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The state of entrepreneurship in Poland: an empirical analysis

Stan przedsiębiorczości w Polsce: analiza empiryczna

Abstract

The objective of the article is to evaluate the entrepreneurship development of Poland and to compare its performance against neighbouring countries in the same region. Entrepreneurial ecosystem of Poland was described using data from European statistics, Global Competitiveness, Doing Business, Global Entrepreneurship Monitor, and Global Entrepreneurship Index. Moreover, the results were compared to the neighbouring countries in the same region in order to determine strengths and weaknesses of Polish entrepreneurial system and possibilities of enhancing the state position. This paper identifies the vulnerable aspects of Poland's entrepreneurship performance through a wide spectrum of sources that finally help to combine many variables in a single model. Prepared analysis helps to detect which entrepreneurial components should be addressed.

Poland's entrepreneurial performance is relatively sufficient compared to some countries in the same region. Poland's entrepreneurial profile strengths are the imperceptible disproportion between women and men in entrepreneurship, with main weakness being lowering TEA (total early entrepreneurial activity) indicators in total and that TEA-type activities are rarely carried out by people aged 55–64 and 18–24. Poland should focus on intensifying activities towards streamlining of the administration serving entrepreneurs, procedural requirements and application execution time, promotion of entrepreneurship and entrepreneurship education and on long-term building of entrepreneurial attitudes, aspirations and skills. The main limitation of the research is that the analysis uses only international reports and statistics, without considering national studies and other partial studies.

Keywords

Poland, entrepreneurship, entrepreneurship profile

Streszczenie

Celem artykułu jest ocena rozwoju przedsiębiorczości w Polsce i porównanie jej wyników z krajami sąsiednimi w tym samym regionie. Wdrażając statystyki europejskie, badania Global Competitiveness, Doing Business, Global Entrepreneurship Monitor oraz Global Entrepreneurship Index, opisano przedsiębiorczy ekosystem w Polsce. Ponadto porównano wyniki dla krajów sąsiednich w tym samym regionie, poszukując mocnych i słabych stron polskiego systemu przedsiębiorczości oraz możliwości wzmocnienia pozycji państwa. Autorka identyfikuje wrażliwe aspekty funkcjonowania polskiej przedsiębiorczości, wykorzystując szerokie spektrum źródeł, które ostatecznie pomagają połączyć wiele zmiennych w jednym modelu. Przygotowana analiza pomaga wykryć, jakimi elementami przedsiębiorczymi należy się zająć.

Wyniki Polski w zakresie przedsiębiorczości są stosunkowo dobre w porównaniu z niektórymi krajami w tym samym regionie. Mocną stroną polskiego profilu przedsiębiorczego są niezauważalne dysproporcje między kobietami i mężczyznami w zakresie przedsiębiorczości, gdzie główną słabością jest obniżenie wskaźników TEA (całkowita wczesna działalność przedsiębiorcza) ogółem oraz to, że działania typu TEA są rzadko realizowane przez osoby w wieku 18–24 i 55–64 lata. Polska powinna skoncentrować się na zintensyfikowanych działaniach w zakresie usprawniania administracji obsługującej przedsiębiorców, wymogów proceduralnych i czasu realizacji wniosków, promocji przedsiębiorczości i edukacji w zakresie przedsiębiorczości oraz długoterminowego budowania postaw, aspiracji i umiejętności przedsiębiorczych. Głównym ograniczeniem badań jest to, że analiza wykorzystuje wyłącznie raporty międzynarodowe i statystyki, bez uwzględniania badań krajowych i innych opracowań cząstkowych.

Słowa kluczowe

Polska, przedsiębiorczość, przedsiębiorczy profil

JEL: L26, O1, F01, M38

Introduction

Entrepreneurship, regardless of whether we focus on its personal or economic dimension, is of great importance for the functioning of economies. Economic activity as the basic dimension of entrepreneurship is a widely recognized factor of economic growth and development (Arched, Rauf & Bukhari 2021; Winata, 2008; Praag & Versloot, 2007; Audretsch, 2004) — contributes to the creation of jobs (Reynolds et al., 2002), a decrease in unemployment (OECD, 1998), an increase in competitiveness (Porter, 1990), the creation and flow of innovation and technology (Acs & Audretsch, 2005), self-development (Grant et al., 2019), or generally understood improvement in the quality of life. Entrepreneurial capital can be described as providing the country with favourable conditions for the creation of entrepreneurship (Lugo & Espina, 2014).

