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The Influence of Internal Locus of Control and Entrepreneurial Skills Training on the Growth of Micro and Small Enterprises in Bomet County, Kenya

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Abstract

There is an ongoing argument that internal locus of control of business owners or managers can be related to the growth and survival of the business. The internal locus of control might be affecting the growth of enterprises as internal locus of control of an entrepreneur differs from the characteristics of a non-entrepreneur Some researchers have tried to define success in terms of turnover, sustainability, and growth. Some researchers have observed that entrepreneurial traits are indicators of success. The general research issue that has to be addressed in this study is the fact that, in addition to financing and markets, there are additional variables impacting the high mortality rate and stunted growth of micro and small firms in Kenya, particularly in Bomet County. So, this study will look at the connection between the development of micro and small businesses in Bomet County and internal locus of control. In this study, the moderating impact of training in entrepreneurial skills will be examined. The target population was micro and small enterprises in Bomet County which were 14,574 in number in 2016. The unit of observation was the managers and owners of these enterprises. The unit of analysis in the micro and small enterprises in Bomet County and their growth over the past five years. The study used a stratified sampling technique to pick the respondents from the manufacturing, trade, and services strata of micro and small enterprises. The sample size was 384 micro and small enterprises. Data was collected using a questionnaire. Data collection was done by administering the instrument to the owners or managers of the enterprises. The data was processed using computer software. The association between the internal locus of control of entrepreneurs and the expansion of businesses was established using a multiple

regression model. The main conclusions were that the expansion of businesses in Kenya's Bomet County is influenced by internal locus of control. The study's main advice is that the key participants in the firms should train to develop the traits of owners and managers. This study also suggests that not everyone can succeed as an entrepreneur. Resources and a methodology should be available to find future entrepreneurs. The necessary resources cannot be accessed before identification.

Keywords: *Internal locus of control, entrepreneurial skills training, enterprise growth, micro and small enterprises*

1.0 Introduction

Micro and small enterprises (MSEs) comprise the biggest share of the enterprises in the private sector across low, middle and high-income countries and as such, they provide the biggest employment bulk (Maloney, 2004; Ayyagari, Demirguc-Kunt & Maksimovic, 2011; ILO, 2015). The distribution of jobs in informal and formal SMEs ranges from 80% in South American countries to at least 90 percent in Asian countries. Even with economies that are better like Chile, micro-enterprises are responsible for giving approximately 40% of the population chances of employment (World Bank (WB), 2013). According to Page and Soderbom (2015), developing world's informal and formal micro, small and medium enterprises (MSMEs) are estimated to be 365 to 445 million, providing employment opportunities to approximately 90% of all employees (WB, 2013). Labor force and household surveys in Ethiopia indicated that SMEs together are responsible for 97 percent of opportunities for employment (WB, 2013).

An innovative and competitive MSME sector offers a lot of promise especially for developing nations like Kenya, in terms of growth of higher income; domestic resources' being employed optimally; integration which is more profitable by investment and regional trade; and higher equality in development, access and distribution (KNBS, 2016). The MSME sector contributed 33.8% of national output in value and 31.4 % of added gross value in 2015 (KNBS, 2016). The vital contribution of MSMEs is underlined in Vision 2030 for Kenya. The outcome is expected in terms of high life quality for all its populace by 2030. The MSME segment has been pointed out and highlighted as a major economic driver for the attainment of the desired objectives of the blueprint (KNBS, 2016).

1.1 Problem statement

The reality of the situation of Micro and small enterprises, the MSEs sector in Kenya is that in their first three years of service, majority deteriorate, stagnate or even collapse (KNBS, 2016). This has resulted in Kenya having an average of 0.02 MSEs per 1000 inhabitants, compared to a World Bank estimate of 0.09 MSEs per 1000 inhabitants (World Bank, 2006). The problem was at national and county levels. For example, in Bomet County, the MSEs Population stagnated despite several interventions.

