

**SELECTED ASPECTS OF THE DEVELOPMENT OF
ENTREPRENEURSHIP IN POLAND AGAINST THE
INTERNATIONAL TRENDS**

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Abstract

The paper addresses the issue of the development of entrepreneurship in Poland against the international trends. The discussion presented in the first part deals with the characteristics of entrepreneurship in the light of literature on the subject. The second part of the paper includes assessment of the directions of the development of Polish enterprises. The third part of the paper presents analysis and assessment of entrepreneurship in Poland against EU countries. The last part of the paper presents survey results in the area of barriers to the development of entrepreneurship in Poland against barriers occurring in the world's 20 richest countries. The aim of the paper is to identify and assess parameters of the development of entrepreneurship in Poland against the international trends. The research methods used to achieve this aim are literature studies, descriptive analysis based on data from the Central Statistical Office of

Poland, SBA spreadsheets and reports from Ernst & Young. The study period covers the years 2008-2013. The issues of the development of entrepreneurship in Poland are important and topical due to their impact on economic processes in the EU.

Keywords: entrepreneurship, development indicators, barriers to the development, management.

1. INTRODUCTION

The issues of the development of entrepreneurship in Poland are important and topical due to Poland's membership in the European Union and the threat of cyclicity of economic crises. The aim of the paper is to identify and assess the parameters of the development of entrepreneurship in Poland against the international trends. The authors relied on literature studies to achieve their aim. Theoretical discussion was supplemented by descriptive analysis based on data published by the Central Statistical Office of Poland, information from SBA spreadsheets and reports from Ernst & Young. The study period covers the years 2008 – 2013.

2. THEORY

The main challenge of entrepreneurship is to maintain stability of enterprises functioning in a turbulent environment. Literature on the subject defines entrepreneurship as "a process of transforming creative ideas into an economically viable activity and implementing creative solutions" (Bratnicki, 2010). Entrepreneurship is an important factor generating economic growth through changes in ecosystems of enterprises, implementing new production methods, supporting local communities and stimulating political initiatives. The basic resource of entrepreneurship are people (Barber, Strack, 2007) who can think *ex post* and *ex ante* and use both these ways of thinking (Einhorn, Hogarth, 2006). Mutual inspiration among entrepreneurs in implementing new ideas and lines of action (Pentland, 2014; P. Baker, 2006) lead to generation of value that matches individual needs of purchasers (De Wit, Meyer, 2007).

Treating entrepreneurship as an element of an enterprise's strategy leads to innovativeness (Grudzewski et al., 2010), which becomes a necessary competence of modern managers. Appearance of an innovation forces competitors to take prompt decisions that will allow them to maintain or achieve advantage in the conditions of hypercompetition (Kotler, Caslione, 2009).

The issue of the development of entrepreneurship depends on decision-making processes (Hatch, 2002; Renckly, 2004; Moszkowicz 2005). The pace of decision-making is determined by how fast information is gathered and how long it takes to process it (Urbanowska-Sojkin, 2011). The development of entrepreneurship has to take into account a range of actions undertaken by both entrepreneurs and institutions from the external environment, which generate feedback that allows enterprises to verify the accuracy and effectiveness of actions in light of current events (Peterson, 2009).

Economic crisis revealed weaknesses of entrepreneurship, enforcing "management breakthroughs" consisting in "choosing a set of methods of action from the set of instruments for crisis management"(Romanowska, 2010). Barriers to the development of entrepreneurship

can be neutralised by using the principle of "the right order of strategic elements" in accordance with the concept of "the strategy of blue ocean" (Chan Kim, Mauborgne, 2007).

3. ASSESSMENT OF THE INDICATORS OF ENTREPRENEURSHIP DEVELOPMENT IN POLAND BETWEEN 2008 TO 2012

3.1. Methods

This part of the paper is an attempt to assess the directions and dynamics of the development of Polish enterprises. The study period covers the years 2008-2012. The assessment was based on data from the Central Statistical Office of Poland, published on the 10th of June, 2014 in current information concerning selected indicators of entrepreneurship. The Central Statistical Office prepared this information based on data for non-financial enterprises which employ 10 or more people and keep account books. These enterprises were divided into 5 types depending on the growth rate of their income (Wybrane wskaźniki przedsiębiorczości, 2014):

- **fast growing enterprises** - entities that showed a 20% or higher average annual increase in income during a period of three years;
- **growing enterprises** - entities whose rate of increase in income during a period of three years was between 10% and 72.8%;
- **stable enterprises** - entities that during a period of three years earned income at a similar level (i.e. in the last year the level of their income was between 90% and 110 % of the level at the beginning of the period);
- **declining enterprises** - entities whose income earned in the last year of the period analysed was between 51.2% and 90% of the income earned at the beginning of the period;
- **fast declining enterprises** - characterised with a 20% or higher average annual decline of income (i.e. at the end of the analysed three-year period, their income was 51.2% the income earned at the beginning of this period or lower);

An additionally distinguished group is *gazelles*, i.e. new enterprises that recorded fast growth in the first five years from their creation. For the above-listed groups of enterprises, the authors presented selected indicators of their development, in the form of a table, and then analysed them.

