

Empowering Persons with Disabilities Through Entrepreneurship: A Qualitative Study in Kedah, Malaysia

Syafiq Kamarudin ¹, Norhaninah Ab. Ghani ²

^{1,2} Kolej University Poly-Tech Malaysia,
Corresponding author email: ki2111010071@student.kuptm.edu.my

Received 1 October 2022, Accepted 1 November 2022, Available online 29 November 2022

ABSTRACT

The study "Entrepreneurships for Empowerment Persons with Disabilities" addresses the challenge of empowering individuals with disabilities through entrepreneurship. The research question explores the roles, challenges, and future suggestions for entrepreneurship among persons with disabilities. The methodology involves qualitative research design, thematic analysis, and interviews with disabled entrepreneurs in Malaysia. Findings reveal themes of empowerment, economic opportunity, goal setting, and resilience among disabled entrepreneurs. The study underscores the importance of creating an inclusive entrepreneurial ecosystem and collaborative efforts to promote economic empowerment for persons with disabilities. Specifically, the theme of goal setting and achievement highlights the determination and success of disabled entrepreneurs in pursuing their business objectives. The research aims to contribute to understanding how entrepreneurship can serve as a pathway to economic and social inclusion for individuals with disabilities in Malaysia and beyond. The area of study that being held at Kedah.

Keywords: disability, entrepreneurship, economic, empowerment, goal setting.

How to Cite:

KAMARUDIN, M. S., & A ghani, N. (2022). Empowering persons with disabilities through entrepreneurship: A qualitative study in Kedah, Malaysia. *Jurnal Evolusi* , 3(2). <https://doi.org/10.61688/jev.v3i2.172>

Copyright: © 2022 The Author(s)

Published by Universiti Poly-Tech Malaysia.

This article is published under the Creative Commons Attribution (CC BY 4.0) license.

<http://creativecommons.org/licenses/by/4.0/legalcode>

INTRODUCTION

The research proposal on entrepreneurship for empowering individuals with disabilities highlights the importance of financial support, inclusive policies, and training programs in facilitating their success. Through a qualitative research design involving interviews with disabled entrepreneurs, the study aims to uncover themes of empowerment, economic opportunity, goal setting, and resilience among this demographic. The findings are anticipated to illuminate the challenges faced by disabled entrepreneurs and advocate for tailored support mechanisms and policy enhancements to promote entrepreneurship within the disability community. To ensure the trustworthiness and validity of the research, strategies such as member reviews, triangulation, peer debriefing, and reflexivity will be employed. Future research recommendations include longitudinal studies, comparative analyses, and policy implications to further support entrepreneurship among individuals with disabilities (Renko et al., 2016). Despite advancements in understanding the significance of entrepreneurship for persons with disabilities, there is still a gap in comprehensive research and analyses in this field, underscoring the necessity for further exploration and the development of targeted programs and policies to address the unique obstacles and opportunities encountered by disabled entrepreneurs.

The importance of entrepreneurship in empowering individuals with disabilities is crucial for fostering inclusivity, economic independence, and social integration. Entrepreneurship provides a platform to challenge stereotypes, promote diversity, and create opportunities for persons with disabilities to demonstrate their talents and capabilities in the entrepreneurial sphere, offering them a path to self-empowerment, financial stability, and a sense of purpose (Rolle et al., 2020). However, there is a lack of comprehensive understanding in the current discourse regarding the specific support mechanisms, policy frameworks, and training programs necessary to effectively facilitate entrepreneurship among individuals with disabilities. This highlights the necessity for further research and practical interventions in this field (Klangboonkrong & Baines, 2022). Addressing these gaps can help society establish a more inclusive and supportive environment that empowers individuals with disabilities to succeed as entrepreneurs and make meaningful contributions to the economy and society as a whole.

The concept of entrepreneurship for empowering individuals with disabilities plays a significant role in challenging societal norms, promoting inclusivity, and fostering economic independence for this marginalized group. By emphasizing the importance of tailored support mechanisms, inclusive policies, and training programs, entrepreneurship provides individuals with disabilities a platform to showcase their talents, overcome barriers, and make meaningful contributions to the economy (Renko et al., 2016). However, there is a need for further research and practical interventions to fully harness the potential of entrepreneurship in empowering individuals with disabilities and fostering a more inclusive society (Mohan & Baruah, 2019). By addressing these gaps, society can create a more supportive environment that enables individuals with disabilities to thrive as entrepreneurs and contribute positively to the economic and social landscape.

