Bibliometric Analysis for Entrepreneurship skill Improvement in SMEs Pakistan Sector

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Abstract
Pakistan has a big potential of development by boosting up the SMEs. The SMEs seem neglected by their history in Pakistan as the main focus remained on the public sector. The SMEs particularly in large-scale manufacturing units beyond the government, bank, and liberalization. As the SMEs sector periodically withdraws their development because of a lack of skill and function. In this research, the SMEs sector in Pakistan is an object using the bibliography methodological to analyze the improvement of entrepreneurship skill by internal factors TVEs, and external factors in the Entrepreneurial Environment.

Keywords: SMEs, Entrepreneurship, Entrepreneurship Skills, TVEs, Entrepreneurial Environment, Pakistan.

1. INTRODUCTION
These criteria eventually gave rise to micro companies. Despite the men micro-enterprise, from time to time, SMEs can become large when capital is higher and commodities expand. SMEs are able to equalize companies that seem to have dominated the macro market related to export-import (Batool et al., 2013). In the process of using it, the government is now starting to focus on advancing the people's economy. One of the state's efforts to advance the people's economy is to regulate policies that encourage the progress of people's business activities with the principle of a people's economy.

The principle of the people's economy which later became the basis for national development was developed as an alternative effort by economists to support Pakistan's growth rate to be higher (Batool et al., 2013). The application of the people's economy is the holding SME the SMEs movement as a business category based on the concept of a people's economy. The concept of a populist economy which is the basis of national development, emphasizes that the main objective of implementing a populist economic system is basically to realize the ideals of social justice for all Pakistan people through increasing the ability of the community to control the running of the economy (Raza & Majid, 2016).

Entrepreneurship as a concept is a moving target. It is often described in metaphoric and approximate terms. It is full of ambiguity (Sajjad et al., 2020). And it arouses strong feelings. Nevertheless, realizing the need to specify the key terms for purposes of discussion, colloquium participants agreed on the following definition: Entrepreneurship is the attempt to create value by an individual or individuals through the recognition of significant (generally innovative) business opportunity, the drive to manage risk-taking appropriate to that project, and the exercise of communicative and management skills necessary to mobilize rapidly the human, material, and
financial resources that will bring the project to fruition (Sajjad et al., 2020). An entrepreneur is someone who owns and runs a business on his own account and risk.

Entrepreneurship is currently one of the most fundamental economic activities in the 21st century. Entrepreneurship encourages young generations to generate their self-employment and develop key soft skills that will be useful throughout their professional career (Shah, 2018).

A study of SMEs in Australia around 98% of small firms owned a computer and 80% of owner-managers have a Smartphone. Also, 93% of small firms were connected to the internet, with 87% having broadband access. However, while 61% had a website and had engaged in e-marketing, only 54% of these firms are engaged in e-commerce and a mere 22% of such websites had a transaction functionality (Vrchota et al., 2019).

Based on a survey of 457 employees of Chinese SSMEs, the study applies a structural equation modeling (SEM), the first part of which highlights the importance of the organizational culture, structure, mid-level leadership, management system and IT support in facilitating both explicit and tacit knowledge sharing (Dar et al., 2017). Entrepreneurship is currently one of the most fundamental economic activities in the 21st century. Entrepreneurship encourages young generations to generate their self-employment and develop key soft-skills that will be useful throughout their professional career (Dar et al., 2017).

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Today, SMEs sector in Pakistan is providing 80% employment to the non-agriculture labor and contributes 40% in GDP while the share of SMEs in Global GDP is 55%. The growth of small and medium sector is 8% in manufacturing sector, 10% in exports and 10% in service sector which need to be enhanced. There are about 3.8 Million SMEs operational in Pakistan (Shah, 2018). The entire sector includes services, manufacturing, food buying/selling and startups as SMEs (Shah, 2018). The second part investigates the impact of knowledge sharing on the company’s technological innovation capabilities (Hanif & Irshad, 2018).

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In this research, there is urge into the SMEs as the backbone of Pakistan’s economy, which contribute by 40% in GDP, 40% in exports, 80% in non-agricultural employment, 5% in total value additions. These rations showed an active role of the private sector in planning, designing and delivery of technical and vocational education and training is a prerequisite for producing skilled workforce according to the demands of the market.

