

Talent and Tech Driving Entrepreneurial Growth: A Comparative Assessment of Poland and South Africa

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Abstract:

Entrepreneurs are important catalysts of economic growth and development and have the potential to contribute to the economy. With the advent of the 4IR and rapid changes in innovation and technology, entrepreneurs are increasingly dependent on and affected by technology. The research objective was to assess the impact of the availability of human resource talent in technology and innovation on entrepreneurship development. A quantitative methodology was utilised to achieve the objective, using time series data from 2000 to 2023. Several variables were included: entrepreneurial success as the dependent variable, and predicting variables, the availability of labour talent with digital skills, the availability of technology and economic growth as a control variable. An econometric model was developed, including an ARDL regression and Granger Causality techniques. The results from the estimations indicated a long-run relationship between all the variables. This means that the availability of technology influences entrepreneurship in terms of labour talent and technology in product development. From a policy point of view, the study's results place the focus of entrepreneurship development on technology. All efforts should be made to have skilled talent available in the digital environment and technology for products and services available for entrepreneurs to succeed.

Keywords:

Entrepreneurship; labour talent; Poland; South Africa; technology.