The concept of entrepreneurship for empowering individuals with disabilities is crucial in challenging societal norms, promoting inclusivity, and fostering economic independence for this marginalized group. By emphasizing tailored support mechanisms, inclusive policies, and training programs, entrepreneurship provides a platform for individuals with disabilities to showcase their talents, overcome barriers, and contribute meaningfully to the economy (Balcazar et al., 2023). The study highlights the significance of financial support, inclusive policies, and training programs in enabling individuals with disabilities to establish and sustain their businesses, with the ultimate goal of promoting economic and social inclusion for this population. Initiatives like the Leadership Entrepreneurship Acceleration and Development League (SAYLEAD) aim to accelerate disabled entrepreneurs and foster global champions, contributing to the advancement of the field of disability entrepreneurship by creating a more inclusive and empowering environment for individuals with disabilities to thrive as entrepreneurs (Saadun et al., 2023; Balcazar et al., 2023).

Entrepreneurship has the potential to empower individuals with disabilities by fostering goal setting and achievement, which can enhance self-confidence and reveal their entrepreneurial capabilities (Pérez-Macías et al., 2022). Factors such as attitudes towards societal perceptions, contextual elements, social and institutional support, empowering leadership behaviors, and customized employment opportunities all significantly contribute to enabling entrepreneurship among individuals with disabilities. By promoting a culture of goal setting and achievement, entrepreneurship can offer a pathway for individuals with disabilities to surmount obstacles, attain economic independence, and make meaningful contributions to society. Tailored entrepreneurship education that meets individual needs can further facilitate the empowerment of individuals with disabilities in the entrepreneurial domain (Kruger & David, 2020). Through resilience and entrepreneurial intentions, individuals with disabilities can navigate the entrepreneurial landscape, thereby supporting sustainable development goals and bolstering their autonomy and psychological resilience (Pérez-Macías et al., 2022).

The study on entrepreneurship for empowering individuals with disabilities, particularly focusing on disabled entrepreneurs specializing in modifications for disabled vehicles, emphasizes the significance of financial resources, assistive technologies, training programs, mentorship, and effective assistance programs in facilitating entrepreneurship among individuals with disabilities ("Introduction to the Research Handbook on Disability and Entrepreneurship", 2022). It highlights the need for customized support, empowerment strategies, and policy enhancements to promote entrepreneurship in this demographic, stressing the importance of longitudinal studies, comparative analyses, and policy implications in advancing the field ("Introduction to the Research Handbook on Disability and Entrepreneurship", 2022). Additionally, the research underscores the critical role of entrepreneurship training and joint ventures in empowering individuals with disabilities by providing business opportunities and income sources, while also shedding light on the challenges faced by people with disabilities in accessing entrepreneurial avenues ("Introduction to the Research Handbook on Disability and Entrepreneurship", 2022). This study emphasizes the value of inclusive entrepreneurship and the necessity for tailored support systems to enable individuals with disabilities to thrive as entrepreneurs.

The research proposal on entrepreneurship for empowering individuals with disabilities highlights the importance of financial support, inclusive policies, and training programs to enhance success among disabled entrepreneurs (Maziriri et al., 2017). Conducted through qualitative research, including interviews with disabled entrepreneurs, the study seeks to uncover themes related to empowerment, economic opportunities, goal setting, and resilience (Maziriri et al., 2017). The results underscore the obstacles faced by disabled entrepreneurs and recommend tailored support mechanisms and policy enhancements to foster entrepreneurship within the disabled community (Maziriri et al., 2017). To ensure credibility and validity, the research incorporates member reviews, triangulation, peer debriefing, and reflexivity. Future research suggestions include longitudinal studies, comparative analyses, and policy implications to further advance entrepreneurship among individuals with disabilities (Maziriri et al., 2017). This study supports the necessity for personalized support and policy enhancements to empower individuals with disabilities in the entrepreneurial domain.

LITERATURE REVIEW

Goal Setting and Achievement

Roles Related to Entrepreneurship for Empowerment Persons with Disabilities

The study by Nokuthula Tinta & Unathi Kolanisi (2020) emphasized the crucial role of goal setting and achievement in enabling disabled entrepreneurs to enhance their businesses progressively. By setting clear goals and working towards achieving them, individuals with disabilities can overcome challenges, demonstrate resilience, and adapt to the demands of entrepreneurship. The research highlighted how disabled entrepreneurs upgraded their businesses gradually after receiving support, showcasing their determination and perseverance in the face of obstacles and societal biases. Goal setting and achievement emerged as a primary theme, underscoring the importance of these factors in driving the success of individuals with disabilities in entrepreneurship, empowering them to realize their full potential and contribute meaningfully to the business world.

