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The Impact Of Extrinsic Factors On The Personal Attitude Of Agricultural Students' To Start A New Farming Venture

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Abstract

The study aimed to determine the impact of extrinsic business start-up factors on personal attitude of agricultural students' to start a new venture in South Africa. An estimated 3,486 students were enrolled for various agriculture-related qualifications in various institutions of higher learning in South Africa when this cross-sectional, quantitative study was carried out. Data of 421 agricultural students were collected through a Prospective Farmers Profile Questionnaire at six universities in South Africa. Through regression model and Pearson correlations, SPSS was used to analyse data. The results showed a significant relationship between personal attitude and human capital and skills of agricultural students to start a new farming venture. The findings revealed that no significant relationship between personal attitude and access to land as well as political skills of agricultural students to start a new farming venture, while actually access to land and political skills are the most important factors for entrepreneurship but agricultural students do not consider them important. Therefore, agricultural students should be orientated to these factors and their role in entrepreneurship through entrepreneurial education. Agricultural sector may take an initiative and educate students through different platforms to familiarise them with the role that these factors may play in entrepreneurship.

Keywords: Agricultural students, Personal attitude, Human capital and skills, Political skills, Access to land

1. INTRODUCTION

The majority of countries on the African continent are at an early stage of economic development and subsequent to that; there are several socio-economic, political and environmental constraints responsible for the same (Kew, 2015; Santos, Roomi & Liñán, 2016). The study done by Audretsch and Belitski (2017) and many others confirmed that entrepreneurship is a driving force for economic growth and development across the globe. Being aware of the crucial role to be played by entrepreneurship in creating jobs and self-employment, governments and policymakers worldwide, particularly in Africa, vigorously encourage youth not to depend on employment, rather to establish their own ventures as a means to create jobs and contribute to socio-economic development (Baliyan, Mosia & Baliyan; 2020). Agriculture is a key instrument for economic growth and job creation in many countries across the globe. Establishing farming businesses in the sector can assist countries to achieve such objectives. According to Gupta, Mahajan, Kumar and Shanti (2013), agriculture is the main source of livelihood for many people across the globe because they rely directly on livestock and crops for survival. Ajzen (1991) ascertain that attitudes are predispositions for one to respond in a generally favourable or unfavourable manner with respect to an object and they are vital for successful entrepreneurship.

It is significant to study the impact of business start-up factors on personal attitude because human behaviour is one of the major components influencing decisions about the act and conduct (Akbari, Movahedi, & Kochekian, 2010). Therefore, understanding the impact of these business start-up factors (human capital and skills, access to land and political skills) amongst others on personal attitudes towards entrepreneurship can be instrumental in the formulation of policy to encourage entrepreneurship (Bosma & Levie, 2009). An investigation is important because the personal attitude of agricultural students and these business start-up factors may reflect the prospect of them becoming entrepreneurs. Considering the importance of entrepreneurship in its socio-economic development spectrum, the South African government introduced efforts and initiatives to encourage youth to be involved in wealth creation, economic growth and sustainable jobs through entrepreneurial development in agriculture. However, the initiatives are not bearing fruits but contrary to what the government expects with the constant rise in unemployment among the youth. Still, the interest in venture establishments in the agricultural sector is not satisfactory hence some agricultural products are still imported from other countries. According to the South African Agricultural Baseline (2011) and DAFF

(2015) an increase in meat production is required to meet the expected future higher demand for chicken meat, pork, beef and lamb. Furthermore, an increase in the production of wheat and rice is necessary to counter the current high levels of imports from other countries (DAFF, 2015). The personal attitude to start a new venture among graduates may be influenced by various business start-up factors including human capital and skills, access to land and political skills amongst others towards entrepreneurship and, other constraints they may face in entrepreneurship. A better understanding of the relationship between personal attitude and these business start-up factors in entrepreneurship in South Africa may also help to evaluate, reinforce and change strategies to enhance the prevailing entrepreneurial situation among youths, particularly graduates in the country.