Research Purposes
From the background of the problems above, the objectives of this study are “How to improve entrepreneurial skills in the SME sector by bibliometric Analysis”.

2. LITERATURE REVIEW
2.1 Entrepreneurship Skill
This research searched for references with the initial keywords Entrepreneurship Skill in reputable journals, Scopus and found 4,240 articles. Then we limit the publish years from 2017 to 2021, and we find 2,070 articles. To make it easier for writers to access articles that will be used as references later, the authors use open access and gold journals to find 273 articles. After that the author began to focus on writing objects, namely the Small Medium Entrepreneur Sector, and finally the author only got 56 references that could be studied and analyzed to be used as literature study articles on entrepreneurship skills in these SMEs.

Figure 1: ENTERPRENEURSHIP SKILL IN SMEs

This systematic approach is carried out to identify, select, and assess relevant literature. Such a systematic process is considered reproducible, objective, transparent, unbiased, and rigorous.
The initial process in this research undertook was to conduct a complete literature search using the Scopus database. We do this because the Scopus database has a wider data coverage than other databases, and SCOPUS also has more stringent methodological criteria for its database coverage. The SMEs keyword is the basis for searching the Scopus database. Database collection, We do not use a year limitation. The development of research on this resilience, besides because we want to know how the evolution of the literature from grand theory to the latest research data on the topic of SMEs, thus enabling us to carry out an overall analysis of research trends over time. In this case we also choose the Highest cited category.

This research, used search keywords, SMEs included in the title, abstract and the content of the article. This process is done to make sure that nothing is overlooked, not only in articles that use the term SMEs. Initial search results in the Scopus database with a search using the keyword SMEs obtained 56 articles. The next step, we limit the database search in Scopus to the keyword SMEs, in Management & Business Science, Psychology so that we get 56 articles. To make it easier for us to get references, we limit our search to articles that are open access, and we managed to get 56 articles. Of these 56 articles, we will explore the contents of the article as our reference for conducting a literature review. The next step is to read and do the coding of all remaining articles.

Each article in depth, then did the initial coding by identifying various definitions and conceptualizations of SMEs, theoretical references, level of analysis of the objectives and research questions and methods used and the results, and conclusions and main findings of the study. In this case, emphasizes on three dimensions namely - drivers, processes and results - with a number of sub-codes for each dimension.

In the picture above shows the development of journal publishing starting from 2017 to 2020, an increasing development in SMEs research, namely in 2017 which has increased to its peak in 2020 the number of articles discussing SMEs is still relatively small even though this theme is very important. in the face of recent global changes.
Figure 3: Documents by Subject Area

Next in that picture shows the SMEs research based on the subject area where the largest amount of research is in the business and management area, namely 28% of the total research that has been published, then the Social Sciences area is 32.4% and the Economic and Economic area is 18%.
A company that has great human resources and potential but if the company does not have a manager who has the skills will not be able to use its employees or resources effectively, then the company cannot maintain its capabilities in the long term (Chaudhary et al., 2014). Therefore capabilities are one of the important strategies for the continuity and competitive advantage of the company (Ziemba et al., 2011).

Based on the above perspective, business capability is related to human resources if human resources have the management ability to become a manager who can manage finances and the ability to market in supporting the achievement of company goals and will achieve the intended results (Bayarçelik & Taşel, 2018).

Business Capability Strategy To increase the ability to do business, a company must also pay attention to important and closely related to the production / operations function,
the function and financial functions. The main elements in a marketing strategy that must be fulfilled, namely (Obaji et al., 2019):

a. **Product (product),**
   Goods or services that are used to satisfy consumers can also be called requests that are demanded by consumers.

b. **Place (place or distribution method),**
   The channel distribution distribution channels usually involve a number of 5 intermediaries, who carry out special roles that add to the benefits of increasing added value to goods and services.

c. **Price (price),**
   a key factor in the success of a key business in purchasing. Price is also a key tool for changing the company's image in a relatively fast time.

d. **Promotion (promotion),**
   Regarding the offering of products that are owned usually through advertising or personal sales, the goal is to inform and attract customers.
   Skill is the ability to use reason, thoughts and ideas and creativity in doing, changing or making something more meaningful so as to produce value from the work. There is also another definition which defines that skill is the ability to translate knowledge into practice so that the desired work results are achieved.