In 2011, 2012, 2013, 2014, and 2015 the population for the MSEs was 10717, 10932, 11151, 11652, and 14574 respectively (Bomet, 2017). This is a flat rate of growth. This cannot be left to persist as the local economy will suffer in the long run. Some researchers have tried to define the success of enterprises in terms of turnover, sustainability and growth. Others have concentrated on entrepreneurial characteristics as indicators of success (Chaves, 2016).

Individuals play a great role in these firms. Several studies worldwide have acknowledged the importance of entrepreneurs for the growth of MSEs. The MSEs depend on the entrepreneur himself/herself for their survival and development (Rauch & Frese, 2000). The objective of

this study is to determine the influence of entrepreneurial characteristics in terms of entrepreneur's internal locus of control on the growth of micro and small enterprises as moderated by entrepreneurial skills training.

1.2 Research hypothesis

Ho: The entrepreneurial skills training does not have a moderating influence on the internal locus of control and growth of micro and small enterprises in Bomet County, Kenya

2.0 Literature Review

2.1 Theoretical review

Control theory locus

Rotter, (1966) put forth a control theory locus. The theory is that people with a powerful internal control locus assume that their behavior will affect the external environment, and research indicates that most entrepreneurs have this trait (Rotter (1966). Locus of control can be described as an individual's understanding of the root causes of events in his/her life. If a person with an internal control locus does a poor job, he/she is likely to blame either his/her lack of skill or preparation for the exam (Ho and Koh, 1992; Robinson, 1991; Koh, 1996; Cromie, 2000). This can be compared to a person with an external influence locus that tends to justify a bad grade by claiming that the exam was too hard or that the instructor was unfairly classified (Rotter, 1966)

Locus of control can be explained as an individual's interpretation of rewards and punishments in his or her life (Pervin, 1980). It can be referred to as the assumed influence over one's life events (Rotter, 1966). Individuals with an internal control locus assume that they can control life events while individuals with an external control locus believe that life events are the result of external causes, such as chance, luck, or fate. Empirical studies suggest that the internal control locus has been identified as an entrepreneurial function (Ho and Koh, 1992; Robinson, Stimpson, Huefner, & Hunt (1991); Koh, 1996; Cromie, 2000).

From literature, weakness has been pointed out in the locus of control theory. Locus of control has been argued to predict workplace behavior such as employee job satisfaction and job performance. Considering the shortage of experimental and longitudinal evidence, it is argued that the causal direction of the well-established correlations between locus of control and other organizational behavioral variables might be the opposite of the theory's expectation (Ho and Koh, 1992; Robinson, Stimpson, Huefner & Hunt, H.K. (1991); Koh, 1996; Cromie, 2000)

Instructional Theory

The Instructional Theory is used for skill development. Romiszowski (2009) developed the theory to encourage skills acquisition which can be used to facilitate all kinds of skills. Romiszowski (2009) describes ability as the capacity to perform a given type of task or operation with a given degree of precision, efficiency, speed, or other measures of quantity or quality. He distinguishes between intellectual (mind), motor, sensor or psychomotor (body), personal (emotion-enclosed), and interpersonal (influencing interactions) (including interactions with others It distinguishes between (Romiszowski, 2009).

According to Romiszowski (2009), skill is distinct from knowledge in that it develops with experience and practice, whereas knowledge is something you either have or do not have. Theoretically, skills exist in a continuum of complexity, from reproductive to productive. Reproductive skills are those that concentrate on the execution of standard procedures or

automatic systems, such as number multiplication or typing. Productive skills include the implementation of concepts and techniques, such as creative writing and playing chess.

Romiszowski (2009) suggested that reproductive or efficient skills have a much greater impact on the selection and design of educational strategies than on intellectual, motor, personal or interpersonal skills. According to the Skill Development Theory, specific circumstances will require variations in the best instructional techniques to be used. These strategies are classified into four categories, consisting of information (explanation, demonstration and guidance), practice (frequency, spacing), input (frequency, shape, consistency, etc. and transition and generalization. According to this theory, all four of the above tactics can as necessary, acquire entrepreneurial skills as defined in this report.