Human capital and skills attributes have long been considered to be a critical resource for success in entrepreneurial activities (Unger, Rauch & Frese, 2011). Trang, Do and Luong (2019) established that entrepreneurial knowledge, skills, and experience on a person's perception are the major determining factors in starting a venture in Vietnam. Dillon and Voena (2018) ascertain that in developing countries land issues are of crucial importance due to the significant incidence of agriculture on economic growth and agricultural entrepreneurial growth impacts poverty significantly. According to the South African Institute of Race Relations (2016), 13% of SA's land is suitable for crop production and 22% of the land is high-potential arable land, while the greatest limitation is the availability of water caused by uneven and unreliable rainfall. About 1.3 million hectares of land is under irrigation and agriculture uses around 50% of SA's land (Brand South Africa, 2012). According to Lelei and Korir (2017), politically skilled individuals enjoy a sense of personal security that allows them to perceive control over the processes and outcomes of interpersonal interactions that can ultimately assist entrepreneurs to achieve their objectives. From the findings of the study done by Tsetim, Adegbe and Anthony (2021) it is ascertained that political skill increases personal attitude to entrepreneurship. The importance of entrepreneurship in agriculture means that interest in this field of research has only gained more interest recently and is still being consolidated (Dias, Rodrigues & Ferreira, 2019). Therefore, this study aims to determine the impact of extrinsic factors on agricultural students' personal attitude to start a new venture in South Africa.

Following this introduction, the paper will present a review of the literature and conceptual framework upon which the research question hinges. This will be followed by the research methods that were used to collect and analyse the data, presentation of the results,

discussion of the results and how they link to the literature, and finally, we shall present a conclusion drawn from the results and areas for further research.

2. LITERATURE REVIEW AND CONCEPTUALIZATION

This section discusses personal attitudes and extrinsic business start-up factors that play a very vital role in entrepreneurship. Each of these extrinsic business start-up factors is explored further, starting with personal attitude.

2.1 Personal attitude to start a business

The study done by Ambad and Damit (2016) found that personal attitude has a significant effect on students' drive to become an entrepreneur. The results suggested that the greater the students' attitude towards entrepreneurship, the greater their entrepreneurial drive is. Similarly, Fini, Grimaldi, Marzocchi and Sobrero (2009) and Koe, Sa'ari, Majid and Ismail (2012) established that attitude directly predicts entrepreneurial intention. Otchengco and Akiate (2021) and Utami (2017) found the same results. The research findings of Luthje and Franke (2003) and Kusmintarti, Thoyib, Ashar and Maskie (2014) also found that students with positive attitudes towards entrepreneurship tend to establish new businesses in the future. Amofah and Saladrigues (2022) established similar results. Based on the findings of the study done by Otchenco and Akiate (2021) and others, the research equates personal attitude and entrepreneurial intention. Therefore, in this study personal attitude and entrepreneurial intention will be used interchangeably because the researcher is similarly using them as such.

2.2 Human capital and skills

More than any other business prerequisite, having technical and practical skills is essential. The study done by Trang, Do and Luong (2019) found that having entrepreneurial knowledge, skills, and experience is definitely associated with the individual's attitude towards the feasibility of starting a new venture. The results of the study by Mahfuda, Triyonoa, Sudiraa and Mulyani (2020) revealed that entrepreneurial attitude, social capital, and psychological capital collaboratively and interactively influence entrepreneurship. Human capital has a direct effect on productivity and has an indirect effect on productivity through entrepreneurship (Yasin, Ridjal, Jufri & Anshari, 2019). An entrepreneurship educational programme is a desired platform that could play a crucial role

in the development of competencies related to entrepreneurship, social and civic skills, and cultural awareness (Do Paço et al, 2011). Erikson (2002) found that entrepreneurial capital is important for entrepreneurial success and is considered a multiplicative function of entrepreneurial competence and commitment. Mueller et al. (2014) confirm that persons who are confident in their knowledge, skills and expertise of new start-ups will believe that they have what it takes to start an entrepreneurial career. Entrepreneurial competencies are identified by Erikson (2002) as feasibility, creativity, self-efficacy and being enterprising, that is taking the initiative to start a business.