3.2. Findings and Discussion

According to the quantitative criterion, enterprises in Poland can be classified into micro, small, medium-sized and large ones. Taking into account the number of employees, small enterprises can be defined as entities employing between 10 and 49 people, medium-sized ones as those employing between 50 and 249 people, while large ones as entities employing more than 250 people. Table 1 presents the number and structure of the Polish enterprises surveyed between 2008 and 2012, divided into small, medium-sized and large ones, whereas table 2 shows indicators of their development.

Analysis of the data presented in table 2, which shows the percentage share of the surveyed groups of enterprises in the overall population of active enterprises, reveals that growing enterprises prevail - their percentage share between 2008 and 2012 was between 25.6% and 30.9%. The second largest group included stable enterprises, with the analysed indicator

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showing the upward trend from 12.3 to 17.2%. Fast growing enterprises showed regression between 2008 and 2010 from 13.2% to 6.4%, and from 2011 their share in the percentage structure of the population surveyed recorded an overall increase, first to 7.5%, and in 2012 to 10.4%. The percentage share of fast declining enterprises did not show significant changes after 2010 - the indicator was between 3.3 and 4.5%. A similar trend was visible in the case of the so-called gazelles, whose share was at the level of 0.8-1.2%.

Table 1: The number and structure of enterprises by the size classes of the populations surveyed in Poland between 2008 and 2012.

Specification			2008	2009	2010	2011	2012
fast growing enterprises	10-49 employees	Number	2974	2124	1425	1781	2650
		%	46.6	48.9	45.5	47.6	50.2
	50-249 employees	Number	2686	1691	1307	1497	2056
		%	42.0	38.9	41.8	40.0	38.9
	Over 250 employees	Number	730	530	397	460	578
		%	11.4	12.2	12.7	12.3	10.9
Including gazelles	10-49 employees	Number	-	196	182	130	192
		%	-	48.0	56.0	41.5	49.7
	50-249 employees	Number	-	175	115	131	149
		%	-	42.9	35.4	41.9	38.6
	Over 250 employees	Number	-	37	28	52	45
		%	-	9.1	8.6	16.6	11.7
growing enterprises	10-49 employees	Number	8050	7619	6693	7597	8189
		%	53.9	53.7	53.2	54.3	54.7
	50-249 employees	Number	5562	5424	5072	4709	5361
		%	37.2	37.8	37.5	36.2	36.2
	Over 250 employees	Number	1328	1204	1171	1324	1352
		%	8.9	8.5	9.3	9.5	9.1
stable enterprises	10-49 employees	Number	3510	4088	4480	5267	5524
		%	58.8	59.6	57.2	60.9	63.3
	50-249 employees	Number	2031	2307	2758	2821	2700
		%	34.0	33.6	35.2	32.6	30.9
	Over 250 employees	Number	427	462	598	560	506
		%	7.2	6.8	7.6	6.5	5.8
declining enterprises	10-49 employees	Number	2628	4471	5613	6116	5460
		%	65.8	63.7	63.4	68.5	70.6
	50-249 employees	Number	1166	2204	2799	2449	1998
		%	29.2	31.4	31.6	27.4	25.8
	Over 250 employees	Number	197	345	448	357	276
		%	5.0	4.9	5.1	4.0	3.6
fast declining enterprises	10-49 employees	Number	658	1359	1640	1493	1321
		%	74.3	74.9	73.9	78.5	79.1
	50-249 employees	Number	189	314	369	514	385
		%	21.3	21.2	23.2	19.4	18.8
	Over 250 employees	Number	39	71	66	40	34
		%	4.4	3.9	3.0	2.1	2.1

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Source: own work based on: Wybrane wskaźniki przedsiębiorczości, GUS, Warszawa, 10 June, 2014

Analysis of the number and structure of enterprises according to the size classes of the populations surveyed (table 1) shows that small enterprises, employing fewer than 50 people, represented the largest group between 2008 and 2012. The share of fast growing enterprises was between 45% and 50.2%, that of growing enterprises was between 53.2 and 54.7%, stable enterprises - between 57.2 and 63.3%, declining enterprises - between 63.4 and 70.6%, whereas fast declining enterprises - between 74 and 79%. Meanwhile, large enterprises, employing over 250 people, accounted for the lowest percentage in the population of all active enterprises at the end of each of the periods analysed.

The percentage of enterprises with foreign capital in the population of enterprises showing the fastest growth rate recorded progression between 2008 and 2011 from 16.9% to 22.6%, while in 2012 it recorded decrease to 21%. Growing enterprises (12-14.9%) showed a constantly increasing trend in this respect, whereas for the other groups of enterprises classified as stable (9-12.2%) and declining (11.8-12.6%) the share of entities with foreign capital was increasing between 2008 and 2010, but later recorded slight decreases not exceeding 3 percentage points.

