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Personal Wealth and Perceptions of Barriers to Women's entrepreneurship in the state of Alabama: The Mediating Effects of Affordable Child Care

Introduction

Schumpeter's essay on entrepreneurship and economic history, "The Creative Response to Economic History," is generally considered as a seminal work as it presents entrepreneurship as a radically transformative force in economies (Schumpeter, 1947 and 1951). Pittaway (2005) states that entrepreneurial activity appeals to all people as it represents a diverse set of novel activities such as introduction of a new good, or the introduction of a new method of production, or the opening of a new market, or the conquest of a new sources of supply of raw materials or half manufactured goods or the carrying out of the new organization of an industry. In recent years, there has been significant growth in the number of women entrepreneurs around the world. According to the International Labor Organization [ILO (2012)], nearly one third of all business are owned by women entrepreneurs worldwide. In 2014, the Global Entrepreneurship Monitor estimated that women accounted for about 40% of the workforce globally and controlled about \$20 trillion of the annual spending by consumers (Kelley et al., 2015). Within the United States it has been estimated that about 9.4 million women owned businesses that earned about \$1.5 trillion in revenues and employed about 7.9 million persons (American Express OPEN, 2015). Women represent the fastest growing group of entrepreneurs today. Despite the enormous economic contributions of this group, female entrepreneurship remains under-explored and inadequately covered in academic literature (Kariv, 2013). This study investigates women's entrepreneurship in the state of Alabama. The American Express OPEN (2014) report indicated that Alabama experienced a 76 percent increase in the number of businesses owned by women between 1997 and 2014. The rapid growth of women's entrepreneurship is fueled by factors such as the need to combat unemployment, the need for independence and self-realization, self-employment and the need for flexibility to balance their work requirements with their family lives (Akehurst et al., 2012). The women of the state of Alabama enter into entrepreneurial activities for similar reasons and they play a significant role in the economic growth of the state.

Women with entrepreneurial aspirations face significant challenges. Some of these challenges include lack of access to financial capital, the lack of education, work experience, and knowledge. Other obstacles such as family obligations, gender differences, social norms and

gender discrimination also hamper female entrepreneurs (Chowdhury and Amin, 2011; Garten et al., 2013). This study focuses on two of the barriers encountered by women as they aspire to become entrepreneurs. The two barriers of interest in this study to women entrepreneurs are lack of personal wealth and their perceptions of barriers to enter into business. The main objective of this study is to investigate the relationship between personal wealth and perceptions to barriers of entering into business in the state of Alabama. The study also investigates the mediating effect of affordable childcare on the relationship between personal wealth and the perceptions to barriers to starting a new business by women. A study of the relationship between personal wealth and perceptions to barriers to starting a business by women will be of significant importance because an understanding of this relationship will enable women to venture into entrepreneurial activities with greater confidence. This study will also clarify the impact of affordable childcare on women's entrepreneurship.

The current study is a region--focused-initiative, justified by an intensifying demand by scholars for additional assessment studies that investigate the role played by entrepreneurs in regional and local economies. The demand is rationalized along the view that entrepreneurs play an important role in local economies through investment activities made by them, which help to foster job creation, reduce wealth-/income disparity among local residents, and connect the local economy to the larger, global economy (Henderson, 2002).

The structure of this study will be as follows. Firstly, a brief review of the literature on areas of motivation for entrepreneurship in general, motivators of women entrepreneurs, the challenges faced by women entrepreneurs and the impact of affordable child care is presented. The literature review is followed by the research model, research question and hypotheses. The largest survey of female entrepreneurs ever carried out in the state of Alabama is used to empirically test the research hypotheses. Description of the study sample, variables and measures and the methodology utilized for data collection are then presented. The study concludes with the presentation of the results, discussion of the results, limitations of the study and concluding remarks.