2.2 **TVET (Technical and Vocational Education Training)**
   Today's development discourse and logic are dominated by conventional economic perspectives that are market-oriented and cannot be separated from the influence of neoliberal hegemony which is also accompanied by its agendas, such as free trade and deregulation. Talking about today's economic development, it will be difficult not to associate it with globalization (Kanwar et al., 2019). Economic restructuring is also part of the influence created by globalization which is part of the consequences of modernity. This process is very common in almost all corners of the world today, it cannot be separated, one of which is China (Kanwar et al., 2019).
   The development of logic and discourse in economic development today is trying as much as possible to stop economic intervention by the hands of the government and leave it completely to the invisible hand of the market. This very market-oriented view has drawn criticism presents a synthesis that the state and the market are a mutually offsetting relationship, not a substitute one (Adekunle, 2019). A keynesian view from Rodrik is an introductory basis in the process of creating today's economic development. The market requires an entity that can play a role as a regulator to prevent market failures and the impacts it will create (Santos-Paulino & Thirlwall, 2004).
   China in recent decades has successfully surprised the world with its rapid growth and economic development. During 1992-2018, China's economic growth was consistently between 7-15% (World Bank Group and DRC, 2019). The development of the agricultural sector and rural-based economic development is the beginning of the rapid development of the Chinese economy, this of course is accompanied by the development of solid political and economic institutions as China's main foundation in facing the orientation of market mechanisms (Santos-Paulino & Thirlwall, 2004). In this early period, China undertook a massive economic restructuring, starting with fiscal decentralization, liberalizing rural areas, increasing entrepreneurship, and exploring local
potential through the foreign direct investment mechanism. The economic strategy adopted by China does not only immediately open up and integrate their domestic market into the global market. However, they first provided a stimulus to the productivity of the domestic market and provided protection at the start of the planning of China's economic growth and development strategy. At the beginning of development, China actually started from rural areas which was accompanied by economic decentralization. The strategy of giving more authority to the local government to be oriented towards development interests that prioritizes the potential of these rural areas (Adekunle, 2019). This strategy has also succeeded in providing a stimulus for private investment in the local economy to boost productivity and also strengthen China's domestic economic base before entering the global competition arena.

The main key to China's success lies in the local government which is always oriented to the prosperity of TVEs as part of increasing their income. On the other hand, the local government also provides freedom for entrepreneurs and provides protection, especially for local leaders of the Chinese Communist Party (Gyimah, 2020). Before China carried out their economic integration with the global and opened their markets to participate in competing in the global competitive market, China first strengthened their domestic economic base by starting development from rural areas.

Economic restructuring in the hope of creating sustainable economic growth and development on a solid foundation. Post-reform political and economic decentralization can be the first step in creating change if its impact and influence is maximized. In the case of China, post-economic restructuring based on decentralization in the Post-Mao era has succeeded in bringing China towards significant and sustainable economic growth and development. Reflecting on the similarity of economic decentralization between Pakistan and China, the development of a foundation for economic development based on optimizing local potential so as to create a comparative advantage in each region in Pakistan is necessary as a first step. The need to optimize the potential of the post-reform decentralized system can be created by adopting China's development model at the beginning of the Post-Mao era which is based on the potential and growth of TVET (Adekunle, 2019).

TVEs, structurally, are under the responsibility of local / regional governments which in reality better recognize and understand the potential of the region. The local / regional government, in the implementation process, can implement a protection mechanism on TVET so that it can continue to be oriented towards its growth and development (Adekunle, 2019). Domestic market protection is something that needs to be implemented by the government so that in the development process, this is done before Pakistan opens and fully integrates its domestic market with global competition. On the other hand, the economic impact caused by the Covid-19 Pandemic has made us realize that state interdependence is a matter that is full of risks if an economic shock occurs on the global market. The resulting market contraction hampered the global trade line and even met paralysis, in this case, to restore Pakistan's economic conditions in the Post-Covid 19 era, it is necessary to optimize the regional potentials owned, first protect so that the development created is not accompanied by with widening disparities between regions.

