

PERCEPTIONS ON THE ENTREPRENEURIAL CAREER AMONG MEMBERS OF GENERATIONS X, Y, Z

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ABSTRACT

This article analyzes some of the perceptions on the entrepreneurial career in Romania. With the help of an online survey answered by 230 respondents, the paper's aim is to find out more about the expectations and needs for an entrepreneurial career for different categories of people. A special focus has been put on differentiating the answers according to the generation the respondents belong to and determine whether this aspect has a significant impact when choosing to become an entrepreneur. Some of the other particular issues the paper focused on were the matter of the formal education provided by schools and universities and how these institutions prepare the future generations of entrepreneurs. Last but not least, the paper wants to find out about what motivates people belonging to different generations to step in the entrepreneurial career and what prevents them from doing so.

KEYWORDS: *career, education, entrepreneurial, entrepreneurship, generation gap, motivation*

1. INTRODUCTION

In the whole world, the issue of "entrepreneurship" is the most discussed topic among the professional and the general public (Papulova & Papula, 2015). Besides questions such as what makes a business successful or how to run it as efficiently as possible, there is also the question how to determine people to start a business.

The present paper's purpose is to throw a light on the entrepreneurial career from the point of view of the generation's features and link some of these characteristics with what drives individuals to open a business. In order to determine answers to these issues the following paper will present information about the actual knowledge in terms of entrepreneurship and generation features. Moreover, it will present the survey that we have performed on a sample of 230 people which answered questions about their perception regarding different aspects of the entrepreneurial career. Furthermore, we have analyzed their answers taking into consideration the generation to which each respondent belongs. Finally, we draw a series of conclusions and offer departure point for further investigations to be made on the topic.

The choice of an entrepreneurial career becomes a challenging aspect in a society where for five consecutive decades the idea of entrepreneurship did not exist as it was structured according to the rules of the planned economy and where only for the past twenty years business schools have started their activity. Moreover, only nowadays we can assess whether businesses started in the last twenty, twenty-five years ago are proving to be successful or not and the young generations can start learning only now from those entrepreneur's experiences.

Entrepreneurship is one of the keys focuses at European level and it constantly provides a source of preoccupation when it comes to development and cohesion strategies. The European Commission

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states that the entrepreneurship represents an individual's ability to turn ideas into actions. Moreover, it requires a set of key features such as spirit of innovation, creativity, risk taking and the ability to plan and manage projects in order to achieve objectives. Moreover, Europe's welfare and economic growth depends on its capacity to sustain the development of entrepreneurship. It creates first of all new jobs, opens new markets as it represents through the SMEs the main source of employment in the European Union. This is why it has been developed The Entrepreneurship 2020 Action Plan which identifies three area where immediate interventions must be done. Hence, the first step to be made is to take care of the entrepreneurial education in order to ease the business creation. Secondly, it is needed a reduction of administrative barriers and thirdly, bringing back to life the culture of the entrepreneurship.

According to the data provided by the European Committee and the Global Entrepreneurship Monitor, the percentage of individuals in Romania involved in entrepreneurial activities has risen constantly in the last 5 years, this growth owing itself to the great number of individuals involved in the establishment of a company, but also to the number of individuals involved in running a business. In the year 2016, almost 40% of entrepreneurs stated they expect to create six or more workplaces in the next five years, placing Romania on the fourth place out of 60 countries. Almost a third of Romanians realize the existence of some profitable business opportunities, and 46.3% of them consider they have the required means to start a business.

In the last few years, a profitable business opportunity consisted of the IT&C sector. Between 2012 and 2016, the SME's from the IT&C sector registered a growth of added value of 65.6 % and a growth of employment rates of 12.3%. The IT&C sector is especially important to the stability and development of Romania as it provides services to international companies, the wages are above the national average and is one of the few sectors which were not affected by the financial crisis.

