



The Impact of Mentorship and Funding Support on Stimulating Entrepreneurship Motivation among Family Members

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Abstract This study investigates and assesses factors that influence entrepreneur's motivation to start up a project and explores government support programs. A study model was developed, and a quantitative approach was used for this purpose to collect data from potential entrepreneurs among family members. Two influential factors were used in the study that would impact entrepreneur's motivation which are mentoring and funding support. This study is based on the expectancy theory to investigate impact on entrepreneur's motivation. A simple random sampling approach was used on the targeted population and study results were tested to determine their validity. The findings show that the existence of mentorship and accessible funding support have a favorable relationship and remarkable impact on motivation of entrepreneurs especially in the early stages of the project. The study indicates that entrepreneur's ideas and goals would not be achieved without proper funding. Potential entrepreneurs may not be able to start their own business people and face the risks in the absence of financial support. It is critical to enhance the understanding of potential entrepreneurs in the early stages on how such substantial efforts might benefit their entrepreneurial journeys. The study suggests focusing on mentorship and funding support programs to stimulate potential entrepreneurs in Bahrain. This step can attract and increase investment in the market and contribute to economic growth of the country.

Mentoría y apoyo financiero: Impacto en la motivación empresarial familiar

Resumen Este estudio investiga y evalúa los factores que influyen en la motivación de las personas emprendedoras y explora los programas de apoyo del gobierno. Se utiliza un enfoque cuantitativo para este propósito, recopilando datos de personas empresarias posibles de miembros de la familia. En el estudio se utilizan dos factores influyentes que afectan la motivación de las personas emprendedoras, que son la tutoría y el apoyo financiero. Este estudio se basa en la teoría de las expectativas para investigar el impacto en la motivación de las personas emprendedoras. Se utilizó un enfoque de muestreo aleatorio simple en la población objetivo y se probaron los resultados del estudio para determinar su validez. Los hallazgos muestran que la existencia de tutoría y apoyo financiero accesible tienen una relación favorable y un impacto notable en la motivación de las personas emprendedoras, especialmente en las primeras etapas del proyecto. El estudio indica que las ideas y los objetivos de las personas emprendedoras no se lograrían sin la financiación adecuada. Las personas emprendedoras posibles pueden no ser capaces de iniciar su propio negocio y enfrentar riesgos en ausencia de apoyo financiero. Es fundamental mejorar la comprensión de las personas emprendedoras potenciales en las primeras etapas sobre cómo esos esfuerzos sustanciales podrían beneficiar sus trayectorias empresariales. El estudio sugiere centrarse en los programas de tutoría y apoyo financiero para estimular a las personas emprendedoras potenciales en Bahrein. Esta medida puede atraer y aumentar la inversión en el mercado y contribuir al crecimiento económico del país

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1. Introduction

Entrepreneurship is the creation of goods and services that have a positive impact on economy and society. Entrepreneurship among family members to take place needs entrepreneurs to carry out projects and seize opportunities conditional to availability of support that make such projects successful (Shane & Venkataraman, 2000). An entrepreneur is someone who starts an original business in the marketplace. Many researchers demonstrate entrepreneurs as self-employed people who needed a wide range of managerial skills to flourish since they function as a complement to the entrepreneur's own strengths. Some have stated that entrepreneurship among family members necessitates bravery and the capacity to deal with the unpredictability that comes with the process of the entrepreneurial (Foss, 1994). It is vital to motivate and support a potential entrepreneur in the early stages of his/her project to succeed (Canedo et al., 2014). Support of entrepreneur is therefore very important to make him creative and work hard to succeed and contribute to economic growth of the country (Aldy, 2017). According to a poll conducted by the Youth International Business (YBI, 2020), 37% of youth entrepreneurs around the world consider their mentor to be more important than money in the survival and success of their business, while 93% of SMEs recognize that mentoring can help them succeed, but only 28% of entrepreneurs presently use business mentors (Sage Business Navigators, 2014). Mentoring is a relationship between a mentor who is usually a senior person/body who can guide and share some knowledge with a mentee for a specific purpose such as professional development. The notion of entrepreneurship among family members has risen in popularity because of multiple benefits it may provide in terms of increasing economic wealth and lowering unemployment (Ball, 2005). In the past, Bahrain's economy depended on the pearl industry and marine trade. Bahrain was an important country due to its strategic location in the heart of the Gulf, and it was called the Gateway to the Gulf. In 1932, the first oil discovery was made in Bahrain. This finding bolstered Bahrain's economy, but due to its limited oil reserves, it was projected to become the very first country to exhaust its oil reserves (Gillespie, 2002; UNDP, 2018). Bahrain needed to diversify the country's economy; as a result, His Majesty King Hamad bin Isa Al Khalifa introduced the Economic Vision 2030 in October 2008 with the goal of creating a coherent strategy for developing Bahrain's economy and focusing on increasing the standard of living for Bahraini citizens (Ministry of Foreign Affairs, 2022). Currently, there is a scarcity of suitable employ-

ment. Massive numbers of fresh graduates are currently seeking work. Moreover, if this situation remains, there will be insufficient employment opportunities (UNDP, 2018). The government of Bahrain has realized the unstable oil income to the economy. Therefore, the government made significant steps toward encouraging private-sector economic development and investment. This includes improving the infrastructural and regulatory environment, making government procedures simpler to comprehend, attracting foreign direct investment (FDI) from other countries, and assisting the private sector and the labor market (Government of Bahrain, 2022). Activating other economic sectors has been obvious, thus optimizing the use of available resources. The rise of the public knowledge and advocacy of economic growth and development aided the essential function of entrepreneurship (Gartner, 1988; Shane & Venkataraman, 2000).