As the OECD points out, entrepreneurship is the backbone of both national and local economic growth and has critical importance in innovation, job creation and inclusion (OECD, <https://www.oecd.org>). However, there are many barriers to entrepreneurship that need to be addressed. That is why this research topic is so important. By analysing the phenomenon of entrepreneurship at the national level and comparing the obtained results to neighbouring and quite similar economies, problems, barriers and challenges in the development of entrepreneurship can be identified allowing for elaboration of possible ways of solving them for Polish policymakers.

The article evaluates the entrepreneurship development of Poland and compares its performance against neighbouring countries in the same region with the Global Entrepreneurship Index GEI, Global Entrepreneurship Monitor, Doing Business and Global Competitiveness methodology implementation. At first, the paper presents a summary of previous literature. Subsequently, the methodology of analysis is explained and Poland's performance based on the mentioned reports is investigated. The results were compared to the chosen neighbouring countries and discussed. The main questions asked in this paper is how to assess the level of entrepreneurship in Poland in comparison to selected European countries, what distinguishes Polish entrepreneurship, and how to support its development.

Literature review

Despite the passage of years and a significant increase in interest and knowledge about entrepreneurship, no unambiguous definitions

have been established even within the same fields of science, and it seems that there will be no coherent definition for a long time. Additionally, entrepreneurship usually manifests itself as a multi-dimensional phenomenon (Grabowska, Krzywda & Łęgowik-Swiącik, 2018) (within an individual, group, enterprise, population) that makes it difficult to smoothly and understandably move between different levels in studies (Busenitz et al., 2003). Therefore, the concept of entrepreneurship can certainly be described as polysemic (having many meanings). This polysemic nature of the entrepreneurship also hinders formulation of the concept of entrepreneurship and entrepreneur, which is fully acceptable to all interested scientists.

Entrepreneurship definition is ranging from as narrow as starting one's own business, to wide concept such as the aspects of behaviour and life attitude. There are also criticisms of extending entrepreneurship to sets of personality traits, manifested in the opinions of such definitions being fruitless and less scientifically productive (Gartner, 1989). Despite this, entrepreneurship mostly is thought as a complex phenomenon involving a set of activities with human, technical, managerial and entrepreneurial characteristics, the performance of which requires a diverse set of skills, such as: responsibility, ability of decision-making (Herbert & Link,), ability of flexibly easy-adaptation to the changing environment (Godziszewski et al., 2011).

The final picture of entrepreneurship in the country does not depend only on the existing economic, social and institutional determinants. The results of the research are also affected by the adopted definitions and measures, what will actually be tested in the context of entrepreneurship and how.

The study assumes examination of both the basic dimension of entrepreneurship, as individuals running their own business, and enterprises operating on the market. Efforts were also made to identify the behavioural aspects and manifested entrepreneurial attitudes.

Material and methods

Data from the Statistics Poland (Central Statistical Polish Office) was used for the analysis. This institution obtains data from information systems, entities with reporting obligation, internet self-lists, and telephone interviews. The data provided by the national statistical offices allows for easy use of transparent data from many categories, including regional accounts or statements of economic entities relevant in this study. Units that provide international data, such

as Eurostat (statistical office of the European Union) or OECD, which were also used, operate in a similar way. The most important data obtained from the indicated sources concerned population, GDP, and the specificity of the private sector.

The development of entrepreneurship is determined by the type of economy. In the 'Global Competitiveness Report' issued by the World Economic Forum, there is a national competitiveness index defined as the set of institutions policies and factors that determine the level of productivity measured. GCI include a weighted average of many different components, each measuring a different aspect of competitiveness. The components are grouped into 12 categories of the pillars of competitiveness: institutions, infrastructure, ICT adoption, macroeconomic environment, health, skills, product market, labour market, financial system, market size, business dynamism and innovation capability. The report is aimed to prompt policy-makers beyond short-term growth and to aim for long-term prosperity (More details: Methodology and Computation of the Global Competitiveness Index 2017–2018 in: The Global Competitiveness Report 2017–2018, pp. 317–324).