The article review explores the use of entrepreneurship as a tool for empowerment among individuals with disabilities, focusing on the importance of goal setting and achievement in this context. The study by Nokuthula Tinta & Unathi Kolanisi (2020) highlights the crucial role of goal setting and achievement in empowering disabled entrepreneurs to advance their businesses. Through setting clear goals and working diligently towards them, individuals with disabilities can overcome challenges, demonstrate resilience, and adapt to the demands of entrepreneurship. The research demonstrates how disabled entrepreneurs improved their businesses gradually with supportive interventions, showcasing their determination and perseverance in the face of obstacles and societal biases. Goal setting and achievement are identified as key elements, underscoring their significance in driving the success of individuals with disabilities in entrepreneurship, enabling them to unleash their full potential and make meaningful contributions to the business world.

Furthermore, the article review incorporates insights from various scholarly works that discuss the empowerment of persons with disabilities through entrepreneurship. References such as Chawa et al. (2021) and Ngah et al. (2023) stress the importance of community-based approaches and inclusive entrepreneurship models in empowering individuals with disabilities. Additionally, studies by Huq et al. (2022) and Al-Dajani and Marlow (2013) delve into the theoretical frameworks concerning empowerment and entrepreneurship, offering a deeper comprehension of the relationship between these concepts. Moreover, research by Aziz et al. (2021) and Shamsudin et al. (2019) explore the practical implications of entrepreneurship empowerment and the factors influencing entrepreneurship development across different demographics.

Challenges That Organization Has To Face Related To Entrepreneurship For Empowerment Persons With Disabilities

The study by Nokuthula Tinta & Unathi Kolanisi (2020) highlighted the challenges that organizations face related to entrepreneurship for empowering persons with disabilities, particularly in the context of goal setting and achievement. The research emphasized the need for tailored support mechanisms, inclusive policies, and training programs to enable disabled entrepreneurs to set and achieve their goals successfully, overcoming barriers such as limited access to resources and social prejudices. This study sheds light on the challenges organizations encounters in fostering an inclusive entrepreneurial environment for individuals with disabilities, emphasizing the importance of addressing these obstacles to promote empowerment and economic independence within this population.

Entrepreneurship for empowering persons with disabilities presents various challenges that organizations must navigate, particularly concerning goal setting and achievement. The study by Hsieh et al. (2019) delves into the challenges faced by disabled entrepreneurs and how these individuals utilize adaptive mechanisms to overcome obstacles in their entrepreneurial endeavours. These challenges serve as motivational factors that drive disabled entrepreneurs to engage with entrepreneurship and develop strategies to surmount barriers, ultimately leading to their success in the business realm. The research sheds light on the resilience and determination exhibited by disabled entrepreneurs as they navigate the complexities of entrepreneurship, emphasizing the importance of goal setting and achievement in empowering individuals with disabilities to thrive in the entrepreneurial landscape.

Future Suggestions for The Success of Entrepreneurship for Empowerment Persons with Disabilities.

Entrepreneurship as a means of empowerment for individuals with disabilities presents unique challenges that organizations must address to foster success in this demographic, particularly focusing on the theme of goal setting and achievement. The study by (Zhao & Seibert, 2006) emphasizes the significance of the Big Five personality dimensions in entrepreneurial status, suggesting that understanding personality traits can aid in tailoring support mechanisms for disabled entrepreneurs (Zhao & Seibert, 2006). Additionally, research by Balcazar et al. (2023) sheds light on the supports and barriers encountered by entrepreneurs with disabilities, highlighting the need for inclusive policies and tailored assistance programs to facilitate entrepreneurship among individuals with disabilities (Balcazar et al., 2023).

To enhance the success of entrepreneurship for the empowerment of persons with disabilities, future suggestions include leveraging the insights from the meta-analytical review by Zhao & Seibert (2006) to develop personalized entrepreneurship training programs that align with the unique personality traits of disabled entrepreneurs, as well as implementing inclusive policies and support systems as advocated by Balcazar et al. (2023) to create an enabling environment for entrepreneurship among individuals with disabilities. By incorporating these future recommendations, organizations can better support disabled entrepreneurs in goal setting, achievement, and overall success in the entrepreneurial domain.\|

METHODOLOGY

\|The research methodology employed in the study by Nokuthula Tinta & Unathi Kolanisi (2020) utilized a qualitative research design to delve into the roles related to entrepreneurship for empowering persons with disabilities, with a specific focus on goal setting and achievement. Qualitative research was chosen to allow for an in-depth exploration of the experiences and perspectives of disabled entrepreneurs without imposing pre-existing notions on the research setting. The study utilized guided semi-structured interviews as the primary data collection method, providing flexibility for participants to express their views and experiences fully. Semi-structured interviews were selected for their ability to uncover participants' perspectives, offer rich data, and allow for interpretations not anticipated by the researchers, enhancing the depth and richness of the findings. The research design and sampling strategy aimed to capture a range of views on hiring persons with disabilities in Malaysia, emphasizing the importance of understanding the nuances of entrepreneurship in this context.