Table 1. – No. of enterprises, no. of employed people and the added value of the non-financial sector for Romania's economy in 2016

	Number of enterprises			Number of employed people			Added value		
	România	EU-28		România	UE-28		România	UE-28	
	Number (thousands)	%	%	Number (thousands)	%	%	Billions (euros)	%	%
Micro	412.452	88,5%	93,0%	915.629	23,1%	29,8%	11,7	17,9%	20,9%
Small	44.012	9,4%	5,8%	886.830	22,4%	20,0%	11,1	16,9%	17,8%
Medium	7.945	1,7%	0,9%	831.804	21,1%	16,7%	11,8	18,0%	18,2%
Total SMEs	469.409	99,7%	99,8%	2.634.263	66,4%	66,6%	34,6	52,8%	56,8%
Big	1.571	0,3%	0,2%	1.333.113	33,6%	33,4%	30,9	47,2%	43,2%
Total	465.980	100%	100%	3.967.376	100%	100%	65,6	100%	100%

Source: Eurostat

Out of all the angles an entrepreneurial career could be looked at, we have decided that an important aspect is the one to which generation an individual belongs to and hence determine his probability to

start a business and which could be the factors that would influence him for the success of the business.

According to the "Global Entrepreneurship Monitor 2016-2017", the influence of age over the entrepreneurial career tends to be likewise for generations X, Y, Z, but resulting more attractive when it comes to the 25-34 and 35-44 group ages, the entrepreneurship spirit having been developed and encouraged early on. The reason for registering a more numerous involvement of individuals who are at the beginning of their entrepreneurial career, might be that they had the time to develop certain skills and accumulate information through the means of education and professional experience in order to work up their own businesses.

When it comes to the 55-64 age group, the entrepreneurial spirit is however more reduced by comparison to the other age groups, but higher in 2016 comparatively with precedent years, perhaps due to drawing close to the end of the employee career or due to the necessity of extra income at the age of retirement.

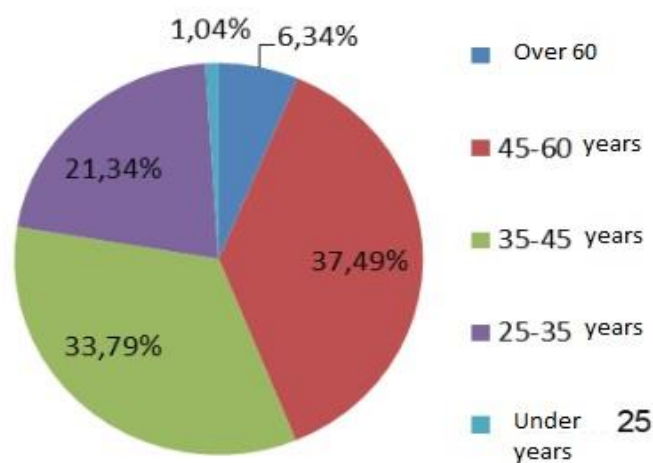


Figure 1. – Age ranges of individuals who have a business in Romania

Source: Authors contribution

Generations can be differentiated to 5 categories depending on the year born (McCrindle, 2006). Builder also known as Traditional and Silent generation (before 1946), Baby Boomer (1946-1964), Generation X (1965-1979), Generation Y known as Millennial (1980-1994) and Generation Z (1995-2009).

For our study purpose we consider relevant to discuss generations X, Y and Z as these are the age categories are professionally actives at the time being with the necessary knowledge and resources to start a business.

All of these generations present different features and perceive the world in a different way, hence their attitude regarding an entrepreneurial career could also be different (Yong Heng & Yazdanifard, 2013).

All these generation descriptions picture portraits of different sort of individuals, who might be influenced by dissimilar categories of factors. These paper's attempt is to determine in which way, the affiliation to one generation or to another, could influence the expectations and needs of the Romanian entrepreneurs.

Table 2. – Features of the X, Y, Z generations

Generation	Period of birth	Main features
Generation X	1965-1979	Generation X knows the importance of work-life balance. (Yong Heng & Yazdanifard, 2013) Generation X are very impatient, they are not willing to wait for their promotions or raises and expect to get rewards immediately after they did a good job on work. They assume every job is temporary, short-term and not loyal to any companies. (Adams, 2000).
Generation Y	1980-1994	Generation Y are affected by parental excesses, computers and dramatic technological advances. One of the main characteristics of this generation is their comfort with technology and good on it. (Kersten, 2002). Generation Y may have a more casual attitude in using the internet for sending confidential information with little awareness of legal ramifications or sensitive issues (Adams, 2000). Although, Generation Y are good at communicating through electronically based interaction, they lack skills to communicate with face to face. (Fjelstul & Breiter, 2008). Generation Y are similar to Generation X as they are not loyal to company. They would change the job as they like and not necessary to look for jobs which have stable income. (Gursoy et al., 2007).
Generation Z	1995-2009	The Zeds have been born into the crisis period of terrorism, the global recession and climate change. They are predicted to spend their young adult years in a time of economic and social renewal. (McCrindle, 2006).

