

**KWAME NKRUMAH UNIVERSITY OF SCIENCE AND TECHNOLOGY, KUMASI,
COLLEGE OF HUMANITIES AND SOCIAL SCIENCES
SCHOOL OF BUSINESS**

KNUST

**INVESTIGATING THE RELATIONSHIP BETWEEN SOURCES OF
FINANCE AND SMALL & MEDIUM ENTERPRISE GROWTH: THE
ROLE OF FINANCIAL LITERACY**

BY

BAFFOUR-AWUAH ABIGAIL

**A DISSERTATION SUBMITTED TO THE DEPARTMENT OF MARKETING
AND CORPORATE STRATEGY, KWAME NKRUMAH UNIVERSITY OF
SCIENCE AND TECHNOLOGY, KUMASI IN PARTIAL FULFILLEMENT OF
THE REQUIREMENTS FOR THE DEGREE OF
MASTER OF BUSINESS ADMINISTRATION IN
STRATEGIC MANAGEMENT AND CONSULTING**

NOVEMBER, 2023

DECLARATION

I hereby declare that this submission is my own work and that, to the best of my knowledge and belief, it contains no material previously published or written by another person nor material which to a substantial extent has been accepted for the award of any other degree or diploma at Kwame Nkrumah University of Science and Technology, Kumasi or any other educational institution, except references where due acknowledgement has been made in the text.

Baffour-Awuah Abigail

(PG3975320)

.....

.....

Signature

Date

Certified by:

Dr. Joseph Owusu

.....

.....

(Supervisor)

Signature

Date

Certified by

Prof. Ahmed Agyapong

.....

.....

(Head of Department)

Signature

Date

DEDICATION

I dedicate this work to the Almighty God for the successful completion of this research project.

KNUST



ACKNOWLEDGEMENT

I wish to extend my profound gratitude to my supervisor, Dr. Joseph Owusu for his guidance throughout the study. My special thanks goes to my mother, Mrs. Mary Baffour-Awuah and my siblings; Dr. Samuel Baffour-Awuah, Dr. Bismark Baffour-Awuah, and Mr. Dennis Ayi Okai who have been my source of encouragement and inspiration. Also, for all those who contributed in diverse ways, I am grateful, and God richly bless you all.



ABSTRACT

The study examines the relationship between sources of finance and the growth of small and medium enterprises, as well as the role that financial literacy plays. The research objectives include investigating the effects of personal savings, retained earnings, bank loans, and support from family and friends on SME growth in the Kumasi metropolis. Additionally, the study aims to explore the moderating effect of financial literacy on the relationship between sources of finance and SME growth in the Kumasi Metropolis. This theory employed the resource-based view theory. A sample size of 135 was considered for the study. The study employed a random sampling technique. The findings showed that there is a positive and significant relationship between source of finance and SME growth. The study revealed that there is a significant and positive relationship between the source of finance and SME growth in the Kumasi Metropolis. The study concludes that the level of financial literacy among SME owners or managers can either enhance or diminish the impact of the source of finance on SME growth. The following recommendations are made based on the research objectives: It is strongly recommended that organizations initiate comprehensive programs comprising workshops, seminars, and online courses. These initiatives should aim to empower participants with the knowledge and skills necessary for making informed financial decisions, effective budget management, and a solid grasp of fundamental financial concepts. To ensure the effective application of acquired financial knowledge and skills, organizations should establish transparent and user-friendly internal financial reporting systems. These systems aim to enable employees to readily access and understand financial information, fostering a culture of heightened financial awareness and responsibility. Also, by encouraging fresh ideas and exploring innovative avenues to enhance products, services, or operational processes, SMEs can adapt to evolving market dynamics and remain competitive.

TABLE OF CONTENTS

DECLARATION	i
DEDICATION	ii
ACKNOWLEDGEMENT	iii
ABSTRACT	iv
TABLE OF CONTENTS	vi
LIST OF FIGURES	ix
LIST OF TABLES	x
CHAPTER ONE	1
INTRODUCTION	1
1.1 Background	1
1.2 Statement of the Problem	4
1.3 Objectives of the Study	6
Specifically, the study seeks to	6
1.4 Motivation of the study	6
1.5 Organization of the Study	7
CHAPTER TWO	9
LITERATURE REVIEW	9
2.0 Introduction	9
2.1 Definition of Concept	9
2.1.1 Small and Medium-sized Enterprises (SMEs)	9
2.1.2 Financial Literacy	11
2.2 Theoretical Framework	13
2.2.1 Resource-Based View Theory	13
2.3 Overview of Small and Medium Enterprises (SMEs) in Ghana	16
2.3.1 The role of Financial Literacy on SMEs Growth	18
2.3.2 Source of Funding to SMEs	21
2.3.2.1 Bank loans	22
2.3.2.2 Personal savings	24
2.3.2.3 Retained earnings	25
2.3.2.4 Family and Friends	28
2.4 Relationship between the sources of funds and SME Growth	29

2.4.1 The relationship between Bank loans and SME growth in Ghana.....	30
2.4.2 The relationship between Personal Savings and SME growth.....	31
2.4.5 The Relationship between Retained Earnings and SME Growth in Ghana	32
2.4.6 The relationship between Family& Friends and SME growth.....	33
2.5 Conceptual Framework	35
Figure 1: Conceptual Framework.....	36
2.6 Empirical Literature	36
2.7 Chapter Summary	38
CHAPTER THREE.....	40
RESEARCH METHODOLOGY	40
3.1 Introduction.....	40
3.2 Study Design	40
3.3 Description of Study Area.....	40
3.4 Study Population	41
3.5 Sample Size and Sampling Technique	41
3.6 Data Source, Description and Prior Expectations of Variables.....	43
3.7 Validity and Reliability	43
3.8 Analysis of Data.....	43
3.9 Ethical Consideration	44
CHAPTER FOUR	45
DATA PRESENTATION, ANALYSIS AND DISCUSSION OF FINDINGS	45
4.1 Introduction.....	45
4.2 Data Presentation	45
4.3 Demographic information of the respondents	45
4.4 Descriptive Statistics.....	48
4.4.1 Source of finance.....	48
4.4.2 Financial Literacy	50
4.4.3 SMEs Growth.....	51
4.5 Reliability test	52
4.6 Correlation analysis.....	53
4.7 Regression analysis	55
4.7.1 Relationship between personal savings, retained earnings, Bank loans & family & friends on SME growth	55

4.7.2 The moderating effect of financial literacy in the relationship between sources of finance and SME growth in the Kumasi Metropolis	59
CHAPTER FIVE	62
SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION.....	62
5.1 Introduction.....	62
5.2 Summary of findings.....	62
5.2.1 The effect of personal saving, retained earnings, bank loans and family and friends on SME growth	63
5.2.2 The moderating effect of financial literacy in the relationship between source of finance and SMEs growth	64
5.3. Contribution of the study	65
5.4 Limitations of the study	66
5.5 Direction for Future Research.....	67
5.6 Conclusion	68
5.7 Recommendation	68
5.7.1 Enhance Financial Literacy Among SME Owners and Managers.....	69
5.7.2 Formulate an Effective Growth Strategy for SMEs	69
5.7.3 Diversify funding sources	70
REFERENCES	71
APPENDIX.....	81

LIST OF FIGURES

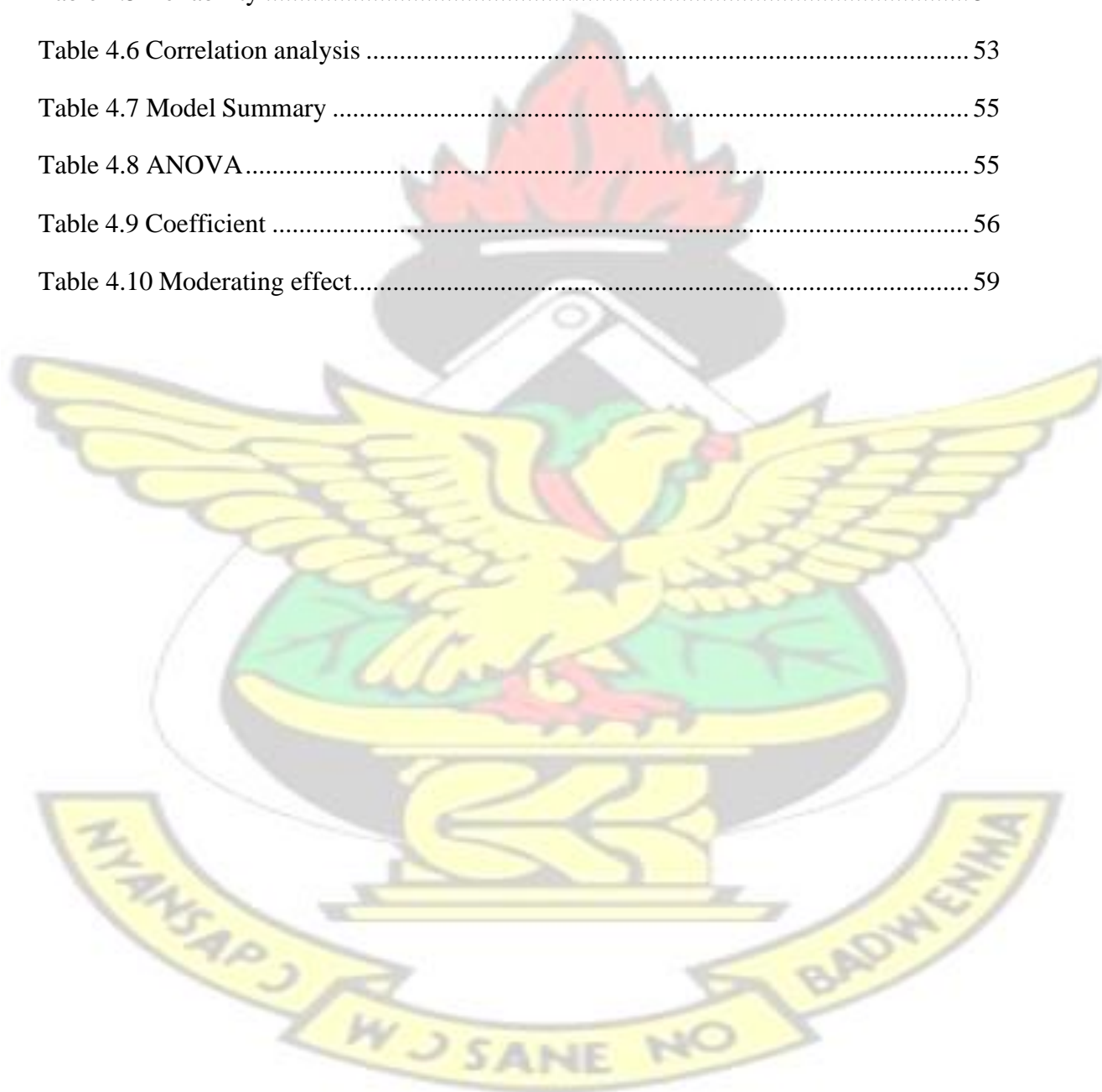
Figure 1: Conceptual Framework	36
--------------------------------------	----