The logic of market-oriented economic development needs to be balanced by calculating the development disparity variable between regions. The potential risk of
widening disparities in development between regions can actually be minimized with TVET because each region can freely maximize their regional potential, this is also supported by a system of economic and political decentralization that gives more authority to local / regional apparatus. However, TVET are not the ultimate model for this development, this mechanism is just the first step towards sustainable development. This is a necessary first step because this mechanism can provide a stimulus to the domestic and local markets and boost market productivity so as to further increase the potential and foreign direct investment.

2.3 Entrepreneurial Environment

Today's economic development, in the process, is very difficult to separate from the influence or presence of global actors who are members of an increasingly integrated global market. In the initial steps towards a more advanced level of development and full integration of the domestic and global markets, the presence of the government and its intervention through policies are important variables (Hendayana et al., 2020). The integration of domestic and global markets as one of the main components in today's development logic needs to pay attention to the risks that can arise from pursuing full-blown hyperglobalization that we often encounter in current development strategies (Shi et al., 2013). Globalization, in essence, opens up new opportunities for the domestic market to expand their market in the global market, however, if this is not accompanied by the strengthening and development of the previous domestic potential, then disaster will be encountered.

The development logic which as a whole is oriented towards capital accumulation and exploitation is actually like a time bomb leading to a disaster on the economy and social community. Society as part of the system becomes a risky order. Modernity and globalization actually need to be scrutinized and adapted as best as possible through an adjustment mechanism to local characteristics, so that people who are initially very vulnerable to their impacts can be minimized the risk. The rural-based development model and decentralization have proven successful in delivering China as one of the strongest economies today, their internalization processes of globalization and market integration have been based on strengthening economic bases and domestic / local development through TVET.

3. RESEARCH METHOD

Bibliometric as one of the literature review methodologies has a special hand in analyzing (van Eck & Waltman, 2010). Bibliographies are associated with the same literature links and have similarities in research. The description of documents is at least one document that is related to other documents and Many documents have the same strength or couplings length. The more related documents, the greater the frequency of a bibliographic link, the higher the strength of the pairing between the documents (van Eck & Waltman, 2010).

This description of the relationship between bibliographic or bibliometric pairs is based on three linkages of document subjects, namely the bibliographic pair, the citation, and the document subject (van Eck & Waltman, 2010). After this connection, there will be a description, namely:

1) The higher the frequency / strength of the bibliographic pair, the closer the subject relation is between the two documents.
2) The higher the frequency of the citation, the closer the subject relationship between the two documents.
3) The higher the frequency / strength of the bibliographic pair, the higher the co-citation.
Bibliometric as one of the literature review methodologies has a special hand in analyzing (van Eck & Waltman, 2014). Bibliographies are associated with the same literature links and have similarities in research. The description of documents is at least one document that is related to other documents and can be linked indirectly (Dervis, 2019). The practical perspective is that references are listed together in a list of references and are named as bibliographical pairs (Dervis, 2019). The practical perspective is that references are listed together in a list of references and are named as bibliographical pairs (Dervis, 2019).

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![Figure 6: Three Correlation of Document Subject](image)

Sumber: (Mongeon & Paul-Hus, 2016)

In this data collection, the literature review takes from the subject area based on the search for Scopus (www.scopus.com). To see the bibliometric relationship on an object, an analysis of the document subject is needed. Scopus has provided a subject on the algorithm provided and will be analyzed in more depth based on the VosViewer helper.

4. RESULTS AND DISCUSSION

4.1 Entrepreneurship Skill Improvement by Internal and External Factors
4.1.1 Internal Factor by TVET

Pakistan, as a country that has also adopted an economic decentralization system and is also affected by the economic impact of SMEs, should re-optimize decentralization so that its development is based on rural areas which are relatively stronger against economic shocks. On the other hand, this development model can also create strong local economic bases and produce comparative advantages in international trade because each region is oriented towards developing their potential. Basically, if we reflect on the case of SMEs in Pakistan, this development model is not the final model, but it is an initial step towards significant and sustainable economic development and growth and encourages the creation of post-Covid-19 economic improvement which has succeeded in providing a significant economic contraction.