Literature review

Motivators of Entrepreneurship

Entrepreneurs are motivated by a number of factors to pursue entrepreneurial activity. These factors have been classified into two types namely, "push" and "pull" factors (Orhan and

Scott, 2001). The push theory contends that entrepreneurs are pushed into entrepreneurial activity by negative situational forces whereas, the pull theory argues that entrepreneurs are attracted to entrepreneurship by positive forces (Gilad and Levine, 1986). Researchers have identified push factors to include frustration, job dissatisfaction, unavailability of work, insufficient salary, the need to provide for the family, the need to schedule work due to family responsibilities, and the need for achievement. Pull factors that motivate entrepreneurial activity include family security, autonomy, and independence. Additional push and pull factors such as the desire for wealth, the pride of ownership, self-fulfillment, peer pressure, independence, and the quest for social recognition were also identified by researchers as motivators of entrepreneurial activity (Orhan and Scott, 2001; Buttner and Moore, 1997). Other researchers have identified personal characteristics such as the need for achievement, locus of control, risk taking, tolerance of ambiguity, need for achievement, and the desire for independence as critical for entrepreneurial activities. Other characteristics such as energy level, autonomy, personal control, persistence, dominance, self-efficacy, egoistic passion, goal setting and the need to create something of one's own were also identified as key drivers for entrepreneurs (Naffziger, Hornsby and Kuratko, 1994; Shane et al., 2003).

Motivators of Female Entrepreneurs

Women are motivated by some specific factors to enter into entrepreneurial activity. Women's entrepreneurship studies show that women place significant emphasis on factors such as the balance between work and family life and independence (DeMatino and Barbato, 2003). Another motivating factor that pushes women into entrepreneurial activity is the lack of equity in some workplaces, which prevents women from attaining managerial positions, a phenomenon known as the "Glass Ceiling" effect (Coughlin and Thomas, 2002). Additionally, women are motivated to become entrepreneurs as a need for change and the need to overcome social and institutional barriers (Ascher, 2012). Coughlin and Thomas identified the need to generate income for themselves and their families as one of the most significant motivators for women to become entrepreneurs. They also highlighted that in developing economies, women venture into entrepreneurial activity to achieve the things that the state fails to provide for them. In addition, factors such as flexibility and autonomy, that are essential to women meeting their family obligations, have also been identified as important drivers to women becoming entrepreneurs (Ascher, 2012).

Challenges of Female Entrepreneurs

Women with entrepreneurial aspirations encounter significant challenges that cause their entrepreneurial ventures to perform at lower levels in comparison to male counterparts (Jennings and Brush, 2013). This disparity is not as a result of differences in characteristics or abilities between both genders, but may be partially explained by negative attitudes toward female entrepreneurs and managers (Sexton and Bowman-Upton, 1990).

Previous research on the challenges faced by women engaging in business activities is well established (Nayyer et al., 2007). Investigators identify the difficulty in accessing financial capital, lack of the requisite education, and lack of work experience as some of the most prominent challenges faced by women entrepreneurs (Kuratko and Hodggetts, 2001; Delmar and Holmquist, 2004; Stevenson, 1986). Women entrepreneurs frequently encounter other challenges such as the lack of time to develop their business due to family responsibilities, discrimination faced by women in some patriarchal societies, lack of support from funding agencies, and family conflicts due to lack of balance between work and home commitments (Manolova et al., 2007; Pallavi, 2013). Thébaud (2015) also notes that in comparison to male counterparts women are less likely to possess the human, social and financial capital critical for exploiting market opportunities.