Semrau and Sigmund (2012) identified factors that made some entrepreneurs more successful than others, being their personality traits, skills and prior experience linked to other entrepreneurs. Having entrepreneurial knowledge and skills, in many cases, will convince people to pursue a business venture, hence a lack of business skills and information hinders people from venturing into entrepreneurial activities. Fatoki (2010) includes communication and organizing skills and states that these are lacking when it comes to business development initiatives. Botha, van Vuuren and Kunene (2015) reported that the challenge of using only start-up entrepreneurs as a sample is that they are newcomers to the business and might be inexperienced in operating a successful business. Sarasvathy, Menon and Kuechle (2013) opine that the problem of using agricultural students as a sample is that they have not started a business and are exposed to the theoretical foundation of business operation only, not the practical part of it. Morris, Webb, Fu and Singhal (2013) indicate that determining competencies that support new business ventures in entrepreneurs remains elusive and it is further complicated by a failure among scholars to distinguish business skills from entrepreneurial skills.

According to Bolton and Lane (2012), educational and training programmes are the cornerstone of enhancing entrepreneurial skills and expertise that can have a positive impact on new business performance, profitability, growth and innovation. Botha *et al.* (2015) found a constructive relationship between human capital and entrepreneurial performance, which is supported by the progressive and efficient running of established businesses, including those that are considered complex. Botha *et al.* further state that human capital includes but is not limited to attitudes, commitment, values, knowledge, experience, education, capability, and skills and abilities that will assist entrepreneurs and their teams in starting a new initiative or running/growing a business. According to Botha *et al.* (2015); there is a relationship between the competencies and skills that an

entrepreneur possesses because they contribute positively to high performance, which ultimately leads to the achievement of set goals and objectives.

According to Botha *et al.* (2015), entrepreneurs should possess functional competencies and key skills (marketing, financial, operational and legal); supportive skills (general management, ICT, human resources, networking, planning, research and development, business system management, value chain management, technical, numeracy and literacy, and communication). It is evident that a lack of necessary functional and enterprise competencies may hinder individuals' personal attitude from pursuing new business start-up initiatives. According to Giacomin *et al. (*2011), American and Indian students view the absence of knowledge and experience as the most important factor to entrepreneurship. The preceding considerations support the following hypothesis:

H1: It is predicted that there will be a significant relationship between human capital and skills and the personal attitude of agricultural students to start a new farming venture.

2.3 Access to land

Land is considered the most significant facet of production, especially agricultural production, but the availability of arable land remains a contentious issue in many parts of the world. According to Koirala; Mishra and Mohanty (2016), access to land is fundamental to the advancement of agricultural performance, food security, and economic development. Access to land is one of the constraints faced by graduates in entrepreneurship from universities in Botswana and Lesotho who are interested in engaging in agricultural businesses (Baliyan, Mosia & Baliyan; 2020). Land is an important element for agricultural entrepreneurial undertakings and sustainable food production (Akowedaho, Asso, O'heix, Adéchian and Baco, 2022). Mowlds, Nicol and Cleirigh (2012) opine that major global food security challenges can be remedied by the provision of land for agriculture. According to Ngotho (2017), countries on the African continent, such as Kenya, are introducing land lease models to attract the youth to participate in agricultural-related activities.

Oluwatayo, Timothy and Ojo (2018) report that in remote villages across Nigeria, at least one million hectares of state-owned land is available for farming and these farmlands are leased to local and foreign investors at very affordable rates. In SA, one of the three distinct components of land reform is agricultural development, which entails making land available to people for agricultural purposes. According to Modise and Mtshiselwa (2013), the Native Land Act of 1913 engineered the poverty of black South Africans because the

legacy of socio-economic injustice was inherited by the same Act. The Act is considered a predecessor to apartheid regime laws because more hectares of arable land was allocated to whites and only a few were reserved for blacks (Maylam, 1986). The Act saw the lives of black people turned upside down because at the same time, their land was again pugnaciously seized from them (Carter & May, 2001).

