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Establishment of Evaluation Index System of Migrant Workers' Entrepreneurial Competence

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Abstract Taking evaluation of migrant workers' entrepreneurial competence as the research content, this paper first defines the migrant workers' entrepreneurial characteristics and the connotation of migrant workers' entrepreneurial competence; on the basis of this, from entrepreneurial thinking competence, behaviour competence, and language competence of migrant workers, this paper establishes evaluation index system of migrant workers' entrepreneurial competence. We use Analytic Hierarchy Process, establish hierarchical structure, and construct multiple comparison matrix, to get the weight of relative importance. The method of applying this index system to evaluation of returning-home migrant workers' entrepreneurial competence is offered.

Key words Returning-home migrant workers, Evaluation of entrepreneurial competence, Analytic Hierarchy Process (AHP), Thinking competence, China

For the migrant workers who are beginning an undertaking or ready for beginning an undertaking, scientific evaluation of the returning-home migrant workers' entrepreneurial competence can help migrant workers understand their own situation to invest rationally, or make the migrant workers who are beginning an undertaking find their own flaws and improve themselves, so as to ultimately promote the success rate of beginning an undertaking by migrant workers universally. In March 2011, the research group conducted survey in Huaian City, Nantong City, Yancheng City and other regions of Jiangsu Province. There are 500 samples issued and 450 effective samples called back. All figure data in this paper are from survey and research data of the research group, if there is no special explanation.

1 The entrepreneurial characteristics of migrant workers and the connotation of migrant workers' entrepreneurial competence

1.1 The major entrepreneurial characteristics of migrant workers

1.1.1 There are unique advantages in migrant workers' beginning an undertaking. In the process of returning-home migrant workers' who begin an undertaking working in the city, they master a good many skills, and long-term practice makes them get rich experience that is not available in rural areas. Meanwhile, returning-home migrant workers are also endowed with the traditional farmers' fine quality of bearing hardships, hard work and simple living. And in the process of beginning an undertaking after returning hometown, they have wide interpersonal relationship, and are familiar with local conditions, which

makes the returning-home migrant workers have unique advantages in the process of beginning an undertaking. In the mean time, all regions make preferential policies, such as tax breaks and loan subsidies, to create good development opportunities for returning-home migrant workers' beginning an undertaking.

1.1.2 There is relative disadvantage in returning-home migrant workers' beginning an undertaking. On the whole, the educational level of returning-home migrant workers is not high, and they have not yet received systematic training and learning of enterprise operation, management and so on, so that it is devoid of knowledge support and guarantee in the process of returning-home migrant workers' beginning an undertaking, thwarting the further development of enterprises. Meanwhile, in the process of returning-home migrant workers' beginning an undertaking, since the investment relied upon is largely earned by working in the city, and the funds are meagre, therefore, the capital pressure the migrant workers confront mounts increasingly in the process of returning-home migrant workers' beginning an undertaking. Given that at present the state and local government lack sound training system and procedures in returning-home migrant workers' beginning an undertaking. The technological content and grade of returning-home migrant workers' entrepreneurial products are low, coupled with fickle market and other factors, so that the migrant workers are also in face of great threat in the process of returning-home migrant workers' beginning an undertaking.

1.2 The connotation of returning-home migrant workers' entrepreneurial competence Competence is the individual psychological characteristic that directly affects efficiency of activities and completes activities successfully^[1]. Competence is always linked with people's completing certain activities. Without specific activities, it neither performs human capacity, nor develops human capacity. But we cannot think that any psychological characteristic that is related to activities and shown from activities is competence. Only those psychological charac-

teristics that can directly affect efficiency of activities and ensure successful completion of activities are competence.

The connotation of migrant workers' entrepreneurial competence can be expressed as the general term of individual psychological characteristics that can handle a variety of uncertainties and ensure the entrepreneurial success to the extreme in the process of migrant workers' beginning an undertaking^[2]. The competence includes three aspects: migrant workers' entrepreneurial thinking competence, migrant workers' entrepreneurial behaviour competence, and migrant workers' entrepreneurial language competence.

2 Establishment of evaluation index system of migrant workers' entrepreneurial competence

As the connotation of migrant workers' entrepreneurial competence is rich, including a number of levels, therefore, in the process of determining evaluation index system of migrant workers' entrepreneurial competence, we can proceed step by step: first, crystallize the evaluation system and level of migrant workers' entrepreneurial competence on the whole, and then conduct planning on specific indices of evaluation of migrant workers' entrepreneurial competence.

2.1 Selection of evaluation index Three kinds of competence included in migrant workers' entrepreneurial competence: thinking competence, behaviour competence and language competence are regarded as the first-level index.

2.1.1 Entrepreneurial thinking competence index of migrant workers. The thinking competence refers to people's ability to process the emotional material, transform it into rational knowledge, and solve the problem, through a series of processes of analysis, synthesis, generalization, abstraction, comparison, concretion and systemization. It contains thinking combination competence, combination speed, communication competence of thinking and behaviour, communication competence of thinking and language, communication competence of language and behaviour, comprehension competence, judgement competence, analytic competence, comprehensive ability, the faculty of memory, observational competence and imaginative power^[3].