Global Entrepreneurship Index (GEI) was also produced for rating an individual country's entrepreneurship ecosystem — mix of attitudes, resources, and infrastructure. The GEI ranks the performance of countries against each other. 13 of the 20 institutional GEI indicators are coming from the World Economic Forum (WEF) Global Competitiveness Index (GCI) database. This project collaborated with GEM. The cooperation will no longer be continued, so these are the last indicators available (Ács et al., 2019).

The Doing Business report is prepared by the World Bank and currently covers 190 economies, providing objective measures of business regulations for local firms. The research methodology, along with questionnaires and indications of when and to what extent the methodological changes took place, are available on the project website. These are very detailed data, assumptions and applications are given for them in specific cases. The study is based on a survey and covers 10 topics (starting a business, registering property, paying taxes, getting electricity, enforcing contracts, protecting minority investors, dealing with construction permits, getting credit, resolving insolvency, trading across borders) which consist of different indicators. The more points the index scores, the higher the country's rank in the selected category.

Global Entrepreneurship Monitor organized by Global Entrepreneurship Research Association carries out survey-based research on entrepre-

neurship and entrepreneurship ecosystems around the world. More than 100 economies are surveyed within this international project. Data is collected through two complementary tools — the Adult Population Survey (APS) and the National Expert Survey (NES). The aim of the adult population survey is to examine the role of the individual in the life cycle of the entrepreneurial process, from business characteristics to motivation to start a business, actions taken to start and run a business, and attitudes related to entrepreneurship. The core of APS's phone surveys has remained constant over the years, providing a valuable long-term perspective. However, there is also a section called the 'Special Topic', which changes every year and examines aspects of entrepreneurship that are not yet covered in the Basic APS. National Teams can also add questions to their home country surveys to investigate issues of particular concern to their country. This is of particular importance due to the specific nature of each of the analysed economies. Poland joined GEM in 2011.

The objective of the article is to evaluate the entrepreneurship development of Poland and to compare its performance against neighbouring countries (Czech Republic, Germany and Slovak Republic) to reveal strengths and weaknesses of Polish entrepreneurial system and possibilities to enhance the state position by government policy and regulations. The study was supplemented with literature obtained from various databases available to the author, mainly through free sources and search engines.

Poland entrepreneurial performance/profile — results and discussion

The Republic of Poland is positioned in Central Europe. The country is known for its hardworking citizens appreciated all over the world, multiculturalism conditioned by the country's history, and the enormous destruction of the population and economy during World War II. The country covers an area of over 312,600 kilometres, and has a population of 38.0 million people (8,5% of the total European Union population), making it the fifth most populous member state of the EU (after Germany with 83.2 million population, France, Italy and Spain) (European Commission, <https://ec.europa.eu/>). Far behind it are Slovakia with 5.5 million population and the Czech Republic with 10.7 million population (World Bank data, <https://data.worldbank.org/>).

In Poland in 2018 the GDP amounted to 2,121,555 million PLN, with a dynamics indices of total GDP 106.6% (Statistics Poland, 2021) and the

GDP per capita amounted to 55,230 PLN (Statistics Poland, 2021). In 2020 GDP per capita amounted to 34 004 US dollars/per capita, giving Poland 23th place in Europe (OECD, <https://data.oecd.org/gdp/gross-domestic-product-gdp.htm>). In 2019 GDP growth was at 4.7% level, in 2020 in -2.7%, and nowadays it is around 4.8%. Economic forecast of European Commission predicts a 5.2% GDP growth in 2022 (European Commission, 2021). Developing an entrepreneurial society is a part of the government priorities, which were outlined in the Plan for Responsible Development in 2016, and supported by several legal reforms of business operating framework (OECD/European Union, 2019). Although there is a development in the economy and the government interest in promoting entrepreneurship, the entrepreneurship levels in Poland may be assessed as insufficient.