KNUST



LIST OF TABLES

Table 4.1 Demographic information of the respondents	46
Table 4.2 Source of finance	48
Table 4.3 Financial Literacy	50
Table 4.4 SMEs growth	51
Table 4.5 Reliability	52
Table 4.6 Correlation analysis	53
Table 4.7 Model Summary	55
Table 4.8 ANOVA.....	55
Table 4.9 Coefficient	56
Table 4.10 Moderating effect.....	59



CHAPTER ONE

INTRODUCTION

1.1 Background

Small and medium-sized businesses (SMEs) are regarded as the foundation of many economies because they inspire innovation, create employment opportunities, and promote economic progress. SMEs are widely regarded as the backbone of many economies because of their major contributions to employment and economic growth (OECD, 2019). The most prevalent type of business worldwide is small and medium- sized enterprises (SMEs). They are the main employers, producers of GDP, and innovators in the European Union, in addition to being the most numerous firms (European Union, 2021). SMEs are companies with fewer than 250 workers, a balance sheet total under EUR 43 million, or an annual turnover of less than EUR 50 million (European Commission, 2021). The International Finance Corporation (IFC) estimates that SMEs account for 50% of all enterprises and 90% of all jobs globally (IFC, 2019). According to the International Council for Small Business (ICSB), SMEs account for more than 90% of all businesses worldwide and are responsible for more than 50% of all jobs (ICSB, 2019). SMEs in Ghana provide over 70% of the GDP and employ about 80% of the labour force, according to the Ghana Statistical Service's 2017 report. Ghana's socio economic progress and decrease of poverty are significantly influenced by the SME sector (Abdul-Salam, 2020). The agility and inventiveness of SMEs make them important players in the global economy. Governments and international organizations have put in place a number of policies and programs to encourage the growth of SMEs because they understand how important they are.

For instance, the European Union created the Small Business Act with the intention of fostering entrepreneurship and removing obstacles to the expansion of SME (European Commission, n.d.). Similar to this, the World Bank supports SMEs through its International Finance Corporation, which provides funding and advisory services to assist SMEs in accessing markets and expanding their enterprises (World Bank, 2022).

In the current economy, the significance of small and medium-sized businesses (SMEs) cannot be overestimated. These companies considerably increase a nation's economy, foster innovation, and create jobs. Access to credit, especially in developing nations, continues to be a major obstacle for SMEs. Without sufficient funding, SMEs find it difficult to expand their businesses and grow, which limits how much they can contribute to the economy. Access to financing continues to be a major obstacle for SMEs, particularly in developing nations. Investigating the link between financial sources and SME growth has garnered more attention in recent years.

Financial literacy is a feature that could be important in this relationship. It is the capacity to make sound financial decisions by having a fundamental understanding of financial concepts. It makes it possible for SMEs to manage financial risks, effectively employ financial resources, and access capital. Over the years, a lot of study has been done on the connection between financial sources and SME growth. Financial literacy is a feature that could be important in this relationship. Financially literate SME owners may be more capable of handling their money, choose wise investments, and get access to the right sources of funding.

It has been stated that the source and kind of financing used by SMEs can have a big impact on their survival and growth. Considering Ghana, the country has a vibrant SME sector that contributes greatly to employment creation, poverty reduction, and economic

growth. Ghana has a population of approximately 30 million people, and SMEs are estimated to account for over 90% of businesses in the country. SMEs in Ghana are defined as firms that employ less than 250 workers and have an annual turnover of less than GH¢10 million (US\$1.8 million) (Ghana Statistical Service, 2017). The very presence of SMEs has saved Ghanaians a lot of harm both to the economic sectors and health sectors of the country. Subsequently, these small and medium scale businesses have become the seeds of huge businesses, as well as the fuel for national economic engines and constantly been referred to as the number one effective and prolific job producers. The need for financial literacy has been emphasized recently as a key element in gaining access to and efficiently utilizing finance. Even as SMEs confront a number of difficulties, including restricted access to capital, a lack of managerial abilities, and legal restrictions (World Bank, 2020). But they also offer chances for innovation and employment growth, especially in developing areas (IFC, 2019). Governments and international organizations are creating policies and programs to encourage SMEs' expansion and development because they understand how important they are (OECD, 2019). There are several sources of finance available to SMEs, including traditional bank loans, equity financing, government grants and subsidies, crowdfunding, and alternative financing methods such as peer-to-peer lending and invoice financing. Each source of finance has its own advantages and disadvantages, and the choice of financing method will depend on the specific needs and circumstances of the SME.

Several studies have investigated the relationship between sources of finance and SME growth, and the results have been mixed (Njanike, 2020). While some studies have shown that access to finance is crucial for SME growth (Amadasun and Mutezo, 2022), others have suggested that factors such as managerial skills, innovation, and marketing

capabilities play a more significant role (Lee & Kim, 2018; Chen et al., 2020). To understand how financial literacy can contribute to SME growth, it is critical to look at the interaction between financial sources, SME growth, and financial literacy.

1.2 Statement of the Problem

The expansion and survival of SMEs, which are key to Ghana's economic development, depend on their capacity to access finance (Smith, 2022). However, the severe financial limitations they must operate under have a detrimental effect on their growth and have reduced their potential to stimulate the national economy as intended (World bank, 2019). This is dangerous for a growing economy that doesn't have the necessary technology and infrastructure to draw several huge corporations. Despite the emergence of commercial and public finance support organizations in Ghana, small and medium-sized businesses still face many obstacles, chiefly among them is restricted access to capital (Gyimah, Akande, & Muzindutsi, 2022).

Given that SMEs are essential to promoting economic growth and job creation, there has been an increased interest in studying the relationship between sources of financing and SMEs growth in recent years (Beck, Demirgüç-Kunt, & Levine, 2020). The expansion of SMEs is being severely constrained by financial limitations as well as other barriers associated with the business environment. The main firm-level determinants of SMEs' inability to access external funds a higher transaction costs related to the smaller loans that SMEs have requested, information asymmetry, higher risk premiums as a result of the opaqueness of smaller firms, and the inability of SMEs' assets to meet the collateral requirements of creditors (Beck, DemirgüçKunt, & Maksimovic, 2018).

In Ghana, there are many obstacles to the growth of small and medium-sized businesses in terms of source of funding (Amoah, 2018). Due to the strict criteria employed by

financial institutions in evaluating SMEs loan applications, SMEs' limited financial access to banks has had an impact on their willingness to invest in their businesses, including export activities in Ghana (Sijabat, 2018). The absence of proper collateral and credit information, as well as the high cost of getting money, are further reasons preventing SMEs from obtaining funding. As a result, a significant firm-specific contributing factor to the financial challenges experienced by SMEs in Ghana is that the majority of them lack the qualified staff needed to manage their operations. They are unable to present audited financial statements, which is one of the necessary conditions for obtaining credit externally from the financial institution, as a result of not being able to publish financial information of the same caliber as those big enterprises. The assertion that privately held companies are not required to report as much or as high-quality financial information as publicly traded companies is in support of this. As a result, details about their financial condition, income, and future earning potential may be incomplete or incorrect. When confronted with this kind of ambiguity, a lender may decline credit, sometimes even to enterprises that are creditworthy but unable to disclose their results (Nizaeva and Coskun, 2019; Coleman, 2018).

SMEs in countries with stable macroeconomic indicators report lower financing obstacles than their counterparts operating in an unstable macroeconomic indicator which is prevalent in less developed economies (Fowowe, 2018; Nizaeva and Coskun, 2019). Over the past four (4) years, the macroeconomic indicators of Ghana have not been business friendly at all. With current policy rate and inflation rate at 30.00% and 42.5% respectively (Bank of Ghana, 2023), deter SMEs from seeking external source of funds particularly from financial credit institutions funds and this hinders their business operations. Although recent studies such as those of Carpenter & Petersen (2019), Udell,

(2020), Boateng and Poku (2019) and Al-Maskari et al., (2019) has concentrated on overall business climate and the various sources of finance as important determinants influencing SMEs growth and success. These studies did not investigate how financial literacy affects financial performance, resulting in a research gap. Therefore, this research aims to bridge the existing knowledge gap by investigating the relationship between sources of finance and SME growth, while investigating how financial literacy moderates this relationship within the Kumasi Metropolis of Ghana.

1.3 Objectives of the Study

The study seeks to examine the relationship between sources of finance and small & medium enterprise growth; the role of financial literacy within the Kumasi Metropolis of Ghana.

Specifically, the study seeks to:

- i. Examine the effect of personal savings, retained earnings, Bank loans & family & friends on SME growth in the Kumasi Metropolis.
- ii. Investigate the moderating effect of financial literacy in the relationship between sources of finance and SME growth in the Kumasi Metropolis.

1.4 Motivation of the study

According to Okpara and Wynn (2018), the awareness of the crucial role that SMEs play in promoting economic growth and development serves as the driving force behind the research of the relationship between sources of funding and small and medium enterprise (SME) growth. SMEs are regarded as the foundation of many economies since they support innovation, generate GDP, and create jobs. But nonetheless, SMEs frequently have trouble obtaining financing, which might restrict their ability to expand. The type

and source of finance can have an impact on SME growth in a number of ways, including how well the company is able to spend in research and development, grow its business, and recruit additional employees. Furthermore, how SMEs approach financial management is greatly influenced by their level of financial literacy. Entrepreneurs that are financially literate are better able to comprehend the benefits and drawbacks of various sources of funding and to make decisions that will help their company thrive. Consequently, examining the link between financial sources and SME growth while taking into account the importance of financial literacy can provide light on the best ways for SMEs to receive funding and employ it to promote growth. Such information can guide policy choices and assist SMEs in overcoming financial obstacles, resulting in long- term economic growth and development.