A observe of socio-political and economic environment has a superb social and economic importance to the boom of entrepreneurship. contemporary enterprise is dealt with as a social and monetary organization and is tormented by the political, social and economic forces (Yang, 1997). The political environment, business policy, licensing coverage, forex rules, backing coverage, technological improvement and social change shape the framework inside which an agency has to work. it's miles for these reasons that all commercial enterprise plans ought to be based on the instantaneous surroundings.

An entrepreneurial plan can not be framed and finalized for its implementation with out its relevance to the political, social, low-priced and technological necessities (Schröder, 2019). In truth, it is environment, which regulates entrepreneurial sports. enterprise surroundings has a high quality courting with the development of entrepreneurship. Infrastructural community it has been argued that the improvement of industries be preceded by using improvement of agriculture which introduces sure economic modifications that culminate in commercial sports (Batoel et al., 2013). “A evolved mass agriculture is typically wanted earlier than you could have vast successful development in different sectors” (Michael Lipton: Why terrible humans live bad?), however we can't, perhaps, wait that long till “developed agriculture area provides salary goods and savings potential” needed to support fast industrialization. If agricultural improvement does not create savings for indictments on sure decided on nucleus industries, leading to some of ancillary and other related commercial gadgets. This method has received huge attractiveness (Batoel et al., 2013). however earlier than such nucleus industries are set up in backward regions, essential infrastructural facilities lead to a development is the real development region utilise the to be had skills and capacities of a huge wide variety of small artisans or farmers. otherwise, the entrepreneurial possibilities thrown up through such nucleus industries can be exploited by way of affluent entrepreneurs from out of doors who have the ability to make investments. it has been visible that Entrepreneurs from developed areas have typically gravitated closer to those backward areas, which can be contiguous to developed business facilities a good way to availing themselves of the incentives and concessions (Matlay & Poell, 2019). however such organisations have not created any monetary impact at the humans of the backward regions besides, perhaps, growing some negligible employment avenues.

It, is therefore, very crucial to ensure that the infrastructure centers created to pave the way for nucleus industries are prolonged to cover widespread multitude of small artisans or farmers whose products can be processed inside the SMEs (Matlay & Poell, 2019). “An integrated infrastructural programme geared to the needs of small-holder farms and small-scale corporations is the quality approach of selling both varieties of productive activity”. (J. Muller: merchandising of the Manufacture of Rural Implements in the United Republic of Tanzania). as an example, if there are some of small dairy farmers, a central refrigeration plant can serve all of the farmers within the area by using an active network of communication. As a end result, each farmers in benefit of an assured marketplace and an improved earnings.

4.1.2 External Factor by Entrepreneurial Environment
This study suggests, that if government of Pakistan has constant and encouraging guidelines on SMEs, this may create a positive surroundings for the boom of SMEs and their increase can help in employment creation and increase the Pakistani economy (Batool et al., 2013). on this attitude, the government of Pakistan steady and beneficial regulatory guidelines regarding SMEs may want to assist the SMEs to make erudite decisions concerning their enterprise. consistent with SMEDA (2010) file there may be no such coverage for SMEs in Pakistan, that may gain them, expect approval of SME policy in 2007.

Maximum SMEs strongly complained about the misbehavior and disruptions created through government officials because of pointless and immoderate policies and the problem of powerful government personnel and corruption issues, the grievances were largely from the behavior of profits tax branch and miserable attitude of government agencies created to guide the SMEs in Pakistan (Batool et al., 2013). On the other facet, the law and order scenario of Pakistan is ugly due to the terrorism, that is one in every of the most important challenges faced nowadays which affected SMEs badly and is creating a barrier for them to develop. financial perspective: it's miles proposed that if the above mentioned issues in internal procedure are resolved, banks and monetary institutions ought to effortlessly sanction the mortgage to the SMEs because these troubles are at once related to the collateral hassle. Banks usually decide to sanction the loan, after doing risk assessment, that consist of SMEs collateral files and so on and if they may be satisfied than they could lessen the hobby quotes. After removal of these obstacles, SMEs can get clean get right of entry to the finance, which in the long run help them to grow.

