

The Role and Importance of Education in Business

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Abstract— *The education plays an evolutionary role in all fields and activities, education helps people to become professionals, allows them to develop and learn specific skills and techniques relevant to the profession. Higher or professional education affects a person's future prospects, the possibility of career growth and success, working in the highest paid positions and circles of successful companies. This article analyzes the importance of education for society and the business entrepreneurial industry, the article discusses comparative studies that examine the career success opportunities of people with higher education and those without education, the article discusses the main factors that play an important role in achieving success in career and business activities. The development of the business industry and innovative entrepreneurial activity is significantly dependent on receiving field-specific education, theoretical and practical knowledge, the article discusses the view on whether entrepreneurship should be taught in school. The article analyzes the bilateral, interdependent relationship between business and education and the importance of business investing in education.*

Keywords: education, role, business.

I. INTRODUCTION

The connection between education and business is relevant in light of the rapid pace of development and change in the modern entrepreneurial business industry. Education helps business operators and employees in the business industry to properly plan business processes, in the analysis of risks and threats, in the correct planning of services and products, in the improvement of strategic and analytical thinking, in the management of production processes, in the planning and use of technological innovations. Education is the most important lever for the state to eliminate corruption and law violations in business and entrepreneurship.

People without business administration and entrepreneurial education experience failure in business activities much more often than educated people, among the successful entrepreneurs in the modern business industry there are many people with higher education, generators of specific theoretical and practical knowledge of the field. Educated people research, study, create and introduce innovative production technologies. Education in business administration, startup ecosystem, entrepreneurship can help youth develop specific skills and techniques. Higher or professional education affects a person's future perspective, the possibility of career growth and success.

The connection between education and business is indicated by the importance of the level of education, the existence and improvement of skills of employees in the private or public sector, how productively the human resources employed in the company, with their competencies, theoretical or practical skills, fulfill the company's financial, commercial, strategic goals. Modern innovative companies introduce education as the most important development component in the corporate culture, take care of improving employees' knowledge, competencies, skills by organizing training's, workshops, training courses, financing similar

activities for employees.

At the same time, the success of business is influenced by the level of raising the awareness of young people, how much do schoolchildren, students of higher education institutions understand the importance of business? the essence and social purpose of entrepreneurial activity? Also, it is important to determine:

To what extent is the business industry involved in the development of the educational system and programs, in the financing process? What is the connection between entrepreneurial business and education?? What impact does education have on business? What role does entrepreneurship education play in schools and higher education institutions? How appropriate is teaching entrepreneurship in schools and colleges?

Modern representatives of the field of business and economy believe that teaching business from school age is the most important prerequisite for future socioeconomic development, moreover, young people should understand the social role and importance of business, social responsibilities of business, its public human purpose from an early age.

There is a two-way relationship between education and business, on the one hand, the presence of educated people in the field increases the probability of successful management of any business, on the other hand, the funds invested by the business in education indicate its high social responsibility. The success of the educational system is directly proportional to the number, quality and scale of successful business activities in the country, thus, both investment and educational involvement in the educational process of business is very important.

II. LITERATURE REVIEW

The article discusses and analyzes important sources and studies related to education and business, which are carried out in several countries of the world, taking into account the

scope of the connection between education and business, the sources and studies used in the article refer not only to the issue of the need to teach entrepreneurial business at school, in college or higher education institutions, but also interest in entrepreneurial business, relevance of curricula to market and entrepreneurial trends, and important aspects to consider in curricula and syllabi. The article discusses the research carried out in Indonesia, Malaysia and Spain, the methods of survey and source analysis are used for the research. The article also analyzes examples of successful educational institutions and programs. At the Polish University of Technology, students have the opportunity to take special courses in entrepreneurship, which takes into account the involvement of entrepreneurs in the educational process. Arizona University is one of the first in terms of entrepreneurship education and program development, it effectively teaches entrepreneurship to students.

The purpose of the study is to determine the role of education in the process of entrepreneurial business development,

Research tasks are:

- ✓ analysis of statistical data and sources
- ✓ Assessment of business involvement in the development process of the educational system
- ✓ Studying the connection between education and business
- ✓ Determining the expediency and role of teaching entrepreneurship in schools and higher educational institutions,

The role and importance of education in business

Education and the educational system serve the purpose of raising the awareness of young people's knowledge, every educational program has its own precisely defined goal and purpose. Undergraduate educational programs are aimed at laying the foundation for the process, which aims to acquaint students with basic theoretical information relevant to general education, profession, specialty. Educational programs, on the one hand, help students and young people to acquire theoretical and general, basic knowledge in various specialties, as well as prepare them for practical processes, Undergraduate educational programs help students to create a general idea about the activities relevant to the specialty, to understand the essence, meaning, purpose, to get acquainted with the theories and principles relevant to the specialty and profession.