Source: Authors contribution

2. THE RESEARCH

2.1 Aim and research questions

The paper's aim is to determine the expectations and needs for an entrepreneurial career of the Romanian entrepreneurs as well as future entrepreneurs or individuals that do not have the intention to start a business, but who might change their career in case of stimulating policies for entrepreneurship. The research paper is also taking a look at the issues in function of the generation to which each respondent belongs to. We assume there are a number of factors that have the ability to influence both the expectations and the needs regarding the choice of an entrepreneurial career. The results are based on a series of goals set from the beginning. Hence, through this research it has been wanted to be answered the following questions:

- (a) Is entrepreneurship in Romania perceived differently according to the generation an individual belongs to?
- (b) Which factors influence the choice of an entrepreneurial career?
- (c) Which are the roles of the entrepreneurial education and of the national culture when wanting to start a business?

Hypothesis

For a better understanding of the study's issues, hypothesis have been formulated so that the study presents a more consistent reality of the entrepreneurial landscape in Romania.

The first research hypothesis of this paper (**H1**) is that the entrepreneurial career is more attractive to Y generation people than to those belonging to the generations Z and X.

The second research hypothesis (**H2**) is that the main obstacles in the development of an entrepreneurial career are fear of failure and the mentality.

The third research hypothesis (**H3**) formulated is that the people's perception on the social environment, hence the state, is that it does not create a favorable context for pursuing an entrepreneurial career.

The fourth research hypothesis (**H4**) says that the people's perception on the educational environment, hence school and university, is that it does not create a favorable context for pursuing an entrepreneurial career.

2.2 Methodology

This section is designed to present the steps we have taken in order to put together the present research paper for the purpose of answering the research questions of this study.

This study was designed to examine the expectations and needs regarding an entrepreneurial career for various categories of people belonging to different generations.

In order to answer the research question it has been used a quantitative approach for developing the data collection. For this purpose, it has been used the investigation method developed through an online survey. The 30 questions were designed and distributed through Google Forms platform. It has been disseminated through university student groups, professional associations groups, entrepreneurs' groups so that the representation of generations to be best covered and a total of 230 people have answered the survey.

Sample description

In order to determine the expectations and needs for an entrepreneurial career of the Romanian entrepreneurs as well as future entrepreneurs or individuals that do not have the intention to start a business, but who might change their career in case of stimulating policies for entrepreneurship, 230 answers have been analyzed.

Out of the 230 respondents, 39.1% belong to the X generation, 37.4% belong to the Z generation and 23.5% belong to Y generation. In what concerns the gender of the respondents, 56.5% of them were women and 43.5% of them were men. In matters of occupation they are students, employees or entrepreneurs. 54.8% of the respondents were students, 41.7% were employed, 16.1% were entrepreneurs, 1.3% were unemployed and the rest of 1.2% were freelancers. 148 of them have the Bachelor degree, 56 of them have finished the master degree, 4 of them have completed a PhD and one respondent has finished an MBA.

A first observation about the sample tells us that the respondents were mostly intellectuals. This could lead us to the assumption that this is a favorable premise to increase the performances of the small and medium enterprises on short term and to start using more often knowledge economy.

Survey description

The designed instrument for collecting the data of this study consists of three main sections.

The first section formed of five questions focuses to gather identification information of the respondents.

The second section comprises nine questions imagined to collect data regarding the people's perception about the entrepreneurial career.

The last section made of 16 questions has the purpose to identify the factors of influence regarding the choice of the entrepreneurial career.

Later on, the results gathered have been analyzed with the help of SPSS program, a software used for editing and analyzing data.