4.2 Innovation and Mastering

It's been determined and most of government as well as SME owners accentuated the dearth of technical and management human aid specially the SMEs of Pakistan. The take a look at reviewed that educational institutes aren't marketers, which is vital for innovation inside the developing usa like Pakistan.

SMEs could achieve the desired level of boom which in turn boom exports, discount in unemployment, GDP boom, per-capita profits degree upward thrust and relief of poverty. in addition, the SME sector in Pakistan suffers from a variety of shortcomings, which have constrained its capacity to alter to the monetary liberalization measures delivered through the GoP and its capacity to take complete benefits of the hastily developing international markets. these shortcomings consist of, for example, a focal point on low price introduced merchandise, low degree of productivity, absence of an effective commercial enterprise information infrastructure, lack of strategic making plans, low degrees of economic literacy, unskilled human resources and nonaggressive lending techniques through banks but, numerous implications for coverage could be encouraged.

Control Training

Human aid improvement is a essential detail that impacts the performance of SMEs (Shah, 2018). The SMEs are utilizing very low degrees of control training, it can be that they may be now not aware about the ability advantages of such training. it's far consequently strongly advocated that the Pakistani authorities arrange mass education software through SMEDA for SME proprietors / managers in order that they might better manipulate their businesses and in particular manipulate their personnel thru improved software of Human resource management practices.

Upscaling

It has been highlighted within the literature that Pakistani SMEs are going through the difficulty of low productivity. it may be that Pakistani SMEs are not utilizing the up to date era of their companies (mainly inside the manufacturing sector). according to Shah (2018) handiest 66 percent of the pattern companies have access to the net and simplest 40 four percentage of SMEs are using human useful resource records structures. This offers an alarming difficulty for Pakistani corporations within the 21st century. once again the government via SMEDA can
inspire SME owners / managers in regards to the improve of era. this may decorate the functionality of SMEs to higher draw on global developments within the global business, specially inside the SME region.

**International Limitations**

The most effective 26 percent of SMEs are exporting their products to overseas (Saleem, 2011). The cause of the reality the SMEs do have the capability but do not have enough knowledge or cognizance had to compete the world over and take part in exporting their products. With the emergence of the WTO, Pakistani SMEs want to be extra aggressive.

The definition of SMEs in Pakistan lies on the quantity of personnel as much as 250 people, paid-up capital as much as Rs. 25 million and annual sales up to Rs. 250 million (Kureshi et al., 2009), an outcome of a consultative manner of spanning over years followed by way of scrutiny and refining at diverse degrees of government before its finalization and approval by way of the Federal cabinet in 2007 (Saleem, 2011). commonly one of the imperfections inside the definition is the absence of segregating line between Small and Medium and among production, exchange and service sectors. consequently, the definition of SMEs couldn't be finalized. furthermore, the implementation has additionally been remained a essential problem. This has been discussed in the next phase of the article. despite this definition, SMEs are described in another way via other institutes such as PBS and SBP. The institutes comply with their own definition and understanding of SMEs. One definition lodged by means of SBP refers to SME as the SME can be categorized into 3 instructions, micro, small, and medium corporations (country bank of Pakistan, 2010).

SBP signifies SME as, “any private economic establishment engaged in production, trading or provider supplying enterprise with internet annual turnover or income as much as Rs. 300 million in the contemporary fiscal 12 months; or any production entity having total property up to Rs (Saleem, 2011). one hundred million apart from land and homes with most 250 employees or any trading or provider regarding overall property up to Rs.50 million aside from land, buildings and with most 50 personnel. "in the context of Pakistan, no uniform and widespread definition of SMEs has been available that effected the progress and fulfillment of the SMEs (Aftab et al., 2021). The authorities of Pakistan and political regimes have failed to set up a synchronized definition for SMEs (Chamadia & Shahid, 2018). A harmonized definition considering micro, small, medium and large establishments will help to launch a valid mechanism for the improvement of SMEs. therefore, keeping in view, as a working towards supervisor and academicians a proposed definition is comprehended beneath this is anticipated to gain Pakistan financial system and additionally be identified across the world.