Usually starting from educational programs, undergraduate programs provide students with general knowledge of economics and the business industry, help students develop critical thinking skills, understand the situation, and evaluate current processes in the national or international business industry., in the study of the important terms in the economy, in the analysis of economic growth and hindering factors, in the evaluation and criticism of the features of the operation, existence, co-operation of the

economy, in understanding the essence of making decisions in the economy, in understanding and predicting changes in the national and international market, improving general theoretical skills necessary in business and applying them in practical work process, Does an effective educational program, based on the theoretical content, help the student to understand what business is? Who creates a business? What is necessary for business organization and management? What is the purpose of management in modern business? How important are human resources in the process of creating a business? Who are business allies? What kind of capital is needed for business implementation? How is business planned, what role does strategic management, risk management, financial management, project management, entrepreneurial affairs, etc. play in its management?

To what extent is the quality of educational programs and education consistent with business requirements, needs, knowledge criteria, and how important is education in the process of business success? In this article, we discuss the research that shows the importance of education in business and education in business, there is a bidirectional relationship between education and business., On the one hand, basic education increases the probability of having successful educated, knowledgeable personnel, future business operators, and on the other hand, it improves the business management process and the amount of money invested in education from business, The modern educational system is based not only on state finances but also on the attention of private companies, many educational systems around the world register private scholarships, private grants, exchange programs, private courses, training's, private universities and others.

Basic educational programs usually provide preparation of a person for practical processes, for example, if a student majors in business management and administration, it is important for him to know and study various disciplines, for example, general management, risk management, Strategic Management, Financial Accounting, Project Management, General Economics, Entrepreneurship, Macroeconomics, Microeconomics, Fundamentals of Business Administration, Applied Economic Policy, Economic Policy, Real Estate Economics, Marketing, Human Resources and others. The study of subjects, mentioned and not only mentioned subjects, theoretical material, literature provides the student with the knowledge that he should use in the work process, during practical tasks, when making decisions, Business is not only the process of selling goods and making profit, it includes many important aspects, goes through important stages and ultimately provides financial benefits. A modern entrepreneur and business operator should possess general knowledge:

- ✓ About the necessary capital and necessary resources at the initial stage of the business,
- ✓ to have information about the channels and means by which it is possible to raise funds,

- ✓ Must be able to identify, delegate, organize and consider customer needs and requirements before planning products and services
- ✓ Must be able to form products and services, determine the main market and sales price, Planning and management of business projects, organization,
- ✓ consistent implementation of the main short-term and long-term strategic plan of the company before the formation of products and services
- ✓ Determination of appropriate human resources for the company,
- ✓ planning and management of the operational part, Must be able to forecast, manage and control costs, revenues,
- ✓ Company brand formation, social product and service planning

Modern entrepreneurs mainly see innovative forms of business organization and management, processes, this is correct because consumer demands and needs change day by day, All the listed skills and knowledge are developed from properly organized educational programs and business management practices, however, in order for the business to be successful, the entrepreneur or business operator needs appropriate theoretical and practical, skills and knowledge. Thus, there is a two-way, important relationship between business and education.

III. BUSINESS AND EDUCATION

In the process of analyzing the connection between business and education, 2 aspects are revealed,

- ✓ The development of business, the growth and success of the national or international business industry directly proportionally, has a positive impact on the process and intensity of education financing, educational program planning, implementation.
- ✓ A successful business industry represents potential financial capital that can be used by the private or public education system,

In addition, contact with the educational and training process of business does not end with higher education, systematic retraining of subordinate personnel, training with private courses, has become part of corporate culture in modern business management. Organization of private certification training's in order to increase the qualifications, which overall help employees with different job directions, improves the marketing department, work of sales managers, specialists, digital marketers, social media managers, improves sales indicators, promotes service and product rebranding, correct analysis of market needs, Improves the quality of work of the operational department, the quality of ongoing and implemented operations in the company, time management, helps the company to establish strong middle and top management links that correctly assess the company's resources, potential, threats and opportunities.