The Economic Vision 2030 in the Kingdom of Bahrain has emphasized the significance of entrepreneurs and underlined their role in the economy. Entrepreneurial activities are recognized as a key driver of the country's economic development. A competitive private sector that confirms the importance of entrepreneurship among family members is seen as the major engine of long-term growth in the kingdom's economy (Salindo, 2018). Furthermore, with Bahrain's population of 1.8 million people entrepreneurship among family members is seen to improve and develop the country's economy (Worldometer, 2022). As the number of studies conducted on this subject in Bahrain is limited, this study aims to comprehend two of the most important factors that influence an entrepreneur in the Kingdom of Bahrain: mentorship and funding support. These factors could affect the potential entrepreneur's set of expertise, the educational system, or even their values and beliefs. As a result, knowing those characteristics helps entrepreneurs in having a clear understanding of the challenges they may face, which in turn influences the entrepreneur's level of motivation throughout the pre-phase of the entrepreneurial journey. This, in turn, has an impact on ensuring the entrepreneur's growth and reduces risk of failure especially in the early stages of the project.

There are several factors that influence potential entrepreneurs' motivation, and the literature review in this study focuses on the impact of two key factors in the pre-entrepreneurial path, namely mentoring and funding support. These factors may influence the potential entrepreneur in many aspects. Consequently, recognizing such factors helps the entrepreneurs in having a clear idea of the problems he/she might face. The main contribution of this study is to know

the main factors that motivate Bahraini entrepreneurs who want to begin their commercial careers and create their own enterprises. It also helps understanding related entities in Bahrain that support an entrepreneurial journey. A conceptual framework has been developed to add to these contributions by piecing together important constructs to achieve the aim of this study. The remainder of this article is organized into five sections. First, we review the literature to have in-depth understating on mentorship, funding, and motivation, second develop a conceptual model and put forward study hypotheses, third, we outlined research methodology along with reliability test to keep items ready for analysis, fourth, we present the findings and discuss research hypotheses, and finally we put the concluding remarks along with study implications, limitations, and future research.

2. Literature Review

Entrepreneurship among family members was recognized as a dynamic contributor to long-standing economic growth, as it does not only provide careers but also increase market consumption, innovation, knowledge transfer, and employment. Entrepreneurship among family members appears to have a major role in building diverse economic structures, and acts as an important economic pillar (Meyer & Jongh, 2018). Kremel and Edman (2019) believe that entrepreneurship among family members fosters both educational advancement and societal contribution. However, Costa et al. (2018) claimed that entrepreneurs are responsible for producing jobs as well as fostering creative ideas. In any country, flexible thoughts and entrepreneurial propagation are crucial. According to Dvouletý (2018), entrepreneurship is a method of reducing poverty and demonstrating participatory change. Thus, professional background in addition to increasing national revenue can be key prospects of entrepreneurship.

As it was highlighted by Segal et al. (2005), motivation is recognized as being the most crucial role in the establishment of new entrepreneurial businesses and drives entrepreneurs to start a well-established company creation. The main motivation for an entrepreneur is to work on his own for better value creation. In this case, he is ready to take the risk with an aim to create an impact on the economy. Segal et al. (2005) stated that many entrepreneurs are motivated to open their own business due to reasons such as dissatisfaction with their present job, salary, or unemployment. However, others go for entrepreneurship, that could be attributable to a desire for self-fulfillment, and autonomy.

Individuals who want to be entrepreneurs be-

lieve that the benefits they will receive will be more than their present pay. Entrepreneurs may be motivated by the prospect of being self-employed, or spotting an opportunistic idea, or perhaps even the prospect of enhancing the level of income to improve their overall well-being. Two types of entrepreneurs can be highlighted here: necessity entrepreneurs and opportunity entrepreneurs. Necessity entrepreneurs possess lower levels of motivation and risk-taking than opportunity entrepreneurs. Opportunity entrepreneurs are already motivated and considered risk-takers (Block et al., 2009).

Supporting and motivating entrepreneurs, as well as fostering entrepreneurship among family members, are well-known topics of public interest (Lüthje & Franke, 2003). Various variables contribute to the development of entrepreneurs in the entrepreneurship journey. Certain factors may have a greater impact than others, either positively or negatively. There are various factors that motivate entrepreneurs to establish their new business during the pre-phase period internally such as the entrepreneur's background and educational level, and externally such as culture, social networking, financial resources and, and regulations (Canedo et al., 2014). This study has adopted the expectancy theory as a base to investigate factors that impact entrepreneur's motivation (Kuhn et al., 2022; Martin & Dowson, 2009). Expectancy-value theory sees the motivation to achieve success because of the individual's perceived possibility of success and the motivation value of that success (Atkinson, 1957).

