. Of course, such research is characterized by limitations. The generalization of the results of this type of research on the entire population is impossible. Despite these shortcomings, spontaneous selection is often utilized in social sciences, which can be explained by the simplicity and convenience of its use. When using "street selection" interviewers interview the respondents in pre-defined locations. The initial information was collected by students of the Faculty of Economics and Business of Tbilisi State University. Students living in Tbilisi together with individuals and families living in different parts of the city have studied their own and neighboring families. The sub-sequence of observation stipulated by such a strategy has property by which the entire population of Tbilisi is characterized. Respondents were people with different education, sex, social status and ages living in Tbilisi. Overall, 1116 respondents were interviewed. The received data was processed using SPSS program [9. pp. 67-68].

The results of the study were impressive and express the peculiarities of entrepreneurship in Georgia with the example of Tbilisi. 91.5 percent of respondents would like to be self-employed. In contrast, Europeans are less prone to entrepreneurship. In Georgians' opinion, the main danger is the uncertainty regarding the income from entrepreneurship — 48% of respondents consider it as a major threat related to becoming entrepreneur. 39.6% of respondents are afraid of bankruptcy. The specificity of entrepreneurship in Georgia is the expectations of individuals regarding self-employment: about 51.4% of respondents think it is possible to become self-employed within the next five years. The empirical data analysis shows that 91.5% of respondents express their desire to be self-employed. Europeans are less likely to be interested in becoming entrepreneurs. Only 45% of re-

spondents in the EU want to be self-employed. In the US, 65% of respondents would like to be an entrepreneur. 71% of China's population wants to be an entrepreneur [10. p. 530].

In the recent years, the negative attitude towards entrepreneurship in light of successful reforms in Georgia is weak. The desire to be self-employed is strong considering the high level of unemployment. Positive attitude towards entrepreneurship in Tbilisi indicates respondents' confidence, perception of social and political stability, and expectations of successful market-oriented economic reforms. The most interesting is the data on the current entrepreneurial activities of respondents: 81.8% of respondents did not have their own business, 10.0% was self-employed, 6.1% owned a small or medium sized enterprise and 1.4% owned a large business. Data was not received from 0.6% of respondents. It should be noted that only 12% of EU respondents are engaged in entrepreneurial activities. In Japan similar rate is 15%, in the US it is 21% and in China — 27% [12. p. 4]. An important part of Georgian respondents (48.4%) consider unstable revenues as a major threat to entrepreneurial activity. Bankruptcy is considered the biggest threat by 39.6%. These figures differ from the same indicators in Europe and other countries. Bankruptcy is considered the main threat to entrepreneurial activity in China — 56%. The biggest threat to entrepreneurial activity is bankruptcy also for Europeans — 49%. In the United States and Japan, as with Georgia, the main risk of entrepreneurship is unstable income — 46% of respondents in the US and 37% in Japan. More than half of Georgian respondents (51.4%) hope that will start business activity in the next 5 years. Answers to the question "do you see yourself as an entrepreneur in the next 5 years?" were the following: yes — 25.6%; yes, I will become an entrepreneur in small or medium business — 20.8%; yes, I will start large business — 5%; no — 46.1%; There is no data for 2.5% of respondents. The answers to the question "do you think you will be entrepreneur/self-employed within the next 5 years?" show the preferences of Georgians towards self-employment and a strong positive attitude towards entrepreneurship. It should be noted that in total, 82.6% of respondents prefer to be self-employed rather than employed. Only 13.9% of respondents prefer to be employed in other organizations. Data is not received from 3.5% of respondents [12. p. 5].

It may sound paradoxically, but despite the great desire of self-employment expressed by respondents, most of the respondents prefer to be employed in the public sector rather than in the private sector. 55.7% of respondents prefer the public and 41.2% prefer the private sector. No data received from 3.1%. Such a paradoxical situation can be

explained by the fact that unstable revenues are considered as the biggest threat related to entrepreneurship and consequently to the business sector. From this point of view, the reader may conclude that employment in the public sector is considered by the respondents as guarantees of stable income. Special attention is paid to the preferences of respondents to various fields of business activity: agriculture — 5.4%; industry — 5.2%; trade/commerce — 11.6%; construction — 3.0%; transport — 2.1%; communications — 2.7%; fuel and energy — 0.7%; travel and recreation/recreational services — 14.7%; finance, banking and insurance — 15.3%; real estate operations (mortgage business) — 2.2%; health care — 9.5%; education, culture and recreation — 19.5%; hotel and restaurant, catering — 3.8%; other services — 3.6%; no data received — 0.8%. Perhaps surprising, but most of the respondents (19.5%) believe that education, culture and holidays are the most preferred sectors for entrepreneurship. Finance, banking and insurance — 15.3%; travel and recreation/recreational services — 14.7%; trade/commerce — 11.6%; health care — 9.5% were among the 5 most desirable sectors for entrepreneurship [9. p. 69-70].