The research methodology also focused on ensuring trustworthiness and rigor in the qualitative interviews to maintain the validity and credibility of the findings. Strategies such as member checking were employed to allow participants to review and provide feedback on interview transcripts, enhancing the correctness of the data. Peer debriefing was utilized to engage other researchers in discussions about the interview method and data interpretations, reducing bias and increasing the dependability of the findings. These tactics aimed to improve the credibility of the study by aligning the findings with participants' experiences and viewpoints, thereby enhancing the overall quality and validity of the research. An audit trail

was also suggested as a method to keep a thorough record of all data gathered and decisions made during the research process, enhancing transparency and repeatability.

In addition to trustworthiness strategies, the research methodology incorporated data interpretation techniques to analyse how themes related to the research objectives and provided insights into the broader implications of each theme within the study's context. Findings were documented by presenting identified themes supported by illustrative quotes or examples from the data, offering a detailed explanation of each theme and its relevance to the research questions. The methodology aimed to provide a comprehensive understanding of the research findings by incorporating quotes, in-depth narratives, and contextual information in the research reports, enhancing the study's legitimacy and relevance. Reflexivity was also highlighted as a tactic for ensuring validity and reliability by encouraging researchers to reflect on their preconceptions, biases, and assumptions throughout the research

DATA COLLECTIVE METHOD

The data collection method utilized in the study by Nokuthula Tinta & Unathi Kolanisi (2020) involved conducting guided semi-structured interviews with individuals with disabilities who were involved in entrepreneurship. Purposeful sampling was employed to select participants who could offer diverse perspectives on living with a disability and engaging in entrepreneurial activities. The interviews were conducted with individuals such as Mr. Mohd Ariff and Mr. Mohd Syahrir, who shared their experiences and insights on disability and entrepreneurship, providing valuable information for the study. The focus group method was also suggested as a means to gather a small group of disabled individuals interested in entrepreneurship for discussions, idea exchange, and exploration of common themes and concerns. Additionally, the study mentioned the use of software packages for analysing unstructured text, audio, video, and image data from various sources, including interviews and focus groups, to enhance the depth of understanding in the research.

The qualitative data collection process involved several steps, including transcribing the interviews, familiarizing with the data, producing initial codes, searching for themes, and reviewing and defining these themes. The thematic analysis method was used to systematically code and classify data, identifying recurring patterns and underlying meanings to gain a comprehensive understanding of the research findings. Researchers engaged in an iterative process of refining and defining themes to ensure they accurately reflected the data and aligned with the research objectives. The final phase involved writing up the findings, explaining each theme in detail and supporting them with quotes or data samples, thereby providing rich and nuanced descriptions of participant experiences.

Furthermore, the study emphasized the importance of trustworthiness and rigor in qualitative interviews to maintain the validity and credibility of the research findings. Strategies such as member checking and peer debriefing were employed to enhance the correctness and dependability of the data, ensuring that the study findings accurately reflected the participants' experiences and viewpoints. These tactics aimed to improve the credibility of the study and align the research findings with the perspectives of individuals with disabilities engaged in entrepreneurship. The meticulous data collection and analysis processes outlined in the study aimed to provide a robust foundation for understanding the experiences and challenges faced by disabled entrepreneurs in goal setting and achievement.

In summary, the research methodology employed in the study by Nokuthula Tinta & Unathi Kolanisi (2020) incorporated a comprehensive approach to data collection, analysis, and interpretation, utilizing qualitative