In 2020 GDP growth in Slovakia was at -4.8%, in Germany -4.8%, and in Czech Republic at -5.8%. On the other hand, in 2021 there has been a clear improvement to 4.9% growth in Slovakia, 3.6% in Germany and 3.9% in Czech Republic (European Commission, 2021). The Polish economy coped best with the onset of the COVID-19 crisis, despite rising problems such as inflation. Polish GDP indicators are at quite promising levels.

The level of entrepreneurship and its nature vary widely between countries and the reasons for such a situation may differ. Generally, potential entrepreneurs in Europe may find themselves in a quite tough environment because of inappropriate or even lack of entrepreneurship education, difficult access to credits and markets, the fear of failure, and burdensome administrative procedures (The Commission to the European Parliament, 2012).

International and national reports confirm this. In 2020, the private sector in Poland comprised 4,467,158 entrepreneurs, of which 3,326,791 are natural persons conducting economic activity (Statistics Poland). In Germany there was 2.6 million small and medium-sized enterprises (Statistisches Bundesamt). In Slovakia SMEs represents 595,371 units (Slovak Business Agency, 2020), and in Czech Republic — 1,031,762 (European Commission). When the number of entrepreneurs is compared to the population, it is quite surprising that Poland's economic problems may not necessarily be related to their low number.

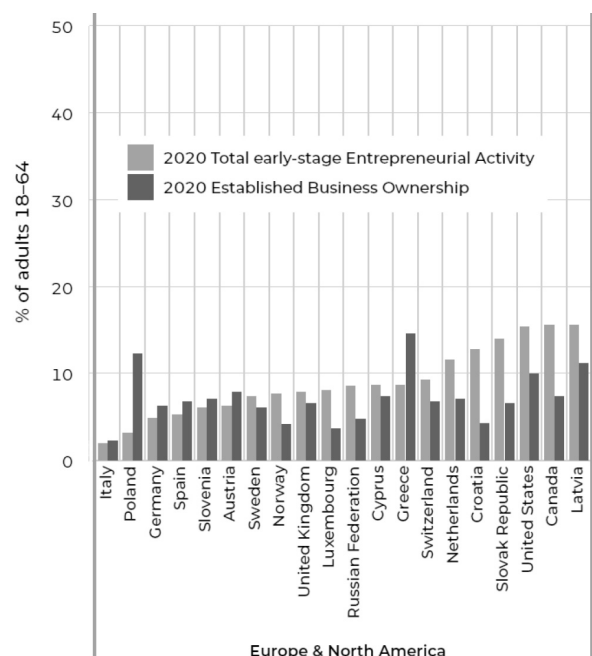
According to Eurostat, an important source of information (although the latest data presented by this office concern only 2018), in Poland, the total share of new enterprises in total active enterprises in 2018 was 13.27%, while in 2012 it was 12.13%. This seems to be a high share, which, apart from creating entrepreneurship, may prove, however, about the short 'vitality' of Polish enterprises. For comparison, in such neighbouring countries as the

Czech Republic, Germany, and Slovakia, the results in 2018 were, respectively: 9.46%; 8.00%; and 12.60% (OECD, <https://ec.europa.eu/eurostat/web/structural-business-statistics/entrepreneurship>). What is more, net business population in Poland saw the strongest decrease in comparison to all members of EU (-3.92). Only Germany with -3.86 has approximate result.