Researchers, decision-makers, and business people are all interested in learning more about the connection between financial sources and the expansion of small and medium- sized enterprises (SME). The expansion and sustainability of SMEs are significantly influenced by the availability of financing. Yet, studies have shown that financial literacy also has a significant impact on how money and SME growth are related. As a result, the purpose of this study is to examine the connection between financial sources and SME growth, with an emphasis on the significance of financial literacy.

1.5 Organization of the Study

This study was arranged in five chapters. The first chapter contained the introduction, which comprises of the background of the study, statement of problem, objectives of the study, motivation for the study and organization of the study. The chapter two considered the literature review, which comprises of conceptual review, theoretical review and empirical review of works concerning the study. Chapter three focuses on the data

collection procedure. The data analysis, presentation, and discussion would be presented in the Chapter four. The fifth chapter of this thesis will consist of the conclusions and suggestions.

KNUST



CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter presents the theoretical underpinnings used in this study. The chapter is in four sub sections. This first section presents the definition of concept. The second and third sections presents theories and conceptual framework underpinning the study. Empirical studies relating to the relationship between sources of finance and SMEs as well as the role of financial literacy to SMEs growth are presented in the fourth sub- section.

2.1 Definition of Concept

The following are the concepts that serve as the foundation for this study.

2.1.1 Small and Medium-sized Enterprises (SMEs)

Globally, there is no single definition of small businesses, making it difficult to define SMEs. There are several different definitions of SMEs. These definitions are founded on either quantitative or qualitative judgments. The quantitative definitions consider the turnover, size, and labour force of SMEs, among other factors. However, qualitative definitions make use of a characteristic that sets SMEs apart from Large Scale Enterprises (LEs). Small and Medium- sized Enterprises (SME) are defined differently by different countries, sectors of the economy, and organizations. The number of employees, turnover, and assets are the most typical denominators for SME designation (Prempeh et al., 2022). According to the United States Small Business Administration (SBA), small and medium-sized enterprises (SMEs) are “independently owned and operated businesses that are not dominant in their field of operation and have less than 500 employees” (SBA,

n.d.). Most governments, including those of middle- and high-income countries, the OECD, and the IMF, define a SME as an organization with up to 249 employees. Micro (1–9 employees), small (10–49 employees), and medium (50–249 employees) firms are the additional divisions they make for the category. When defining a SME, lower income economies more typically use a threshold of 50 or 100 employees. In low- income developing nations, the annual turnover threshold for SMEs ranges between US\$ 1 million and US\$ 5 million, while in high-income economies, the threshold ranges between US\$ 50 million and US\$ 70 million (OECD 2017; Aladejebi and Oladimeji, 2019; Prempeh et al., 2022).

According to the Ghana Statistical Service (GSS), SMEs in Ghana are any enterprise or commercial entity that employs 1 to 5 people as a microenterprise, 6 to 30 as a small enterprise, 31 to 100 as a medium enterprise, and more than 100 as a large enterprise (GSS, 2016). While as, the National Board for Small Scale Industries (NBSSI) defines a small business as one with fewer than 29 people and a medium business as one with up to 100 employees with plant and machinery valued at less than ten million Ghanaian cedis (excluding land, buildings, and cars). The NBSSI definition has certain difficulties. The process of valuing fixed assets in Ghana is difficult, and the ongoing fluctuations in the value of the local currency relative to the main trading foreign currencies make it difficult to apply in practical settings, particularly for international comparisons (Amoah and Amoah, 2018; Prempeh et al., 2022; Yankah et al., 2022). As a result, for the purposes of this study, the GSS's definition of SMEs is used.

2.1.2 Financial Literacy

Due to the complexities of the subject matter and the variety of definitions, financial literacy is almost never clearly defined. One may say that financial literacy includes knowledge, education, capability, competence, and responsibility all at once. The emphasis is either on knowledge, or on the ability to apply knowledge, or even on people's confidence in their ability to make sound financial decisions (Kristanto, 2022). One of the most commonly used explicit definitions of financial literacy is the ability to read, comprehend, manage, and communicate about one's personal financial circumstances as they relate to one's material well-being (Trust, 2020; Musah, Yakubu, and Abagna, 2022; Vidoviová, 2021). The study, however, uses Sharkey's (2020) definition, which states that financial literacy is the ability to make financial decisions that promote stability, self-sufficiency, and well-being financially.

These skills include the ability to efficiently find, appraise, and utilize data, resources, and services efficiently, as well as the ability to make prudent financial commitments, budgeting, credit, debt, and future planning decisions. Financial literacy is essential for the development of Small and Medium-sized Businesses, according to Akoto et al. (2020). Businesses are more likely to manage their finances successfully and make wise financial decisions if they have adequate financial literacy skills. A lack of financial literacy, on the other hand, may make it difficult for SMEs to manage their finances, which may result in subpar financial results and even company failure.

According to a study by the Organization for Economic Co-operation and Development (OECD), SMEs with higher levels of financial literacy are more likely to grow and remain competitive (OECD, 2019). Around 70% of employment possibilities and a

sizeable portion of Ghana's Gross Domestic Product (GDP) are provided by SMEs, which are essential to the country's economic growth (Ghana Statistical Service, 2021). However, many Businesses in Ghana find it difficult to adequately manage their money, which has a negative impact on their financial performance and restricts their access to lending options. For SMEs to properly manage their money, make wise decisions, and obtain loans, they need to be financially literate.

High financial literacy rates among SMEs increase their likelihood of managing their money well, which boosts performance and profitability. Businesses who have a strong understanding of finance are better able to plan their spending, control their cash flow, and spot lucrative investment opportunities. Also, SMEs with high financial literacy skills are more likely to get loan facilities since they can show they are capable of managing their money well. SME owners that are financially educated can read and evaluate financial statements, comprehend financial ratios, and figure out critical performance indicators. With this information, they may spot areas of financial inefficiency and make wise choices to strengthen their financial position. Also, financially savvy SMEs are better able to handle cash flow, which is essential for the survival and expansion of any company.

They can spot cash flow problems, come up with practical solutions, and make sure creditors and suppliers are paid on schedule (Ramsey & Sojka, 2015). Financially literate SMEs are more likely to attract financing from banks, venture capitalists, and other investors, as they can present a clear and compelling business case that demonstrates their financial viability and growth potential (El Ghouli et al., 2018).

2.2 Theoretical Framework

The theory underpinning the study are briefly reviewed.

2.2.1 Resource-Based View Theory

Wernerfelt (1984) is credited with developing the resource-based view theory, which is one of the theories of strategic management that is frequently cited because it is practically applicable to modern management practices. Exploring a firm's resources with the goal of achieving a sustained competitive edge over other industry competitors is the central theme of the resource-based theory. Accordingly, the theoretical ideology of the theory contends that a business can only gain a competitive advantage by using all of its resources effectively and efficiently (Olokundun et al., 2018; Kozlenkova, Samaha, & Palmatier, 2017). These resources span the spectrum from financial to human to technological to marketing to physical. By fusing these resources with organizational dynamics and characteristics, the company realizes its strategic objective. According to the theory, these resources are the elements of a company that have an impact on its success, performance, and profitability (Frimpong, Agyapong, and Agyapong, 2022).

According to the theory's conceptual foundation, a business cannot gain enduring competitive advantage if its resources are simple for competitors to copy. In order to obtain superior performance and a competitive edge over other businesses or competitors in the market, the idea emphasizes the crucial role that a firm's resources play (Peteraf, 2018).

In order to explain how firm-based resources provide sustained competitive advantage and why some firms may consistently outperform others by becoming more competitive, the theory is predicated on two key tenets. First and foremost, even if businesses compete

in the same sector, each business have unique resource combinations (Utami & Alamanos, 2023). According to the assumption of resource heterogeneity certain businesses are better at doing specific tasks than others because they have access to special resources (Peteraf and Barney 2018; Kozlenkova, Samaha, & Palmatier, 2017). Secondly, it is feasible for these resource differences to persist, which also enables the benefits of heterogeneous resources to persist over time (Barney and Hesterly 2018). This is because moving resources between firms is difficult (the resource immobility assumption).

The outdated RBV theory is silent on why and how some businesses succeed in an environment of erratic and rapid change (Holdford, 2018). The growth of a more comprehensive RBV theory demonstrates that businesses can acquire a competitive edge not only by making the most of their most valuable assets, but also by creating new potential capabilities through education, skill development, and the progressive accumulation of both tangible and intangible assets through time. According to the rationale based on resources, a small number of businesses with considerable resources—those that are expensive and difficult to duplicate—might be able to maintain a competitive edge over time (Barney, 1991). In order to meet market demand, businesses might gain an edge by continuously integrating or reconfiguring various types of resources and by developing new applications (Holdford, 2018; Kozlenkova, Samaha, & Palmatier, 2017).

Four criteria are included in the RBV framework to determine whether a resource has the potential to develop and sustain a competitive advantage and these requirements are that the resource must be: valuable, rare, immobility, and sustainability. These together are

referred to as the VRIS framework (Holdford, 2018). In order to benefit from the opportunities and/or hazards existing in the environment of the firm, the resource must first be useful. Secondly, the resource must be unique compared to the company's current and potential rivals. Thirdly, the resource must be imperfectly imitable, making it difficult for other businesses to easily acquire a firm's valuable and rare assets. The fourth and final requirement is that the resources cannot be strategically substituted or duplicated; they must also not be common, valuable, or imperfectly imitated by other businesses (Barney and Hesterly, 2018; Holdford, 2018; Kozlenkova, Samaha, & Palmatier, 2017).

RBV theoretical framework has inferences for both the success of businesses and financial literacy. According to Agyapong and Attram (2019), financial literacy has an impact on how a company chooses, employs, manages, and disposes of financial assets. The degree of financial literacy a manager possesses or has gradually attained over time is also an indication of that management's level of financial knowledge (Sibanda, Hove- Sibanda and Shava, 2018). Such data (resource) is important for the effectiveness of the company's financial choices and business strategy. This is especially true for SMEs because the owner-manager typically has the last word when choosing a course of action. One of the most crucial decisions owner-managers have had to make in managing the finances of their businesses is a financial one. The success, growth, and longevity of their businesses are significantly impacted by the outcomes of these decisions. Tuffour, Asantewa, and Otuko (2022) claim that SMEs' ability to sustain a competitive edge that leads to improved performance is based on special, immovable tangible and intangible resources. Tangible resources include physical assets like machines and buildings as well as financial capital like equity, debt, and retained earnings. Entrepreneurial expertise,

abilities, experiences, organizational practices, and reputation are examples of intangible resources.