On 27 February 2018, the National Assembly made a revolutionary pronouncement to review Section 25 of the Constitution of the Republic of South Africa to address the principle of land expropriation without compensation (South Africa. Government Gazette, 2018). The decision was based on the resolution of the ruling party, the African National Congress (ANC), at its December 2017 conference, where it stated that it would commence the process to amend Section 25 of the Constitution to deal with possible land expropriation without compensation, provided that it is sustainable and does not harm the agricultural sector or the economy. Access to land is one of the challenges to venture start-ups. Prior considerations support the following hypothesis:

H2: It is predicted that there will be a significant relationship between access to land and personal attitude of agricultural students to start a new farming venture.

2.4 Political skills

An additional aspect significant to entrepreneurial success is political skill. Political skills play a central role in organisations and they provide entrepreneurs with the ability to manage complex situations and organisational members for personal ends (Gazdag, Treadway, Bredland & Williams, 2011). Baron and Markman (2000) found that there are certain social skills that are relevant to entrepreneurs' tasks and success, and have similarities to dimensions of the political skills construct. Political skill is positively associated with boosting self-confidence and self-efficacy and is further linked to entrepreneurship (Bhuyan, Magd, Khan & Al Shamsy, 2022). According to Zhang, Zhou, Whag, Wu and Sui (2022), political skills have a positive influence on entrepreneurship. Ahearn, Ferris, Hochwarter, Douglas and Ammeter (2004:311) define political skills as "the ability to effectively understand others at work and to use such knowledge to influence others to act in ways that enhance one's personal and/or organisational objective". Harris, Kacmar, Zivnuska and Shaw (2007) confirm that political skills afford individuals the capacity to understand others and use that knowledge to influence situations effectively for

their own benefit. Political skill is conceptualised by Ferris, Treadway, Perrewé, Brouer, and Douglas (2007) as a distinct type of social skill relevant to entrepreneurial tasks.

Political skill consists of four key dimensions that were found to correlate positively with entrepreneurship; namely, social astuteness, interpersonal influence, networking ability and apparent sincerity (Ferris, Treadway, Kolodinsky, Hochwarter, Kacmar, Douglas & Frink, 2005; Chen & Lin, 2013). According to Phipps and Prieto (2015a), entrepreneurs with political skills can successfully facilitate entrepreneurial behaviour and introduce new business ventures to serve a particular need. A person's attitude to become an entrepreneur is influenced by skills and the higher the skills of an individual in entrepreneurship will then yield EI. Westbrook, Veale and Karnes (2013) report that political skill is a vital element of a leader's success and politically skilled persons are able to proficiently interpret their environment with social norms and adjust their behaviour to match such norms (Gazdag et al, 2011). Prior considerations support the following hypothesis:

H3: It is predicted that there will be a significant relationship between political skills and personal attitude of agricultural students to start a new farming venture.

3. RESEARCH METHODS

3.1 Research design

This study utilised secondary research (review of existing literature) and empirical research was carried out by means of a descriptive research design. A survey was used as the data collection method. Cooper and Schindler (2008) define a survey as a "measurement process used to collect information during a highly structured interview." Surveys may be used in studies that are usually quantitative in nature and which are aimed at providing a broad overview of a representative sample of a large population (Mouton, 2001). In view of the primary objective of this research, the researcher deemed the quantitative method applicable.

3.2 Sampling method

A non-probability sampling design was deemed appropriate for this study. The research population comprised third-year students enrolled solely for agriculture programmes, at all 27 South African universities and permission to gather data was granted by only six institutions. The number of agricultural students in these six participating institutions was 1,123. The researchers personally distributed questionnaires to the

participants. Only 421 students returned completed questionnaires, and this is the number used in the analysis.

3.3 Research instrument

The use of a questionnaire was appropriate where the researcher required an analytical approach exploring relationships between variables. Jansen (2010) reports that the endorsement of questionnaires by researchers as an instrument for data collection is based on their advantages, which include distribution to a large number of respondents at a relatively low cost, returning a high response rate as compared to other instruments. Therefore, a questionnaire was considered appropriate for this study.

3.4 Data collection

Data were collected using a self-developed questionnaire and was named Prospective Farmers Profile Questionnaire (PFPQ). The questionnaire contained questions on the agricultural students' responses to business start-up factors. Business start-up factors; namely, human capital and skills, access to land and political skills, were investigated using a Likert scale. This will be further analysed under data analysis.