The personal wealth of women affects their ability to enter into entrepreneurial activity. The lack of access to financial capital has been reported as one of the main challenges faced by women trying to start a business (Hisrich and O'Brien, 1981). Researchers have shown that women entrepreneurs face greater difficulty in obtaining financial capital for the start-up of their business ventures than men (Brush, 1992; Orhan, 2001; Verheul and Thurik, 2001; Jennings and Brush, 2013). The absence of personal financial wealth and the difficulty faced in accessing capital, can adversely affect the development and growth of female business ventures. According to Coleman (2000), "Access to capital is a critical issue for small businesses. Without sufficient capital, small firms are unable to develop new products and services or grow to meet demand" (p. 37). In many cases, women do not have the amount of personal financial wealth to fund their business activities. In order to fund their business ventures, women entrepreneurs often rely on number of options such as credit cards, personal savings, family assistance, friends, profits and bank loans (Coleman and Carsky, 1996; Haynes and Helms, 2000).

Impact of Affordable Childcare

Affordable childcare is an important issue for young women with children. Research focusing on female entrepreneurs continues to generate academic interest (Shneor et al., 2016;

Goffee and Scase, 2015; Rey-Martí et al., 2015). However, the effect of the availability of affordable childcare on female entrepreneurship with exception of a few studies (Baker et al., 2008; Cascio, 2009; Havnes and Mogstad, 2011) yielding mixed results is underexplored. Beyond individual impediments women are often expected to assume a greater responsibility for taking care of the family vis-à-vis men, which can lead greater work-family conflict for females. Wang (2015) in his study using the first universal childcare program in China found that the presence of affordable childcare greatly increases the number of female entrepreneurs but does not affect the number of male entrepreneurs. Investigators also find that women entrepreneurs are still required to maintain household responsibilities such as child nurturer and housekeeper while engaging in their business activities (Unger and Crawford, 1992). As Shelton (2006) indicates work-family conflict negatively impacts venture performance by lowering the well being of the entrepreneur and subsequently hindering performance (p. 288 - 289). Shelton goes on to note that work-family conflicts are particularly significant for female entrepreneurs who desire high growth.

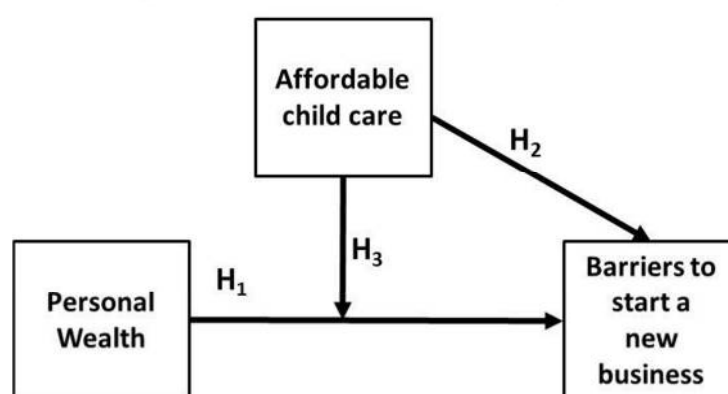
An important factor contributing to work-family conflicts that disproportionately affects women in comparison to male counterparts is the responsibility of taking care of children. While some investigators suggest that women engage in entrepreneurship as strategy for reducing family-work conflict due to ability to have greater autonomy (Thébaud, 2015), previous investigators also note that caring for children reduces the duration of self-employment ventures (Williams, 2004). Although this effect is found for both genders, the reality is that familial responsibilities especially that of caring for children tends to fall disproportionately on women as compared to men (Vinnicombe, 1987). The provision of affordable childcare presents an interesting paradox for female intention to become entrepreneurs. As previous investigators note, females may venture into entrepreneurship as a means of coping with the demands of family and work life as self-employment may offer more flexibility (Marlow, 1997). On the other hand females who venture into entrepreneurship face difficulty raising capital (Jennings and Brush, 2013) tend to have less experience than male counterparts (Fischer et al., 1993) and coupled with this will most likely still have to devote time and energy to familial responsibilities (such as childcare) while coping with the stresses to running their own enterprise. Becker-Blease and Sohl (2007) note that women seek angel financing at rates substantially lower than men which accentuates the anxiety to start new business. Therefore, the availability of affordable childcare can either act as an incentive or disincentive to females considering entrepreneurship where investigators (Rønsen, 2014) find evidence supporting both perspectives.