3. ANALYSES OF THE RESULTS

This section of the research paper focuses on delivering an interpretation on the results that have been obtained after analyzing the answers received through the survey. It is of great importance to interpret the results in the context of the actual scientifically knowledge available so that they can help other researchers and different other stakeholders of the topic to better understand the issues and to further develop it.

H1: *The entrepreneurial career is more attractive to Y generation people than to those belonging to the generations Z and X*

The choice of a career is a matter that lies a lot on perceptions. One of the survey's questions was represented by the one which asked about the motivation behind opening a business. The answers are relevant and show the following: 56.1% of the respondents would open a business because they expect an increase in their revenues, 52.2% would be motivated by the independence given of an entrepreneurial career, 42.2% would like to transform their hobby or passion into a business, 5.7% want to continue a family tradition and 3.5% have the desire to escape unemployment as it is pictured in Figure 2.

It is also important to take a deeper look and analyze the previous results according to the generation to which the respondents belong to. Hence, members of Z generation are driven by the desire of independence. This aspect, apart from being a generation feature, can be also framed into the age category characteristic. Young people, freshly out from their teenage years, still need a strong desire of independence, from their parents, from the school rules and feel that a business run by themselves would give them the perfect context to put into practice all their ideas.

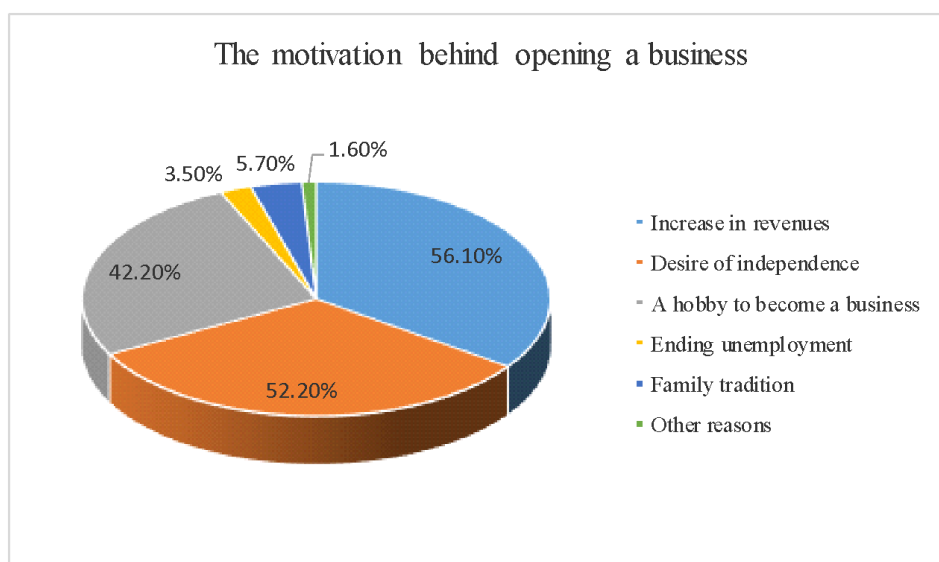


Figure 2. – The motivation behind opening a business

Source: Authors contribution

On the other hand, members of the Y and X generation are driven by the potential increase in revenues. This result could be also explained by the fact that as people age, they feel the need of financial safety.

The motivation that drives one to consider or not an entrepreneurial career lies also onto each individual's attitude regarding entrepreneurship. The most important attitudes view the entrepreneurial career either as a dynamic and lifelong learning experience, or as an unsure and risky activity.

Taking into account the answers according to the respondents' generation, it has been noticed that members of X generation in a proportion of 27.39% have the impression that the entrepreneurial career is a dynamic and lifelong learning experience, whereas the other generations proved themselves more skeptical.