2.1. Entrepreneurial motivation and mentorship

Many novice entrepreneurs feel lost and inexperienced as they must make various critical decisions and initiate a lot of important processes. Such undertakings can be intimidating and frustrating (Ting et al., 2017). This lack of experience severely limits a novice's ability to assess and predict the outcomes of their business decisions. Consequently, the novice's entrepreneurial motivation suffers the most at the pre-phase of creating a venture (Aguiar et al., 2019). Mentorship for novice entrepreneurs is highly important to their empowerment through skill and knowledge acquisition, role modeling, addressing unique entrepreneurs' needs and concerns, as well as the development or refinement of business (Baluku et al., 2020). Skills and experience help an entrepreneur to navigate emerging challenges confidently and effectively. When novice entrepreneurs meet and interact with business people who are successful in their industry, they learn different business lessons and strategies, which help resolve their uncertainty while run-

ning an enterprise (Mitchell et al., 2016). Mentorship allows beginners to experience first-hand the struggles and triumphs of industry leaders, which motivates them to actualize their business ideas (Memon et al., 2015). The novice's ability to plan and set up business operations as well as the feelings of fellowship or collegueship improves greatly through mentorship. It enhances confidence in decision-making and motivation to undertake critical and challenging business activities. Therefore, many novice entrepreneurs have difficulties turning their ideas into a functional business plan by exploiting the skills and resources they possess (Shi & Wang, 2021). Mentorship helps novices focus their imagination on generating profound insights, which greatly enhances their motivation to succeed.

2.2. Entrepreneurial mentoring

Mentoring is critical for entrepreneurs to establish sustainable businesses that create employment. It is a form of social learning for both the company and the individual entrepreneur because mentors' dialogue and observation may highlight ambitious entrepreneurial conduct (Kunaka & Moos, 2019). It is the process of transforming knowledge and experience for business growth. Mentoring can result in the acquisition of new skills and advice from professionals. Furthermore, obtaining skills enables entrepreneurs to become more aware of business opportunities, improve their business vision, and achieve their objectives. This leads to better account management, operations management, and human resource management. Entrepreneurial resilience validates self-perception, increases self-efficiency and confidence, and supports entrepreneurial culture (McKevitt & Marshall, 2015). Since entrepreneurship among family members is defined as the act of transforming possibilities using existing resources, it entails discovering a business opportunity, developing a product, expanding the company, taking risks, and generating profit for an entrepreneur. Every entrepreneur is unique, and it requires different types of mentoring, support, and expertise (Kunaka & Moos, 2019).

2.3. Entrepreneurial funding support

An entrepreneur cannot realize his ideas and plans without proper funding. The greatness of the idea does not matter if there is no funding to realize it. Lack of funding negatively affects both the intrinsic and extrinsic motivations of entrepreneurs (Wright & Drori, 2018). The financial aspect of the entrepreneurial cycle is crucial. Entrepreneurial dynamism and inventiveness are highly and favorably connected to financial and accessibility decisions. Furthermore, finance motivates existing businesses to take advantage

of opportunities for development and innovation as well as to attaining better stability (Eniola, 2021). The entrepreneur's intrinsic motivations such as the desire to make a difference in the community do not involve any financial rewards for the entrepreneur (Brännback, 2017). For example, an entrepreneur may start a water supply venture based on a desire to avail clean water to a community. Such intrinsic motivations are the foundation for every successful business. Nevertheless, funding support is essential to realize the ideas built around intrinsic motivations. Entrepreneurs can focus on different industries depending on their interests. For instance, those targeting the service industry may have a lower start-up cost compared to those interested in manufacturing and construction. Consequently, the funding needs will vary depending on the industry. Entrepreneurs can utilize different funding sources for their ventures including personal savings, investments, borrowing from friends, and grants and loans from private and public institutions (Eniola, 2021). Nevertheless, the demoralizing effects of lack of funding affect all businesspeople equally. Those without adequate personal savings will feel as hopeless and helpless as those who cannot qualify for grants and loans. Having stronger financial capital helps exploration of an entrepreneurial opportunity (Shane & Venkataraman, 2000) because financing capital is a major concern for potential entrepreneurs (Kerr & Nanda, 2009).

2.4. Entrepreneurial support programs in Bahrain

Bahrain has several initiative programs for public and private sectors, aimed at promoting entrepreneurship. The focus is not just on Bahraini businesses, but also on attracting other nationalities to invest in Bahrain, with an aim of improving the economy and creating a market for all. To achieve this aim, awareness of such programs is required as well as empowering the youth to improve their business skills for their benefit and the society they live in. As Tamkeen wants to help individuals before they approach an entrepreneurial stage, they empower them through various programs such as "Mashroo3i" as a practical training program with a professional certificate (Tamkeen, 2021a).