Table 2: Indicators of entrepreneurship development in Poland between 2008 and 2012

Specification		2008	2009	2010	2011	2012
Fast growing enterprises	Overall number of enterprises	6390	4345	3129	3738	5284
	Including: number of enterprises with foreign capital	1083	740	636	844	1107
	Percentage share of the surveyed groups of enterprises in the population of active enterprises [%]	13.2	8.6	6.4	7.5	10.4
	Share of enterprises with foreign capital in the population [%]	16.9	17.0	20.3	22.6	21.0
	Nett revenues from sales [PLN million]	617903.2	406798.5	359334.7	486838.7	719654.1
	Investments [PLN million]	30670.6	17375.2	19847.8	21825.7	27288.1
	Added value [PLN million]	134390.3	86555.9	79688.2	110221.0	139969.2
	Fixed assets [PLN million]	175161.3	117196.4	136262.7	171132.8	267455.0
	Short-term investments [PLN million]	41640.3	29637.4	30692.6	41926.9	34705.5
	Profitability on gross turnover [in %]	4.5	4.7	5.6	6.8	4.7
	Employees [in thousand]	1020.4	730.0	602.0	630.0	803.8
	growing enterprises	Overall number of enterprises	14940	14184	12573	13993
Including: number of enterprises with foreign capital		1807	1703	1606	2044	2236
Percentage share of the surveyed groups of enterprises in the population of active enterprises		30.9	28.1	25.6	27.9	29.5

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	[%]					
	Share of enterprises with foreign capital in the population [%]	12.1	12.0	12.8	14.6	14.9
	Nett revenues from sales [PLN million]	895091.8	904286.0	952260.4	1203351.5	1095157.5
	Investments [PLN million]	54197.7	52428.4	48557.9	61587.5	56446.2
	Added value [PLN million]	231907.9	233516.3	237382.3	269513.5	246900.1
	Fixed assets [PLN million]	483421.3	551305.2	568828.3	691276.0	648844.8
	Short-term investments [PLN million]	72359.1	69983.2	75236.4	84864.8	81615.1
	Profitability on gross turnover [in %]	4.8	5.7	5.7	5.0	4.6
	Employees [in thousand]	2007.2	1809.5	1757.7	2038.4	1942.8
stable enterprises	The overall number of enterprises	5968	6857	7836	8648	8730
	Including: the number of enterprises with foreign capital	565	798	955	936	901
	Percentage share of the surveyed groups of enterprises in the population of active enterprises [%]	12.3	13.6	15.9	17.2	17.2
	Share of enterprises with foreign capital in the population [%]	9.5	11.6	12.2	10.8	10.3
	Nett revenues from sales [PLN million]	224324.7	300789.0	423112.9	412413.0	432161.3
	Investments [PLN million]	16989.1	15530.6	14977.5	17981.9	17555.2
	Added value [PLN million]	63845.8	90433.2	102654.9	97062.4	110406.7
	Fixed assets [PLN million]	257016.2	224348.3	247256.02	49072.8	284828.0
	Short-term investments [PLN million]	21576.5	33922.6	48546.0	38796.7	41018.8
	Profitability on gross turnover [in %]	2.8	5.1	5.9	5.8	5.1
	Employees [in thousand]	700.0	797.7	933.4	924.9	957.6
declining enterprises	The overall number of enterprises	3991	7020	8860	8922	7734
	Including: the number of enterprises with foreign capital	472	846	1113	913	766
	Percentage share of the surveyed groups of enterprises in the population of active enterprises [%]	8.2	13.9	18.0	17.8	15.2
	Share of enterprises with foreign capital in the population [%]	11.8	12.1	12.6	10.2	9.9
	Nett revenues from sales [PLN million]	18321.2	47692.9	50706.0	35563.1	61147.0
	Investments [PLN million]	1559.4	3831.6	3373.5	2832.1	4201.2
	Added values [PLN million]	7064.2	20595.3	22074.3	17213.6	27386.4
	Fixed assets [PLN million]	64421.6	65485.4	63179.1	50341.2	83478.3
Short-term investments [pLN million]	4563.7	11099.2	12111.1	5793.9	13221.6	