3.5 Data analysis

Factor loading after rotation is reported in **Table 1** below.

Table 1: Factor loading after rotation

Constructs	Factor loadings	Item-rest correlation	Crα in the absence of the item	Cronbach' Alpha
Personal Attitude (number of items =5)				
A career as an entrepreneur is attractive to me.	0.74	0.73	0.724	**0.816**
Being an entrepreneur would give me great satisfaction.	0.77	0.77	0.702	
If I had the opportunity and resources, I would love to start my own business.	0.89	0.61	0.786	

Being an entrepreneur brings with it more advantages than disadvantages, in my opinion.	0.89	0.48	0.842	
A career as an entrepreneur is attractive to me.	0.74	0.73	0.724	
Human Capital and Skills(number of items =4)				
I am convinced that I do not have a clear idea about the kind of a farming business I want to start.	0.60	0.39	0.719	**0.715**
I am not able to write a business plan for a new business start-up.	0.78	0.57	0.610	
My not having knowledge of the farming sector and related markets will be a barrier to a new business start-up.	0.72	0.53	0.634	
I am not able to identify openings or opportunities in the market and this will be a barrier to a new business start-up.	0.70	0.52	0.642	
Access to Land (number of items =6)				
I am not familiar with the process of acquiring land for business start-up.	0.52	0.39	0.665	**0.694**
I think it will be difficult for me to access land for farming.	0.73	0.52	0.621	
It will be very difficult for me to establish a farming business if there is no land available for farming.	0.58	0.39	0.665	

I do not think South Africa has enough land allocated for new business start-ups in farming.	0.57	0.34	0.681	
I think the Land Act of South Africa may prohibit my access to land for farming business start-up.	0.70	0.51	0.624	
The amendment of the Expropriation Bill may disadvantage my chances of accessing land for business start-up.	0.57	0.39	0.664	
Political Skills (number of items =5)				
I lack the ability to effectively influence others and gain their support for my business decisions.	0.57	0.46	0.836	**0.828**
My lack of negotiating skills would seriously hamper my ability to generate resources.	0.79	0.66	0.783	
My lack of skills to manage the uncertainty of others would be a barrier for me to run a business.	0.81	0.70	0.774	
Having minimal knowledge and expertise in creating new farming business would be a barrier to me starting one.	0.81	0.69	0.775	
My lack of confidence will hamper my control of others in starting and running a successful business operation.	0.79	0.62	0.797	

Factor loading after rotation is reported in the table above (**Table 1**). Factor loadings for personal attitude ranged from 0.77 – 0.89, which indicates that factors are closely related and were all important towards the factor personal attitude. The personal attitude subscale consisted of 4 items (α = .82), which indicates good internal consistency. The human capital and skills subscale also consisted of 4 items (α = .72) which are a good indicator of internal consistency and the factor loadings ranged from 0.6 to 0.78. The importance of each factor is noticed in column 4 where if a specific item was to be deleted the scale reliability would decrease. The access to land subscale consisted of 6 items with a good internal consistency of α= .69 and the factor loading was high, ranging from 0.52 to 0.73. Lastly, the political skills subscale consisted of 5 items and the calculated α = 0.83, which was the second highest compared to other subscales. Furthermore, the factor loadings for the political skills construct were also higher compared to other ranges (0.57 – 0.81). As illustrated in Table 1 above, all the assessed variables had the acceptable reliability coefficient α ranging from 0.52 to 0.89. A commonly accepted rule of thumb is that α of 0.6–0.7 indicates acceptable reliability, and 0.8 or higher indicates good reliability. Therefore, the research measures are satisfactorily acceptable for conducting further data analysis through inferential statistics to test the research hypothesis.