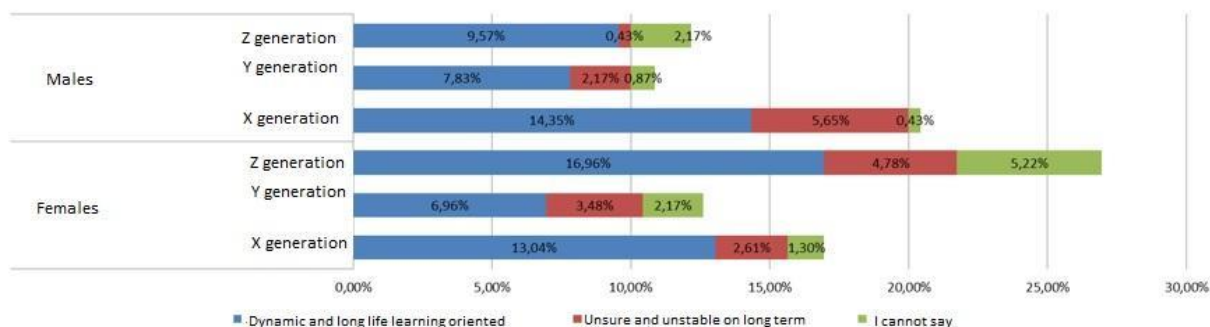


Figure 3. – The individuals' attitudes regarding the entrepreneurial career

Source: Authors contribution

H2: *The main obstacles in the development of an entrepreneurial career are fear of failure and the mentality*

Every career has its obstacles and through this research paper we wanted to find out whether in front of an entrepreneurial career lies more obstacles than in front of any other career and which was the respondents' opinion on this matter.

Additional to this, in the country's history there is a lack of fifty years in entrepreneurial activities. This could mean a great influence in the collective mentality about entrepreneurship and how choosing such a career might influence one's life.

First of all, failure is perceived as a negative aspect and the intuition that an attempt of entrepreneurship is doomed to fail may discourage people from before they even start. Hence, another of the survey's questions took a closer look to what is people's perception about the entrepreneurial failure. The results show that 50.4% of the respondents think that failure in business is a positive aspect as every mistake is an opportunity to learn, whereas the other 49.6% think that business failure is something negative, an indicator of the lack in the necessary abilities to succeed in entrepreneurship.

The most pessimistic respondents were the women and the members of the Y and Z generation. Most of them believe about failure to be the sign of the lack of the necessary abilities. This might indicate that members of these categories need more time to open a business as they need to be fully sure about their business ideas and the needed resources.

We can observe here some subjective factors, such as the fear of failure and the mentality, that are considered to be obstacles in front of an entrepreneurial career. They can be overcome through counselling or through a massive positive promotion of the entrepreneurial career such as examples of success in the society. On the other hand, there are also some objective factors, such as excessive bureaucracy and difficult procedures to obtain funds, which represent major obstacles for the future to be Romanian entrepreneurs.

Table 3. – Type and frequency of the obstacles Romanian entrepreneurs face in function of their generation

No.	Obstacles in the entrepreneurial career	X generation	Y generation	Z generation
1.	Access to finance	10.1%	4.4%	12.8%
2.	Fear of failure and mentality	10.1%	6.6%	11.0%
3.	Level of taxes	7.9%	1.8%	4.0%
4.	High bureaucracy	5.3%	6.2%	5.7%
5.	Poor business education	3.5%	2.6%	5.3%
6.	Lack of qualified employees	0.9%	1.3%	0.4%

Source: Authors contribution

This requires strong knowledge of law, finances, tax and other business matters that could be overcome through constant learning and access to information put in an easy to understand way.

H3: *People's perception on the social environment, hence the state, is that it does not create a favorable context for pursuing an entrepreneurial career*

We have previously mentioned the excessive bureaucracy and the difficulty in accessing financing as some of the reasons for which Romanian entrepreneurs have a hard time when they want to open a business. These are all aspects that belong to the way public regulators step in to ease the entrepreneurial landscape of the country. Moreover, to a certain degree, the wish to become an entrepreneur is connected with the confidence the people have in the state and in the policies, they proposed. Hence, another question of the survey, analyzed the perception about how the state treats the private enterprises. 54.3% of the respondents consider that the state has a negative attitude towards the entrepreneurs and the private enterprises in general, out of which 20% of the respondents belong to the X generation, 18.5% to Z generation and 15.65% to Y generation. 34.78% of the respondents think that the state shows a neutral attitude and 10.87% consider the state's attitude toward private enterprises as a positive one. On a general opinion, respondents have considered that the state treats in the same way both the national entrepreneurs and the foreign ones. Also, it was mostly accepted that the current legislative framework is underdeveloped in order to offer enough support for the entrepreneurial activities. In the respondents' view, what could do the state to help at the development of entrepreneurship in Romania is: decrease the level of taxes – 30%, finance start-up business – 28.7%, increase the quality of education – 20.9%, decrease bureaucracy – 18.7% and create business incubators – 1.3%. In terms of what measures have been support by which generation, the financing of start-up business has been massively support by the Z generation respondents, the decrease in the level of taxes has been promoted by the X generation, whereas respondents members of X generation kept a more balanced view in between all the measures.