According to Global Entrepreneurship Monitor, the percentage of adults who are actively involved in setting up or running new businesses (TEA's total early entrepreneurial activity) in Poland is just over 5% (percent of the entire adult population). Over the past 10 years, the percentage of people running young businesses has fallen from 9% to 5.4% of the population, while the percentage of people running mature businesses has increased from 5% to 12.8%. The low level of early entrepreneurial activity as compared to the well-established one may indicate difficulties in transforming initial companies into an enterprise with a stable position and difficulties in supplementing the economy with an economic service, manufacturing and trade base. Among people running new companies (existing for 3 months to 3.5 years), the share in the Polish population increased significantly in 2016 (from 3.5% to 6.1%), then decreased in 2017 and 2018 and increased again in 2019. In case of people who are at the stage of organizing a business (up to 3 months of presence on the market), the share in the last two editions of the survey is systematically decreasing. Therefore, these are not positive changes. It can be suspected that in the time of a pandemic, the latest results of GEM Poland research in terms of current entrepreneurial activity will be even less favourable, especially since both in 2019 and 2018, GEM experts assessed the economic situation in Poland as stable (GEM Poland 2020, 2020), although it is difficult to call it that way. Particularly now, in the era of the COVID-19 pandemic, supply chain disruption and uncertain actions of the government, it is difficult to talk about stabilization, which additionally emphasizes the need to conduct research in the field of entrepreneurship.

When analysing entrepreneurship in the basic dimension, the gender and age of the respondents are often compared. In Poland, the gender differentiation of TEA turns out to be small (in both cases it amounts to slightly more than 5% of the surveyed adults, and slightly more in the case of men). Therefore, there are no significant disproportions between the number of enterprises established and run by women and men in Poland, which is a positive phenomenon indicating gender equality in this area. The situation is slightly different according to age of the respondents. In Poland, the greatest number of TEA-type activities

Figure 1. Total early-stage Entrepreneurial Activity (TEA) and Well-Established Business Ownership (EBO) (both represented as % of adults aged 18–64) in Europe and North America in 2020



Source: *Global Entrepreneurship Monitor 2019/2020 Global Report*. Global Entrepreneurship Research Association. London Business School

is carried out by people aged 25–34 (i.e. after a period of education, including higher education — over 10%), while other age groups have less than 5% of such enterprises. The smallest group are people aged 55–64, and then 18–24, indicating a low share of young people and typical students. As indicated by the authors of the GEM report, entrepreneurship, measured in this way, first grows with age, and then decreases with age. In Poland (and most economies), the turning point is at the age of 34+ (Global Entrepreneurship Research Association, 2020). This indicates the necessity to intervene in the field of entrepreneurial education in secondary and higher schools, and to direct activities promoting and supporting the economic activity of young people, which could significantly improve the results among younger age groups.

The development of entrepreneurship is determined by the type of economy. In the 'Global Competitiveness Report' issued by the World Economic Forum, national competitiveness index is defined as the set of institutions policies, and factors that determine the level of productivity measured. In 2019 Poland obtained 68.9 score and was again 37th in the ranking. 20 European countries were placed ahead of Poland in this ranking (World Economic Forum, 2019). The 11th pillar of the index is Business dynamism, both aspects of which, namely the Administrative requirements and Entrepreneurial culture rate seem to be very interesting. In Administrative requirements, Poland got 77.6 score ending at 47th place in the ranking, thus obtaining a lower score

Table 1. Poland's score (position) in the Doing Business ranking in the 2020, 2015, 2010 and 2005 reports

Categories	Points achieved in the ranking (the position in the ranking in a given year is in brackets)			
	2020 ^a	2015 ^b	2010 ^c	2005 ^d
Ease of Doing Business Rank	76.4 (40)	74.1 (28)	65.1 (47)	–
Starting a business	82.9 (128)	82.6 (94)	78.5 (81)	52.1 (106)
Registering property	63.9 (92)	80.3 (163)	54.1 (121)	50.2 (96)
Paying taxes	76.4 (77)	72.3	53.3	–
Getting electricity	82.3 (60)	74.6 (94)	61.4 (116)	–
Enforcing contracts	64.4 (55)	64.8	56.8	52.2
Protecting minority investors	66.0 (51)	66.0	66.0	60.0
Dealing with construction permits	76.4 (39)	74.0 (47)	54.8 (119)	–
Getting credit	75.0 (37)	75.0	93.8	75.0
Resolving insolvency	76.5 (25)	69.7	57.4	56.5
Trading across borders	100.0 (1)	81.8	80.6	–

^a 187 countries are included in the ranking

^b 190 countries are included in the ranking

^c 172 countries are included in the ranking

^d 144 countries are included in the ranking

Source: *Historical Data Sets and Trends Data*. www.doingbusiness.org.

than in previous year. In Entrepreneurial culture, Poland got 46.4 points, getting 94th place in the ranking and improving on last year's result. (World Economic Forum, 2019). Poland is oriented towards efficiency, so more effective methods of production must be created, increasing the quality of products and services while allowing for rising labour costs. Poland is in a transitional stage and will perhaps join the group of economies directed towards innovation soon (Grabowska et al., 2018).