2.4.1. Tamkeen

Tamkeen's strategy is to improve economy by offering different initiatives to individuals and enterprises in different sectors in Bahrain. Such support includes training, funding, grants, consulting services, and entrepreneurial advice. Such programs contribute to the development of projects to Bahraini individuals and enterprises.

Tamkeen has served over 234,000 Bahraini people and enterprises (Tamkeen, 2021a). Entrepreneurs with properly trained mentors are better equipped to deal with both the personal and commercial challenges that come up with starting and expanding a firm (Tamkeen, 2022). Labor reform is one of the most important development efforts carried out by the Bahrain government in the recent decade and is currently the responsibility of two institutions: The Labour Market Regulatory Authority (LMRA) and Tamkeen. Tamkeen is a semi-autonomous nevertheless it is an independent institution that develops strategic and operational strategies to use LMRA fees to improve Bahrain's overall prosperity by investing in Bahraini employment, job development, and social support (CIW, 2022).

2.4.2. United Nation Industrial Development Organization - UNIDO

In April 1996, the UNIDO Investment and Technology Promotion Office (ITPO) in Bahrain was established. ITPO Bahrain is intended to ease the mobilization of partnership collaboration between Bahraini firms and companies from other countries. The Bahrain government and UNIDO collaboratively established the office (through the Saudi Arabian voluntary contribution to the Industrial Development Fund). ITPO mainly serves Bahrain, but it has also expanded its services to other Gulf Region nations.

2.4.3. Bahrain Development Bank - BDB

BDB started operating as a specialized financial development institution in early 1992. The government of Bahrain has tasked BDB with the important duty of encouraging investment in Bahrain by targeting the small and medium-sized business funding support and help their growth, as well as fostering and supporting entrepreneurship among family members in Bahrain to diversify the economy. BDB has grown its creative mix of financial services to serve a wide range of businesses in a variety of economic sectors, such as manufacturing, tourism, healthcare, education, and agricultural (BDB, 2021).

2.4.4. Bahrain Business Incubator Center - BBIC

BDB is the one who started, founded, and owns BBIC. It is the first of its kind in Bahrain and the Gulf Cooperation Council. The major purpose of BBIC is to support the activities of SMEs in Bahrain. BBIC is a non-profit organization that helps entrepreneurs succeed by providing a variety of business support tools and services that are produced or managed by incubator management and supplied both in the incubator and through its network of connections. The notion of a business incubator dates to the 1960s and is especially

relevant today in nations like Bahrain, where infrastructure and economic policies encourage the growth of small businesses. The foundation of the BBIC is a continuation of the Kingdom's strategy of improving efficiency and encouraging economic growth. The establishment of BBIC is an extension of the Kingdom's policy to increase efficiency and foster the development of small and medium businesses through its team of experts and association with nationally, and internationally entities (BBIC, 2010).

2.4.5. Economic development board - EDB

EDB is another body that helps entrepreneurs. EDB is a proactive government organization tasked with encouraging inbound investment into Bahrain, with an emphasis on certain economic areas where Bahrain excels. It is an investment promotion entity with general duties for recruiting investment and supporting efforts that improve the investment environment in Bahrain (Economic Development Board Bahrain, 2020). EDB focuses on industries that take full advantage of Bahrain's comparative edge and provide considerable investment prospects such as manufacturing sector, information, and communication technology (ICT), transportation and logistics services. Bahrain's financial sector is characterized as a strong sector, and the EDB facilitates the banking industries and major sub-sectors' continued growth, such as Islamic financial institutions, investment management, insurance, and reinsurance (World Economic Forum, 2021).

2.4.6. Ministry of Industry, Commerce and Tourism- MOICT

MOICT oversees fostering entrepreneurs in the Kingdom of Bahrain through several methods. The entrepreneur policy stresses a business-friendly environment. The major entrepreneur assistance coordination committee, which strives to encourage entrepreneurs in Bahrainis led by the Minister of Industry and Commerce and Tourism. MOICT policy also encourages 1st entrepreneurs, access to institutional financing, technological access and advancement, marketing and export growth, human resource development, ICT adoption and e-commerce, rule and process simplification, and craft sector advancement (Ministry of Industry, Commerce & Tourism, 2022). The Ministry of Commerce and Industry provides Virtual Commercial Registration (Sijili) where startups can easily register their business online and find assistance from customer service (Ministry of Industry, Commerce and Tourism, 2022).

2.4.7. Export Bahrain

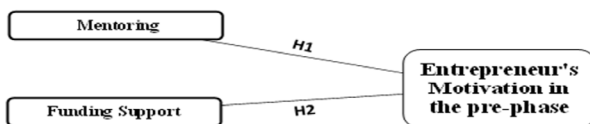
Export Bahrain was created in 2018 with the aim of providing an optimal environment to encour-

age and expand local exports to achieve Bahrain's 2030 vision to boost export of goods and services. Export Bahrain collaborates with local partners as well as partners around the world to provide more substantial international possibilities, exposure, expertise, and solutions for Bahraini businesses to compete on a global scale (Export Bahrain, 2021).