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	Profitability on gross turnover [in %]	3.1	4.1	6.9	7.7	9.3
	Employees [in thousand]	89.5	121.1	129.6	130.6	164.6
fast declining enterprises	The overall number of enterprises	886	1815	2220	1902	1669
	Including: the number of enterprises with foreign capital	119	224	287	233	193
	Percentage share of the surveyed groups of enterprises in the population of active enterprises [%]	1.8	3.6	4.5	3.8	3.3
	Share of enterprises with foreign capital in the population [%]	13.4	12.3	12.9	12.3	11.6
	Nett revenues from sales [PLN million]	16951.0	35402.9	33930.0	28721.0	24299.9
	Investments [PLN million]	1678.5	2770.2	2217.8	1356.2	1040.7
	Added value [PLN million]	7034.1	12942.0	11329.7	8433.8	8473.0
	Fixed assets [PLN million]	25963.0	52680.4	38042.9	23629.7	18771.8
	Short-term investments [PLN million]	3877.0	5588.0	5799.9	5564.9	5744.6
	Profitability on gross turnover [in %]	-0.1	-1.1	-1.0	-1.7	-13.3
	Employees [in thousand]	65.0	144.1	147.7	105.3	76.7
gazelles	The overall number of enterprises	–	408	325	313	386
	Including: the number of enterprises with foreign capital	–	98	88	108	116
	Percentage share of surveyed groups of enterprises in the population of active enterprises [%]	–	1.2	1.0	0.8	1.0
	Share of enterprise with foreign capital in the population [%]	–	24.0	27.1	34.5	30.1
	Nett revenues from sales [PLN million]	–	28404.5	18131.4	27423.8	52807.1
Investments [PLN million]	–	1842.1	1662.9	1515.5	1386.9	
Added value [PLN million]	–	7066.2	3304.1	7833.0	6436.9	
Fixed assets [PLN million]	–	12402.9	7391.7	13071.2	9701.3	
Short-term investments [PLN million]	–	2964.8	1338.3	1386.8	3118.3	
Profitability on gross turnover [in %]	–	4.2	3.6	2.2	5.0	
Employees [in thousand]	–	61.6	31.4	60.5	52.6	

Source: own work based on: Wybrane wskaźniki przedsiębiorczości, GUS, Warszawa, 10 June, 2014.

The highest nett revenues from sales were generated by enterprises between 2011 and 2012. Changes in incomes earned by fast growing enterprises reflected the trend in the change of their number, but the pace of these changes varied in the period analysed, as 2012 saw a 41% increase in the number of such entities during a year, with the value of income increasing by

48%. Such entities also showed progression of investments from 2009: in 2012, they incurred one fourth of investment expenditures of all the entities from the distinguished groups, compared with one fifth in 2011. The added value generated by such entities in 2012 accounted for 25% of the overall indicator for the population surveyed, although the indicator of profitability on gross turnover in 2012 decreased to 4.7% compared with 6.8% in 2011. Between 2008 and 2011, the level of profitability on gross turnover increased from 4.5 to 6.8%. In 2012, the number of employees in entities from the group analysed was 803.8 thousand, which is an increase by around 200 thousand compared to 2010.

New, fast growing enterprises, functioning on the market not longer than 5 years and defined as so-called gazelles, represented a small percentage in the population of surveyed entities, i.e. around 1% in 2012, generating around 2% of overall income, with every third enterprise of this type possessing foreign capital. Between 2008 and 2012, investments of gazelles recorded regression, from PLN 1.8 billion to PLN 1.3 billion. The highest profitability on gross turnover, i.e. 5%, was recorded in 2012, while the year 2011 was the worst in terms of economic indicators presented herein.

Growing enterprises, despite showing regression in terms of their number in the population analysed, accounted for the largest share, although it was small entities that prevailed (55%), while the percentage of medium-sized ones was around 36%. Until 2011, these entities showed a systematic increase in generated incomes, with a decrease in 2012 by around 9% compared to the previous period. In the period analysed, the average annual investment expenditures of growing enterprises amounted to PLN 54.2 billion, i.e. over half the investment expenditures of all the entities surveyed. They also had a high share in the added value generated: in 2012 it accounted for 44%. The highest indicator of profitability on gross turnover was recorded by these entities between 2009 and 2010, i.e. 5.7%; in 2011 it decreased to 5%, while in 2012 – to 4.6%.

Stable enterprises generated nett revenues from sales of PLN 224.3 billion in 2008, while the following years saw an upward trend in this indicator to PLN 432.1 billion. Except for 2010, investment expenditures showed progression - between 2011 and 2012 their value exceeded PLN 17 billion. The indicator of profitability on gross turnover, which was relatively low in 2008 (2.8%), oscillated around over 5% in the following years (the highest values were recorded between 2010 and 2011, i.e. 5.9 and 5.8%).

Meanwhile, a dynamic increase in the indicator of profitability on gross turnover was recorded by declining enterprises, from 3.1% to 9.3%, while a negative value of this indicator was recorded by fast declining enterprises (in 2012 this indicator was -13.3%).