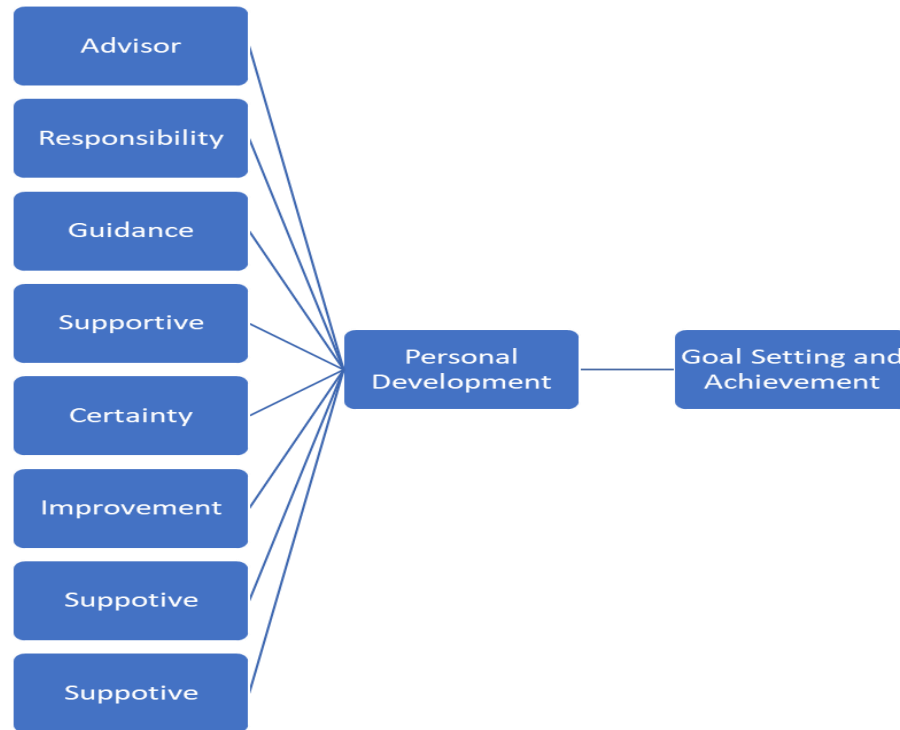


Diagram 1, theme that being choose

The Goal Setting and Achievement theme in the study by Nokuthula Tinta & Unathi Kolanisi (2020) focuses on the importance of individuals with disabilities setting goals and working towards achieving them in the context of entrepreneurship. This theme highlights the significance of having mentors, advisors, and a progressive approach to business improvement for disabled entrepreneurs. Quotes from the data emphasize the commitment to providing support and guidance to individuals, particularly those with disabilities, who may be seeking advice on developing their businesses. The data also underscore the value of having goals and striving to achieve them, especially in the face of barriers like disability. The interviews reveal that disabled entrepreneurs have accepted assistance, enabling them to progressively enhance their businesses, indicating a methodical approach to business growth.

The Goal Setting and Achievement theme also sheds light on the resilience and adaptability demonstrated by challenged entrepreneurs in overcoming physical obstacles, lack of confidence, and social stigma to succeed in the corporate world. Quotes from the data highlight the proactive role of individuals in offering support, guidance, and instruction to those in need, emphasizing the importance of goal setting and achievement in the entrepreneurial process. The data illustrate how disabled individuals interested in learning skills like welding are provided with instruction and support to pursue entrepreneurial activities, particularly in fields like ironwork. The theme underscores the significance of empowerment, economic opportunity, and self-sufficiency for disabled entrepreneurs in setting and achieving their business goals.

In summary, the Goal Setting and Achievement theme in the study encapsulates the determination, support, and progressive improvement demonstrated by disabled entrepreneurs in pursuing their business objectives despite challenges. It emphasizes the role of mentors, advisors, and a methodical approach to business growth, showcasing the resilience and adaptability of individuals with disabilities in the entrepreneurial landscape. The theme underscores the importance of empowerment, economic opportunities, and supportive networks in facilitating the goal-setting and achievement process for disabled entrepreneurs.

FINDINGS AND DISCUSSION

The key finding of the is the importance of goal setting and achievement for individuals with disabilities engaged in entrepreneurship. The study employed thematic analysis as a qualitative research technique to identify patterns and underlying meanings in the data collected from interviews with individuals with disabilities engaged in entrepreneurship. Thematic analysis involves several key steps, including transcribing the text, familiarizing with the data, producing initial codes, searching for themes, and reviewing and defining these themes. This methodical approach allowed the researchers to

systematically code and classify the data, identifying recurring ideas and concepts related to goal setting and achievement among disabled entrepreneurs.

The findings of the study emphasized the importance of mentorship, support, and a methodical approach to business improvement for disabled entrepreneurs in setting and achieving their business goals. The data revealed that disabled individuals accepted assistance, enabling them to progressively enhance their businesses, indicating a gradual and systematic process of growth rather than sudden changes. The study also highlighted the resilience and adaptability demonstrated by disabled entrepreneurs in overcoming physical obstacles, lack of confidence, and social stigma to succeed in the entrepreneurial landscape.

The data from the study indicated that disabled entrepreneurs accepted assistance, which enabled them to gradually enhance their businesses, showcasing a systematic process of growth rather than sudden changes. This gradual improvement approach was highlighted as a key factor in goal setting and achievement for individuals with disabilities in entrepreneurship. The study emphasized the importance of mentorship, support, and a methodical approach to business improvement in assisting disabled entrepreneurs in reaching their business goals. By accepting help and progressively enhancing their businesses, disabled individuals demonstrated resilience and adaptability in overcoming obstacles to succeed in the entrepreneurial landscape. This finding underscores the significance of a structured and supportive approach in facilitating goal setting and achievement for disabled entrepreneurs.

Furthermore, the research underscored the significance of empowerment, economic opportunities, and self-sufficiency for disabled entrepreneurs in pursuing their business objectives despite challenges. The data frequencies and thematic analysis presented in the study provided a comprehensive understanding of how disabled individuals navigate the entrepreneurial landscape, showcasing their determination and ability to overcome barriers in pursuit of economic emancipation.