3. Conceptual Model and Research Hypotheses

The research explores how mentorship and funding support are affecting the motivation of the entrepreneurs in Bahrain. Figure 1 illustrates the conceptual model that is formed up of two main independent variables: mentorship and funding support, and one dependent variable which is entrepreneur's motivation. The primary goal of this model is to determine the impact that the two stated variables have on the entrepreneur's motivation.

Figure 1. Conceptual model



3.1. Mentorship

A novice's ability to evaluate and forecast the results of business decisions is severely limited due to a lack of experience. As a result, the novice's entrepreneurial motivation needs support during the planning stages and the pre-phase of a business (Aguiar et al., 2019). Mentorship is critical for beginner entrepreneurs' empowerment through skill and knowledge acquisition. There is a need at this stage for a source that manages concerns and ideas and helps in guidance. Mentorship helps novices focus their creativity on developing significant insights, which dramatically increases their motivation to succeed, while skills and experience help an entrepreneur manage growing problems confidently and successfully (Ting et al., 2017).

Hypothesis 1 (H1). *Mentorship influences entrepreneur's motivation in the pre-phase.*

3.2. Funding support

Entrepreneurs' inner and extrinsic motives are both affected by lack of capital. An intrinsic element alone does not work unless supported by financing a project. Entrepreneurs can specialize in a variety of industries based on their inter-

ests. As a result, finance requirements will differ based on the industry. Personal savings, investments, borrowing from peers, and grants and loans from commercial and public agencies are all options for entrepreneurs seeking finance for their businesses. Nonetheless, the depressing impacts of lack of finance can be a concern to all potential entrepreneurs (Brännback, 2017). An adequate finance should be available for an entrepreneur to start a project as short of finance might lead to risk of failure (Eniola, 2021; Wright & Drori, 2018).

Hypothesis 2 (H2). *Funding support influences entrepreneur's motivation in the pre-phase.*

4. Method

This study which is conducted in Bahrain focuses on all businesses in Bahrain to improve the national's economy. To achieve this aim, awareness of such programs is required as well as empowering the youth to improve their business skills for their benefit and the society they live in. A quantitative research technique was used in this study to conduct the research. The goal of the study is to determine and examine the effectiveness of two ostensibly influential factors (Mentorship and Funding Support) on entrepreneur's motivation in the pre-phase of the entrepreneurial journey in Bahrain. The data was analyzed the hypotheses tested to come up with main study findings.

4.1. Questionnaire development and data collection

Based on a quantitative research design, the research tool that best serves this study is a survey questionnaire. The questionnaire is split into two main parts, both will serve to determine the answers to the study's questions and for testing the hypotheses (Gumberg Library, 2020). A simple random sampling technique was applied in this research. There are several justifications for using this probabilistic sampling tool, including the fact that it is one of the most extensively used probability methods, the fact that each responder has the same chance of being picked, which eliminates bias, and the fact that it is consistent (Faber & Fonseca, 2014). It is calculated by considering several factors, including the examined population size, the margin of error, and the confidence level. The adopted questionnaire was developed based on statements taken from different sources (Aguiar et al., 2019; Brännback & Carsrud, 2017; Ting et al., 2017). Twenty-two items/measures were used to measure independent and independent variables (measures can be found in Appendix 1). The stated factors for

this research are the current population size of 1,807,271 person in the examined kingdom of Bahrain as it was stated in (Worldometer, 2022). Tamkeen has served over 234,000 Bahraini people (Tamkeen, 2021b). This research used a level of confidence of 95%, and as a margin error of 5%. As a result, this will calculate the total sample size for this research as 384 samples.

The data for this study was obtained from the Bahraini community to measure the impact of the mentorship and funding support on the entrepreneur's motivation among family members in the pre-phase. The survey was distributed randomly online via social media channels, email, and to some formal entities. The data collected from the survey distributed via "Google Form" was analyzed using the SPSS "Statistical Package for the Social Sciences" system, which converted the gathered data into useful information and results that were analyzed accordingly to answer and address the study questions. The questionnaire reached out to 386 male and female participants, however, only 341 responses were regarded as accurate, while 45 respondents had missing data on unanswered questions and were invalid. The five-item Likert scale is the scale that was used to gather data. Because this scale is easy to understand, the results were quantifiable and easier to analyze, and it also reflects the respondent's entire perspective rather than

simply a yes or no response (Joshi et al., 2015). The survey's format was determined by the theoretical foundation of the literature review chapter. The level of accuracy of the questionnaire outcome was tested using quantitative data and Cronbach Alpha testing, as it is considered the most widely used and relevant consistency measurement. Data with a Cronbach Alpha of more than 60% will demonstrated high reliability (Pallant, 2001). Validity is defined as the ability of the elements in the survey instrument to cover the real line of investigation and represent the study content and goals; (measure what is supposed to be measured). The measuring instrument's elements should be appropriate and desired, in addition it should be based on a literature review (Taherdoost, 2016). The conclusions of a study with a high and accepted validity mirror genuine traits, characteristics, and variances (Middleton, 2019). The validity of this research was assessed, reviewed, investigated, and evaluated by a number of academics and experts in the field.