Currently, positive attitude of the population towards self-employment and business activity prevails considering high unemployment. In 2016 unemployment rate in Georgia decreased by 0.2% compared to 2015 and constituted 11.8%. In 2016 unemployment rate was the lowest in the last 13 years. Compared to the previous year unemployment levels in city-type settlements have been reduced by 0.5% and in rural settlements by 0.1% [7. p. 2]. The significant part of the Georgians surveyed in 2010 preferred to be employed in the public sector rather than in private sector. Irregular incomes are considered as the biggest fears of entrepreneurship [11. p. 155]. Despite the fact that according to official statistics data, unemployment in Georgia is slightly decreased compared to previous years, most of the population does not perceive improvement in this direction. This is confirmed by the data of the survey conducted by the National Democratic Institute (NDI) in April 2017. 63% of respondents respond negatively to the question: “Do you consider yourself employed In general, entrepreneurship is treated as a form of employment [5. slide #11]. Entrepreneurship is also a contributing factor to economic growth and poverty reduction in developing countries. Results from various studies show that negative attitude towards entrepreneurship in Georgia is weak. The desire for being self-employed is big in light of high unemployment. Entrepreneurship is considered as one of the forms of employment. In Georgia, traditionally, the share of self-employed is large in the total number of employees. The starting stage

of entrepreneurial activities in Georgia is mainly due to the needs and not the opportunity. People's desire of the entrepreneurial activities and the positive attitudes towards entrepreneurship looks quite logical in light of high unemployment.

Purpose

The goal of the research conducted in 2017 at Ivane Javakhishvili Tbilisi State University was to identify the peculiarities of entrepreneurial attitudes of youth in Georgia, to determine how the students' entrepreneurial attitudes affect realization of their entrepreneurial potential. Based on a review of quantitative and qualitative research on entrepreneurial attitudes, the paper deals with the characteristics of youth entrepreneurship in the world and the attitude of youth towards entrepreneurship in Georgia [8. pp. 229].

The methodological basis of the research was the methodology developed by the world-renowned research organization "Global Entrepreneurship Monitor" to survey the entrepreneurship trends in various countries globally. Since 1999, GEM has been collecting, analyzing and interpreting data on individuals' entrepreneurial activity, aspirations and attitudes over more than 100 countries around the world. In the economy of each country, GEM will consider two elements: (1) entrepreneurial behavior and attitudes of individuals; (2) national context of the country and its influence on entrepreneurship. GEM explains youth as individuals from the age of 18 to 34 years. Often, due to the goals of the research, youth are divided into two age groups: 18-24 years olds (junior youth) and 25-34 years olds (senior youth). Due to the aim of our research focus was made on student youth aged 18-24 and questionnaire was developed based on the methodology presented in the report "Global Entrepreneurship Monitor Perspectives on Youth Entrepreneurship". The survey was carried out at Iv. Javakhishvili Tbilisi State University in May-June 2017. The organizer of the inquiry was assisted by the academic personnel of the Chair of Microeconomics at this university and invited lecturers. The study used both qualitative and quantitative research methods. In total 409 students were interviewed based on the proportionate number of bachelor's and master's students at the Faculty. In-depth interviews were conducted with representatives of students at target university, as well as with focus groups of interested individuals and experts. Computer program SPSS was used to work with quantitative research data [8. pp. 230].

The large-scale survey of youth entrepreneurship in Georgia has not been conducted yet. However, there are separate studies devoted to research in general entrepreneurial attitudes. Our research is another

er modest step in this direction. It includes only students from one (true, first and foremost) university and one faculty. The survey does not include representatives of other higher education institutions and youth in Georgia. Accordingly, the generalization of the survey results can't be made on total population of Georgia. The results of the survey do not reflect the whole picture throughout the country. Another limitation of the study is that for the formulation of questions in the questionnaire opinions of the students, experts and interested people were revealed through the qualitative methods — in-depth interviews and focus groups. Nevertheless, research has revealed a number of general trends that are in line with the tendencies in scientific literature dedicated to researching similar issues.