2.2 Empirical Review

Locus of control orientation and growth of enterprises

In a 9-month entrepreneurship program, Hansemark (2003) researched the shift in the need for accomplishment and the locus of control of individuals. The classes were all made up of male and female students. All the groups were at similar levels of education, age, and area of study. All participants had completed high school or a level of education equivalent. With the Thematic Apperception Test (TAT) consisting of six images, Need for Achievement was calculated. With Rotter's internal-external measure, the locus of control was determined. The groups were divided into control and experimental groups. As a result of engaging in entrepreneurship education, a statistically significant increase in the need for accomplishment and in the internal locus of control was achieved, while the control group showed no improvement (Hansemark, 2003).

High and poor-achieving undergraduate students' locus of control in the classroom was examined by Hasan and Khalid in 2014. Also, the association between academic locus of control and academic success as well as gender variations in academic locus of control were examined. Academic locus of control results revealed that high achievers had a stronger internal academic orientation than poor achievers, as seen by their low scores. Women score much higher than men on an internal academic locus of control, which suggests that women are less internally oriented than males (Hasan & Khalid, 2014).

Oroko (2010) found out that human personality traits manifest needs for achievement, risk-taking propensity, locus of control, and preference for innovation as the entrepreneurs' characteristics. The desire to be the boss has influenced entrepreneurs' motivation. These personality attributes can be imparted through education and skills development (Oroko, 2010).

The entrepreneurial skills training and growth of enterprises

According to Ngugi (2013), the entrepreneur/owner/manager of an enterprise requires entrepreneurial skills to propel the enterprise to long-term sustainability. Entrepreneurial skills enable the leader to impart an entrepreneurial culture in the enterprise. This drives the family members and the employees to create continuously new and improved products with competitive advantage (Ngugi, 2013).

Tyagi (2014) stated that education is an important factor in developing an environment for entrepreneurial orientation in individuals. Education needs to address the development of skills required to generate an entrepreneurial mindset and to prepare future leaders for solving more complex, interlinked, and fast-changing problems (Tyagi, 2014). Entrepreneurship education is defined in broad terms as the building of knowledge and skills for entrepreneurship generally,

as part of recognized education programs at primary, secondary, or tertiary-level educational institutions (Martinez, Levie, Kelley, Saemundsson & Schøtt, 2010)

Gupta, Guha and Shiva (2013) assert that firms that hire employees with limited skills, knowledge, capabilities, and training have a higher chance of failure than firms that hire employees with higher skills, knowledge capabilities, and training. Gupta, Guha, and Shiva (2013) view was that firms that have limited skilled, knowledgeable, and inexperienced employees have a greater chance of failure since they develop their approach to work methods and procedures of trial and error. As a result, their working styles is likely to be more intuitive than analytical, more concern with day-to-day operations than long term issues and more opportunistic than strategies (Gupta, Guha & Shiva, 2013).

3.0 Methodology

This section on methodology will discuss the methods and approaches which will be used to collect the data to be used in testing the hypotheses formulated for this study. The outcome of the hypotheses testing will be to establish if entrepreneurial characteristics in form of the internal locus of control can influence the growth of micro and small enterprises in Bomet County, Kenya. The method will also test if the skill training can moderate the relationship between the characteristic and growth of enterprises

Measurement of the independent variable

In this study, descriptive research was used. Gay (1981) defined descriptive research as the act of gathering information to test hypotheses or respond to inquiries about the existing conditions of the study's participants. The phenomena is described in a descriptive study as is (Saunders, Lewis, and Thornhill) (2012). Descriptive research is a sort of quantitative study that entails carefully describing phenomena, according to Gall, Gall, and Borg's definition from 2007. (Gall, Gall & Borg, 2007). For the internal locus of control, the study found it appropriate and adopted the Economic Locus of Control (ELC) measurement which was developed by Furnham (1986). It is used to measure and assess an individual's belief in how much control they have over the work and money-related aspects of their lives. The response to the questionnaire is by use Likert scale.