According to the RBV theory, a company's ability to innovate is diminished by a lack of organizational, human, financial, and human resources (Tuffour, Asantewa and Otuko, 2022). The delivery of the company's goods and services as well as its performance may be impacted by this. A significant barrier to the growth of SMEs is the lack of financial resources, especially as it prohibits them from obtaining new technology that would increase their productivity and competitiveness.

The RBV has faced some criticisms and notable among such drawback is that, the theory is static and does not explain how static resources affect sustained competitive advantage in dynamic markets or how organizational activities over time affect resource efficacy. In response, the VRIS framework was developed to accept that resources must be properly utilized by the company rather than just being owned by the firm (Utami & Alamanos, 2023).

2.3 Overview of Small and Medium Enterprises (SMEs) in Ghana

The history of SMEs in Ghana can be traced back to the pre-colonial era when small businesses such as blacksmiths, tailors, and traders were predominant (Baiden and Tsamenyi, 2013). The significance of SMEs in Ghana's economy may be dated to the period before independence, when Ghanaian entrepreneurs controlled the nation's commercial sector and supplied the populace with goods and services (Abor & Quartey, 2010). This organization was created with the goal of offering SMEs technical and financial support (Osei-Boateng & Amponsah-Tawiah, 2017). These measures were taken to strengthen domestic industries in the nation and lessen reliance on imports. The

Industrial Development Corporation (IDC) was founded by the government in the 1960s to offer Businesses financial and technical help (Dzisi and Amponsah- Tawiah, 2019).

However, SMEs encountered considerable difficulties, and many failed as a result of political unrest and economic downturns in the 1970s and 1980s. With programs like the Ghana Enterprises Agency (GEA), which was established in 2021 to support SMEs in areas including business development, access to funding, and market prospects, there has been an increased focus on encouraging SME growth in Ghana in recent years. To address the difficulties encountered by SMEs, the Ghanaian government implemented economic reforms in the 1990s.

In order to support and encourage the expansion of SMEs, these changes included the liberalization of the economy, privatization of state-owned businesses, and the creation of the National Board for Small Scale Industries (NBSSI) (Dzisi and Amponsah-Tawiah, 2019). Businesses in Ghana have persevered and innovated in the face of these obstacles. For instance, many SMEs have embraced digital technologies to address issues like limited market access (Amoako-Tuffour et al., 2021). Moreover, government initiatives like the Ghna EXIM Bank, Ghana Appropriate Skilled Industries Service (GRATIS), Business Assistance Fund (BAF), Ghana Investment Fund, Rural Enterprise Project (REP), government agencies,

Government Organizations (NGOs), Commercial Banks, Development Finance Institutions (DFIs) and the PAMSCAD Line of Credit for Small Businesses and the National Entrepreneurship and Innovation Plan (NEIP) have been implemented to aid SMEs in Ghana (Agyapong & Boachie, 2020).

SMEs, as the driving forces behind domestic entrepreneurship, contribute significantly to economic growth by increasing, among other things, technological proficiency, innovation dissemination, and financial deployment. 92% of all firms in Ghana are SMEs (Amaglo, 2019). According to the records of the Registrar General's Department in Ghana, about ninety percent (90%) of registered companies are SMEs (Amaglo, 2019).

2.3.1 The role of Financial Literacy on SMEs Growth

Financial literacy is essential for the development of Small and Medium-sized Businesses, as it helps businesses to analyse corporate financial management and make financial decisions because it assists owners-managers manage risk by maintaining financial reserves, diversifying their investment portfolio, lowering risk, and buying insurance (Akoto et al., 2020; Kristanto, 2022). It also assists businesses in overcoming obstacles in difficult financing markets. Businesses that have strong financial literacy abilities are more likely to manage their money successfully and make sound financial decisions. According to empirical studies by Hsiao and Tsai (2019) and Ye and Kulathunga (2019), a lack of financial literacy may make it difficult for SMEs to manage their finances, resulting in subpar financial results and even company failing beyond the start-up stage. Financial literacy is a prevalent issue for SMEs.

According to a study by the Organization for Economic Co-operation and Development (OECD), SMEs with higher levels of financial literacy are more likely to grow and remain competitive (OECD, 2019). Around 70% of employment possibilities and a sizeable portion of Ghana's Gross Domestic Product (GDP) are provided by SMEs, which are essential to the country's economic growth (Ghana Statistical Service, 2021). However, many Businesses in Ghana find it difficult to adequately manage their money,

which has a negative impact on their financial performance and restricts their access to lending options. For SMEs to properly manage their money, make wise decisions, and obtain loans, they need to be financially literate.

High financial literacy rates among SMEs increase their likelihood of managing their money well, which boosts performance and profitability. Businesses who have a strong understanding of finance are better able to plan their spending, control their cash flow, and spot lucrative investment opportunities. Also, SMEs with high financial literacy skills are more likely to get loan facilities since they can show they are capable of managing their money well. SME owners that are financially educated can read and evaluate financial statements, comprehend financial ratios, and figure out critical performance indicators. With this information, they may spot areas of financial inefficiency and make wise choices to strengthen their financial position. Also, financially savvy SMEs are better able to handle cash flow, which is essential for the survival and expansion of any company. They can spot cash flow problems, come up with practical solutions, and make sure creditors and suppliers are paid on schedule (Ramsey & Sojka, 2015). Financially literate SMEs are more likely to attract financing from banks, venture capitalists, and other investors, as they can present a clear and compelling business case that demonstrates their financial viability and growth potential (El Ghouli et al., 2018).

Al Mamun and Sohag (2021) assert that financial literacy is a crucial component of SME growth. Business owners can efficiently manage their finances and make wise financial decisions thanks to financial literacy. They can also understand financial statements, create budgets, and spot financial dangers with its assistance. The findings showed that,

SMEs with higher levels of financial literacy have a higher chance of surviving and expanding than those with lower levels (Arouri et al., 2020). Similarly, a study by Agarwal and Mitra (2018), discovered that financial education programs aided SMEs in improving their financial management procedures, boosting their profitability, and making it easier for them to get financing. Smith et al. (2018) discovered that SMEs with higher financial literacy levels typically display superior financial management practices, improving financial performance and fostering faster growth rates. According to Johnson and Johnson (2020), SME owners that are financially savvy are more likely to use outside sources of funding, such as grants, loans, and venture capital. They are able to effectively express their financial needs to prospective investors or lenders since they have the essential abilities for producing accurate financial statements, convincing business plans, and these other tasks. As a result, SMEs with higher financial literacy levels have easier access to funding, which helps them grow and expand. Financially literate SME owners also comprehend financial risks better allowing them to develop appropriate risk mitigation strategies, which enables them to navigate economic downturns, market fluctuations, and unforeseen events more effectively (Parker, 2019).

By managing risks proactively, SMEs can maintain stability and seize growth opportunities, contributing to their overall success.

Considering the significance of financial literacy for businesses, many SMEs in Ghana find it difficult to successfully manage their finances. Only 26% of adults in Ghana have basic financial literacy abilities, per the World Bank (2021). The lack of financial education programs, restricted access to financial resources, and poor financial infrastructure are to blame for the low levels of financial literacy. Also, a lot of SMEs in

Ghana work in the unofficial sector, making it challenging to acquire funding and support.

For SMEs in Ghana to succeed, financial literacy needs to be improved. However, SMEs' attempts to increase their financial literacy are hampered by a number of issues. Lack of financial education programs suited to SMEs' requirements is one of the major problems. Small businesses in Ghana have a hard time accessing financial education programs since many of them are geared at individuals rather than SMEs. The restricted availability of financial resources and assistance is another problem. In Ghana, a large number of SMEs operate in the unregulated market and lack the necessary collateral to obtain loans. Also, because SMEs are thought to be high-risk, financial institutions in Ghana frequently hesitate to lend to them.

2.3.2 Source of Funding to SMEs

Every business receives funding from either debt, equity, or a combination of the two. The International Finance Corporation (IFC) estimates that 65 million companies, or 40% of formal micro, small, and medium-sized firms (MSMEs) in developing countries, have yearly unmet financing needs of \$5.2 trillion, or 1.4 times the current level of global MSME lending. According to the World Bank, one of the most frequently stated barriers to SME growth in emerging markets and developing nations is access to finance. This is a major restraint on SME expansion. SMEs have access to various sources of funds to support their growth and development. The choice of financing depends on the business's needs, stage of growth, and financial situation. Previous researchers such as that of Gbandi and Amissah (2021) have identified the formal and informal sources of finance as the two primary financing concepts for SMEs. Accordingly, the formal sector, including

commercial banks, microfinance institutions, and development banks, remains the primary source of funding for SMEs, while informal financing options such as family and friends, personal savings, and money lenders remain important sources for some SMEs (Siddiqui & Joyia, 2021).

According to Beck et al. (2019), SMEs often face difficulties in obtaining funding from traditional sources such as banks, and therefore they turn to alternative sources of finance such as personal savings, crowdfunding, peer-to-peer lending, and venture capital. In general, internal financing is the best option and a crucial source of funding. Consequently, SMEs are less likely to be able to obtain bank loans than large enterprises, therefore they must rely on internal funds or cash from friends and family to launch and maintain their businesses initially. In Sub-Saharan Africa, of the small businesses that received external financing, 6.3% received equity, 48.5% received formal foreign debt, 17.4% received semi-formal financing, and 27.8% received informal financing, according to Kuntchev et al. (2019), who studied the primary forms of external funding for SMEs.

2.3.2.1 Bank loans

Banking and non-banking financial intuitions have remained one of the major sources of funds to SMEs worldwide. According to the International Finance Corporation (IFC), bank loans remain the most common source of external financing for SMEs globally (IFC, 2018). In many developing nations, bank loans accounted for more than 60% of SME funding (World Bank, 2018). Over 31% of SMEs in the United States use bank loans to finance their operations, making bank loans an important source of SME financing there as well (Federal Reserve, 2019). The bank loan is the cash given to persons or business organizations whereby monies given out are repaid with interest over

a predetermined time frame. Both secured and unsecured loans are options for small business owners to get bank loans. Unsecured loans do not require collateral but often have higher interest rates. Secured loans must be secured by collateral, such as property or equipment. The terms of bank loans, such as the payback time and the loan amount, are negotiable, and the interest rates are often determined by the SME's creditworthiness.