4. ENTREPRENEURSHIP IN POLAND COMPARED TO EU COUNTRIES

4.1. Methods

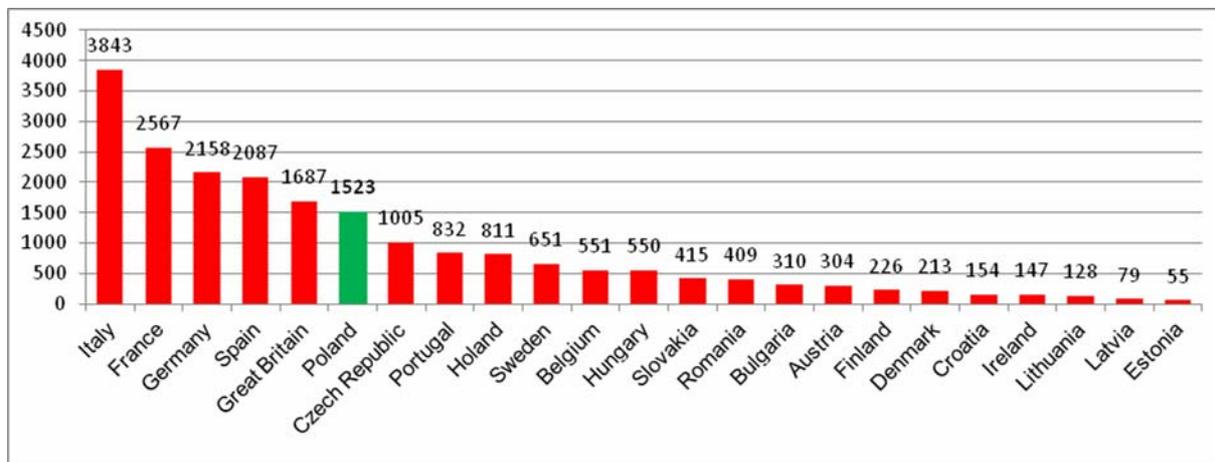
This part of the paper represents an attempt to analyse and assess entrepreneurship in Poland compared to EU countries. First, the authors used charts to illustrate detailed data obtained from the Central Statistical Office of Poland, Eurostat and a Report on the situation of the sector of small and medium-sized enterprises in Poland between 2012 and 2013 (Raport o stanie sektora małych i średnich przedsiębiorstw w Polsce w latach 2012-2013, 2014); then, the data was interpreted and assessed. Further, based on information provided in SBA

spreadsheets (Arkusz Informacyjny SBA 2014, 2014), developed by the European Commission in 2014, the authors analysed the number of enterprises and employees as well as entrepreneurship indicators against the average for EU countries in 2013.

4.2. Findings and Discussion

Information published by the Central Statistical Office of Poland shows that in 2012 there were around 1.79 million active enterprises functioning in Poland, while according to data from Eurostat, in 2011 this figure was 1.52 million, with the Polish economy ranking six among EU countries in terms of the number of enterprises (Data for 2012, after the publication: *Działalność przedsiębiorstw niefinansowych w 2012 roku*, 2014) (this is illustrated by the data presented in fig. 1).

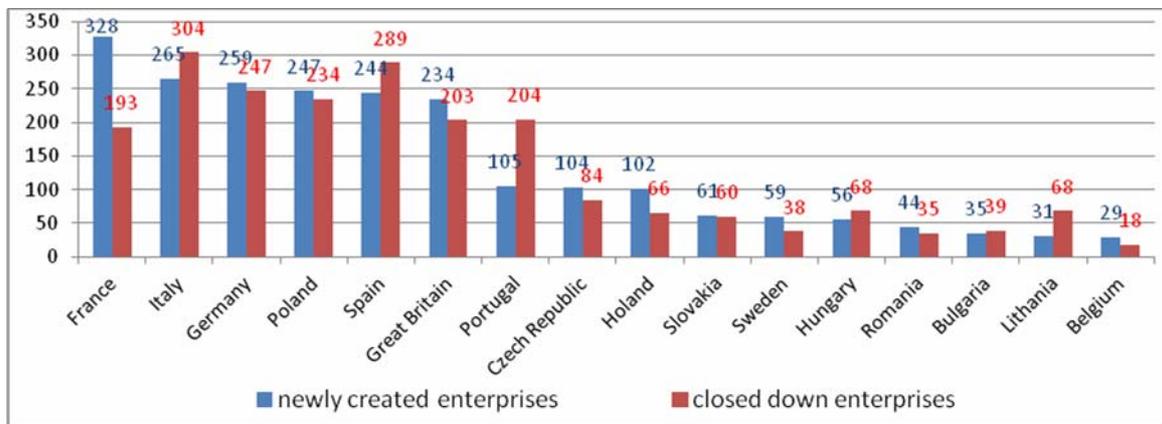
Figure 1: The number of enterprises in Poland and selected EU countries in 2011 (in thousand).



Source: own work based on data from Eurostat.

Information provided by Eurostat shows that in 2011 the total number of companies in the countries of EU-28 was around 22 million, with the biggest number of companies conducting economic activity in Italy (3.8 million) and France (2.6 million), Germany (2.2 million) and Spain (2.1 million). In Poland, 1.5 million entities were functioning in this period, similarly as in Great Britain (1.7 million). In 2011, 247 thousand newly created and 234 thousand closed down enterprises were registered in Poland, in France these figures were 238 thousand and 193 thousand respectively, in Italy: 265 thousand and 304 thousand, while in Germany: 259 thousand and 247 thousand. As can be seen, Poland does not differ significantly in this respect from the selected, other EU countries.