In summary, the thematic analysis approach utilized in the study allowed for a detailed exploration of the experiences and challenges faced by disabled entrepreneurs in goal setting and achievement. The findings highlighted the importance of mentorship, resilience, and empowerment in supporting disabled individuals in their entrepreneurial endeavors, underscoring the significance of a methodical and supportive approach to business growth for individuals with disabilities.



Diagram 2, word cloud

A word cloud is a visual representation of text data where words are displayed in varying sizes based on their frequency or importance within the text. In the word cloud analysis conducted in the study, the term "disabled" appeared as the biggest word, signifying individuals with physical disabilities that may limit their activities or participation in various aspects of life. This emphasizes the focus on empowering people with disabilities through entrepreneurship initiatives. On the other hand, the word "Grant" appeared as a smaller word in the word cloud, indicating the assistance provided to disabled entrepreneurs by the government, such as grants for equipment or machinery to support their businesses. The varying sizes of words in the

word cloud visually represent the frequency or significance of these terms within the text, highlighting key concepts and themes related to entrepreneurship for individuals with disabilities.

References. Word cloud analysis is a method for illustrating textual data in which words are shown in font sizes proportionate to their frequency or importance in the text. This approach involves collecting and pre-processing textual data, calculating word frequencies, and creating a visual representation in which the most frequently occurring words appear larger and more prominently. Word clouds are popular among academics, marketers, and decision-makers due to the ability to rapidly find common themes, thoughts, or keywords within a big sample of qualitative text. However, these results should be read in conjunction with other qualitative analysis approaches and in light of the text's context to ensure correct findings. From the word cloud analysis, it shows that the roles of entrepreneurship mostly used words in this research. The term "disabled" is the biggest word, it describes the respondents who have a physical disability that may restrict their activities or involvement in many elements of life. It most focuses on people with disabilities who are empowered via business. People with disabilities often face numerous challenges when seeking employment opportunities and encounter discrimination from individuals without disabilities, who are considered able-bodied. As a result, there is a push to empower individuals with disabilities through entrepreneurship initiatives. Moreover, "People" refers to the respondents. It is used with "disabilities" to emphasize the needs and experiences of people with disabilities. This combination conveys the persons under. Additionally, the word "Grant" appeared as a smaller word in the word cloud, indicating the assistance provided to disabled entrepreneurs by the government, such as grants for equipment or machinery to support their businesses.

CONCLUSION

The research articles and studies highlighted the critical role of goal setting and achievement in empowering individuals with disabilities to succeed in entrepreneurship. The findings emphasized that disabled entrepreneurs face unique challenges but exhibit resilience, determination, and adaptability in overcoming obstacles to achieve their business goals. The research underscored the importance of mentorship, support networks, and a methodical approach to business growth in assisting disabled entrepreneurs to thrive in the entrepreneurial landscape. By setting clear goals and working towards their achievement, individuals with disabilities can navigate the complexities of entrepreneurship, demonstrating their commitment to success despite challenges.

The thematic analysis conducted in the study by Nokuthula Tinta & Unathi Kolanisi (2020) delved into the experiences of disabled entrepreneurs, highlighting the significance of goal setting and achievement. The data revealed that disabled individuals accepted assistance, enabling them to progressively enhance their businesses, emphasizing a systematic approach to growth. The study showcased the resilience and adaptability of disabled entrepreneurs in overcoming physical barriers and societal stigma to succeed in entrepreneurship. It also emphasized the importance of empowerment, economic opportunities, and supportive networks in facilitating goal setting and achievement for individuals with disabilities.

Overall, the research findings suggest that goal setting and achievement are fundamental components that drive the success of disabled entrepreneurs in entrepreneurship. By providing mentorship, support, and a conducive environment for growth, organizations can empower individuals with disabilities to realize their entrepreneurial aspirations, contributing to their economic independence and overall well-being.

REFERENCES

(2022). Introduction to the research handbook on disability and entrepreneurship., xix-xxxvi. <https://doi.org/10.4337/9781789905649.00008>

Balcazar, F., Murthy, S., Gibbons, T., Sefandonakis, A., Renko, M., Harris, S., ... & Caldwell, K. (2023). Supports and barriers that entrepreneurs with disabilities encounter when starting their businesses.. *Rehabilitation Psychology*, 68(1), 91101. <https://doi.org/10.1037/rep0000479>