4.2. Reliability

Table 1 shows the data demonstrated high reliability, with a Cronbach Alpha of more than 60% (Pallant, 2001). As a result, the data is reliable and can be used to test and evaluate hypotheses. Consequently, the data gives a constant result, and the measuring instrument is extremely reliable.

Table 1. Results of Cronbach alpha

Number	Variable- Dimension	No. of Items	Cronbach's Alpha
Dependent variable			
1	Entrepreneur's Motivation in the Pre-phase (EM)	9	77.5%
Independent variables			
1	Mentorship (M)	6	76.1%
2	Funding Support (FS)	7	62%

4.3. Multiple regression analysis

The multiple regression analysis is used to figure out how independent variables and single dependent variable are related. In this case, r square is used to depict a mathematical regression. The connection between both the independent variables and the independent variable

may be predicted using this equation. This analysis could also aid in the meaningful identification of variables that influence the dependent variable. As a result, r is a measurement that aids in forecasting the connection between the observed and expected values of the dependent variable. In this situation, the R square explains how much

variance in the dependent variable is caused by the independent variable. Multiple regression analysis is used in this study to investigate the influence of the independent variables “Mentorship” and “Funding Support”.

The linear equation is used to predict factors affecting Entrepreneur’s Motivation in the pre-phase in Bahrain.

$$EM = \alpha + \beta_1 M + \beta_2 FS + \varepsilon_i$$

where:

EM = Entrepreneur’s motivation in the pre-phase in the Kingdom of Bahrain (Dependent Variable- DV)

A = Constant

B (1 to 2) = The slop

ε_i = Error

M = Mentorship (Independent variable- IV)

FS = Funding support (Independent variable- IV)

5. Results and Findings

The one-way analysis of variance (ANOVA) is utilized to observe if any statistically significant variances exist between the means of three or more groups (Kim, 2017). As shown in Table 2, the test was used to assess the statical significance anomalies among the three variables, which are entrepreneur’s motivation in the pre-phase (EM), mentoring (M), and funding support (FS).

Table 2. Participant’s’ responses based on their age

Variable	Factor of age	F	Significance value
Entrepreneur’s motivation in the pre-phase (EM)	Less than 25 years	2.920	0.034
	25 - 35 years		
	36 - 45 years		
	Above 45 years		
Mentoring (M)	Less than 25 years	2.379	0.070
	25 - 35 years		
	36 - 45 years		
	Above 45 years		
Funding support (FS)	Less than 25 years	1.102	0.349
	25 - 35 years		
	36 - 45 years		
	Above 45 years		

As demonstrated by table 2, the significance values of the mentoring variable and funding support variable are > 5% which means that the age of the participants did not affect their responses, all age groups had the same responses and

thoughts when it comes to monitoring and funding support importance. However, Table 3 shows that Entrepreneur’s Motivation in the pre-phase significant is less than 5%, which means that the age groups have a different response.

Table 3. One-way ANOVA/post hoc-test/LSD- entrepreneur’s motivation in the pre-phase (EM)

Variable	Factor of age		Mean difference (1)-(2)	Significance value
	(1)	(2)		
Entrepreneur’s motivation in the pre-phase (EM)	Less than 25 years	25 - 35 years	0.025	0.802
		36 - 45 years	0.148	0.198
		Above 45 years	0.280	0.027

The mean difference is significant at the 0.05 level regarding Entrepreneur’s Motivation in the pre-phase (significance value < 5%) between the first group (less than 25 years) and the fourth group (above 45 years). A positive average difference indicates that the first age group, which is less than 25 years old, has a significantly higher entrepreneurial motivation to begin the journey of entrepreneurship than the fourth age group, which is more than 45 years old which inevitably calls for focusing on the new, motivated young generation. As a matter of fact, they are willing to take risks in exchange for creating their own

wealth and being their own boss, who will lead to economic growth if this group is given proper mentoring in addition to financial assistance. A one-sample t-test is a statistical tool that compares two groups’ meanings. It is frequently used in hypothesis testing to see if a condition or a procedure influences the targeted population or if two populations vary (Kim, 2015). By table 4, the test was used to assess the statistical significance anomalies among the three variables which are entrepreneur’s motivation in the pre-phase (EM), mentoring (M), and funding support (FS).