The established definition ought to be relevant and of suitable length and attributes. It should be establish on preferred criteria after analyzing market disasters and practical constraints. which will broaden a unmarried definition that might be carried out throughout the economy is to goal the wishes and dreams that an business enterprise goes to fulfill. The definition ought to be based on the needs and desires of the coverage established. while a single definition will succeed during the country this will help to distinct the corporations and the associated troubles will be minimized. The need is to target the coverage goals and targets powerful. The definition must be advanced in methods that accomplish not handiest the countrywide targets however additionally the global angle. The definition in this manner will be ordinary the world over with the intention to help to beautify the enterprise boundaries.

At gift SMEs definitions are primarily based on one of a kind criteria which can result in market failure. SMEs definition ought to be coherent, seen and solid. The framework and shape inside which the SME definition operates have to be strong and well formulated. The development of a clear definition will give a way of keeping off inconsistencies and distortion between the enterprises. The definition need to offer a strong framework that does not require any primary adjustments and if the changes are to be made on the way to be minute changes referring to inflation, regulations of funding or some other guidelines governing the firms. proper and
preferred definition the organizations need to collect suitable facts always and efficaciously and hold on revising the definition as in step with the requirements and needs. The definition should be applicable consistent with the function and law. The policy measures must be supported via the definition. a realistic and relevant definition will help to stability the financial increase in addition to the market economic system. The definition of SME acts as a coverage tool. It ought to be defined in the body paintings of guidelines of other nations like eu Union (ecu) coverage to suit and also be as much as the worldwide widespread. The definition must now not be extended past 250 employees and should remain the principle instrument of competitive policy. it will help to provide powerful and green help to SMEs. Pakistan must set up a definition that benefits its economic system and that must also be identified the world over. SMEs are called to be born worldwide firms and the definition should provide a solid framework, which may additionally want a few modification in certain areas, together with an eventual adjustment for inflation and productiveness adjustments, and additionally some in addition rationalization. It's crucial mostly wishes to be evolved further in its packages, which include a greater use of current differences with the definition.

To be elaborated extra and have to be designated for the proper application and implication. This guarantees that an appropriate data is to be collected always and correctly. it'll assist competing markets and beautify the overall performance. It will be easy to modify and articulate with clear and proportionate approaches. particular regulation and administrative measures may be growing via a strong and uniform definition. it's far endorsed that to help the monitoring of the utility of the SME definition, there ought to be a crucial.

4.3 Empirical Studies in SMEs Factor

4.3.1 Enterpreneurship Skill as Antecedent

If a huge wide variety of SMEs are generating into one at Pakistan, a imperative processing unit might function ideal (Briscoe et al., 2001). This type of step might now not simplest combine between enterpreneurship skill development with improvement as an antecedent, it might also result in a pervasive boom of both. on the other hand its ancillaries might additionally bring about a pervasive boom of each. however, if a unit production some state-of-the-art machinery, its ancillaries would additionally need the precision or sophistication with a purpose to no longer be viable to attain its inside the talents of the target beneficiary institution whom we ant to expand through the development of backward regions. “As Paul Streten has stated, “enterprise must produce purchaser items required with the aid of the human beings, most of the people of whom live within the countryside, SMEs and governance system’s. a great deal of the latest grievance of inefficient, excessive price industrialization in the back of excessive partitions of protection and quantitative limit should be directed on the styles of product and technique which cater for a noticeably unequal earnings distribution and mirror entrenched vested pursuits” (Briscoe et al., 2001). without a doubt the production of easy goods relies upon on the man or woman and capacity of a specific backward areas; and the important infrastructure so development that it’d be able to sustaining active linkages between the subsidiary units inside the villages and the central unit.

4.3.2 TVET and Enterpreneurial Environment as Mediator

The following are skills lead to TVET and entrepreneurial environment must possess, namely (Hashim et al., 2019)v:

a. Basic skills (basic literacy skills),
   Basic skills that everyone should have, such as reading, writing, arithmetic, and listening.
   b. Conceptual skills,
   The mental ability to coordinate and integrate all the interests and activities of the organization. This includes the ability of managers to see the organization as a whole and understand the relationships between the interdependent parts, obtain, analyze, and represent information received from various sources.
c. Administrative skills (administrative skills),
All abilities related to planning, organizing, staffing and monitoring. This capability includes the ability to follow policies and procedures, manage on a limited budget, and so on. This ability is an extension of the conceptual ability.