We choose analytic competence, comprehension competence, judgement competence, the faculty of memory and observational competence, to establish the second-level index system under the first-level index of migrant workers' entrepreneurial thinking competence.

2.1.2 Entrepreneurial behaviour competence index of migrant workers. Behaviour, a whole process of action, refers to people's external activities arising from the impact of objective and subjective factors. Thus, behaviour competence can be understood as people's ability to control external activities independently and enhance the effectiveness of activities under the influence of various factors^[4]. It contains imitation ability, sensitivity, strength, endurance, speed, hearing, attention, perception and so on.

We select perception, decision-making competence, operation and management competence, and special technology competence as the second-level index under the first-level index of migrant workers' entrepreneurial behaviour competence.

2.1.3 Entrepreneurial language competence index of migrant workers. Language is the thinking tool and communication tool. It is closely linked with thinking, and it is the carrier of thinking, shell and manifestation of material. Accordingly, language competence can be understood as people's ability to control language and communicate. It contains language speed, language use, word combinations, occasion use, generalization and so on.

We choose verbal competence, and communication competence as the second-level index under the first-level index of migrant workers' entrepreneurial language competence.

The evaluation index system of migrant workers' entrepreneurial competence we construct can be seen in Table 1. It can be seen from the table that in the process of building evaluation index system, based on the concept of competence, thinking, behavior, and language, included in competence, are all incorporated into the evaluation of migrant workers' entrepreneurial competence. At the same time, in accordance with the actual situation and needs of migrant workers' beginning an undertaking, we detail these three aspects, so that they are operable.

Table 1 Evaluation index system of returning-home migrant workers' entrepreneurial competence and weight

Objective layer	First-level index	Second-level index	The weight of second-level index corresponding to objective layer W_{oi}
Returning-home migrant workers' entrepreneurial competence (O)	Thinking competence U_1	Analytic competence U_{11}	0.124
		Comprehension competence U_{12}	0.050
		Judgement competence U_{13}	0.071
		The faculty of memory U_{14}	0.024
		Observational competence U_{15}	0.028
		Perception U_{21}	0.142
	Behaviour competence U_2	Decision-making competence U_{22}	0.304
		Operation and management competence U_{23}	0.064
		Special technology competence U_{24}	0.030
		Verbal competence U_{31}	0.041
	Language competence U_3	Communication competence U_{32}	0.123

2.2 Determination of weight of evaluation index system of migrant workers' entrepreneurial competence^[5]

Determination of index weight is an important part of the evaluation of migrant workers' entrepreneurial competence. There are many ways for us to determine the weight, and this paper use Analytic Hierarchy Process to calculate the weight of all indices, taking weight determination of 3 first-level indices, namely thinking competence (U_1), behaviour competence (U_2) and language competence (U_3), corresponding to objective evaluation (O) of migrant workers' entrepreneurial competence as an example.

2.2.1 Construction of multiple comparison judgement matrix. For the objective O , according to results of the analysis, we think that U_2 is as important as U_1 or slightly more important than U_1 ; U_1 is as important as U_3 or slightly more important than U_3 ; U_2 is slightly more important than U_3 . Accordingly, we offer the judgement matrix of $O - U_j$, as can be seen in Table 2.

Table 2 The judgement matrix and weight of first-level index U_j corresponding to objective layer O

$O - U_j$	U_1	U_2	U_3	W
U_1	1	1/2	2	0.297
U_2	2	1	3	0.539
U_3	1/2	1/3	1	0.164

2.2.2 Calculation of weight of relative importance. According to the fourth root of product of each line of element in judgement matrix (Table 2), and normalization of vector, we get the weight of relative importance of all indices, listed in Table 2.

2.2.3 Consistency test. After referring to the table, we know that $RI=0.52$, $CI/RI=0.0097 < 0.1$, meeting the requirement of consistency.

$$A \cdot W = \begin{bmatrix} 1 & \frac{1}{2} & 2 \\ 2 & 1 & 3 \\ \frac{1}{2} & \frac{1}{3} & 1 \end{bmatrix} = \begin{bmatrix} 0.297 \\ 0.539 \\ 0.163 \end{bmatrix} = \begin{bmatrix} 0.893 \\ 1.622 \\ 0.491 \end{bmatrix}$$

$$\lambda_{\max} = \frac{0.893}{3 \times 0.297} + \frac{1.622}{3 \times 0.539} + \frac{0.491}{3 \times 0.163} = 3.009$$

$$CI = \frac{3.009 - 3}{2} = 0.005$$

According to this calculation step, we calculate the weight of the second-level index corresponding to respective first-level index under the first-level index. The test steps are the same as above. The weight of second-level index under migrant workers' entrepreneurial thinking competence U_1 , migrant workers' entrepreneurial behaviour competence U_2 , and returning-home migrant workers' entrepreneurial language competence U_3 can be seen in Table 3 – 5.