As the research design was descriptive, describing phenomenon as it is, the study used a structured questionnaire to capture information based on questions in the form of a Likert scale. The data was analyzed as the interval measurement scale. This study's Likert scale items will have a composite score (sum or mean) based on five Likert-type items. Interval scale items should include the mean and standard deviation for variability, according to descriptive statistics. The Pearson's r, t-test, F-test and ANOVA and regression techniques are further data analysis procedures that are acceptable for interval scale items.

Measurement of the moderating variable

Moderating variable in this study is entrepreneurial skills training. There are many methods of measuring training skills outcomes. They range from school/college-based instruments to complex institutional types. The study adopted 'The Training Evaluation Inventory (TEI)' developed by Ritzmann, Hagemann & Kluge (2014) as the appropriate type to use to measure entrepreneurial skills training.

Measurement of dependent variable

The growth of enterprises was measured by the increase in the number of employees, volume of sales, number of products and services, and finally the number of Branches. Questionnaires from previous studies with similar variables were used.

Sample

The sample size was established to be 384 for the target population of 14,574 micro and small businesses in Bomet County (KNBS, 2016). The size was calculated using the formula, which is recommended for social science research Mugenda and Mugenda (2008). Stratified random sampling helps the researcher achieve the desired representation of various subgroups in the population according to Mugenda & Mugenda (2008). The researcher chose this method to have existing sub-groups fairly and randomly represented within the sample. The sample was stratified through the enterprises' activities in form of trade, service, and manufacturing.

Instruments

Mugenda (2003) claims that research instruments are employed to gather essential data. Questionnaires, interview schedules, observation forms, and standardized tests are the most regularly used instruments in social research. Primary data was collected from micro and small business owners and managers using a standardized questionnaire in this study. In this study, primary data was obtained from owners and managers of micro and small enterprises through a structured questionnaire. Secondary data was obtained from online, print-outs, journals, websites, books, articles, and through communication with county officials in their offices. According to Mugenda (2003), questionnaires are used to obtain important information about the population.

4.0 Results and Discussion

4.1 Descriptive statistics

Table 1: Internal locus of control orientation

	N	Min.	Max.	Mean	Std. Deviation
Aggregate Score	**325**	**1.00**	**5.00**	**3.7408**	**1.2498**

The standard deviation value was less than 2 and the aggregate value was 1.2498, an indication that on average respondents had similar opinions. Also, the finding shows that the aggregate mean value was 3.7408, an indication that on average the respondents agreed to a large extent with various statements that the internal locus of control influences the growth of enterprises.

Respondents were asked to indicate their opinion on whether their locus of control can influence the growth of their enterprise based on the statement that locus of control means that they either control their destiny or they are controlled by it. The results obtained were as presented in Table 2.

Table 2: Whether Locus of Control Influences Growth of Enterprise

	Frequency	Percent
Yes	310	95.4
No	15	4.6
Total	**325**	**100.0**

From the findings, majority 310(95.4%) of the respondents agreed that their locus of control can influence the growth of their enterprise while 15(4.6%) disagreed that it does not influence the growth of their enterprises. Based on these findings it is evident that locus of control influences growth of enterprises. Therefore, the growth of enterprises will depend on the level of locus of control among managers and owners of the enterprises.

The study also sought to establish the extent to which the locus of control affected growth of enterprises. The results obtained were as presented in Table 3 below.

Table 3: Extent Locus of Control Influence Growth of Enterprises

Extent	Frequency	Percent
Very great extent	82	25.2
Great extent	161	49.5
Moderate extent	75	23.1
Not at all	7	2.2
Total	**325**	**100.0**

The results show that majority 161(49.5%) of the respondents indicated that the influence of internal locus of control on growth of enterprises was to a great extent, 82(25.2%) indicated to a very great extent, 75(23.1%) indicated to a moderate extent, and 7(2.2%) indicated it did not influence at all. These findings suggest that the influence of locus of control on growth of enterprises is to a great extent as indicated by most (49.5%) of the respondents. Therefore, the growth of micro and small enterprises greatly depends on the internal locus of control among its owners and managers.