In this investigation we examine whether institutional arrangements such as the provision of affordable childcare will influence the perceived barriers of females who intend to start a new business. Likewise we also investigate is affordable childcare mediates the relationship between personal wealth and perceived barriers to starting a new business as well. While prior investigators (Caputo and Dolinsky, 1998) find that the number of young children in the household increases the likelihood of female self-employment, we investigate the degree to which affordable childcare will mediate the relationship between personal wealth and perceptions of barriers to start a business. Further, although research show that family is ranked as more important than work by men and women, the reality is that more emphasis is placed on meeting the demands of work in most cases (Parasuraman et al., 1996). The expectation therefore is that affordable childcare should have a positive effect on female entrepreneurial activity.

Research Model, Questions and Hypotheses

The theory the drives our research framework is that both external and internal factors together determine the intensity of the intent to start a business. While main effects (direct impacts) have been well studied in existing literature, there is a relative dearth of research on mediating effects of these variables in the entrepreneurship literature. In our research we investigate the main effects and the mediating effects. Also, recent calls in entrepreneurship literature recommend the conduct of empirical research in narrow geographical contexts for theory development that is context-specific; hence our focus on female entrepreneurship in the state of Alabama. The conceptual model that guides our research is depicted in Figure 1 below.

Figure 1: Research Model



Stemming from the above research model, for women entrepreneurs in the state of Alabama, we have the following research questions and hypotheses for our study.

Research Questions	Null Hypotheses
RQ1: Is there a difference in perceptions of barriers to start a new business across women who have different levels personal wealth?	H ₀ 1: Perceptions of barriers to start a new business does not differ between women who have different levels personal wealth.
RQ2: Is there a difference in perceptions of barriers to start a new business across women facing different levels of affordable child care?	H ₀ 2: Perceptions of barriers to start a new business does not differ across women facing different levels of affordable child care.
RQ3: Is there a difference in perceptions of barriers to start a new business based on personal wealth and affordable child care?	H ₀ 3: Perceptions of barriers to start a new business does not differ based on personal wealth and affordable child care.

Sample

The sample frame was a compilation of several third-party panels coordinated by Qualtrics (Qualtrics, Provo, UT). One thousand eight hundred fifty two panel members were asked to participate in the study. The first three questions in the survey were designed to assure participants were part of the sample frame, Alabama female entrepreneurs. One hundred twenty-two respondents (7%) were eliminated because they did not live in Alabama. An additional 38 respondents were not women and thus eliminated from consideration. Finally, 408 (24%) respondents were eliminated when they indicated that they would not be interested in starting a business even if no barriers existed. Of the 1,850 that Qualtrics sent the survey to complete responses were received from 1,284 which is a 69% response rate. Our sample size of 1,284 for data analysis makes our study the largest survey focused on women's entrepreneurship in the state of Alabama.

Variables and Measures

Arenius and Minniti (2005) discuss the perceptual variables involved that influence nascent entrepreneurs (first timers). So we measure the variables in our study using responses to a questionnaire that potential first time women entrepreneurs would fill-in. The three variables are measured in this study.

To measure personal wealth and liquidity, respondents were asked to state their level of agreement with this statement, “A lack of family money is a relevant factor to start a new business.” “The lack of affordable child care is a relevant factor to start a new business,” was used to measure the availability of affordable child care. A seven point Likert scale anchored by strongly disagree and strongly agree was used. A “not applicable or don’t know” option was also included as a potential response. The overall perception of the strength of “Barriers to Start” was measured on a 7-point Likert scale in response to agreement with the statement that the barriers to start a business are too high.