Banks also provide a range of loans to SMEs, such as loans for working capital, loans for equipment, and loans for commercial real estate. While equipment loans are used to buy machinery, vehicles, or other equipment, working capital loans are often used to support the day to-day operations of the business. On the other hand, commercial real estate loans are utilized to fund the acquisition or development of commercial buildings (Olsen, 2020).

In Ghana, most SMEs have survived mostly because of the presence of these institutions. Financing to establish or expand a firm was very simple to come by some decades ago. The current economic crisis of most African countries has more or less changed that narrative. Accessing bank loans has now become very challenging especially in Ghana. Banks and other formal financial institutions are reluctant to lend to informal small and medium companies (SMEs) in developing countries, particularly Sub-Saharan Africa (SSA) as such, they have very limited access to finance. Since these companies have been unable to live up to expectations, the issue of inadequate financing has remained despite several initiatives and advancements in the field of financing SMEs. A report by the World Bank (2018) highlights the persistent challenges faced by SMEs in accessing finance, particularly in low-income countries. The report notes that SMEs often lack the necessary collateral and financial records to obtain bank loans, and that this is

compounded by limited access to alternative sources of finance, such as venture capital and angel investors. As a result of greater regulation brought on by the 2008 crisis, several banks tightened their standards by being more cautious about the risk involved in their investments.

Small businesses typically have trouble obtaining finance from conventional banks since they are riskier than large firms. Other major issues such as less profit of smaller loans, lack of collateral, bad credit or lack of credit history and the downturn in community banking has led to the many reasons why source of funds to SMEs with respect to bank loans have become inaccessible in many counties.

2.3.2.2 Personal savings

Personal savings are a significant source of funds for SMEs, particularly in the early stages of Business development (Adegbite, 2018). According to the Small Business Administration (SBA), approximately 57% of small business owners use personal savings as their primary source of funding for their business (SBA, 2021). It is generally acknowledged that SMEs adopt the financing option known as equity finance. In exchange for a percentage of a company's worth, equity financing is gained, and it might come from personal funds. Personal savings have also been used as a backup source of financing during difficult economic times, such as recessions when banks are reluctant to lend (Mbaiwa, 2013).

Several studies have looked into how personal funds are used to finance SMEs. For instance, Akpan and Akpan (2019) contend that personal savings can give SMEs the money they need to launch or grow their businesses. They point out that business owners can use their savings as security to acquire financing from banks or other financial

institutions or as equity to secure loans. Moreover, a study by Alade, Adebayo, and Adesoye (2020) found that personal savings were critical in financing the growth and expansion of SMEs in Nigeria. Most studies have found that the owner's personal funds are the most significant source of equity financing. An entrepreneur's personal savings are funds that have been accumulated. They are those funds that are set aside from an individual's income as opposed to being used to purchase goods and services.

To the entrepreneur, it is entirely crucial to have a personal savings account since it offers security in case of an emergency and can be used to pay for significant purchases or to support long-term financial objectives. This money can be invested in stocks, bonds, mutual funds, or other financial products or put in a savings account at a bank. Even though SMEs first rely on personal savings to get started, the majority of them still require external financing to expand and grow. The difficulties that entrepreneurs encounter when using their savings to finance their firms have been brought to light in various research, despite the fact that personal savings can be a significant source of funding for SMEs. Gazpacho and Waweru (2016), for instance, point out that using personal funds to finance a business might be risky because it exposes entrepreneurs to financial losses in the event that the business fails. The authors contend that entrepreneurs should mix up their funding sources.

2.3.2.3 Retained earnings

Retained earnings are presumably the most common type of corporate financing by default (Bryant, 2021). Retained earnings are an important source of funds for small and medium-sized enterprises (SMEs) as they provide the necessary capital for reinvestment and growth without having to rely on external sources of funding. They are the

accumulated profits that a company has retained after paying dividends to shareholders. Thus, they are those net profits of a company that are not distributed as dividends. These profits can be used to finance a variety of projects, including research and development, acquisitions, and expansion of operations. According to Brigham and Houston (2019), “Retained earnings can provide a source of internally generated equity financing. When a firm retains earnings, it does not have to go through the costly and time consuming process of selling new equity securities or obtaining debt financing” (p. 83). As a result, on the balance sheet, retained earnings are reported as a component of shareholders' equity.”

Retained earnings are a useful indicator of a company's long-term financial performance as they are often put back into the organization to support its operations and growth in the future. Most SMEs in Ghana use these retained earnings to fund initiatives like research and development activities, acquire upgraded equipment and bigger warehouses as well as fixed asset purchases. It provides SMEs with a stable source of funds that can be used to finance growth and expansion. Unlike external sources of financing, such as loans or equity investments, retained earnings do not require any additional costs, fees, or interest payments. Additionally, retained earnings provide SMEs with greater flexibility and control over their finances since they are not subject to external investors' demands or requirements. By retaining earnings, SMEs can also increase their financial stability and resilience, as they have a cushion of funds to rely on during periods of economic uncertainty or unexpected expenses.

According to a 2021 article in Forbes, “Retained earnings are generated through a variety of methods such as cutting costs, increasing revenue, and improving profitability”

(Source:<https://www.forbes.com/advisor/investing/what-are-retained-earnings/>). One-way SMEs increase their retained earnings is by implementing cost-saving measures such as reducing waste, optimizing production processes, or renegotiating supplier contracts. Another way they increase revenue by expanding sales channels, developing new products or services, or targeting new customer segments. Finally, SMEs can improve profitability by optimizing pricing strategies, improving efficiency, or reducing overhead costs. The benefits of using retained earnings as a source of funds are numerous. Firstly, SMEs can avoid the costs associated with external financing, such as interest payments, loan origination fees, or equity dilution. According to Chen et al. (2019), one of the benefits of using retained earnings as a source of funds is that it enables SMEs to avoid the costs associated with external financing, such as interest payments, loan origination fees, or equity dilution (p.7).

Secondly, retained earnings provide SMEs with greater financial flexibility, allowing them to reinvest profits into growth and expansion without having to worry about external investors' demands or repayment schedules. In line with the argument made in the text, Ekanayake and Manawadu (2017) noted that retained earnings provide SMEs with greater financial flexibility, allowing them to reinvest profits into growth and expansion without having to worry about external investors' demands or repayment schedules (p. 111).

Thirdly, retained earnings can help SMEs increase their financial stability and resilience, providing a cushion of funds to rely on during economic downturns or unexpected expenses. Additionally, retained earnings, per Nwachukwu and Nweke (2018), can aid

SMEs in becoming more financially stable and resilient by giving them a reserve of money to fall back on in times of recession or unforeseen bills (p. 14).

However, there are also some drawbacks to using retained earnings as a source of funds. Firstly, retaining earnings can limit SMEs' ability to pay dividends to shareholders, which may reduce their attractiveness to potential investors. Secondly, retaining earnings may result in a higher tax liability for SMEs, as profits are subject to corporate income tax. Finally, retaining earnings may also result in a decrease in the company's return on equity (ROE), as profits are not being distributed to shareholders.

2.3.2.4 Family and Friends

Accessing financing is a common problem for small and medium-sized businesses (SMEs). According to a study by U.S. Small Business Administration, “Conventional lenders like banks could be reluctant to lend to SMEs, especially those that are just getting started” (U.S. Small Business Administration, n.d.). Consequently, many business owners turn to friends and family for financial support and “manage with a little assistance from their acquaintances.” To prevent future disputes or misunderstandings, it is crucial for SMEs to maintain open lines of communication and openness with their family and friend investors. In terms of networking, Friends and family members serve as brand ambassadors. Approximately 30% of small firms fail during the first two years, and 50% fail within the first five years, according to the Small Business Administration (SBA) (SBA, 2021).

Nonetheless, in numerous ways, family and friends are important to Small and Medium Enterprises (SMEs). When SMEs need capital, their first stop is frequently friends and family. This is due to the fact that friends and relatives are frequently more eager to

invest and take a chance in a new business. This is partially a result of the close bonds that the entrepreneur has with their friends and family, which foster trust and a desire to help one another. The success of the business may also be in the interests of friends and family, whether out of a desire to encourage the entrepreneur or to gain from a profitable investment. They thus contribute money in the form of funds, loans, or investments. This is most especially useful when these businesses are just getting off the ground or when there are financial issues.

Moreover, family and friends have been highlighted as significant sources of funding for small and medium-sized businesses, according to Ogujiuba, Nwekpa, and Nwulu (2019). Due to personal connections and confidence in the entrepreneur's ability, these people are frequently eager to offer loans or invest in the company. The authors do warn that depending primarily on family and friends for financial support can have unfavourable effects, such as strained relationships or restricted access to more varied sources of money. As a result, SMEs should carefully weigh the advantages and disadvantages of using family and friends as a source of capital and work to balance their personal and business ties. Spreading the word about the company within their own networks facilitates the company's expansion into new markets and increases sales (Mendes, 2022).

2.4 Relationship between the sources of funds and SME Growth

Recent research has shown a growing interest in exploring the relationships between funding sources and the growth of small and medium-sized enterprises (SMEs) in Ghana. Understanding the financial dynamics that drive SMEs in the country is crucial. Various studies have investigated factors influencing SME growth in Ghana, such as the impact of external finance accessibility (Agyapong, Mmieh, & Mordi, 2017), the influence of funds

on organizational performance (Abdul-Razak & Abdulai, 2022), and the connection between financing sources and small enterprise productivity growth. These studies have revealed that debt finance has a positive correlation with productivity growth, whereas donations or charity funding do not significantly impact SMEs. However, accessing credit or funding from financial institutions remains a challenge for SMEs in Ghana. Formal finance has been found to positively affect enterprise performance in Ghana, and this effect has been analyzed within the context of gender (Peng & Adjias, 2022). In view of these insights, the present study postulates the following hypotheses concerning the interplay between funding sources and the growth of Small and Medium Enterprises (SMEs).

2.4.1 The relationship between Bank loans and SME growth in Ghana

H1a: *Bank loans have a significant and positive relationship with SME growth.*

Access to finance remains a substantial challenge for SMEs in Ghana (Gyimah, Akande & Muzindutsi, 2022). While trade credit, bank overdrafts, and bank loans are identified as major sources of finance for SMEs in the country, the difficulties faced by SMEs in securing credit from banks are well-documented (Owusu, 2019). The lack of access to formal finance is often attributed to the informality of SME operations, which hinders their ability to provide quantitative data that banks consider reliable (Gyimah, Akande & Muzindutsi, 2022).