Figure 2: The number of newly created and closed down enterprises in Poland and selected EU countries in 2011 (in thousand)



Source: own work based on data from Eurostat

The data presented in table 3, based on estimated information prepared by the European Commission in SBA information sheets, shows that in 2013 the number of small and medium-sized enterprises in Poland represented, like in EU-28 countries, 99.8% of all enterprises, of which microenterprises (employing 36.5% of the overall number of employees) accounted for 95.2%, small enterprises (employing 13.6% of the overall number of employees) accounted for 3.6%, while medium-sized enterprises accounted for 1% (18.8% of the overall number of employees). Meanwhile, the percentage structure for EU-28 shows that microenterprises accounted for 92.4%, whereas small companies - 6.4%. The number of large enterprises in Poland is estimated at 2.9 thousand, i.e. 0.2% of the overall number of the entities surveyed, and employed over 2.5 thousand people in 2013.

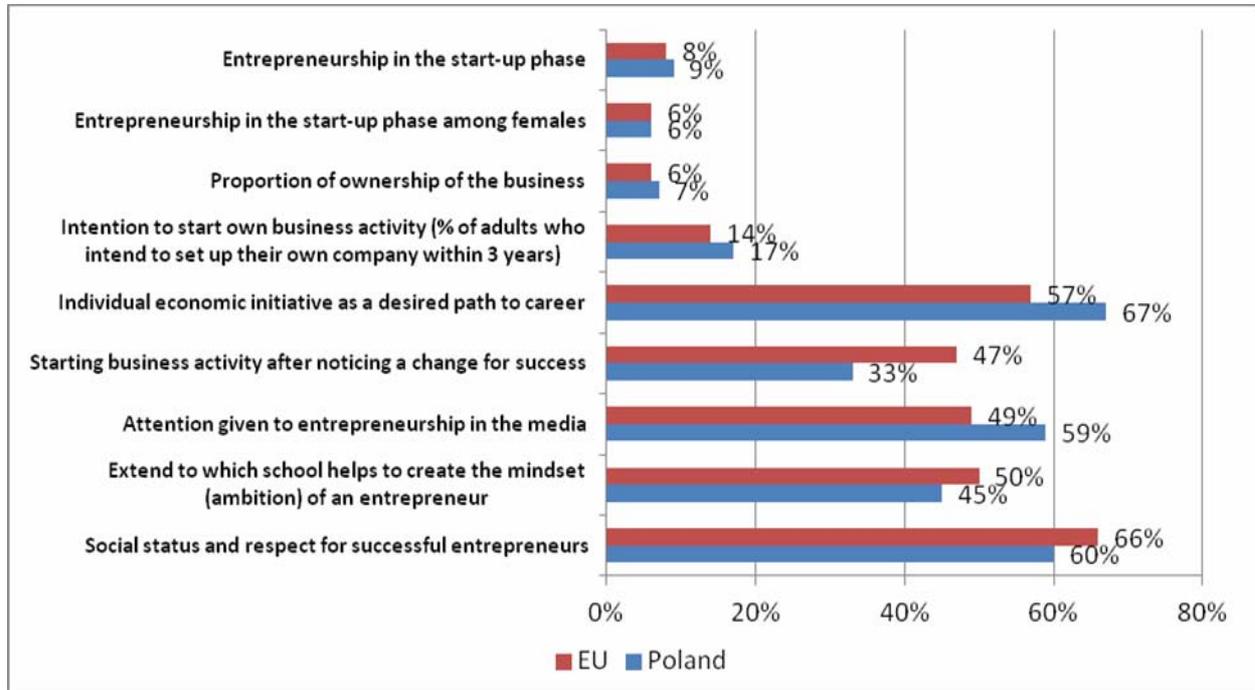
Table 3: The number of enterprises in Poland compared to EU countries in 2013

Type of enterprises	Number of enterprises			Number of employees		
	Poland		UE-28	Poland		UE-28
	Number [thousand]	Share [%]	Share [%]	Number	Share [%]	Share [%]
Micro	1,407.4	95.2	92.4	3,007.5	36.5	29.1
Small	52.7	3.6	6.4	1,121.5	13.6	20.6
Medium-sized	14.8	1.0	1.0	1,550.1	18.8	17.2
the overall number of SMEs	1,474.9	99.8	99.8	5,679.1	68.8	66.9
Large	2.9	0.2	0.2	2,570.5	31.2	33.1
In total	1,477.9	100	100	8,249.6	100	100

Source: own work based on: SBA information sheets, 2014, European Commission, Brussels 2014.

Figure 3 presents indicators of entrepreneurship in Poland compared to the EU average in 2013, additionally estimated and developed by the European Commission.