Table 3 The judgement matrix and weight of second-level index under migrant workers' entrepreneurial thinking competence U_1

$U_1 - U_{1j}$	U_{11}	U_{12}	U_{13}	U_{14}	U_{15}	W_{1j}
U_{11}	1	3	2	4	4	0.417
U_{12}	1/3	1	1/2	3	2	0.168
U_{13}	1/2	2	1	3	2	0.240
U_{14}	1/4	1/3	1/3	1	1	0.082
U_{15}	1/4	1/2	1/2	1	1	0.093

Table 4 The judgement matrix and weight of second-level index under migrant workers' entrepreneurial behaviour competence U_2

$U_2 - U_{2j}$	U_{21}	U_{22}	U_{23}	U_{24}	W_{2j}
U_{21}	1	1/3	3	5	0.263
U_{22}	3	1	5	7	0.564
U_{23}	1/3	1/5	1	3	0.118
U_{24}	1/5	1/7	1/3	1	0.055

Table 5 The judgement matrix and weight of second-level index under migrant workers' entrepreneurial language competence U_3

$U_3 - U_{3j}$	U_{31}	U_{32}	W_{3j}
U_{31}	1	1/3	0.250
U_{32}	3	1	0.750

According to the steps and implementation methods of Analytic Hierarchy Process, in evaluation index system of returning-home migrant workers' entrepreneurial competence determined in this research, the weight of all second-level indices corresponding to the objective layer W_{oj} is listed in Table 1.

3 Evaluation method of returning-home migrant workers' entrepreneurial competence

After establishing evaluation index system of returning-home migrant workers' entrepreneurial competence and determining index weight, the next problem we confront is the problem of evaluation method of returning-home migrant workers' entrepreneurial competence. Only when the theoretical analysis is back to the real society can it be tested. When conducting evaluation of returning-home migrant workers' entrepreneurial competence, first, we should organize the returning-home migrant workers' family members, the relevant responsible person in enterprises, the village cadres and so on. According to the indices listed in evaluation index system of returning-home migrant workers' entrepreneurial competence, we conduct evaluation on returning-home migrant workers' entrepreneurial competence, and give the corresponding assessment level; then, we collect and arrange the views of all people, take the mean of all people's evaluation results as the value of this index, multiply the index value by corresponding weight, and gather all together, to get the overall evaluation of returning-home migrant workers' entrepreneurial competence; finally, in the light of the results, we conduct analysis, so as to provide scientific basis for whether to begin an undertaking.

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joy the good life from the colourful cultural activities, share cultural development achievements, and increasingly promote their cultural awareness and level of civilization.

2.3 It should formulate various kinds of laws and regulations to effectively safeguard migrant workers' cultural rights and interests At present, one important factor responsible for serious infringement on migrant workers' legitimate cultural rights and interests lies in unsound laws and regulations. The existing Labor Law does not apply to the needs of myriad migrant workers in protecting their own cultural rights and interests. And there is a shortage of specific implementation norms. The local labour law is weak, and there is no basis for law enforcement, so that migrant workers' legitimate cultural rights and interests are not guaranteed. Therefore, the government should focus on the problems of migrant workers' cultural rights and interests, to formulate a variety of relevant laws and regulations, in order to achieve legalization of migrant workers' cultural rights and interests. The government should expressly require the company to proceed from reality, carefully plan the cultural building in the enterprise, and give migrant workers more humane care, so that migrant workers further enhance the identity sense of belonging to the enterprise. At the same time, government should establish evaluation system of the level of migrant workers' cultural life, and legalize it; list the evaluation of migrant workers' cultural life into the assessment indicator of employment institutions; according to the number of migrant workers, require the companies to set the standard of facilities for cultural activities, as well as opening hours, use degree, and migrant workers' satisfaction extent; let the labour union and the labour security department fulfil the function of supervision. In addition, the relevant laws and regulations should expressly provide that the migrant workers' institutions and communities must assume the obligation of improving migrant workers' cultural life, and provide complimentary amenities and security for migrant workers' cultural life. Only through joint efforts, taking the law as protection and having laws to abide by, can we really solve the issues of migrant workers' cultural rights and interests.

3 Conclusion

As to the lack of migrant workers' cultural rights and interests, on one hand, the educational level of migrant workers and their income are not high, which makes them have no sufficient money to enjoy the upscale cultural and leisure activities; on the other hand, due to lack of various security systems, the realization of migrant workers' cultural rights and interests is in face of many difficulties. To achieve cultural rights and interests of migrant workers, we need to eliminate discrimination from the system, incorporate migrant workers' cultural rights and interests into the building scope of urban public culture, establish various free public culture facilities, and formulate relevant laws and regulations, to fundamentally solve the plight confronted by migrant workers' cultural rights and interests from the system. We should give play to the leading role of the government, mobilize all social forces to participate in cultural construction for migrant workers to the extreme, and take laws and institutions as guarantee, to fully realize migrant workers' cultural rights and interests, promote the harmonious development of whole society, and ultimately achieve comprehensive human development.

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