Efforts have been proposed to address this challenge, including the introduction of credit referencing into the financial architecture (Gyimah et al., 2022). Additionally, external factors, such as an unfavorable business environment and the economic impact of the

2021-2022 crisis, have further constrained banks' lending capacity to SMEs (Aikins, 2022).

The commitment of resources by organizations like the International Development Association (IDA), exemplified by the allocation of US\$200 million for the Ghana Economic Transformation Project with a specific portion designated for SME recovery following the COVID-19 pandemic, underscores the significance of supporting SMEs (World Bank, 2022). Ongoing impact evaluations of initiatives like the COVID-19 Support Scheme and the SME Growth Program further emphasize the need to comprehensively understand the relationship between bank loans and SME growth (World Bank, 2022). Given the context outlined above, it is reasonable to hypothesize that bank loans positively contribute to the growth of SMEs in Ghana.

2.4.2 The relationship between Personal Savings and SME growth

H1b: Personal savings have a positive and significant relationship with the growth of SMEs in Ghana.

Ghana's micro, small, and medium enterprises (MSMEs) confront substantial challenges in their pursuit of business expansion, primarily stemming from limited access to finance and proficient technical assistance providers (World Bank, 2022). These challenges are exacerbated by constraints in skills and managerial capacities, with women-owned firms facing additional barriers such as restricted access to capital, land, and advanced business practices (World Bank, 2022). Scholarly investigations emphasize the role of accessible financing in fostering SME growth, particularly in developing countries like Ghana (Adjabeng & Osei, 2022). A noteworthy trend observed over time is that personal

savings, both from entrepreneurs themselves and their personal networks, often serve as a vital source of funding for small and medium-sized enterprises.

In light of these observations, it can be posited that personal savings hold a substantial significance in driving the growth of SMEs in Ghana. This form of funding stands out due to its inherent advantages, including low or no interest costs, higher ownership stakes, rapid startup, and minimal expenses (Otoo, 2020). A prevailing choice among SMEs, personal savings enable entrepreneurs to sustain growth without incurring substantial external costs, as evidenced by the complete reliance on personal savings for expansion by numerous SMEs in Ghana (Agyapong, 2017). Empirical inquiries conducted within the Ghanaian context, such as Amakye's study (2018), further accentuate the prevalence of owner's personal savings as a financing avenue. Additionally, studies by Aryeetey et al. (2017) demonstrate personal savings as a substantial contributor to working capital, while Baah-Nuakoh (2019) underscores its role in equipment expenditure. The focus of these studies on the availability of personal savings for businesses aligns with findings by Storey and Greene (2010) and Burns (2011). In view of these insights, it is anticipated that a positive and statistically significant correlation exists between personal savings and SME growth in Ghana.

2.4.5 The Relationship between Retained Earnings and SME Growth in Ghana

H1c: Retained earnings has a positive and significant relationship with SME growth.

This hypothesis is drawn from the conceptual framework for financing SME growth in Ghana proposed by Agyemang et al. (2021). According to their framework, retained profit exhibits a positive correlation with SME growth. Furthermore, Agyemang et al. (2021) found that self- financing and bootstrapping financing methods also contribute

positively to SME growth. Additionally, empirical research by Nyanzu & Quaidoo (2017) demonstrated a positive association between working capital management and SME profitability in Ghana.

Aryeetey et al., (2017), revealed that a significant portion of firms' activities are funded through retained earnings, with 70% of surveyed companies utilizing retained earnings to finance working capital. Baah-Nuakoh (2019), corroborated this finding, indicating that profits were employed to cover a substantial proportion (63.8%) of the total equipment costs. Aryeetey et al., (2017), further emphasized that retained earnings constitute a crucial financing source for SMEs, highlighting its relevance. Given the cumulative evidence from Agyemang et al. (2021), Nyanzu & Quaidoo (2017), Aryeetey et al. (2017), and Baah-Nuakoh (2019), the present study anticipates a favorable and statistically significant connection between retained earnings and the growth of SMEs in Ghana. As such, the hypothesis H1c posits that retained earnings exert a positive influence on the growth of SMEs in Ghana.

2.4.6 The relationship between Family& Friends and SME growth

***H1d:** Family and friends has a positive relationship with growth of SMEs*

SMEs in Ghana face challenges in obtaining credit, and they rely primarily on personal savings of owners, business profits, family members, or friends for their financing (Prempeh, 2015). The financing landscape for SMEs in Ghana has been a subject of extensive inquiry. Research conducted by Owusu (2019) has revealed intriguing insights, indicating that the demarcation between family-owned businesses and non-family entities in terms of financing mechanisms is not clearly delineated. This finding underscores the

intricate interplay between family dynamics, financial strategies, and business growth within the Ghanaian SME context.

Moreover, the significance of social capital in influencing the performance of SMEs in Ghana cannot be overstated. Appiah-Gyimah and Rosemond (2019) emphasize the indispensable role of social capital as a catalyst for enhanced SME performance. The positive correlation between social capital and firm performance accentuates the role of relationships, networks, and interpersonal ties in fostering business growth and sustainability. Consequently, it can be inferred that the involvement of family and friends assumes a pivotal role in propelling SME growth in Ghana, serving both as a substantial source of funding and a wellspring of social capital.

H2: Financial literacy moderates the relationship between sources of finance and SME growth

Recent research conducted in Ghana (Adomako & Danso, 2015) has demonstrated that financial literacy plays a crucial role in influencing the relationship between sources of finance and the growth of small and medium-sized enterprises (SMEs). Moreover, a study conducted by Joseph Owusu, Mohammad Bin Ismail, Mohd Hassan Bin Mohd Osman, and Garry Kuan (2019) revealed that financial literacy has a positive impact on the relationship between financial resource availability and SME growth.

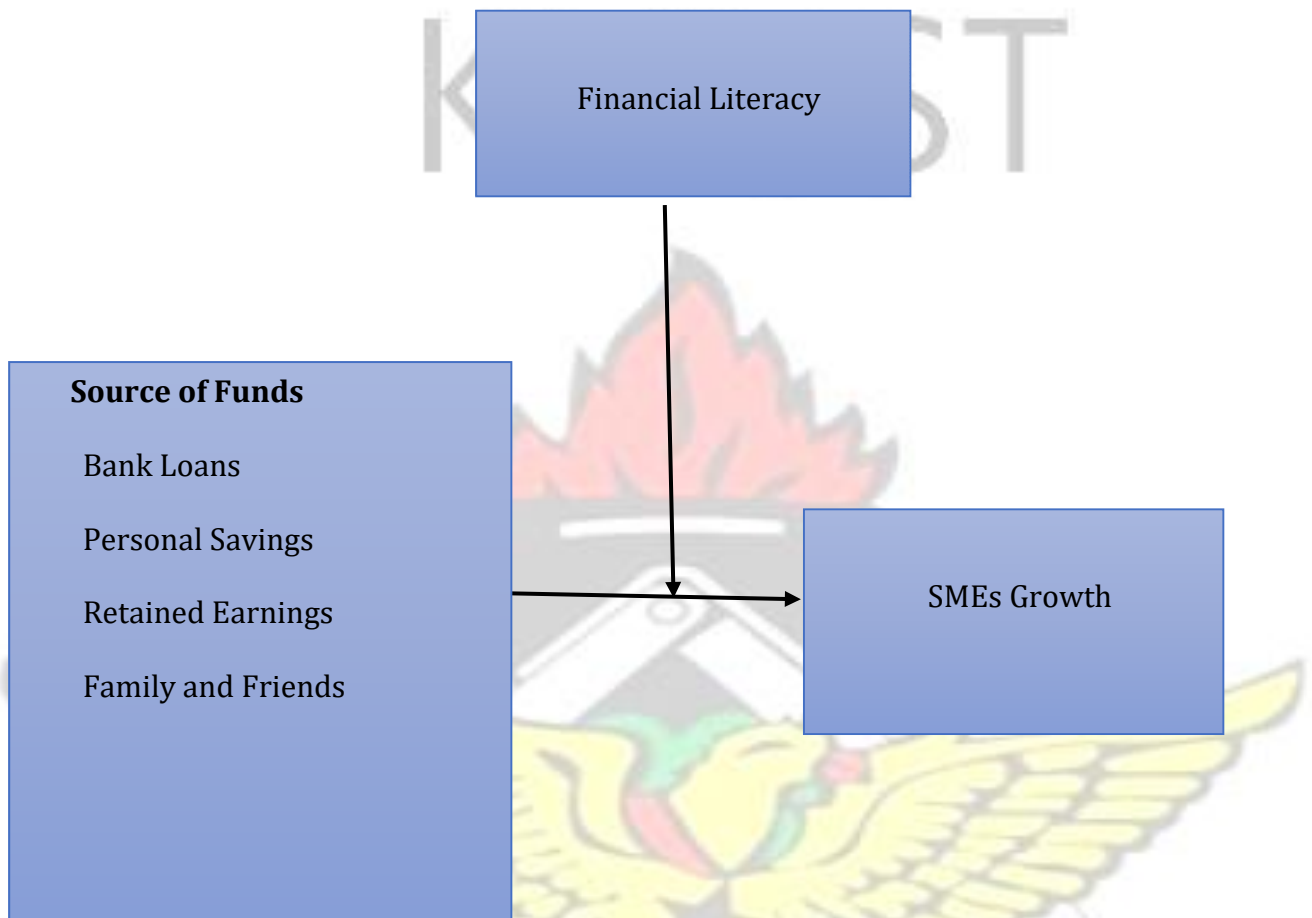
Furthermore, the level of financial literacy was found to have a moderating effect on the association between access to finance and firm growth. Specifically, when financial literacy was high, access to finance resulted in increased growth for SMEs (Joseph Owusu et al., 2019). These findings suggest that enhancing financial literacy among SME

managers in Ghana has the potential to foster greater growth and success for these businesses.

2.5 Conceptual Framework

Designing a conceptual framework is based on the fundamental tenet of logically integrating all pertinent facets of a concept in order to come at an approach that can offer the best explanation for a given issue (Owusu et al., 2021). The study looks into how financial literacy plays a part in the growth of SMEs and the interaction between sources of funding. In particular, it examines how SMEs obtain funding both internally and externally as well as how owner- manager financial literacy affects the expansion of their companies. The study's conceptual framework position is that, as people become more aware of their financial literacy prowess, they will become more motivated to make positive behavioural changes, which would eventually have an impact on the performance of their SMEs. Figure 1, shows the study's conceptual framework.