In the definition of the connection between business and education, another important aspect is revealed, related to

employment and business organization. The part that refuses higher education and does not prioritize studies, sees starting their own business as a source of income. The second important aspect refers to the fact that there is a demand for persons with appropriate education for middle and higher managerial positions in companies, while highly paid positions are mostly filled with educated personnel. In this way, the question of what is the connection between education and business, another possible answer appears, people without education try to find an easy solution, on the other hand, a difficult one, to start a private business, to produce goods and products, to manage a business, but it is also important here that Businesses started by such people are less innovative, Does not implement technological and business changes, innovations. Blanchflower and Oswald [1998] considered that starting one's own business is the same as self-employment, due to the fact that people without appropriate education do not have the knowledge and hope that they will be employed in promising positions in companies, they see the solution in starting their own business. According to statistics, the number of people who start a business or engage in production decreases with the increase in educational level. On the other hand, as we have already said, the activity initiated by persons without education is not entrepreneurship, neither in its content, nor in its mission, nor in its social purpose, in the modern sense, entrepreneurs are innovative and socially minded people. Thus, starting a business by individuals with no choice is more self-employment than entrepreneurship [Gedi 2018] Another important difference between self-employed businessmen and entrepreneurs lies in their attitude towards risk, self-employed people are less likely to take risks, this is not part of their nature, unlike entrepreneurs who carry out innovative activities as a novelty in the presence of risk factors.

It is also important to consider aspects that have a positive impact on starting a business, including the support of family members and their activities. (Haute d'Arozen in 1999), it is known that children and young people who grow up in families with self-employed parents are more likely to follow their parents' path and become interested in business themselves, similar to their interest in getting an education.

A 2018 study in Indonesia found that among those with no or no school education, and among those with a college education, the motivation to be self-employed decreases with increasing educational attainment. In the part of gender analysis, women prefer to be self-employed, because it is easier for them to combine the source of personal income, entrepreneurship, with family activities

Based on the research carried out in Indonesia, it was determined that several factors have a particularly significant impact on business performance, business success, among these factors are:

- ✓ *social factor,*
- ✓ *Relationship factor,*

✓ *Syllabus of educational programs*

Enhancing interest in entrepreneurship and business is not only through theoretical teaching of entrepreneurship, but also in its practical teaching. Undergraduate students suffer from a lack of knowledge of practical aspects of entrepreneurship, while theory alone cannot arouse students' interest in entrepreneurship and business. Moreover, the theoretical nature of learning is often difficult for students. He loses motivation and enthusiasm.

Mara University of Technology UITM offers students, in addition to teaching entrepreneurship in the undergraduate program, undergraduate courses aimed at improving students' entrepreneurial skills, deepening their knowledge and increasing their interest in the business industry. The mentioned courses serve not only to improve and deepen the level of knowledge of entrepreneurship among students, but also serve to form competent future business personnel. From the point of view of building and developing a successful socioeconomic environment, it is of great importance to teach entrepreneurial business successfully. [Hassan Khan and Nabi 2017] In determining the success of the educational program and syllabus, it is important how much the program helps students develop entrepreneurial skills, how much they are able to perceive the practical aspects of activities, How well they understand the social function of modern entrepreneurship, what are the legal aspects for entrepreneurs, what skills do they need to start a business, where and how can students find start-up capital, resources and more. Similar to pilot programs, universities should directly include successful entrepreneurs and businessmen in their entrepreneurship training programs [Reynaldo Maria and Asuncion 2007].¹

Several important parties are involved in the process of business development:

- ✓ Educational system – the role of universities, educational programs, □
- ✓ Society: the role of parents, people in the closest circle, Possibility of financial support,

The educational system and relevant programs should ensure the identification and production of skills necessary for business among young people, as we mentioned above, a potential businessman and a person who wants to start a production need complex skills and knowledge.

The role of society, close people and people involved in the development of young people in business success is quite large, as we have already mentioned, the activities of family members sometimes turn into family activities, when children and all subsequent generations follow the activities of their parents, for example, they lead the family business. The role of coaches, lecturers, teachers in the formation of entrepreneurs is also important, first of all they arouse interest in students, therefore the form and method of providing knowledge by them is of great importance, as well

as correctly selected attitudes.