Data Collection Methodology

The target population for this study was female entrepreneurs who reside within the state of Alabama. A third-party, Qualtrics, was contracted to collect 1200 completed survey. This represents the largest survey focused on Alabama, female entrepreneurs. Qualtrics in turn utilized one or more research organizations who maintain respondent panels. Thus, the panels represent the sampling frame. Three filter questions were used to eliminate respondents who did not possess desired characteristics. The first question used to identify the gender of the respondent. There is extensive research for male entrepreneurs. Therefore, we chose to focus on the underrepresented female population. Additionally, the desired environmental domain is the state of Alabama. Respondents were asked which state they lived in. Non-Alabamians were excluded. Finally, respondents were given a scenario where all barriers to starting a business did not exist. If the respondent indicated they would not be interested in starting a business in this environment, they were eliminated from the survey.

Results

Our empirical results are shown in Tables 1 to 5. Table 1 shows the descriptive statistics of the three variables in our study, namely, “*Barriers to Start*” (mean value of 4.61 and standard deviation of 1.491 with a range of 1 to 7); “*Personal Wealth*” (mean value of 5.84 and standard deviation of 1.489 with a range of 1 to 7); and “*Affordable Child Care*” (mean value of 3.42 and standard deviation of 2.200 with a range of 1 to 7). Tables 2-5 provide the results for hypotheses 1 to 3 which are explained next.

Hypothesis 1 is supported by the statistically significant main effect of the independent variable (*Personal Wealth*) on the dependent variable “*Barriers to Start*” ($F = 145.328$, $p = 0.00$) as shown in Table 3. Hypothesis 2 is supported by the statistically significant main effect of the mediating variable (*Affordable Child Care*) on the dependent variable “*Barriers to Start*” ($F =$

28.933, $p=0.00$) as shown in Table 5.

To test hypothesis 3 which is the mediation effect of affordable child care, we used the (Baron and Kenny, 1986) mediation procedure to test if affordable child care mediates the proposed relationship between personal wealth and barriers to start new business. Mediation analysis is used to test whether the relationship between an independent variable and a dependent variable is affected by a third variable or mediator (Mackinnon et al., 2002; Baron and Kenny, 1986). Baron and Kenny (1986) use a series of three regression tests to determine if a relationship between an independent and a dependent variable is fully or partially mediated by a third variable. The first regression test, *shown in Table 2*, is between the mediating variable (*Affordable Child Care*) and the independent variable (*Personal Wealth*); the second regression, *shown in Table 3*, is between the dependent variable (*Barriers to Start*) and the independent variable (*Personal Wealth*); the third regression, *shown in Table 4*, is between the dependent variable (*Barriers to Start*) and both the independent variables - (*Personal Wealth*) and the mediating variable (*Affordable Child Care*).

Table 2 results reveal an especially strong relationship between the mediating variable (*Affordable Child Care*) and the independent variable (*Personal Wealth*) ($F=29.101$, $p=0.00$). This result in Table 2 meets Baron and Kenny (1986) step 1 rule. Table 3 reveals a statistically significant main effect of the independent variable (*Personal Wealth*) on the dependent variable “*Barriers to Start*” ($F=145.328$, $p=0.00$). This result in Table 3 meets Baron and Kenny (1986) step 2 rule. Table 4 shows that statistically significant main effects of the independent variable (*Personal Wealth*) and the mediating variable (*Affordable Child Care*) on the dependent variable “*Intent to Start*” ($F=72.335$, $p=0.00$). This result in Table 5 meets Baron and Kenny (1986) step 3 rule. In fact the t-statistic for the beta coefficient of the independent variable (*Personal Wealth*) decreased from 12.055 to 10.672 from Table 3 to Table 4 (Steps 2 and 3 respectively of Baron and Kenny (1986) procedure). Thus, the mediating effect of “*Affordable Child Care*” is empirically supported in our study according to Baron and Kenny (1986) procedure to test mediating effects. That is, hypothesis 3 is supported by our results.