Inferential Statistics

The study sought to explore the influence of the internal locus of control on the growth of micro and small enterprises in Bomet County Kenya. To further understand the relationship between the variable and answer the second objective, the study regressed internal locus of control on the growth of enterprises and the results obtained were discussed hereunder.

Table 4: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.705[a]	.497	.495	.32890

a. Predictors: (Constant), Internal locus of control

Model summary was used to determine the amount of variation in growth of enterprises that can be attributed to changes in internal locus of control. From the findings, the value of R^2 was 0.497, an indication that 49.7% variation in growth of enterprises can be explained by an internal locus of control. The remaining 50.3% suggest that other factors can be used to explain variation in the growth of micro and small enterprises that were not included in this model. The findings further revealed that internal locus of control and growths of enterprises are strongly and positively related as indicated by a correlation coefficient value (R) of 0.705.

Table 5: ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34.474	1	34.474	318.675	.000[b]
	Residual	34.942	323	.108		

Total	69.415	324

a. Dependent Variable: Growth
b. Predictors: (Constant), Internal locus of control

The study used analysis of variance to determine whether the model developed was significant. The significance of the model was tested at 5% level of significance. From the findings, the p-value obtained was 0.000 was less than the selected level of significance of (0.05) an indication that the model developed was significant. This was an indication that internal locus of control influenced growth of enterprises. Therefore, the internal locus of control was significant in predicting growth of micro and small enterprises.

Table 6: Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.028	.233		11.121	.004
	Internal locus of control	1.058	.059	.705	17.851	.000

a. Dependent Variable: Growth

The model structure was $Y=\beta_1+ \beta_2X_2 +\varepsilon$. When the regression parameter $\beta_1= 1.028$, $\beta_2=1.058$ were fitted into the model the result was the following regression equation;

$Y= 1.028 + 1.058\ X_2$.

From the equation, holding internal locus of control to a constant zero, growth of enterprises will be at a constant value of 1.028. The findings further show that internal locus of control has a positive influence on growth of enterprises ($\beta=1.058$). The findings also revealed that the influence of internal locus of control on growth is significant as indicated by p-value (0.004) which is less than selected level of significance (0.05). Therefore, internal locus of control can be said to have a positive significant influence on growth of micro and small enterprises.

You either have power over your destiny or it has control over you, according to the notion of locus of control. The results of this study show that the internal locus of control has an impact on small business development in Bomet County, Kenya. Using the analysis of the data, it was possible to determine the impact of internal locus of control on the expansion of micro and small businesses in Bomet County, Kenya. The scatter plot and regression analysis were used to arrive at this conclusion. It was also established by this study that the internal locus of control is a characteristic of entrepreneurs.

This confirms Rum (2012) study where he observed that there is a positive and significant relationship between internal locus of control beliefs, innovation, and performance in SMEs in the province of South Sulawesi. Internal Locus of Control or success confidence has a positive and significant effect on performance. This reflects that Internal Locus of Control of the owners of SMEs determines the performance of its business (Rum, 2012).

Another study by Elena, Chavez, Carlos, Kramer, Arturo, Rangel, García and Santillan (2015) found that the locus of control of the manager contributes to the success of the company. The above coincides with that reported by Whetten and Camereon (2005) and Boone and De Brabander (1996) in that there are two key attitudes that contribute to the success of the company. One of them is the locus of control. Business success requires the support and involvement of management, while the locus of control of the person who runs the company allows him to establish conditions to encourage the company to be more competitive (Elena, Chavez, Carlos, Kramer, Arturo, Rangel, García & Santillan, 2015).