- Kenzhegaranova, M. (2023). Resilient tightroping as becoming included: theorizing from the journey of kazakhstani disabled entrepreneur. *South Asian Journal of Business and Management Cases*, 12(2), 139-151. <https://doi.org/10.1177/22779779231183061>
- Klangboonkrong, T. and Baines, N. (2022). Disability entrepreneurship research: critical reflection through the lens of individual-opportunity nexus. *Strategic Change*, 31(4), 427-445. <https://doi.org/10.1002/jsc.2513>
- Kruger, D. and David, A. (2020). Entrepreneurial education for persons with disabilities—a social innovation approach for inclusive ecosystems. *Frontiers in Education*, 5. <https://doi.org/10.3389/feduc.2020.00003>
- Kundu, S., Kumar, S., & Gahlawat, N. (2019). Empowering leadership and job performance: mediating role of psychological empowerment. *Management Research Review*, 42(5), 605-624. <https://doi.org/10.1108/mrr-04-2018-0183>
- Maziriri, E., Madinga, W., & Lose, T. (2017). Entrepreneurial barriers that are confronted by entrepreneurs living with physical disabilities: a thematic analysis. *Journal of Economics and Behavioral Studies*, 9(1), 27. <https://doi.org/10.22610/jeb.v9i1.1555>
- Ouimette, M. and Rammler, L. (2017). Entrepreneurship as a means to employment first: how can it work?. *Journal of Vocational Rehabilitation*, 46(3), 333-339. <https://doi.org/10.3233/jvr-170870>
- Pérez-Macías, N., Fernández-Fernández, J., & Vieites, A. (2022). Resilience and entrepreneurial intentions of people with disabilities: in search of the sustainable development goals (sdgs). *F1000research*, 11, 726. <https://doi.org/10.12688/f1000research.113565.1>
- (2022). Introduction to the research handbook on disability and entrepreneurship., xix-xxxvi. <https://doi.org/10.4337/9781789905649.00008>
- Balcazar, F., Murthy, S., Gibbons, T., Sefandonakis, A., Renko, M., Harris, S., ... & Caldwell, K. (2023). Supports and barriers that entrepreneurs with disabilities encounter when starting their businesses.. *Rehabilitation Psychology*, 68(1), 91101. <https://doi.org/10.1037/rep0000479>
- Kenzhegaranova, M. (2023). Resilient tightroping as becoming included: theorizing from the journey of kazakhstani disabled entrepreneur. *South Asian Journal of Business and Management Cases*, 12(2), 139-151. <https://doi.org/10.1177/22779779231183061>
- Klangboonkrong, T. and Baines, N. (2022). Disability entrepreneurship research: critical reflection through the lens of individual-opportunity nexus. *Strategic Change*, 31(4), 427-445. <https://doi.org/10.1002/jsc.2513>
- Kruger, D. and David, A. (2020). Entrepreneurial education for persons with disabilities—a social innovation approach for inclusive ecosystems. *Frontiers in Education*, 5. <https://doi.org/10.3389/feduc.2020.00003>
- Kundu, S., Kumar, S., & Gahlawat, N. (2019). Empowering leadership and job performance: mediating role of psychological empowerment. *Management Research Review*, 42(5), 605-624. <https://doi.org/10.1108/mrr-04-2018-0183>
- Ouimette, M. and Rammler, L. (2017). Entrepreneurship as a means to employment first: how can it work?. *Journal of Vocational Rehabilitation*, 46(3), 333-339. <https://doi.org/10.3233/jvr-170870>
- Pérez-Macías, N., Fernández-Fernández, J., & Vieites, A. (2022). Resilience and entrepreneurial intentions of people with disabilities: in search of the sustainable development goals (sdgs). *F1000research*, 11, 726. <https://doi.org/10.12688/f1000research.113565.1>
- Pérez-Macías, N., Fernández-Fernández, J., & Vieites, A. (2022). Resilience and entrepreneurial intentions of people with disabilities: in search of the sustainable development goals (sdgs). *F1000research*, 11, 726. <https://doi.org/10.12688/f1000research.113565.1>
- Balcazar, F., Murthy, S., Gibbons, T., Sefandonakis, A., Renko, M., Harris, S., ... & Caldwell, K. (2023). Supports and barriers that entrepreneurs with disabilities encounter when starting their businesses.. *Rehabilitation Psychology*, 68(1), 91101. <https://doi.org/10.1037/rep0000479>