Denmark, with 4th position in the world, was the country where it was easiest to do business in Europe in 2019. In the global comparison Poland took only 40th place. In individual categories, Poland's position in the ranking in 'Doing Business' Report is presented in Table 1 (Historical Data Sets and Trends Data www.doingbusiness.org).

Comparison between Poland and selected countries indicates that the ease of doing business is definitely better only in Germany. Czech Republic and Slovak Republic are in a slightly worse position than Poland. This differentiation is related to the individual parameters falling within the given categories. Poland positively surprises, especially in such categories as: protecting minority investors, dealing with construction permits, resolving insolvency and trading across borders.

Global Entrepreneurship Index (GEI) was also produced to rate entrepreneurship ecosystems in individual countries — mix of attitudes, resources, and infrastructure. The GEI ranks the performance of countries against each other and considers both individual and institutional aspects of entrepreneurship. In the Global Entrepreneurship Index Rank Poland has 29th position with 49.5 score (Ács et al, 2019).

In the top 40, Germany is 15th, Poland is 29th and Czech Republic is 40th. Slovakia is out of the ranking at 41th place. On one hand, Poland was ranked behind the countries that are also often ahead of it in other entrepreneurship rankings, but considering the potential of Poland, such a result can still be considered insufficient. In 2019, Poland was also mentioned in Entrepreneurial Attitudes Sub-Index ranking. This shows the general attitude of a country's population toward recognizing opportunities, knowing entrepreneurs personally, attaching high status to entrepreneurs, accepting the risks associated with a business startup, and having the skills to successfully launch businesses. With 55.40 score Poland has 24th position in the ranking, while Germany was 19th with 57.79 points. Moreover, Polish population has stronger opportunity perception, startup skills and networking than population of Germany. In Germany, the society is more willing to accept risk and has stronger cultural support. Neither Slovakia nor the Czech Republic were included in the list of top 25 (Ács et. al, 2019). Using international Entrepreneurship Development GEI Data of Poland, Czech Republic, Germany, and Slovakia the comparison to benchmark countries were presented in details in Table 4.

Comparison of Poland's entrepreneurial performance to the geographically closely located Czech Republic, Germany, and Slovakia at the level of the entrepreneurship pillars is in Table 4. and in the spider Figure 2.

The first data visualization in the table already indicates which country performed best in terms of attitudes, skills and aspirations. In the list of the four countries indicated, Germany comes out the best. The only two ratios below 0.5 are Opportunity Perception and Networking.

Table 2. Poland, Czech Republic, Slovak Republic and Germany in the Doing Business ranking in the 2020

Categories	Position achieved in the ranking ^a			
	Poland	Czech Republic	Slovak Republic	Germany
Ease of Doing Business Rank	40	41	45	22
Starting a business	128	134	118	125
Registering property	92	32	8	76
Paying taxes	77	53	55	46
Getting electricity	60	11	54	5
Enforcing contracts	55	103	46	13
Protecting minority investors	51	61	88	61
Dealing with construction permits	39	157	146	30
Getting credit	37	48	48	48
Resolving insolvency	25	16	46	4
Trading across borders	1	1	1	42

^a 187 countries are included in the ranking.