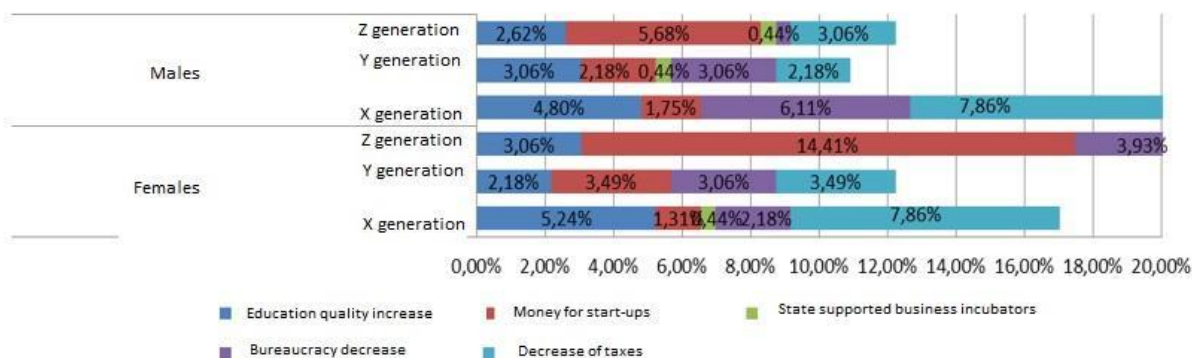


Figure 4 – Governmental measures to be done to support entrepreneurship

Source: Authors contribution

H4: *The people’s perception on the educational environment, hence school and university, is that it does not create a favorable context for pursuing an entrepreneurial career*

A solid education in the field of business can make the difference between success and failure. Proactive people might search for themselves sources of learning, but the education provided in schools and universities is equally or even more important as it lays the right foundations and it makes sure that the information is spread to big numbers of people. In what concerns the answers provided by the respondents to this paper’s survey, sadly, the majority (i.e. 68.7%) considers that the entrepreneurial education received by the Romanian people does not prepare them to become entrepreneurs. The respondents have the perception that the main sources of learning for a debutant are the mentoring programs, the discussions with experienced entrepreneurs and courses with qualified trainers. It is believed that classes in schools and universities, business books and online courses are accessed in small percentages by the future to be entrepreneurs. We might conclude that even though the entrepreneurial activity is a very complex activity that requires a great deal of learning by doing, formal education is equally important and future to be entrepreneurs should offer it plenty of their time and resources. Knowledge acquired only by experience might provide short time success, but knowledge gained through hours of theoretical study put into practice in the real business could be the key to success in a turbulent society. It deserves to pay attention to the structure by generation to the answers of this question. Members of X generation provided the most balanced answers as they believe the entrepreneurial education should be a combination of both formal and non-formal sources. We assume that due to their life experience they came across to situations when they needed skills and abilities provided by both forms of education. On the other hand, members of generations X and Y tend to have a more uneven view as most of them would rather form and inform themselves through non-formal sources than through books and school classes. Nevertheless, knowledge brought directly from the first business lines can only bring hope and motivation for the future entrepreneurs who can build on their predecessors’ mistakes and successes and learn state-of-the-art business techniques.

On the other hand, since Romania’s entry into the European Union in January 2007, there have been implemented numerous programs for the development of the human resources. One of these programs, POSDRU, had the general objective that between 2007 and 2014, 1.65 million people would be helped to enter the labor market. Moreover, one of the specific objectives was to promote the entrepreneurial culture and to increase the quality and the productivity of work.

Hence, in terms of educational environment it can be said that important steps have been taken for its development and improvement.