Table 4. Participant’s’ responses based on coming from an entrepreneurial family or not

Variable	Factor of coming from an entrepreneurial family or not	Mean	T test	Significance value
Entrepreneur’s motivation in the pre-phase (EM)	No	3.595	- 2.545	0.012
	Yes	3.766		
Mentoring (M)	No	4.054	0.831	0.407
	Yes	3.998		
Funding support (FS)	No	3.263	- 2.432	0.016
	Yes	3.430		

Table 4 shows the results of the T-test. The significance value is < 5% which indicates that there is a significant difference between the respondents’ answers when it comes to Entrepreneur’s Motivation in the pre-phase and Funding Support (FS). The results also show that based on the T-test results (0.407 < 0.05) mentoring is important and needed whether the entrepreneur comes from an entrepreneurial family or not. Although potential entrepreneurs coming from an entrepreneurial family have a high level of motivation. Regression analysis is utilized to better understand the relationship between two variables and to measure their impact. This section explains the relationship between “Entrepreneur’s Motiva-

tion in the pre-phase in Bahrain” and the two dependent variables which are the Mentorship and Funding Support to test the stated hypotheses. For testing, the following model was used:

$$EM = \alpha + \beta_1M + \beta_2FS + \epsilon_i$$

where:
 EM = Entrepreneur’s motivation in the pre-phase in Bahrain (Dependent variable- DV)
 A = Constant
 B (1 to 2) = The slop
 ϵ_i = Error
 M = Mentorship (Independent variable- IV)
 FS = Funding support (Independent variable- IV)
 Table 5 displays the regression results.

Table 5. Regression results

Variable	β	T-Test	Significance value
α (Constant)	2.242	8.181	0.000
Mentorship (M)	0.201	3.684	0.000
Funding Support (FS)	0.178	3.232	0.001
R		27%	
R ²		7.3%	
F-Test		13.256	
Significance value (F-Test)		0.000	

According to table 5, the results of the constant and the F-tests using the empirical testing model have demonstrated that the model is valid in Bahrain since the (significance value < 0.05). The above result shows, R is 27% indicates a positive correlation between “Entrepreneur’s motivation in the pre-phase in Bahrain” and the two dependent variables which are the Mentorship and Fund-

ing support. Moreover, R^2 gave a result of 7.3% which represents the degree of dependance and correlation between the variables.

Table 6 shows the factors sorted by their Betas on the previously described result (i.e., the higher the Beta variable, the larger the influence on Entrepreneurs Motivation in the Pre-Phase in Bahrain).

Table 6. Ranked unstandardized coefficients (Beta) for independent variables

Ranking	Independent Variable (Factors)	Beta (B)
1	Mentorship (M)	0.201
2	Funding support (FS)	0.178

Based on the coefficients of regression result, if Mentorship has been increased by 1 the Entrepreneur’s Motivation will increase by 0.201 and if

Funding Support has been increased by 1 Entrepreneur’s Motivation will increase by 0.178 (Table 7 summarizes this result).

Table 7. Hypotheses testing results

Main Hypotheses	Significance value	Result
H1. Mentorship influences entrepreneur’s motivation in the pre-phase.	0.000<0.05	Accept
H2. Funding support influences entrepreneur’s motivation in the pre-phase.	0.001<0.05	Accept

6. Discussion

As for “Mentorship” variable, the research outcomes reveal that there is a positive association between the presence of mentorship and the motivation of novice entrepreneurs in Bahrain during the pre-phase stages of their business journey. The statistical analysis shows that the “Mentorship” variable comes first in terms of its positive effect on the motivation of entrepreneurs, having the highest Beta value of 0.201. Mentorship has a higher positive impact on the entrepreneur’s motivation in the pre-phase. This optimistic impression may have arisen because of the need for mentorship programs to support entrepreneurs and encourage them to start their entrepreneurial careers. In other words, it may mean presenting previous experiences in the field of entrepreneurship among family members, guidance and mentoring is effective and able to encourage entrepreneurs in Bahrain and has already affected them and pushed them to start their businesses.

Impressively, the study’s findings strongly match and are closely aligned with what has been claimed in the literature review. Baluku et al. (2019) indicated that the existence of mentorship

is of great value for novice entrepreneurs, especially during the early stages of exploring and evaluating business opportunities and ideas. He mentioned that the mentors contribute by sharing knowledge and experience, addressing the entrepreneur’s needs, and assisting in defining the business perspective and objectives. In the same context, Mitchell et al. (2016) highlighted the positive impact of mentorship on enhancing the skills of novice entrepreneurs through continuous interacting with successful business people to help them to overcome obstacles they may face during establishing their enterprise. This step motivates them to move forward with the business project. Memon et al. (2015) pointed the importance of mentorship in anticipating any challenges that might face new businesses, to suggest suitable solutions to overcome such challenges.

According to our study, the “Funding Support” variable has a favorable correlation with entrepreneur’s motivation in the pre-phase, with a rate of 0.178. The statistical findings (Beta) have placed the “Funding Support” as the second significant element impacting the entrepreneur’s motivation in the pre-phase in Bahrain. It is vital to note that the literature study emphasized

the relevance of financial support and fundings on entrepreneur's motivation in the pre stage. Wright and Drori (2018) stated that without adequate finance, an entrepreneur's ideas and goals will not be realized. It doesn't matter how brilliant a concept is if it can't be implemented. Entrepreneurs' inner and extrinsic motives are both harmed by a lack of capital. As it was emphasized by Eniola (2021) that entrepreneurial dynamism, inventiveness, and motivation are highly and favorably connected to financial and accessibility decisions.