Source: *Historical Data Sets and Trends Data*. www.doingbusiness.org

Table 3. The Global Entrepreneurship Index Rank of Top 40 European Countries, 2019

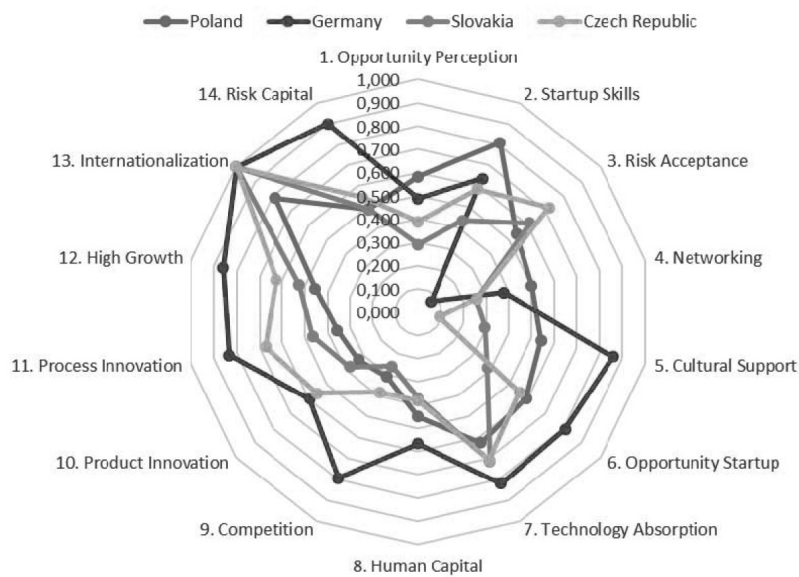
Global rank	Country	Score
2	Switzerland	82.2
4	Denmark	79.3
5	United Kingdom	77.5
7	Iceland	73.0
8	Netherlands	72.3
9	Ireland	71.3
10	Sweden	70.2
11	Finland	70.2
14	France	67.1
15	Federal Republic of Germany	66.7
16	Austria	64.9
17	Belgium	62.2
20	Luxembourg	58.1
22	Estonia	57.8
23	Slovenia	56.5
24	Norway	56.1
29	Republic of Poland	49.5
31	Spain	46.9
32	Portugal	46.3
33	Hungary	46.2
35	Cyprus	45.6
36	Italy	45.1
37	Lithuania	44.1
40	Czech Republic	43.5
41	Slovak Republic	42.6

Source: Ács, Z. J., Szerb, L., Lafuente, E. & Márkus, G. (2019). *Global Entrepreneurship Index*. The Global Entrepreneurship and Development Institute, Washington, D.C.

Slovakia also performed quite well with five partials below 0.5. However, despite the fact that there are more partial indicators below 0.5 threshold in the assessment of Polish entrepreneurship, the overall assessment of Poland is higher, particularly due to entrepreneurial attitudes, in which startups were rated the highest. Human capital is an important factor of the competitiveness of enterprises (Matejun, 2016). In Poland, it is one of the lowest indices, however, it is still second-best value among analysed countries. The Czech Republic is ranked the worst, with internationalisation being the strongest point of all (1.000) (Ács et al, 2019). When comparing Poland to these selected neighbours, relatively high position should be pointed out. Effort to improve these indicators and get closer to the position of Germany ought to prove worthwhile. Entrepreneurial aspirations, which are rated the worst, deserve special attention. The need to improve, especially in the context of product and service innovation, indicates the current, mainly imitative nature, long-term technological base of companies, low R&D spending, underinvestment of scientific institutions and staff shortages.

Notably, Poland also performs lower than its neighbours in terms of high growth and capital risk (except for the Czech Republic). And although these are variables based on planning, it illustrates the Polish problem with no rapid development of enterprises and their excessive stagnation.

In the prior paragraphs, Poland's entrepreneurial performance and its comparison to

Figure 2. Poland, Czech Republic, Germany and Slovakia entrepreneurial profiles at sub-indexes and pillars level in 2019

Source: own elaboration based on GEI data 2019.