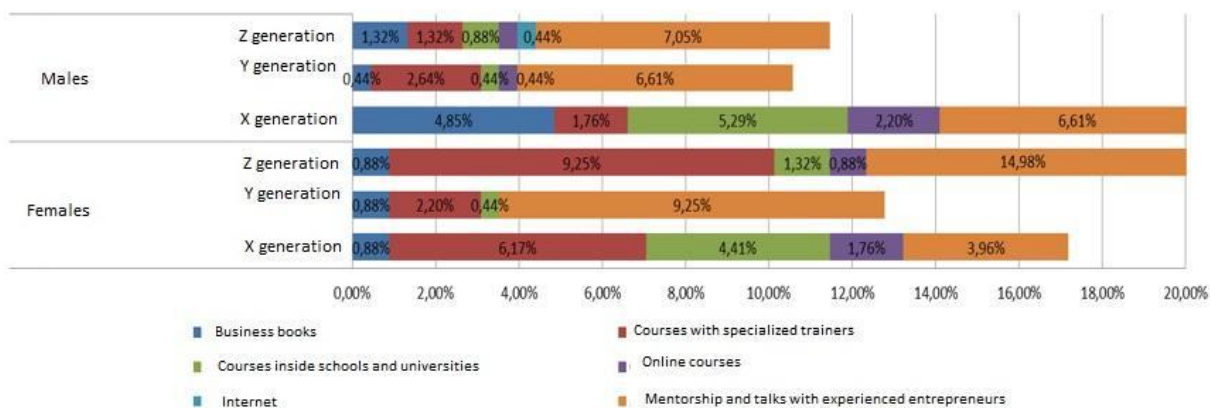


Figure 5 – The structure of the educational methods used by the respondents
 Source: Authors contribution

4. DISCUSSION

In this section it is going to be presented the correlation between the hypothesis set at the beginning of this research and the results obtained after analyzing the survey's answers and to be shown whether the hypothesis have been confirmed or not.

The previously set hypothesis have been developed with the purpose to present a more consistent reality of the entrepreneurial landscape in Romania and to learn about factors that have the power to influence people in the decision to pursue or not an entrepreneurial career.

The first formulated hypothesis intended to check whether the entrepreneurial career is more attractive to Y generation people than to those belonging to the generations Z and X.

It can be stated that this hypothesis is confirmed as a significant percentage, 77.4% of the respondents, answered that the entrepreneurial career is a favorable one for the people aged between 24 and 38 years old. Secondly, as the entrepreneurial career implies a certain degree of risk, individuals belonging to this generation present a higher tolerance to taking the risk, they manifest confidence and optimism despite the difficulties and the potential results of their actions. Hence, since the individuals of Y generation have a tolerant attitude towards the different kinds of risks such as financials risks, professional risks or material risks, it can be assumed that an entrepreneurial career would suit them.

Moreover, the choice of an entrepreneurial career is not only a matter of taking risks, but also a matter of putting into practice the gained experience and knowledge, understanding the society's needs and the ability to deal with all sort of issues. These are some of the reasons why the first hypothesis assumed that members of Y generation where there can be found these features under a more developed manifestation could be the perfect candidates for an entrepreneurial career.

The second formulated hypothesis intended to check whether the main obstacles in the development of an entrepreneurial career are fear of failure and the mentality.

Regarding this hypothesis, even though 27% of the respondents indicated the fear of failure and the mentality as the main obstacles in pursuing an entrepreneurial career, the matter is far more complex and deeper and it requires an attentive look at the society on its whole. Fear of failure are not only generated by a faulty mentality but also generated by more objective factors such as the instability of the economic landscape, high bureaucracy and heavy tax burdens.

Hence these hypotheses are partially confirmed and the following two discussed hypotheses will come to complete the landscape of factors which might affect negatively the decision of an individual to become or not an entrepreneur.

The third tested hypothesis was if the social environment, hence the state, does or not create a favorable context for pursuing an entrepreneurial career. One of the survey's questions analyzed the

perception about how the state treats the private enterprises and 54.3% of the respondents considered that the state has a negative attitude towards the entrepreneurs and the private enterprises in general. Putting together the respondents' poor perception regarding the support they might receive from the state with the fact that one of the main obstacles regarding opening and managing a business in the Romanian landscape are the heavy tax burdens and the excessive bureaucracy, we can draw the conclusion that the state does not create the most favorable context in order to incentive people to follow an entrepreneurial career.