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A study in India of the students' locus of control and entrepreneurship (Prakash, Jain & Chauhan, 2015) illustrates the importance of Locus of control (LOC) within the field of entrepreneurship is valuable in that it may lend to a better understanding of the continuation of firms in early years of the startup process when most nascent entrepreneurs face the biggest challenges. If an internal disposition toward entrepreneurial outcomes is characteristic of successful entrepreneurs, the usefulness of the locus construct becomes all the more apparent. Thus, it may be concluded that changes in educational patterns along with reinforcement of intrinsic locus of control and the government's long-term support will facilitate the young energetic generation to exploit beyond the available jobs. Learned skills sets and infrastructural support will facilitate the young energetic generation to exploit beyond the available jobs. Learned skills sets and infrastructural support will allow youngsters to explore the world of entrepreneurship (Prakash, Jain & Chauhan, 2015).

Another study of Kenyan students in China Shimoli, Cai, Naqvi and Lang (2020) indicated the entrepreneur character traits distribution of the eight traits explored on 518 Kenyan students in the People's Republic of China. Five of the eight traits—openness to experience, conscientiousness, locus of control, neuroticism, and self-efficacy—have more students with higher scores than the others. Extraversion, agreeability, and need for achievement were the three other qualities with lower scores. E-entrepreneurs in Kenya display remarkably high levels of locus of control. E-entrepreneurs in Kenya display remarkably high levels of locus of control. E-entrepreneurs in Kenya also demonstrated remarkably high degrees of demand for accomplishment (Shimoli, Cai, Naqvi & Lang, 2020).

Moderated Internal Locus of Control

The study fitted the regression model to determine the effect of moderating variable (entrepreneurial skills training) on the relationship between growth of enterprises and internal locus of control.

Table 7: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.735[a]	.541	.538	.31463	.541	189.610	2	322	.000
2	.895[b]	.802	.800	.20698	.261	423.014	1	321	.000

a. Predictors: (Constant), The entrepreneurial skills Training, Internal locus of control
b. Predictors: (Constant), The entrepreneurial skills Training, Internal locus of control, Internal locus of control *M
c. Dependent Variable: Growth

From the findings, in the second model the R^2 was 0.802. This implies that the introduction of entrepreneurial skills training in the second model led to an increase in R-squared by 26.1%, showing that entrepreneurial skills training moderates the relationship between internal locus of control and growth of enterprises.

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Table 8: ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	37.540	2	18.770	189.610	.000[b]
	Residual	31.875	322	.099		
	Total	**69.415**	**324**			
2	Regression	55.663	3	18.554	433.081	.000[c]
	Residual	13.752	321	.043		
	Total	**69.415**	**324**			

a. Dependent Variable: Growth
b. Predictors: (Constant), The entrepreneurial skills Training, Internal locus of control
c. Predictors: (Constant), The entrepreneurial skills Training, Internal locus of control, Internal locus of control *M

The ANOVA statistics in Table 8 shows that the F-calculated for the first model was 189.610 and for the second model was 433.081. Since the F-calculated for the two models were greater than the F-critical (3.024, and 2.633), we can conclude that the two models were good fit for the data and hence they could be used in predicting the moderating effect of entrepreneurial skills training on internal locus of control on growth of micro and small enterprises.

Table 9: Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	.530	.241		2.200	.028	.056	1.003		
	Internal locus of control	1.015	.057	.676	17.738	.000	.902	1.127	.982	1.019
	The entrepreneurial skills Training	-.288	.052	-.212	-5.565	.000	-.389	-.186	.982	1.019
2	(Constant)	-.158	.162		-.978	.329	-.477	-.160		
	Internal locus of control	.382	.049	.255	7.866	.000	.287	.478	.589	1.699
	The entrepreneurial skills Training	-.190	.034	.140	-5.524	.000	-.257	-.122	.963	1.039
	Internal locus of control *M	.726	.035	.672	20.567	.000	.657	.796	.578	1.732

a. Dependent Variable: Growth

The fitted model, therefore, was: $Y= -0.158+0.382\ X_2-0.190*M + 0.726X_2*M$

The coefficients table shows that all the coefficients were significant since the t-statistics had p-values less than 0.05. The beta coefficient of Internal locus of control moderated with entrepreneurial skills training was 0.726 which implies that entrepreneurial skills training has a statistically significant moderating effect on the growth of enterprises and the Internal locus of control.