In a 2018 survey of 250 UITM -University students, the respondents were business graduates, the study aimed to determine how effective the entrepreneurship program, syllabus, and how much it helped students develop important skills, according to the survey to measure the effectiveness and productivity of the syllabus. Several criteria were used, including:

- ✓ *Business case syllabus,*
- ✓ *University roles,*
- ✓ *Relationship factor,*
- ✓ *Entrepreneurial values,*
- ✓ *business performance,*

Constructs	Items	Reliability tests		Kolmogorov-Smirnov test	
		Cronbach's Alpha	Kolmogorov-Smirnov Z	Asymp sig. (2 tailed)	
Entrepreneurship curriculum	7	0.822	1.093	0.184	
University roles	9	0.830	1.179	0.124	
Relational factor	7	0.770	1.279	0.076	
Society	7	0.824	1.136	0.151	
Entrepreneurial values	14	0.918	1.077	0.197	
Business performance	12	0.913	0.831	0.494	

Source: based on the sample of the study

Fig1. Reliability and One-sample Kolmogorov- Smirov Test

In the modern world, entrepreneurial activity is vitally important from the point of view of the development of the national or international economy, production, social economic situation, several factors play an important role in the production process, among them:

- *The person who manages the project*
- *The environment in which the service or product is created, production is carried out,*
- *The nature of the opportunities²*

Both the production process and education involve Creation. An entrepreneur creates a product and service that is well thought out, and in education it is the process of creating elements that were discovered, thought, analyzed, studied in the educational process, which is innovative.

We can consider some interesting views regarding entrepreneurial education:

- ✓ entrepreneurial education includes complex activities, including not only those activities that are planned and implemented through the education system.
- ✓ Includes more reasonable objects than the creation of entrepreneurship. The educational process creates a more dynamic and progressive process
- ✓ The role of teachers, coaches, lecturers in terms of strengthening interest in entrepreneurship and developing entrepreneurial skills is great [Fayalle and Gaille 2004]

¹ Mahood, R, Zahari A, (2021) The impact of entrepreneurial education on business performance.

² Linan F, (2007) The role of entrepreneurship in the entrepreneurial process

	stages of entrepreneurship		
	Potential entrepreneur	Nascent entrepreneur	Dynamic entrepreneur
Awareness educ.			
Start-up education			
Continuing educ			
Educ. for entrepreneurial dynamism			

Fig 2. Objectives of entrepreneurship education

The mentioned table and educational stages were established by Garavani and Okinoide [in 1994,] there is a direct proportional relationship between the listed educational stages and entrepreneurial activity stages, namely:

1. *The readiness for entrepreneurial education consists in improving the knowledge of persons interested in small or medium entrepreneurship. This educational process improves people's motivations and increases their interest in the industry. The goal of the lecturers of such training programs is not to increase the number of entrepreneurs, but to strengthen their career motivations and the extent of success*
2. *Education for startups, novice entrepreneurs - this type of education involves the completion of training courses or training programs by novice entrepreneurs and those who wish to start entrepreneurship. In the case of startup programs, aspiring entrepreneurs learn to plan and perform business idea formation, production budget planning, capital seeking, customer segmentation, market research, competitive product and service, and other important tasks.*
3. *Continuing education for entrepreneurs – special training programs designed for budding entrepreneurs who want to improve their production skills and knowledge.*
4. *Education for dynamic entrepreneurship – related to the post-startup stage, when the entrepreneur needs to improve his existing entrepreneurial knowledge, experience and scale, business expansion.*

In an advocacy report prepared in 2018 by the organization "Business Fights Poverty", the importance of education in business is discussed, the University of Arizona is one of the successful universities that implement effective teaching of entrepreneurship and is mentioned as the strongest university in terms of promoting entrepreneurship. The university conducted research with the involvement of over 500 industry experts who taught important subjects in sustainable development and helped students understand the implications of business..⁴

⁴ Business fight poverty- (2018) The role of business in education and training for sustainable development.

It is also important to consider the social and global role of business investing in education, why is it important for business to fund education? On the one hand, business financing of education is:

Charity and recognition of social responsibilities that have a positive impact on the reputation of companies Investments or financing in education always return direct and indirect benefits to business, create more educated potential personnel for the business industry and solve the problem of shortage of personnel in the labor market.

Reasons for business to invest in education and training for sustainable development.