On long term we consider this as a big issue, as small and medium enterprises are often referred to as the backbone of the European economy, providing a potential source for jobs and economic growth (European Commission, 2003).

The fourth tested hypothesis dealt with the perception about the educational environment in terms of business education in Romania. It was desired to be found out if the educational environment, hence school and university, creates or not a favorable context for pursuing an entrepreneurial career.

At the survey's question *Do you consider that the education received by the Romanian pupils and students in schools or universities prepares them for an entrepreneurial career*, 68.7% of the respondents considered that schools and universities does not prepare the young people for this career and neither develops into them the intention to pursue one. Only 24.8% had a positive perception regarding this matter.

However, lately, the business schools from the big university centers in Romania have developed considerably and we assume that the perception discovered through the survey could be a matter of mentality and negative general perception of the public for the entire educational system.

Hence, we have put on the wall the results of the survey in order to set a departure point for further investigation on the topic or on related ones. For instance, having discovered that entrepreneurship is more appealing to Y generation members than to X generation ones could lead to developing new approaches in terms of entrepreneurial education policies. Y generation members are most of them still in schools and of young ages, hence the time is in favor for shaping them in an entrepreneurial spirit. Another point of interest for the education could be in training potential future entrepreneurs to overcome bureaucratic difficulties and facing them in the most time-cost effective manner. These are only some of the possibilities to develop future researches on the topic and to keep investigate the correlation between entrepreneurship and different aspects that could influence a good development of it.

5. CONCLUSIONS

The contribution of this research paper offers understanding regarding how people feel generally about the entrepreneurial landscape of Romania at this moment, as we have set as objectives since the beginning of this research paper. Which could be their needs and expectations when they considering to start a business. Additionally, the paper's aim was to provide a better understanding on how people belonging to different generations look at the matter. We discovered that indeed age and generation features do influence people's needs and expectations.

All of the four hypotheses set from the research's debut have been confirmed through the present study. The main aim of the paper's was to determine the expectations and needs for an entrepreneurial career of the Romanian entrepreneurs as well as future entrepreneurs or individuals, with a key focus on how this vary depending of the generation features. With the help of the findings facilitated by the four hypothesis, it can be stated that most of the needs and expectations of the Romanian entrepreneurs or future to be entrepreneurs, gravitate towards the social stability offered by encouraging entrepreneurial policies from the Government's side, a solid entrepreneurial education framework and a change in mentality regarding the entrepreneurial career.

Moreover, it can be stated that some of these issues that have been noticed start to be changed, such as the strengthening of the business educational system with the help of the European Commission's financed programs.

In terms of the observed issues regarding the key focus of the research paper, i.e. how are the needs and expectations of the entrepreneurial career influenced by the generation features, a relevant one is that Y generation individuals are more attracted to become entrepreneurs than X or Z generation individuals. At the age ranges they have at the time being, Y generation people present most of the characteristics one would need to start a business.

The present research paper can be used by a wide category of stakeholders. Firstly, it can be used as a tool for future to be entrepreneurs in order to evaluate the possibility to open a business. Secondly this study can be of use for the teachers who would like to keep themselves aware of the society and market's tendencies in order to transmit tailored knowledge for what their students would need later on. Moreover, public regulators could also find of use this study in order to learn about the future to be or current entrepreneurs needs and develop policies in order to support them.

In what concerns future research options opened by the present paper, the intention is to continue by putting a focus on investigating the entrepreneurial education offer and its relationship with the different generations.

Last but not the least it has to be mentioned that this paper has a number of limitations that need to be presented. Firstly, the sample of interviewed people we have managed to analyze (i.e. 230 respondents) is rather small for the purpose of evaluating the needs and expectations regarding an entrepreneurial career and it definitely cannot give a holistic approach on the matter. There is a chance that changing or increasing the sample of questioned people in function of more criteria, to obtain slightly different results that would offer us a greater variety of perspectives in what regards the entrepreneurial career.

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