Discussion

Our findings support the extant literature that shows that personal wealth is a major determinant of perceived barriers to starting a business (Brush, 1992; Orhan, 2001; Verheul and Thurik, 2001; Jennings and Brush, 2013). Consistent with prior theory, women entrepreneurs in state of Alabama also view personal wealth as a relevant factor and significant factor in their

overall view of barriers to entrepreneurship. Likewise and consistent with Baker et al. (2008); Cascio (2009); Havnes and Mogstad (2011), affordable child care is also seen as a relevant and significant contributor to the overall perception of barriers to entrepreneurship by women entrepreneurs in state of Alabama. It is interesting to note that our empirical results uncover statistically significant mediating effect of affordable child care on the relationship between personal wealth and barriers to start a business. That is, the strength of the relationship between personal wealth and barriers to start is accentuated by affordable child care.

While our research focused on the impact of *Personal Wealth* and *Affordable Child Care* on *Intent to Start* a business and the corresponding effect of *Affordable Child Care* as a mediating variable, we recognize that there are many other personal and contextual variables that can serve as moderating variables. For example, education or family support structures (living in grand parents) could act as moderating variables. The implication for theory and practice is that future research should be conducted to empirically identify such third variables acting as moderating variables leading to further theory development rooted in real world. Our study, however, does provide a research framework for such future stream of research which will culminate into a meta-level theory of women's entrepreneurship.

Our interpretation of our results have important implications for potential reforms needed to improve entrepreneurship among women in the state of Alabama. To mitigate the lack of personal wealth, policymakers should increase resource allocations that will increase external funding for women entrepreneurs through such mechanisms as Small Business Administration grants, Minority Purchase Programs, Guaranteed loans, Government subsidies, Angel investments, and Venture Capital, capturing the amount of capital available to start a business (Jennings et al., 2013). Even infrastructural support such as incubators and university based entrepreneurial programs would reduce the barriers to start a new business.

Affordable child care, via its mediating effect, is another issue that needs to be looked into to promote women's entrepreneurship in state of Alabama. Less expensive community based child care programs could provide the necessary fillip to encourage women's entrepreneurs to take the initial leap into entrepreneurship. Government funded incubators should include onsite child care facilities to mitigate the concern about affordable child care. Estrin and Mickiewicz (2011) recommend that institutional help from governments should go beyond maternal leave and other female-friendly regulations. A good example is that of the Nordic Welfare Model as a facilitator of female entrepreneurship in Denmark (Neergaard and Thrane, 2011). Williams (2004) also found that many public policies in Europe are designed to

encourage self-employment, especially among women, while in other nations some institutions discourage female entrepreneurship (Field et al., 2010; Minniti and Naudé, 2010).

Dimov (2010) states that nascent entrepreneurs continuously evaluate the merits of the opportunities relative to the challenges they face as individuals when starting a new business. Such an evaluation is accentuated to a greater degree in the case of female nascent entrepreneurs (Dalborg et al., 2015). Our findings provide additional empirical support for the conventional wisdom that arises from extant literature in that personal wealth and affordable child care significantly determine the overall strength of barriers to start a business as perceived by women.

Limitations

Limitations of this study include the lack of an experimental design, use of cross-sectional data. Similarly this study used potential, rather than established entrepreneurs, and thus our results are suggestive rather than definitive. Our study results possess limited generalizability due to the non-experimental design (Shadish et al., 2002) and its singular focus on women in Alabama. However, it is impractical to study entrepreneurship phenomenon using experimental design because it is hard to control for the many variables that impact it. Also, Kotrlik et al. (2001) suggest that a large sample size can reduce the problem of lack of experimental design in research studies. Our results are also not generalizable to women populations outside the state of Alabama.

Cohen (1992) suggested that at significance levels of 0.05 and a power of 0.80, one would need a sample size of 783 respondents to detect a small effect ($r=0.10$), 85 respondents to detect a medium effect ($r=0.30$) and 28 respondents to detect a large effect ($r=0.50$). Our large sample size ($N=1284$) makes detecting small effects feasible and this is a real contribution of our study because entrepreneurship is a complex phenomenon that has too many variables affecting entrepreneurial activity.