- ✓ Develop skills and knowledge of leaders and employees
- ✓ Embed sustainability within strategy, operations and decision-making
- ✓ Set long-term sustainability goals and targets and measure progress
- ✓ Promote innovation by thinking differently about market trends, customer needs and production processes
- ✓ Develop new markets and business models that address social and environmental issues
- ✓ Engage investors, policymakers and other partners and influence's
- ✓ Recruit, engage and retain employees

Among the companies that invest heavily in education are:

1. Banco Santander - amount of money spent on education: 196.5 million US dollars.
2. IBM - the amount of money spent on education is 144 million US dollars, for the development of children of early age
3. Telefonica - the amount of money spent on education is 129.9 million USD, on the development of information technologies
4. Exxon Mobile - the amount of money spent on education is 115.5 million US dollars. in the development of mathematics and scientific directions,
5. Target - the amount of money spent on education is 95.2 million US dollars, plans to spend up to one billion,
6. Glaxo Smith Kline-The amount of money spent on education, 86.6 million USD, supports the education of children with disabilities.
7. Microsoft - the amount of money spent on education is 86.5 million US dollars,
8. Toyota Motors, the amount of money spent on education is 83.5 million US dollars.
9. Rio Tinto Group - the amount of money spent on education is 81.6 million US dollars,
10. Wells Fargo - the amount of money spent on education is 86.6 million USD,⁵

⁵ Top 10 companies spending millions on education- <https://www.theguardian.com/sustainable-business/2015/jan/14/10-companies-business-school-education-philanthropy-inequality>

IV. BUSINESS AND ENTREPRENEURSHIP IN THE SCHOOLS

The global business industry is facing social, operational, financial, technological challenges and problems, companies are experiencing a shortage of human resources, competent personnel, A student studying or completing a business administration program and trying to get a job in a company realizes that everything he has learned is theory and what happens in the work process is very different from theory, he needs to develop important skills to adapt to the work process. Thus, it is important to consider the views on whether entrepreneurship or business should be taught in school.

[Miller 1999] Considered that the selection of school students was an important step in mentoring programs, as well as business, employee, community mentoring, teaching and management.

In the program for the 14- to 16-year-old category, it was considered to invite the employees employed in the companies as speakers and in this way clarify and inform the students about the specifics of the work process. [Golden et al 2005]

The 2004 renewal educational program found that inviting employees employed in IBM-International Business Corporations (an American multinational business corporation) and participating in the training process is a better key to the success of the initiative than the implementation of additional activities provided by the syllabus.

V. METHODOLOGY

The method of source analysis is used in the research, on the basis of which several sources are analyzed and the research is related to entrepreneurial activity, the relationship between education and business, and the determination of the effectiveness of the educational program and syllabus in the process of business development. A study conducted in Malaysia, which examines the attitudes of university students, used a quantitative research method, using questionnaires to interview respondents who had completed an entrepreneurship program and started a business. Information was collected through Google Forms and emails, out of 250 questionnaires sent and delivered, 161 questionnaires were received. The research has an evaluative character, in terms of evaluation of various aspects by the respondents.

A study conducted in Indonesia, which aimed to determine the relationship between education and entrepreneurial self-employment, followed the Blanchflower and Oswald model, representing secondary to tertiary levels of education. As for the respondents, they include long-term residents of Indonesia, families living in 12 to 27 districts, their number is 30,000 people.

In Spain, in 2023, a study was carried out, which aimed to evaluate and analyze the effectiveness of teaching entrepreneurship in schools and colleges, 1036 students participated in the study, during the study, students' attitudes

and views towards the program were studied. A quantitative survey method was used for the research. For the research, respondents were divided into two groups, control and experimental groups. The study discusses the importance of education in the process of creating human resources and capital. The mentioned research supports the teaching of entrepreneurial competences at school age, Teaching entrepreneurship in schools is important because it develops entrepreneurial skills in young people before they are exposed to environmental factors that can demotivate them. The name of the program is "Entrepreneurship Potential" and it includes training using specialized literature, methodology, to develop such skills as: Creativity, Leadership, Decision Making, Problem Solving, Intuition, Achievement Motivation and more. ⁶

VI. RESEARCH RESULTS

In 2019, a study conducted at the University of Malaysia showed that education affects business performance through several independent values, aspects: relationship factor, society, role of university, entrepreneurial values. The study found that education, the curriculum introduced in the Technical University of Malaysia has a positive effect on business performance.

The research found that there is a positive correlation between business performance and society, namely society, family members and close people have a significant influence on a person's success in business, support strengthens students' motivations and increases the probability of success in entrepreneurial activities.