Figure 1: Conceptual Framework



Source: Author's Estimation (2023)

2.6 Empirical Literature

Frimpong, Agyapong and Agyapong (2022), examined financial literacy, and access to digital finance on SMEs performance in the central region of Ghana. Using a quantitative research and purposive sampling technique, 400 participants were selected. The findings indicated that financial literacy positively affects access to digital finance, and similarly access to digital finance improved performance.

Agyapong, Mmieh and Mordi (2019) examined factors influencing the Growth of SMEs on 75 owner-managers in Ghana. Employing thematic technique, it was revealed that access to external finance among other factors such as poor energy supply, and level of education adversely affected SMEs growth.

Musah (2018) examined the SME financing gap in Ghana on a sectoral basis using 1200 SMEs as sample size. Results of the study showed that, Significant contributors to credit limitations include the industry in which a SME operates and the size of the company. Additionally, it was discovered that an SME's asset count is a strong predictor of whether or not formal lenders will entirely reject the loan application, while the capital needs and ownership status of the company indicate whether or not less than 40% of the loan amount requested will really be granted.

Quartey et al., (2018) examined SMEs access to finance within the West Africa sub region using a linear regression methodology. The finding of the study revealed that, in most West African countries, for the SME sector, long-term funding in the form of equity capital was essentially nonexistent. Due to this, debt finance now represents the main funding source for SMEs.

Abakah-Yhawson (2018), examined financial literacy of small business owners, financial records keeping and enterprise performance in the Tarkwa-Nsuaem Municipality of Ghana. They employed an explanatory study design which employed quantitative methodology on 120 SMEs owner managers. The study findings indicated that a significant barrier to the performance growth of sustainable small-scale enterprises is the lack of knowledge, skill, and attitude among most small business

owners to manage their organization's finances in a professional manner. As a result, there was a weakly positive correlation between performance and financial literacy.

Bosea et al., (2023), studied financial literacy, investment and savings behavior of SMEs operators in Ghana. The study used quota and purposive sampling techniques to sample 300 participants. The findings of the study revealed that most of the participants are less financially literate and this affects their savings behavior.

Patrick (2019) investigated the effect of financial literacy on performance of SMEs in Trans Nzoia County in Kenya. Using a descriptive research design, the study used stratified random sampling technique to sample 85 SMEs owners-managers. The results showed that more performing SMEs employ more than three permanent employees, have been in business for more than five years, have an annual revenue growth of more than 10% and are basically financial literate. It further establishes that there is a positive strong effect of financial literacy on SMEs performance.

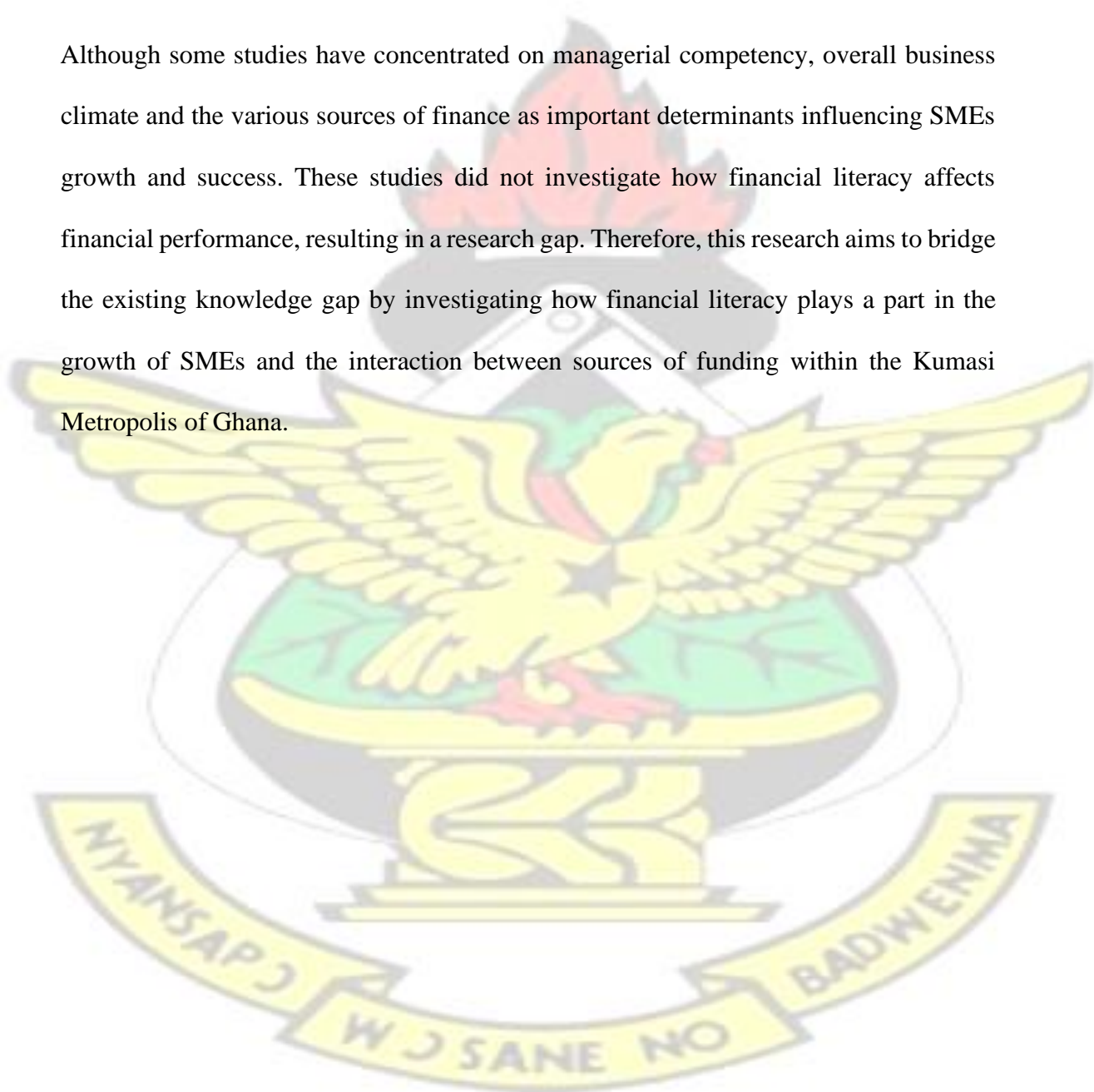
2.7 Chapter Summary

Small and Medium Enterprises (SMEs) are playing critical roles for socio-economic development of nations especially in the areas of employment and job creation throughout the world. Additionally, financial literacy is essential for the development of Small and Medium sized businesses. However, one of the most frequently stated barriers to SME growth in emerging markets and developing nations is access to finance and also only 26% of adults in Ghana have basic financial literacy abilities, this further potentially hinders owner-managers access to funds.

Centring on the resource-based theory and the SCT which indicates that a business can only gain a competitive advantage by using all of its resources effectively and

efficiently and that one's immediate social environment has an effect on their behaviours and actions because it shapes them in a certain way to fit in with that setting respectively, the study is set in motion as it examines resources, the study examines how SMEs obtain resources (funding both internally and externally) as well as how owner-manager social cognitive (financial literacy) affects the expansion of their companies.

Although some studies have concentrated on managerial competency, overall business climate and the various sources of finance as important determinants influencing SMEs growth and success. These studies did not investigate how financial literacy affects financial performance, resulting in a research gap. Therefore, this research aims to bridge the existing knowledge gap by investigating how financial literacy plays a part in the growth of SMEs and the interaction between sources of funding within the Kumasi Metropolis of Ghana.



CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents the study's methodology section, which is broken down into several subsections. In this chapter, it will be explored how the data of the research were gathered, including the study design and type that were employed as well as the study area's profile, the study population, the data collection tools, data management and analysis. By examining these areas, the ethical considerations, and study limitations will then be drawn upon to provide a comprehensive analysis of this research study.

3.2 Study Design

To investigate the relationship between sources of finance and SME growth, a quantitative method research design is employed, as the study concentrates on the quantity of responses. This research design allows for quantitative data to be sampled, collected, and analyzed which provides a more comprehensive understanding into the relationship between sources of finance and SME growth. Questionnaire was used in the data collection.

3.3 Description of Study Area

The Kumasi Metropolitan Assembly (KMA) is one of Ghana's 261 administrative Metropolitan, Municipal, and District Assemblies (MMDAs), (ecu.au.libguides.com, 2023). Under the Local Government Law 1988, NDPC Law 207, which replaced the Local Government Act 462, 1993, the KMA was founded by Legislative Instrument 1614 of 1995 (GSS, 2014). Asokwa, Bantama, Manhyia, and Subin were the first four sub- metropolitan areas created by LI 1614 of 1995, which also formed the Kumasi

Metropolitan Area. The Metropolitan Assembly was divided into ten sub-metropolitan district councils, namely Asawase, Asokwa, Bantama, Kwadaso, Manhyia, Nhyiaso, Oforikrom, Suame, Subin, and Tafo, according to LI 1914, which was revised as LI 1805 in 2005 (vinuni.libguides.com, 2023).⁷ Adum, which is the study's case study location, is the lively commercial district of Ghana's second-largest city, located in the center of the Kumasi Metropolitan Assembly (KMA). Adum is well known for its bustling markets, malls, and numerous small and medium-sized businesses (SMEs), which make important contributions to the regional economy. It is known for its vibrant commercial activities and serves as the hub for many businesses in the city and the Ashanti region as a whole (ecu.au.libguides.com, 2023).

3.4 Study Population

The target population for this research consists of owner-managers of privately owned SMEs located in Adum, Ghana, within the central district of the Kumasi Metropolitan Area (KMA). The research specifically focuses on SMEs that have been registered and established for more than three years with a total employee count ranging from 6 to 99. These classifications align with the criteria set forth by the Ghana Statistical Service (GSS, 2016).