Table 4. Poland, Czech Republic, Germany and Slovakia entrepreneurial profiles at sub-indexes and pillars level in 2019

		Pillars			
		Poland	Germany	CzechRepublic	Slovakia
Entrepreneurial Attitudes	Opportunity Perception	0.583	0.488	0.291	0.389
	Startup Skills	0.809	0.637	0.437	0.587
	Risk Acceptance	0.540	0.715	0.614	0.722
	Networking	0.502	0.377	0.256	0.259
	Cultural Support	0.544	0.861	0.294	0.094
	Entrepreneurial Attitudes	(38)55.4	(8)57.8	(34)36.4	(32)34.7
Entrepreneurial Abilities	Opportunity Startup	0.596	0.808	0.381	0.555
	Technology Absorption	0.623	0.820	0.711	0.707
	Human Capital	0.450	0.566	0.370	0.381
	Competition	0.310	0.793	0.260	0.384
	Entrepreneurial Abilities	(24)47.2	(19)68.2	(45)40.5	(53)42.6
Entrepreneurial Aspirations	Product Innovation	0.328	0.597	0.378	0.559
	Process Innovation	0.357	0.833	0.466	0.672
	High Growth	0.455	0.859	0.526	0.626
	Internationalisation	0.786	1.000	1.000	1.000
	Risk Capital	0.492	0.900	0.488	0.546
	Entrepreneurial Aspirations	(33)45.9	(11)74.0	(41)51.1	(37)53.1
GEI		49.5	66.7	42.6	43.5
Institutional (2)		0.668	0.881	0.598	–
Individual (2)		0.594	0.611	0.602	–

Source: Ács, Z. J., Szerb, L., Lafuente, E. & Márkus, G. (2019). *Global Entrepreneurship Index*. The Global Entrepreneurship and Development Institute, Washington, D.C.; GEI 2006–2016 Dataset: <https://thegeedi.org/datasets/>

neighbouring countries were made. The opinion was the effect of analysis of international statistics and reports. Identification of the depths and gaps in Poland's performance was a priority. The next step is to provide policy suggestions to help Poland in improving the entrepreneurship performance.

Conclusions

In the Author's opinion, adopted data and reports constitute an effective and measurable tool for assessing entrepreneurship, especially as they enable the comparison of economies with each other.

In both analysed dimensions of entrepreneurship — running your own business as well as attitudes and behaviours, Poland's entrepreneurial performance is relatively sufficient, but still the economy and its society have to catch up with Germany and in some aspects also to other neighbouring economies. In the economic dimension, it turns out that the number of

entrepreneurs is quite high, but the effects of their operation, the system in which they operate (especially the ease of doing business), attitudes, aspirations and skills that characterize Polish society already require intervention.

Poland's entrepreneurial profile strengths are the imperceptible disproportion between women and men in entrepreneurship, with main weakness being lowering TEA indicators in total and that TEA-type activities are rarely carried out by people aged 55–64 and 18–24. That is why policy-makers should focus on intensifying activities towards streamlining of the administration serving entrepreneurs, procedural requirements and application execution time, promotion of entrepreneurship and entrepreneurship education and on long-term building of entrepreneurial attitudes, aspirations and skills. Firm and effective actions in the indicated areas will contribute to economic growth and development.

The main limitation of the research is that the analysis uses only international reports and statistics, without considering national studies and

other partial studies, which could additionally highlight problems that are driving entrepreneurship-related issues within the analysed countries, particularly in Polish economy. The nature of international data is that it is not always

up-to-date, but the difficulty and costly preparation of own multi-stage, multi-dimensional studies combining the advantages and eliminating the disadvantages of the studies and reports used in this study exceed the scope of this paper.

Przypisy/Notes

¹ The rankings presented in the table do not include subregions and cities of countries that, in general, are calculated in the historical data on the Doing Business website, but are not considered in the reports and annual rankings. Comparing over the years without partial data is clearer and shows the actual order of individual countries in the ranking. It should be remembered that changes from year to year in the number of economies, the number of indicators and methodology affect the comparability of previous years.

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ZAPOWIEDŹ



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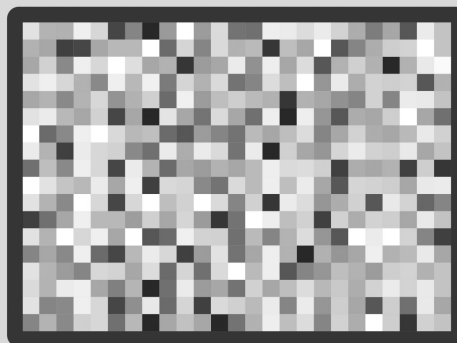
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