4. RESULTS

A regression test was run, with human capital and skills, access to land and political skills as the predictors, and personal attitude as the dependent factor. **Table 2** presents the factors influencing the personal attitude towards starting a farming venture. Firstly concerning hypothesis 1, there was a positive significant relationship between human capital and skills and personal attitude b= -0.130, 95% CI [-0.205; -0.054], p <.001. Secondly, concerning hypothesis 2, the results reflect a non-significant relationship between access to land and personal attitude b= 0.033, 95% CI [-0.020; 0.086], p value = 0.219. Lastly concerning hypothesis 3, the findings reflect a non-significant relationship between political skills and personal attitude b= 0.042, 95% CI [-0.019; 0.103], p value = 0.176.

Table 2: Factor affecting personal attitude to start a business

Personal Attitude	Coefficient	P>t	95% Interval	Confidence
Intercept	25.82	0.000	24.24	27.41
Human Capital and Skills	-0.130	0.001	-0.205	-0.054
Access to Land	0.033	0.219	-0.020	0.086
Political Skills	0.042	0.176	-0.019	0.103

Pearson's correlations were applied to observe the association between variables. The results reflect an acceptable correlation found between the dependent variable and one independent variable; namely, human capital and skills (**Table 3**). The results indicate that there is a significant but negative correlation between personal attitude and human capital and skills. The correlation coefficient between personal attitude and human capital and skills is -0.140 with a p-value of 0.000 <0.01. Furthermore, an acceptable correlation was established among independent variables. The correlation coefficient between human capital and skills and access to land is positive and significant at 0.2253 with a p-value of 0.000 <0.01. The correlation coefficient between human capital and skills and political skills is positive and significant at 0.3479 with a p-value of 0.000 <0.01. Lastly, the positive and significant correlation coefficient between political skills and access to land was established at 0.2895 with a p-value of 0.000 <0.01.

Table 3: Pearson Correlation

PEARSON'S CORRELATION (N=421)					
	Variables	**1**	**2**	**3**	**4**
1	Personal Attitude	1.0000			
2	Human Capital and Skills	-0.1405 0.0039	1.0000		
3	Access to Land	0.0519 0.2878	0.2253 0.0000	1.0000	

4	Political skills	-0.0591 0.2266	0.3479 0.0000	0.2895 0.0000	1.0000
**. Correlation is significant at the 0.01 level (2-tailed) *. Correlation is significant at the 0.05 level (2-tailed)					

5. DISCUSSION

The purpose of this study was to determine the impact of extrinsic factors on agricultural students' personal attitude to start a new farming venture in South Africa. Based on these results, hypothesis (H1) is accepted because there is a positive significant relationship between human capital and skills and the personal attitude of agricultural students' to start a new farming venture. The results confirm that agricultural students who have the personal attitude to start a new venture believe that human capital and skills play a vital role in entrepreneurship. Marvel, Davis and Sproul (2014) argue that human capital is the primary source in starting a business. These results are in line with the findings of Mueller *et al.* (2014) who confirm that persons who are confident about their knowledge, skills and expertise that are useful for new business start-ups will believe that they have what it takes to establish a business start-up. Botha *et al*. (2015) further indicate that there is a constructive relationship between human capital and personal attitude to entrepreneurial performance, which is supported by the progressive and efficient running of established businesses, including those that are considered complex. Agricultural students' have an understanding of the important role that human capital and skills play in entrepreneurship because they have entrepreneurial education.

Based on these results, hypothesis (H2) is rejected because there is no positive significant relationship between access to land and personal attitude of agricultural students' to start a new farming venture. The results indicate that agricultural students with a personal attitude to establish a new venture have a minimal understanding of the processes to be followed to access land for farming. According to Ngotho (2017), other countries on the African continent are introducing land lease models to attract youth to participate in agriculture-related activities. Land is an important commodity for farming, but agricultural students lack an understanding of the importance of land in farming. Therefore, this finding might require that agricultural students with personal attitude to establish a business need other factor(s) that will increase their understanding of the process to access land and its importance for farming because no land, no farming. Agricultural students might be of the

opinion that the amendment of Section 23 of the Constitution of the Republic of South Africa to allow the government to expropriate land without compensation will give them free access to land for farming purposes.