7. Conclusion

The main objective of this research was to assess the impact of mentorship and funding support on entrepreneur's motivation in the pre-phase in Bahrain. An extensive literature review relevant to the study was used to help understand the topic insightfully. A conceptual framework was developed based on previous studies piecing together the main variables of the study. Based on the study model, hypotheses were put forward and tested to find out any impact. A quantitative technique was applied in the study, which included a survey disseminated to Bahraini society as the study's target population to end up receiving 386 responses. The study findings support the proposed model and hypotheses where mentorship and finance support significantly influence the entrepreneur's motivation in the early stages of the project. This finding is a good indication of the need to take into account these two factors that increase the chance of business success, hence improve the country's economy.

Tamkeen since its formation, has created solutions for local startups through its numerous programs. Individuals are helped by a variety of programs and services, including a pre-seed funding program, feasibility study support program, and incubator support program. Together Pre-seed Capital and Feasibility Support Schemes are intended to provide start-ups with resources they need to test their ideas and launch their enterprises. However, some of the most pressing difficulties confronting potential entrepreneurs are not financial support only but lack of guidance in a variety of areas which impact their motivation especially in the pre-phase stage. It generally starts with the creation of a business strategy and a feasibility study. For first-time entrepreneurs, this area frequently needs mentoring and direction, as well as answering questions and providing basic suggestions on how to begin these activities. The second stage is the actual process of creating a business, which is often unfamiliar to first-time entrepreneurs. This involves understanding how to register for a commercial

registration (CR), the MOICT criteria, and the numerous licensing agencies. They also express a need for support in getting to know the market participants in their chosen business.

7.1. Theoretical implications

This study provides researchers with the most important factors that can be used to boost entrepreneurs' motivation in the pre-phase in Bahrain. The study framework indicates simple but important pillars that should be considered to make the potential project a success. Undoubtedly, mentorship can uncover many venues to the potential entrepreneurs as they can get good advice from seniors in the business. Likewise, financial support is an enabler which can make a dream a real.

7.2. Managerial implications

The importance of entrepreneurship to a community's economy cannot be neglected. The government of Bahrain has fostered new enterprise creation as an economic transformation by enabling Bahrain's private sector to become the engine of economic growth. Tamkeen can help overcome obstacles by providing advice and connecting a potential entrepreneur with relevant entities through the mentoring programs. To have a successful project, Tamkeen's portfolio must focus on entrepreneurial mentoring services by allocating a certified mentor to the entrepreneurs that apply for any program that Tamkeen is provided. On another hand, it will have significant implications on motivating Bahraini entrepreneurs who want to begin their commercial careers and create their own enterprises with steady and supported steps and to ensure that they do not fail in the early stages.

7.3 Study limitations and future research

The study used two independent factors only. Identifying more factors that influence entrepreneurs during the pre-phase can be a good idea to explore more venues. The study also focused on Bahrain. Expanding the borders might bring more fruitful findings. Time was a limiting factor too. This can be expanded in the future.

Author contribution statement

Authors contributed equally to the work

Conflict of interest statement

All authors certify that they have no affiliations with or involvement in any organization or entity with any financial interest or non-financial interest in the subject matter or materials discussed in this manuscript. Based on that, there is no conflict of interest.

Ethical statement

The authors confirm that informed consent was obtained from all participants involved.

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Data availability statement

Data available on request from the authors

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Appendix 1. Study measures

Mentorship
· I may hesitate to start my own business due to lack of experience and fear of failure.
· Examining the experience of an entrepreneur journey reduces my hesitation in starting my own business.
· Having someone that is experienced in the same business field that I'm intending to start, who is willing to guide me; will encourage me to start the business.
· I need someone who can provide me the knowledge and information about the market.
· Having someone in the field of entrepreneurship who can provide me with the required skills will encourage me to start my business.
· Having someone who can guide me on how to raise capital and access financing will encourage me to start my own business.
Funding support
· My personal savings are not enough to start my business.
· The availability of funding support will encourage me to start my business.
· I am aware of the government's funding support programs to encourage entrepreneurs.
· I have easy access to entities that provide funding support to entrepreneurs in Bahrain
· The government provides adequate funding support programs to encourage me to start my business.
· Banks, private institutions, and other organizations provide suitable funding support for entrepreneurs in Bahrain.
· Raising capital to start a business is easy for me.
Entrepreneur's motivation
· I am not satisfied with my present job and my work status does not suits me well.
· I'm a risk-taker person by nature.
· I have faith that my ideas could be turned into a profitable business.
· My ideas differ from those of other existing businesses on the market.
· Becoming an entrepreneur is more fulfilling than working for an organization.
· I believe in quitting a fixed-paying job and investing in a new start-up business as a career preferable option.
· I aspire to become my own boss and follow my passions.
· I would like to challenge my limits.
· I aspire to create my own fortune.