d. Technical skills (technical skills),
The skill to use equipment, procedures, or technical techniques from a particular field.

e. Human-relation skills,
The skill of developing harmonious relationships among all members of an institution or organization. This skill relates to the ability of an entrepreneur to work with others and to motivate his subordinates to be serious at work.

f. Decision-making skills,
The skill to identify problems as well as offer various alternative solutions to the problems at hand. There are three main stages in decision making, namely: Formulating problems, gathering facts, and identifying alternative solutions, evaluating each alternative and choosing the best alternative, and implementing the chosen alternative, following up periodically, and evaluating its effectiveness has been selected.

g. Time management skills
The skill in using and managing time as productively as possible. An entrepreneur must continue to learn to manage time because time management skills can facilitate the implementation of work and plans that have been outlined.

h. Technological skills,
Beyond someone's skill to master technology as a means of supporting the work or business that is being pursued.

4.4 SMEs as Moderator
Small and Medium companies (SMEs) are one in all the most important and the most essential area of Pakistan's financial system (Tsuruta, 2020). SMEs play a key position in shaping national increase strategies, employment technology and social concord via improving widespread of dwelling of vulnerable segments of society. In maximum countries, SMEs represent a greater than 90% of all corporations and extensively make contributions closer to inclusive economic increase (Tsuruta, 2020). To in addition toughen the efforts in strengthening SMEs quarter, the authorities enacted the SMEs coverage. The coverage aimed at providing a long-term framework for the advancement of SMEs sector and a legitimate implementation mechanism that could provide an surroundings conducive to the economic increase of the coherent (Pearce et al., 2018).

The scope of the policy blanketed regions bearing on ease of economic accessibility, spurred human improvement, technological up-gradation and a healthy business environment - these kinds of facets of the policy are without delay intertwined with a thriving SMEs area which has limitless potential to turn around the economy of Pakistan. SMEs make contributions to development in a couple of ways; growing employment for an expanding hard work pressure, imparting plenty needed flexibility and innovation in the financial system, improving exports and contributing to improved value addition in GDP(Kureshi et al., 2009).

In Pakistan, SMEs collectively make a contribution an expected 40% to GDP and over 40% to exports (Shah, 2018). The government realized that more awareness and concrete steps are required to absolutely utilize the ability of SMEs region and lead it to a trajectory of growth; quite these days, state bank of Pakistan (SBP) has urged all the banks to provide their input to plot an motion plan for the policy of promotions of SMEs, this is the outcome of SBP's awareness that strong institutions are a pre-considered necessary for an green SMEs zone which additionally includes a sturdy network of industries which could offer the necessary help to the SME's making it easy for them to acquire monetary ease and competitiveness. A sturdy SMEs quarter will even make the indigenization method smooth which might eliminate the want of pricey imports in the length run and increase the financial system. furthermore, SBP has additionally set a aim of
augmenting the financial inclusion of SMEs by 2020 to enable the world witness extensive increase growth and welfare.

5. CONCLUSION
The development logic which as a whole is oriented towards capital accumulation and exploitation is actually like a time bomb leading to a disaster on the economy and social community. Society as part of the system becomes a risky order. Modernity and globalization actually need to be scrutinized and adapted as best as possible through an adjustment mechanism to local characteristics, so that people who are initially very vulnerable to their impacts can be minimized the risk. The rural-based development model and decentralization have proven successful in delivering China as one of the strongest economies today, their internalization processes of globalization and market integration have been based on strengthening economic bases and domestic / local development through TVEs. Pakistan as a country that is considered a failure in decentralizing economic development and SMEs should re-optimize decentralization so that its development is based on rural areas which are relatively stronger against economic shocks. On the other hand, this development model can also create strong local economic bases and produce comparative advantages in international trade because each region is oriented towards developing their potential. Basically, if we reflect on the case of China, this development model is not the final model, but it is a first step towards significant and sustainable development and economic growth and encourages the creation of post-economic improvements that have succeeded in providing significant economic contraction in a critical understanding of internal factors. and externally based on entrepreneurship skills.

6. REFERENCES