In 2018, a study carried out in Indonesia found that self-employment businesses are mainly carried out by people with less education. One of the contributing factors of self-employment is less chance of employment in companies.

Self-employment is applied to those persons who abandon education,

- ✓ The self-employed earn much less than those who are employed in middle and high positions in companies, persons with relevant education [Hamilton 2000]
- ✓ People who have financial support start a business for self-employment,
- ✓ Those persons whose employers are self-employed start a business for self-employment, The main differences between the self-employed and entrepreneurs are revealed in their motivations and risk attitudes, the motivation of the self-employed is to get income, not an innovative solution to a certain consumer, social problem, the self-employed do not take risks, unlike entrepreneurs,
- ✓ In Indonesia, people with higher education are mainly hired for high paying positions.

A study organized by the OECD in Israel found that people

⁶ Canal M, Sanz P.R, -(2023)How effective is entrepreneurship education in schools? An Emprirical study of the new curriculum in spain-

with less education and no higher education are more likely to try to find employment with the help of their own business. [Shavit Yuchmaar, Yaar, 2001] research shows that people with very low or very high education are less likely to make a self-employment decision, unlike people with average education, business activities started by people with no education or little education are often unsuccessful.

Regarding the implementation of entrepreneurship in the school and high school, college system, it is important to consider the results of the research conducted in Spain, which showed that there is a correlation between students' views, attitudes and the skills developed as a result of the courses, the more positive the attitudes and views, the more productive the teaching result.

Research has shown that renewable educational goals have a positive relationship with entrepreneurship. The content provided by the entrepreneurship syllabus has a strong positive impact on students' knowledge and competencies.

It is also important to analyze entrepreneurial skills and opportunities in relation to gender, there are no sharp differences between the skills of girls and boys. Research has shown that interest in entrepreneurial work in terms of views is higher among men. The study also showed that the effect of entrepreneurship education on outcomes is much higher among girls. An interesting aspect was revealed from the point of view that determining or evaluating the perception or productivity between the sexes in relation to entrepreneurship and education in general is not a problem in the school education stages, this problem is more a result of sociocultural perceptions in adulthood. Usually, adult people often have different attitudes and perceptions of male and female business operators and entrepreneurs, and it is important to take into account that the process of engaging in entrepreneurial activities in adulthood is complicated by the burden of women's family duties and responsibilities, which are not balanced and distributed within the family..

It is also important to determine the workload and relevance of research in private, public and subsidized schools, private centers, private schools in terms of teaching entrepreneurship is more in demand. As in other studies, the role of socioeconomic support of family members in terms of development and success in entrepreneurial career was highlighted.

VII. CONCLUSIONS

Young people, students in particular, should be focused on engaging in such educational programs and courses that will improve their entrepreneurial and business skills, strengthen their motivations,

Educational institutions should be focused as much as possible on educational and financial support of students, in order to increase the role and importance of entrepreneurial activity,

In successful companies, the education factor is a priority in the process of employment for high-paying positions at the

highest level, people with experience, higher education and relevant competences are mainly employed in high positions, thus people without higher education are faced with the problem of employment, therefore this fact determines their decision to be an entrepreneur as self-employment.

The motivations of young people, potential entrepreneurs or entrepreneurs are significantly determined by both financial and social factors, as well as the attitudes and support of close people around them. The role of the family is important in terms of achieving success in entrepreneurial activities.

In the process of evaluating entrepreneurial activities, the main motivations should be distinguished, whether it is only an attempt at self-employment or the result of innovative, social and global thinking, motives, self-employment and income-seeking entrepreneurs and entrepreneurs caring for the welfare of society cannot be considered in one group.

Any training program, syllabus needs to be periodically updated, as the world business industry, environmental factors are rapidly changing, so there is a need to change, progress, develop training programs, update training material, revise training methodology and competencies of lecturers.

Based on already existing international experience and research, it is important for developing countries to introduce a model of entrepreneurship education in the education system, which will combine not only important literature and theoretical learning, but also invite successful entrepreneurs and specialists employed in their companies as lecturers and teachers to the program. This type of collaboration will contribute to the mobilization of theoretical and practical knowledge among students. Implementation of entrepreneurship training programs is vitally important in school and college institutions.

Based on the analysis of the textile industry, it is important that the states also think about the importance of the care economy, easing the burden of women's work, especially in the category of women who try to actively operate in entrepreneurial activities, carry out production in the context of home conditions and limited time factors.

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