- Kenzhegaranova, M. (2023). Resilient tightroping as becoming included: theorizing from the journey of kazakhstani disabled entrepreneur. *South Asian Journal of Business and Management Cases*, 12(2), 139-151. <https://doi.org/10.1177/22779779231183061>
- Klangboonkrong, T. and Baines, N. (2022). Disability entrepreneurship research: critical reflection through the lens of individual-opportunity nexus. *Strategic Change*, 31(4), 427-445. <https://doi.org/10.1002/jsc.2513>
- Kruger, D. and David, A. (2020). Entrepreneurial education for persons with disabilities—a social innovation approach for inclusive ecosystems. *Frontiers in Education*, 5. <https://doi.org/10.3389/feduc.2020.00003>
- Kundu, S., Kumar, S., & Gahlawat, N. (2019). Empowering leadership and job performance: mediating role of psychological empowerment. *Management Research Review*, 42(5), 605-624. <https://doi.org/10.1108/mrr-04-2018-0183>
- Ouimette, M. and Rammler, L. (2017). Entrepreneurship as a means to employment first: how can it work?. *Journal of Vocational Rehabilitation*, 46(3), 333-339. <https://doi.org/10.3233/jvr-170870>
- Pérez-Macías, N., Fernández-Fernández, J., & Vieites, A. (2022). Resilience and entrepreneurial intentions of people with disabilities: in search of the sustainable development goals (sdgs). *F1000research*, 11, 726. <https://doi.org/10.12688/f1000research.113565.1>
- Balcazar, F., Murthy, S., Gibbons, T., Sefandonakis, A., Renko, M., Harris, S., ... & Caldwell, K. (2023). Supports and barriers that entrepreneurs with disabilities encounter when starting their businesses.. *Rehabilitation Psychology*, 68(1), 91101. <https://doi.org/10.1037/rep0000479>
- Kruger, D. and David, A. (2020). Entrepreneurial education for persons with disabilities—a social innovation approach for inclusive ecosystems. *Frontiers in Education*, 5. <https://doi.org/10.3389/feduc.2020.00003>
- Maritz, A. and Laferriere, R. (2016). Entrepreneurship and self-employment for people with disabilities. *Australian Journal of Career Development*, 25(2), 45-54. <https://doi.org/10.1177/1038416216658044>
- Mohan, G. and Baruah, A. (2019). An assessment of gender differences in the operational efficiency of businesses run by persons with disabilities. *Rajagiri Management Journal*, 13(2), 43-59. <https://doi.org/10.1108/ramj-08-2019-0014>
- Renko, M., Harris, S., & Caldwell, K. (2016). Entrepreneurial entry by people with disabilities. *International Small Business Journal Researching Entrepreneurship*, 34(5), 555-578. <https://doi.org/10.1177/0266242615579112>
- Rolle, J., Kisato, J., Rock, P., & Winstanley, J. (2020). "inclusive entrepreneurship: a critical look at the inclusion of persons with disabilities". *International Journal of Business and Economic Development*, 08(02). <https://doi.org/10.24052/ijbed/v08n02/art-01>
- Saadun, S., Alias, R., & Norman, M. (2023). Disabled entrepreneur empowerment through leadership entrepreneurship acceleration and development league (saylead). *Information Management and Business Review*, 15(2(I)SI), 197-204. [https://doi.org/10.22610/imbr.v15i2\(i\)si.3432](https://doi.org/10.22610/imbr.v15i2(i)si.3432)
- Klangboonkrong, T. and Baines, N. (2022). Disability entrepreneurship research: critical reflection through the lens of individual-opportunity nexus. *Strategic Change*, 31(4), 427-445. <https://doi.org/10.1002/jsc.2513>
- Mohan, G. and Baruah, A. (2019). An assessment of gender differences in the operational efficiency of businesses run by persons with disabilities. *Rajagiri Management Journal*, 13(2), 43-59. <https://doi.org/10.1108/ramj-08-2019-0014>
- Renko, M., Harris, S., & Caldwell, K. (2016). Entrepreneurial entry by people with disabilities. *International Small Business Journal Researching Entrepreneurship*, 34(5), 555-578. <https://doi.org/10.1177/0266242615579112>
- Rolle, J., Kisato, J., Rock, P., & Winstanley, J. (2020). "inclusive entrepreneurship: a critical look at the inclusion of persons with disabilities". *International Journal of Business and Economic Development*, 08(02). <https://doi.org/10.24052/ijbed/v08n02/art-01>
- Klangboonkrong, T. and Baines, N. (2022). Disability entrepreneurship research: critical reflection through the lens of individual-opportunity nexus. *Strategic Change*, 31(4), 427-445. <https://doi.org/10.1002/jsc.2513>

Rolle, J., Kisato, J., Rock, P., & Winstanley, J. (2020). "inclusive entrepreneurship: a critical look at the inclusion of persons with disabilities". *International Journal of Business and Economic Development*, 08(02). <https://doi.org/10.24052/ijbed/v08n02/art-01>

Renko, M., Harris, S., & Caldwell, K. (2016). Entrepreneurial entry by people with disabilities. *International Small Business Journal Researching Entrepreneurship*, 34(5), 555-578. <https://doi.org/10.1177/0266242615579112>

Rolle, J., Kisato, J., Rock, P., & Winstanley, J. (2020). "inclusive entrepreneurship: a critical look at the inclusion of persons with disabilities". *International Journal of Business and Economic Development*, 08(02). <https://doi.org/10.24052/ijbed/v08n02/art-01>