Conclusion

Our study shows that personal wealth and affordable child care impact the overall strength of perceived barriers to start business. We also show that affordable child care has a significant mediating effect on the strength of relationship between personal wealth and overall perceived barriers to start business. Our findings are in line with other studies that have investigated risk perceptions and perceived challenges in starting a business (Davidsson, 2006; Dalborg et al., 2015). We conclude our paper with potential structural solutions (Jennings et al.,

2013) by policymakers to reduce the perceived barriers to start business. The promotion of new business ventures is of critical importance to all residents of state of Alabama.

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Table 1: Descriptive Statistics

Variable	N	Minimum	Maximum	Mean	Std. Deviation
Barriers to start	1213	1.0	7.0	4.61	1.491
Personal Wealth	1236	1.0	7.0	5.84	1.489
Affordable child care	1176	1.0	7.0	3.42	2.200

Table 2: Baron and Kenny (1986) Step 1 Regression

(Mediating Variable (*Affordable Child Care*) against Independent Variable (*Personal Wealth*))

Regression Model 1	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.047	.263		7.775	.000
Personal Wealth	.236	.044	.163	5.395	.000
	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
	0.163 ^a	0.026	0.026	2.171	2.002
ANOVA					
Regression Model 1	Sum of Squares	df	Mean Square	F	Sig.
Regression	137.135	1	137.135	29.101	.000 ^b
Residual	5042.283	1070	4.712		
Total	5179.418	1071			

a. Dependent Variable: Affordable Child Care

b. Predictors: (Constant), Personal Wealth

Table 3: Baron and Kenny (1986) Step 2 Regression and also to test Hypothesis 1
(Dependent Variable (*Barriers to Start*) against Independent Variable (*Personal Wealth*))

Regression Model 2	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.691	.165		16.354	.000
Personal Wealth	.329	.027	.328	12.055	.000
	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
	0.328 ^a	0.108	0.107	1.404	1.972
ANOVA					
Regression Model 2	Sum of Squares	df	Mean Square	F	Sig.
Regression	286.308	1	286.308	145.328	.000 ^b
Residual	2375.927	1206	1.970		
Total	2662.235	1207			

- a. Dependent Variable: Barriers to start
b. Predictors: (Constant), Personal Wealth

Table 4: Baron and Kenny (1986) Step 3 Regression

(Dependent Variable (*Barriers to Start*) against Independent Variable (*Personal Wealth*) and Mediating Variable (*Affordable Child Care*))

Regression Model 3	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.554	.177		14.413	.000
Personal Wealth	.310	.029	.314	10.672	.000
Affordable Child Care	.073	.020	.107	3.654	.000
	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
	0.349 ^a	0.122	0.120	1.398	1.961
ANOVA					
Regression Model 3	Sum of Squares	df	Mean Square	F	Sig.
Regression	282.695	2	141.348	72.335	.000 ^b

Residual	2043.942	1046	1.954		
Total	2326.637	1048			

- a. Dependent Variable: Barriers to start
b. Predictors: (Constant), Affordable Child Care, Personal Wealth

Table 5: To test Hypothesis #2

(Dependent Variable (*Barriers to Start*) against Mediating Variable (*Affordable Child Care*))

Regression Model 4	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.229	.084		50.282	.000
Affordable Child Care	.111	.021	.164	5.379	.000
	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
	0.164 ^a	0.027	0.026	1.478	2.046
ANOVA					
Regression Model 4	Sum of Squares	df	Mean Square	F	Sig.
Regression	63.245	1	63.245	28.933	.000 ^b
Residual	2295.183	1050	1.970		
Total	2358.429	1051			

- a. Dependent Variable: Barriers to start
b. Predictors: (Constant), Affordable Child Care