Hypothesis Testing

Ho: The entrepreneurial skills training does not have a moderating influence on the internal locus of control and growth of micro and small enterprises in Bomet County, Kenya.

The study rejected the null hypothesis as the P-value was significant as indicated in table 9 above. Therefore, entrepreneurial skills training does moderate the relationship between the internal locus of control and growth of micro and small enterprises in Bomet County, Kenya.

5.0 Conclusion

The study found that 72% of variation in growth of enterprises can be explained by internal locus of control. The findings further revealed that the internal locus of control and the growth of enterprises are strongly and positively related. The study also established that the simple regression model was significant and therefore, internal locus of control was significant in predicting growth of micro and small enterprises. The study further showed that internal locus of control has a positive significant influence on growth of enterprises. Regarding the moderated model, the study established that the model was significantly fit and therefore can be used in making predictions; therefore, the moderated internal locus of control can be used to predict the growth of enterprises. The study further established that entrepreneurial skills training have a statistically significant moderating effect on growth of enterprises and internal locus of control.

The study further established that managers/owners of micro and small enterprises agreed to a very large extent that saving and careful investing is a key factor in becoming successful. Also, they agreed to a large extent that when they get what they want, it is usually because they worked hard for it; even if they fail many times, they will keep on trying until they succeed in their business; their life is determined by their actions; whether or not they become successful depends mostly on their ability. In addition, they are always positive about problems arising in their life, and solve them on their own; when they make plans they are almost certain to make them work; relief from failure financially requires work more than anything else; they always complete everything they initiate; people's failures results from happenings of their own making; and that in the long run, people who take care of their finances stay wealthy. The study also established that managers/owners of enterprises can pretty much determine what will happen to them financially; if they become poor, it is usually their fault; when it comes to being successful, there is no such thing as 'bad luck'; and that becoming rich has nothing to do with luck.

The study findings further establish that managers/owners of enterprises agreed to a moderate extent that whether or not they get to be well-off depends on whether they are lucky enough to be in the right place at the right time; there is little one can do to prevent failure; becoming rich has little or nothing to do with chance; whether or not people become successful is often a matter of chance; it is chiefly a matter of fate whether they become rich or poor; when they get what they want, it is usually because they are lucky; they feel that their finances are mostly determined by other people; it's not always wise for them to save because many things turn out to be a matter of good fortune or bad fortune; people who become successful are just plain lucky; and that to a great extent their life is controlled by accidental happenings.

The study also found that locus of control influences growth of enterprises. Therefore, the growth of enterprises will depend on the level of locus of control among managers and owners of the enterprises. Further, it was revealed that the influence of locus of control on growth of enterprises is to a great extent; therefore, the growth of micro and small enterprises greatly depends on the internal locus of control among its owners and managers. The interaction between internal locus of control and entrepreneurial risk training has a positive influence on growth of micro and small enterprises in Bomet County Kenya.

6.0 Recommendations

The interaction between internal locus of control and entrepreneurial skill training had a positive influence on growth of micro and small enterprises. Also, the study found that an increase in internal locus of control among owners/managers of enterprises will result in enhanced growth of their enterprises. The study, therefore, recommends training be provided by the government and other related organizations to enhance the level of internal locus of control among managers and owners of enterprises.

There is a need for managers/owners of enterprises to improve their level of personal responsibility, self-efficacy, and confidence in daily business operations. Enterprises should avoid selling counterfeit or illegal products, be reliable, and be focused, self-disciplined, being steadfast and focus on the set goals, building self-confidence in people. The study also recommends thinking before acting and considering the importance of those actions in life; directing all their responsibilities to business to ensure that management of the business is steady and controlled.

The study also recommended business owners and managers monitor where they are according to their plans, have a positive attitude towards hard work, develop positive thinking, concentrate on the plan and implement it accurately and at the right time. There is also a need to provide training on entrepreneurship to entrepreneurs.

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