Figure 2: Indicators of entrepreneurship in Poland compared to the EU average in 2013



Source: own work based on: SBA Information sheets 2014, European Commission, Brussels 2014

The data illustrated in figure 3 shows that the level of the development of entrepreneurship in Poland is comparable to the EU average. This is confirmed, among other things, by the entrepreneurship indicator showing the share of adults who intend to set up their own business within three years, which was 17% for Poland in 2013, while the EU average was 14%. Poland's scores were 10% higher compared to the EU average for the following indicators: "individual economic initiative as a desired path to career" and "attention given to entrepreneurship in the media". For the indicator "entrepreneurship in the start-up phase" Poland's score was higher than the EU average only by 1%. On the other hand, Polish entrepreneurship performed worse compared to the EU average in the following areas: "starting business activity after noticing a change for success" (Poland - 33%, EU - 47%), "social status and respect for successful entrepreneurs" (Poland - 60%, EU - 66%) and "extend to which school helps to create the mindset of an entrepreneur."

5. BARRIERS TO THE DEVELOPMENT OF ENTREPRENEURSHIP ACCORDING TO ENTREPRENEURS FROM WORLD'S 20 RICHEST COUNTRIES

5.1. Methods

This part of the paper represents an attempt to analyse and assess barriers to the development of entrepreneurship in Poland against the barriers occurring in the world's 20 richest countries. In order to find out the answer to the question of which instruments entrepreneurs should be equipped with in order to survive in a turbulent environment and develop, and how to support the potential of entrepreneurs, the company Ernst & Young conducted a questionnaire survey in 2013 among entrepreneurs from the world's 20 richest countries (Group G20) on a sample of 1500 entrepreneurs. The survey assessed the state of

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entrepreneurship worldwide in the area of five main pillars of entrepreneurship, such as: access to funding, taxes and regulation, education and training, entrepreneurship culture and coordinated support (<http://www.touchfinancial.co.uk/ey-g20-entrepreneurship-barometer-2013-key-points/> (access on 27.08.2015)).

5.2. Findings and Discussion

The survey conducted by Ernst & Young shows that according to the entrepreneurs surveyed, limited access to external sources of funding is the biggest barrier to the development of entrepreneurship (Table). Over 70% of respondents indicated limited access to bank loans as the main factor limiting the development of entrepreneurship. Entrepreneurs from Argentina, Italy and Mexico were most affected by these barriers. According to respondents, difficult access to loans has a negative impact on young entrepreneurs who look for funds to launch start-ups. Another problem indicated by respondents was difficulty in obtaining public or government assistance. Respondents highlighted the necessity for governments to popularise alternative means of financing, such as: supporting the venture capital sector, crowdfunding or promoting banking procedures that make lending depend not only on assets as security but also on economic results of enterprises. The entrepreneurs surveyed highlighted the need for knowledge transfer in the area of profitable investment of spare funds by enterprises, seeing it as a task of governmental institutions, corporations and educational institutions.

Table 4: Pillars for evaluation of condition of entrepreneurship in 20 richest countries all over the world

Ranking	Access to funding	Score	Tax and regulation	Score	Education and training	Score	Entrepreneurship culture	Score	Coordinated support	Score
1	United States	7.12	Saudi Arabia	6.40	France	6.58	United States	7.62	Russia	6.23
2	United Kingdom	6.86	Canada	6.34	Australia	6.53	South Korea	7.53	Mexico	5.89
3	China	6.75	South Korea	6.34	United States	6.50	Canada	7.45	Brazil	5.87
4	Canada	6.62	United Kingdom	6.19	South Korea	6.40	Japan	7.28	Indonesia	5.84
5	Australia	6.48	South Africa	6.10	EU	6.25	Australia	7.18	India	5.76
6	South Africa	5.95	Japan	6.07	United Kingdom	5.98	United Kingdom	7.00	China	5.75
7	Japan	5.81	Germany	5.84	Germany	5.89	Germany	6.88	Turkey	5.66
8	South Korea	5.75	Australia	5.75	Argentina	5.85	EU	6.07	South Africa	5.65
9	Brazil	5.67	Russia	5.65	Canada	5.81	France	5.68	Argentina	5.64
10	Indonesia	5.53	EU	5.48	Brazil	5.78	Russia	5.05	Germany	5.53
11	India	5.48	Turkey	5.45	South Africa	5.67	India	4.95	France	5.41
12	EU	5.41	Indonesia	5.38	Saudi Arabia	5.66	Brazil	4.88	Saudi Arabia	5.39
13	Saudi	5.25	United	5.33	Italy	5.47	Italy	4.67	EU	5.37

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	Arabia		States							
14	Germany	5.23	Mexico	5.21	Russia	5.46	South Africa	4.33	South Korea	5.36
15	Russia	5.04	France	5.12	Mexico	5.32	Turkey	4.30	Australia	5.31
16	France	4.74	China	5.07	Japan	4.72	Argentina	4.06	Canada	5.29
17	Turkey	4.57	Brazil	4.83	Turkey	4.39	Mexico	3.96	United Kingdom	5.19
18	Mexico	4.42	Italy	4.76	China	4.35	China	3.88	Japan	5.04
19	Italy	4.03	India	4.39	Indonesia	3.88	Indonesia	3.80	Italy	4.97
20	Argentina	3.27	Argentina	4.31	India	3.49	Saudi Arabia	3.38	United States	4.85

Source: own work based on: <http://www.touchfinancial.co.uk/ey-g20-entrepreneurship-barometer-2013-key-points/> (accessed on May 2, 2015).