Results

52,3% of respondents are female and 46.9% are male. The age of respondents is from 18 to 25 years. 82.2% of respondents earn less than 550 GEL per month. Youth experience financial hardship and get less than the average salary. 50,4% of the respondents earn less than the subsistence minimum of 150 GEL. 48.7% of students do not work. 24% are employed by other private organization/person, 2,2% is hired by the budget organization, 9% are self-employed, 1.5% are engaged in entrepreneurship in small and/or medium business, 13.4% of respondents answer "other". These data reveal the socio-economic conditions of our students.

89.7% of respondents respond negatively to the question whether they were engaged in entrepreneurship or not. Other respondents indicate that they are self-employed (6,4%), engaged in entrepreneurship in small and/or medium business (3,2%), engaged in entrepreneurship in large business (0,7%). These figures show that 10.3% of students surveyed along with the studying are engaged in entrepreneurship. On a question "if you had possibility, would you want to be an entrepreneur/self-employed?" the majority of respondents (94,9%) respond positively. Such a high number indicates a very positive attitude of students towards entrepreneurship [8. pp. 231].

In general, senior youth (age 25-34) show higher levels of entrepreneurial pursuits than junior (age 18-24) youth. However, studies show that almost 40% of junior youth have personal contacts with start-up entrepreneurs [13. p. 4]. Through personal contacts with entrepreneurs, young people can acquire knowledge and experience for entrepreneurial activities. Providing this, it is expedient to conduct entrepreneurial education in such a way that the educational institution facilitates the enhancement of contacts between youth and entrepreneurs. Respondents' answers show that the biggest threat to

entrepreneurship is the danger of bankruptcy (42.8%), 35.7% of respondents consider irregular income as the biggest threat, while for 21.0% of respondents other factors are the biggest threat to entrepreneurship.

For the entrepreneurial activity, these five sectors are the most appealing for the respondents: banking, finance and insurance services (18,6%), trade/commerce (13,7%), tourism/resort (12.5%), agriculture and processing of agricultural products (11%), hotels and restaurants, catering facilities (10%). It should be noted that tourism/resort and hotels/restaurants and catering facilities together are the most attractive for startup activities (22.5%) and are more desirable than banking, finance and insurance services. These attitudes come perfectly in line with the future potential of tourism development in Georgia. The answers to the question "do you consider yourself being entrepreneur in the next 5 years?" indicate that young people are very optimistic about starting entrepreneurial activities and have ambitious plans. 65,5% of respondents respond positively to the question and indicate that will be self-employed (22.7%), will start entrepreneurship in small and/or medium business (36,2%), will start entrepreneurship in large businesses (6,6%). In general, the majority of respondents express positive attitude towards the private sector of the economy. They are more willing to be employed in private sector than in the public sector. Answers to the question "if you had a choice would you like to be employed in public or in a private sector?" showed that 33.7% of respondents wanted to work in the public sector and 63.8% of the respondents would like to be employe in the private sector. Optimism of youth and ambitious plans on entrepreneurial activities are also indicated by the answers of the respondents to the question "if you had the opportunity to choose would you choose being self-employed or employed by another organization/person?" The vast majority of respondents (85.1%) would choose to be self-employed [8. pp. 232- 233].

In spite of the positive attitudes towards entrepreneurship and in parallel with the optimistic expectations of entrepreneurial activity in the long term (as noted above, only 34% of respondents respond negatively to the question "do you think that in the next 5 years you will be engaged in entrepreneurship?"), respondents are very pessimistic in the short-run. The majority of respondents believe that in the nearest six months there will be no good opportunity around their living place to start their entrepreneurial activities. 30,1% of respondents respond positively and 69,2% negatively to the question about their ability to start business around their living place in the next six months. Most

students believe that they do not have enough knowledge and experience to start entrepreneurial activities. Asked "do you think you have the skills and experience necessary to start a new business?", only 37.7% of respondents answered positively and 62,3% of respondents respond negatively. To the question "do you know someone who has started business activities over the last two years/has become an entrepreneur?" 70.2% of respondents answered positively and 29.3% responded negatively. The fact that 70.2% of students are personally familiar with the individual who has started business activities over the last two years can be considered as positive, because intentions of entrepreneurship of youth is positively affected by acquaintance with entrepreneurs and successful examples of their work. Respondents answered the question "where do you acquire/can acquire skills such as self-efficacy/confidence, observing opportunity, risk/desire to risk?". Answers provide a very important message about the potential sources of individual skills for entrepreneurship. 58.7% of respondents think that such skills are generated by working in the enterprise/organization, 21.3% thinks that these skills can be generated at the time of education, while only 4,9% of respondents consider that the skills required for entrepreneurship can be acquired in the process of socialization. 13,4% of respondents indicate "other" as a response to this question [8. pp. 234].