Based on these results, hypothesis (H3) is rejected because there is no positive significant relationship between political skills and personal attitude of agricultural students' to start a new farming venture. Ferris *et al.* (2005) and Chen and Lin (2013) state that political skill consists of four key dimensions; namely, social astuteness, interpersonal influence, networking ability and apparent sincerity and they were found to be positively associated with entrepreneurship. Phipps and Prieto (2015a) found that entrepreneurs with higher EI possess political skills to successfully facilitate entrepreneurial behaviour and introduce new business start-ups to serve a particular need. One of the reasons behind these findings might be that agricultural students are been exposed to politics at a student level. Students at institutions of higher learning are members of different student organisations such as SASCO, PASMA and EFFSC. Therefore, a political experience shared by student leaders with their members plays a crucial role in enhancing political knowledge and skills at institutions of higher learning but not at the business level. This result might also indicate that students use politics for interpersonal influence at their institutions of higher learning. They are not yet business owners so might not have learnt that political skill is vital for business owners. They might not yet understand that political skill plays a key strategic role in running a business, for example, that persuasion, manipulation and negotiating business deals all influence decision-making. They might also not be aware that political skill is the best predictor of managerial job performance when examined in competitive prediction with other social effectiveness constructs, for example, self-monitoring and leadership self-efficacy because they are not yet business owners.

The results of the correlation confirm that agricultural students who have the personal attitude to start a farming business believe that human capital and skills play a minimal role in entrepreneurship. It is clear that agricultural students' lack an understanding of the important role that human capital and skills may play in entrepreneurship. Human capital and skills are one of the key factors that play a very crucial role in entrepreneurship. Entrepreneurs should possess certain knowledge, skills and expertise in a particular field in order to be successful in their entrepreneurial endeavours. Yasin, *et al.* (2019) confirmed that human capital has a direct effect on productivity and an indirect effect on productivity through entrepreneurship. Botha *et al.* (2015), alluded that entrepreneurs should possess

functional competencies and key skills (marketing, financial, operational and legal); supportive skills (general management, ICT, human resources, networking, planning, research and development, business system management, value chain management, technical, numeracy and literacy, communication). The results of the correlation confirm that agricultural students believe that to access land individuals need to have human capital and skills. To access land for agriculture in South Africa there are processes and guidelines to adhere to e.g. application for Land Redistribution for Agricultural Development (LRAD) grant, and how to apply for farming land amongst others. Agricultural students are aware that education on how all the processes unfold plays a crucial role in this regard. The results of the correlation further confirm that agricultural students believe that political skills enhance human capital and skills to achieve one's career endeavour. The results concur with findings of the study done by Usman, Haq, Ahmad, Hussain, Ali, and Hussain (2022) who revealed that political skill positively influences subjective career success through acquiring skills and expertise in their field of work. Lastly, the results of the correlation confirm that agricultural students believe that political skills put one in a better position to have access to land for farming. It is not surprising because in South Africa high profile politicians own farms, e.g., the current president of the ruling party, ANC and that of the country Mr Cyril Ramaphosa is the owner of Phala Phala game farm located in the Limpopo province of the Republic of South Africa. Political skill is positively associated with boosting self-confidence and self-efficacy and is further linked to entrepreneurship (Bhuyan, *et al* 2022). Land is a requirement to engage in agricultural/farming entrepreneurship, and political skills play a vital role in making the process possible and materialise.

6. CONCLUSION

Based on the research findings, access to land and political skills were found not significant to the personal attitude of agricultural students to start a new farming venture. Only human capital and skills were found to be statistically significant to the personal attitude of agricultural students. Access to land and political skills are some of the most important business start-up factors for entrepreneurship but agricultural students do not consider them important. Therefore, agricultural students should be orientated to these factors and their role in entrepreneurship through entrepreneurial education. The agricultural sector may take the initiative and educate students through different platforms for example roadshows, exhibitions, career guidance and other events to familiarise them

with the role that these factors may play in entrepreneurship. As countries in the African continent embrace the significance of agricultural entrepreneurship in enhancing economic growth and fighting poverty through job creation, this study makes a practical contribution to policymakers' efforts to identify potential agricultural entrepreneurs from South African universities and transform them into successful ones in the agricultural sector.

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