The second most often indicated source of limitations to the development of entrepreneurship in G20 countries is tax burden. According to 84% of respondents, tax arrangements in G20 should be simplified. 83% of those surveyed think that the introduction of tax reliefs for economic entities and innovative solutions would lead to the development of entrepreneurship and economic growth. Only 35% of respondents declared that during the previous 3 years the process of setting up a business in their country had been simplified. Respondents think that governments are not doing enough to create favourable conditions for the development of entrepreneurship. According to respondents, legal regulations are perceived by entrepreneurs as a source of restrictions and are subject to common criticism.

Another pillar of the assessment of the state of entrepreneurship in the world's 20 richest countries was the need for education and training courses. This parameter was perceived by respondents in two ways. On the one hand, an overwhelming majority of respondents highlighted the need for remoulding the existing standards in education. On the other hand, according to respondents, good education is not a guarantee of success in business. Respondents stress that education processes should change to help improve the image of an entrepreneur, who rather than an "exploiter" is a "hard-working creator of a company" implementing deep changes in the enterprise and its environment.

According to respondents, a barrier to the development of entrepreneurship may be a chance business failure. Only 25% see a chance in learning from mistakes. Such an attitude reaffirms the need to create ecosystems and transfer know-how, which will allow entrepreneurs to transfer know-how and be a mentor. The countries leading in supporting entrepreneurship, developing organisational culture and promoting entrepreneurial mindset include the United States, South Korea, Canada, Japan and Australia. Creating a positive image of an entrepreneur in the public opinion is especially important in developing countries, as positive perception of entrepreneurs is one of the pillars of the development of entrepreneurship. This task can be fulfilled by rewarding entrepreneurs' efforts to create new technological and organisational solutions, products, services and jobs.

According to respondents, coordination of actions aimed at supporting entrepreneurship is better performed by local government than government bodies. The entrepreneurs surveyed expect governments to take effective actions to promote innovativeness, simplify the tax system, reduce labour costs and support export and promote brands. Respondents expressed many reservations about the coordination of government actions to support the development of entrepreneurship, but they positively assessed the struggle of the different countries with

financial crisis. The entrepreneurs surveyed expect governments to enter into a public debate with the representatives of business about possibilities of recovery and economic development.

Analysing barriers to the development of entrepreneurship in Poland against the problems of entrepreneurs from the world's 20 richest countries, it should be stressed that for Polish entrepreneurs limited access to external sources of funding is not the most important barrier to the development of entrepreneurship (http://ec.europa.eu/enterprise/policies/sme/facts-figures-analysis/performance-review/files/countries-sheets/2014/poland_pl.pdf). According to entrepreneurs, the main parameter that slows down the development of entrepreneurship in Poland is tax burden. It's worth stressing that problems in this area refer to both provisions of tax law and slow implementation of EU law by the Polish legislators. In Poland, the need for education and training courses does not represent a barrier to the development of entrepreneurship, but it is stressed that the R&D potential is not used. The activity of public institutions in supporting innovative activities is, according to entrepreneurs, insufficient. Support for entrepreneurship in Poland is perceived, like in G20 countries, as a barrier to the development of entrepreneurship. However, in Poland there is a low level of internationalisation. It results in underusing the potential of markets outside the EU in the area of import and export. Polish entrepreneurs also feel the need for coordination of activities that support entrepreneurship.

The survey shows that entrepreneurs in Poland and across the world are still affected by negative effects of economic crisis. An important signal sent from the survey is the need for cooperation between the governments of the different countries and entrepreneurs to develop common solutions that support the development of entrepreneurship. Entrepreneurs expect support from the government, as success in business is determined not only by talent, vision, education and hard work, but also cultural and social conditions in which enterprises function.

CONCLUSIONS AND IMPLICATIONS

The aim of the paper was to identify and assess the parameters of the development of entrepreneurship in Poland against the international trends. The survey reveals areas that require filling information gap with regard to the development of entrepreneurship in Poland. Entrepreneurs from Poland, like those from the G20 countries, look for modern management instruments on their own, but also expect support for entrepreneurship from decision makers at the government level in removing barriers to the development of entrepreneurship. A Recommendation for the development of entrepreneurship in Poland is support for innovative activities that allow effective decisions to be made to improve operational effectiveness of enterprises. Due to multiple aspects of the issue of the development of entrepreneurship in Poland, some discussion in the paper was presented in a general way, which on the one hand allowed the authors to highlight the complexity of the issues addressed, and on the other hand – can inspire further studies.

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