Unlike the Georgian respondents, in general, as indicated in scientific literature, young people have not acquired such entrepreneurial skills as self-efficacy/confidence, observing opportunities, risk/desire to risk by working in the enterprise. Instead, young people acquire these skills in the process of socialization (if parents are entrepreneurs) and through education [13. p. 9]. It is the fact that many young people intend to become entrepreneurs, but only a few of them start entrepreneurial activities, supposedly because of inadequate training [13. p. 10]. This indicates necessity for investing in entrepreneurial education and training of young people. Taking this into consideration, it is recommended to promote entrepreneurial education in higher education institutions and increase the practice and internship component in manufacturing/organization in educational curriculums of business and economic profile.

The interesting material for analysis is the fact that the majority of respondents have the desire to start entrepreneurship. Asked "do you want to become an entrepreneur?", 86.8% of respondents responded positively and only to 12% of them responded negatively. Such a large number of people wishing to become entrepreneurs can be explained by the phenomenon of so called "necessity-driven entrepre-

neurship” and current situation in Georgia expressed by high share of unemployed youth among in total unemployment. The number of people willing to start self-employment/entrepreneurship is high, despite the lack of employment opportunities. To discuss the main impediments to entrepreneurship we should start with these three problems: 44.5 percent of respondents believe that the main drawback to entrepreneurship starts with the lack of finances, 26.4 percent of respondents believe that the lack of knowledge, experience, education and training is the main obstacle to starting a business, while 14.2 percent of the respondents believe that the unfavorable business environment is the main stumbling block. Like Georgian respondents, for people in the European countries lack of financial assistance from the private sector is an important obstacle for business activities of youth [13. p. 11].

It is interesting to find out what the respondents think is the main problem in Georgia today: about 42% of respondents think the main problem is the lack of employment opportunities/unemployment, about 17% thinks it is poverty that is main problem in the country, corruption and nepotism is considered as the main problem by 15% of respondents, while the occupied territories are the main problem for 12% of the respondents. Generally, scientific literature notes that the lack of employment opportunities is considered as country's biggest problem by more than 2/3 of the world's population (Asia — 62%, North America — 64%, Middle East and North Africa — 70%, Latin America — 79% Africa below Sahara – 88%) [13. p. 7].

Conclusions

The results of the survey show the optimistic expectations of young people, positive attitude towards entrepreneurship and ambitions plans on entrepreneurial activities. Majority of young respondents express positive attitude towards the private sector of the economy. They are more desirable to be employed in private sector than in the public sector. In parallel with positive expectations regarding entrepreneurship in the long term respondents are very pessimistic in the short-run. The results of the survey provide very important information about the potential sources of individual skills required for entrepreneurship. Most of the interviewed students believe that they do not have enough knowledge and experience to start entrepreneurial activities. 58.7% of respondents think that such skills are generated by working in the enterprise/organization, 21.3% believe that these skills can be generated at the time of education, while only 4,9% of respondents think that skills required for entrepreneurship are being acquired in the process of socialization.

70,2% of interviewed students are personally familiar with the person who has started business activities over the last two years. Acquaintance with entrepreneurs and successful examples of their activities positively affects youth entrepreneurial intentions and their attitudes towards entrepreneurship. Through personal contacts with entrepreneurs, young people can acquire knowledge and experience for entrepreneurial activities. Based on this, it is expedient to conduct entrepreneurial education in such a way that the educational institution facilitates the enhancement of contacts between youth and entrepreneurs. In addition, it is recommended to promote entrepreneurial education in higher education institutions and increase the practice and internship component in the enterprise in educational and business curriculum.

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SOME QUESTIONS AND PROBLEMS RELATING TO LEAVING MANAGERS AND EMPLOYEES FROM THE COMPANY

Summary. *The theory of human resources management has relatively well-developed functions: recruitment, selection, reception, training and use of personnel. However, more thorough analysis and formulation of the*