3.5 Sample Size and Sampling Technique

According to Mccombes(2019) and Young (2021), a sample size should be a carefully selected unit, which is a true representation of an entire population. Hence, when determining the suitable sample size for the primary data collection in this study, the research employed Cochran's formula. By using this formula, a sample from a population can be chosen with the appropriate precision, desired level of confidence, and estimated

fraction of the attribute present in the population. To mention a few, Naing et al. (2022), and many others used the Cochran's formula and it is stated as follows:

$$n = (Z - \text{score})^2 * \frac{\text{Std. Dev} * (1 - \text{Std. Dev})}{(e)^2}$$

$$135 = (2.326)^2 * \frac{0.5 * (1 - 0.5)}{(0.1)^2}$$

In this study, the sample size was determined using the formula for sample size, which involves solving the error bound formula for n. The Z-score representing the confidence level at 99% was used, which corresponds to 2.326. The standard deviation (Std. Dev) was also taken into account. The error of margin was estimated at 10% (0.1), represented by 'e'. Thus, a sample size of one hundred and thirty-five (135) was determined. In administering the questionnaire to the respondents, a probability sampling procedure was used to collect the study's primary data. The cluster sampling technique was used to divide Adum into four clusters, with approximately thirty-three (33) respondents identified in each cluster for fair representation. The cluster sampling technique was convenient for this study as it covers a wide geographical area of Adum. The study further used a purposive sampling technique to select small and medium- sized enterprises (SMEs) that have been in operation for at least three years. The selected

SMEs were stratified into two groups: those that have experienced growth in the last three years and those that have not, from each cluster. Within each cluster, the simple random sampling technique was used to select respondents for the study.

3.6 Data Source, Description and Prior Expectations of Variables

The research employs primary data collection, utilizing a questionnaire as the key instrument to gather information from the respondents. The selection of a questionnaire as the data collection method stems from its inherent advantages, offering a rapid and streamlined approach to acquiring substantial volumes of data from a sizable and diverse sample of individuals. This methodology choice ensures the study's ability to efficiently capture comprehensive insights from a broad cross-section of participants.

3.7 Validity and Reliability

A reliability test based on Cronbach's alpha, introduced by Cronbach (1951), is used to ensure the data collected is reliable. Cronbach's alpha is a metric for determining the consistency or reliability of a system. It's most typically used when a survey/questionnaire contains many Likert questions that create a scale and you want to see if the scale is dependable. A credible questionnaire, according to the National Center for Education Statistics (2018), should have an alpha value of 0.7 (70 percent) or higher.

3.8 Analysis of Data

Data analysis involves the examination of collected data from both primary and secondary sources, with the primary goal of addressing research inquiries and achieving research objectives. To ensure clarity and simplicity, descriptive statistics was used. The findings were effectively conveyed through the use of tables, means, and percentages. It was essential to identify the scale type employed in the study, as the choice of statistical

test depended on it. During data collection, responses were coded to enable their categorization into specific groups, facilitating analysis through Statistical Packages for Social Sciences (SPSS). The results were presented in both tabular and narrative formats.

3.9 Ethical Consideration

Berg and Lune (2016) argue that ethical concerns center on "issues of harm, consent, privacy, and data confidentiality." As a result, it is crucial for researchers to take the study population's ethical needs into account. Permission letters were sought from the department to gain access to respondents and clearly defined that the purpose of the study would be purely academic, that the privacy of the participants would be protected, and that the study would not disrupt regular activities at respondents' homes or workplaces. In order to prevent respondents' rights from being infringed upon and to avoid sharing respondents' personal information with a third party, the study did not ask for respondents' personal information on the questionnaire, such as their names, house numbers, and any means of contact. The dignity and well-being of respondents were protected at all times. Respondents were assured of confidentiality with a surety statement indicated on the questionnaire. Consents of the respondents were also sought to ensure that the study's questions would not be imposed on them against their will. The letters explicitly stated that the results would not be used for political objectives in order to allay any participant fears.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION OF FINDINGS

4.1 Introduction

This section of the study presents the data presentation, analysis and discussion of findings. The study examines the relationship between the source of finance and SMEs growth, and the role financial literacy plays. The research objectives that guided the study include: examining the effect of personal saving, retained earnings, bank loans and family and friends on SME growth and the moderating effect of financial literacy in the relationship between source of finance and SMEs growth. A sample size of 135 respondents was considered for the study.

4.2 Data Presentation

The data presentation is based on the variables involved: the source of finance, small and medium enterprise growth, and the role of financial literacy, using a Likert Scale of 1-5 (1 = strongly disagree, 2 = disagree, 3 = not sure, 4 = agree, and 5 = strongly agree). The demographic information of the respondents was related to the respondents' age, educational level, position in the organization, number of respondents in the firms, and annual revenue of the respondents.

4.3 Demographic information of the respondents

The respondents were to indicate the gender, age, position in the organization, number of working staff and annual revenue. Table 4.1 below presents the demographic information of the respondents.

Table 4.1 Demographic information of the respondents

Demographic Information		Frequency	Percentage
Gender	Male	69	51.1
	Female	66	48.9
Educational level	JHS	72	53.3
	SHS	47	34.8
	Diploma/HND	9	6.7
	Bachelor's degree	4	3
	Master's degree	3	2.2
	PhD	0	0
Age of the respondents	18-28 years	5	3.7
	29-38 years	34	25.2
	49-60 years	38	28.1
	Above 60 years	58	42.9
Position of respondents	Finance Manager	5	3.7
	Accountant	10	7.4
	Operations manager	12	8.89
	Owner/Manager	108	80
Number of employees	Less than 6 employees	2	1.5
	6-9 employees	105	77.8
	10-29 employees	16	11.9
	30-50 employees	7	5.2
	More than 50 employees	5	3.7
Annual Revenue	Less than 100,000	11	8.1
	100,000-200,000	36	26.7
	200,000-300,000	21	15.6
	Above 300,000	67	49.6

Source: Field Study (2023)

According to the results of the field study, 69 of the respondents representing 51.1% were male, while 66 of the respondents representing 48.9% were female. This result indicates that the majority of the respondents were male.

Regarding the educational level of the respondents, 72 of them representing 53.3% had completed JHS, 47 respondents representing 34.8% had completed SHS, 9 of the respondents representing 6.7% held a Diploma/HND, 4 of the respondents representing 3% held a bachelor's degree, and 3 of the respondents representing 2.2% held a master's

degree. None of the respondents held a PhD. This implies that most of the respondents had completed JHS.

In terms of age, 5 of the respondents representing 3.7% were between 18-28 years old, 34 of the respondents representing 25.2% were between 29-38 years old, 38 of the respondents representing 28.1% were between 49-60 years old, and 58 of the respondents representing 42.9% were above 60 years old. This implies that most of the respondents were above the ages of 60 years old.

With respect to occupation, 5 of the respondents representing 3.7% were finance managers, 10 of the respondents representing 7.4% were accountants, 12 of the respondents representing 8.89% were operational managers, and 108 of the respondents representing 80% were owners/managers. This implies that the majority of the respondents were owners/managers.

Regarding the number of employees, 2 of the respondents representing 1.5% had less than 6 employees, 105 of the respondents representing 77.8% had 6-9 employees, 16 of the respondents representing 11.9% had between 10-29 employees, 7 of the respondents representing 5.2% had between 30-50 employees, and 5 of the respondents representing 3.7% had more than 50 employees. This shows that most of the respondents had 6-9 employees.

In terms of annual revenue, 11 of the respondents representing 8.1% had annual revenue of less than Gh¢100,000cedis, 36 of the respondents representing 26.7% had annual revenue between Gh¢100,000-200,000 cedis and 21 of the respondents representing 15.6% had annual revenue between Gh¢200,000-300,000 cedis

4.4 Descriptive Statistics

Using a Likert Scale of 1-5, 1-strongly disagree, 2-disagree, 3-not sure, 4-agree and 5-strongly agree to the statement that measures source of finance, financial literacy and SMEs growth.

4.4.1 Source of finance

Using a Likert Scale of 1-5, 1-strongly disagree, 2-disagree, 3-not sure, 4-agree and 5-strongly agree to the statements that measures the source of finance (bank loans, personal savings, retained earnings, and family and friends).

Table 4.2 Source of finance

Bank Loans	Mean	Std. Deviation
Bank loans have been a reliable source of finance for my business.	3.325	1.48037
I feel confident in my ability to navigate the process of obtaining a bank loan for my business.	3.703	1.30484
Bank loans have positively contributed to the expansion and development of my business.	3.651	1.37851
The interest rates associated with bank loans are reasonable and feasible for my business.	3.407	1.29463
I believe that utilizing bank loans strategically can lead to sustainable growth for my business.	4.051	1.21138
Personal Saving		
I believe that utilizing personal savings is a secure way to finance my business.	3.592	1.42628
I have used my personal savings to fund my business.	3.829	1.36338
I think that using personal savings as a source of finance demonstrates my commitment to the success of my business.	3.911	1.26648
My personal financial stability has influenced my decision to invest in my business.	4.163	.99407
Retained Earnings		
I believe that using retained earnings as a source of finance in my business demonstrates effective financial management.	3.659	1.36679
Utilizing retained earnings allows my business to maintain greater control over its financial decisions.	3.785	1.36800
I view retained earnings as a valuable source of internal financing for my business.	4.037	1.21807
I consider the practice of reinvesting profit into my business as	4.074	1.26744

essential.		
I have reinvested my profit into the business.	4.200	1.38650
Family and Friends		
Utilizing funds from family and friends has supported my business.	2.985	1.64355
I receive financial support for my business from family and friends.	3.385	1.36034
I am confident in my ability to manage the dynamics and expectations associated with borrowing from family and friends.	3.644	1.34645

Source: Field Study (2023)

With the source of finance, bank loans, most of the respondents were certain about the following statements: Bank loans have been a reliable source of finance for my business; they feel confident in my ability to navigate the process of obtaining a bank loan for my business; Bank loans have positively contributed to the expansion and development of my business; interest rates associated with bank loans are reasonable and feasible for my business; and they agree that utilizing bank loans strategically can lead to sustainable growth for my business.

With personal savings, the majority of the respondents were certain about the following statements that measure: whether they believe utilizing personal savings is a secure way to finance their business, whether they have used their personal savings to fund their business, and whether using personal savings as a source of finance demonstrates their commitment to the success of their business. Additionally, some of the respondents agreed that their personal financial stability has influenced their decision to invest in their business.

With retained earnings: Most of the respondents were certain about the following statement: they believe that using retained earnings as a source of finance in their business demonstrates effective financial management, and utilizing retained earnings

allows their business to maintain greater control over its financial decisions. Additionally, most of the respondents agreed with the following statement regarding measures of retained earnings: they view retained earnings as a valuable source of internal financing for their business, and they consider the practice of reinvesting profits into their business as essential.

With family and friends: Most of the respondents were uncertain whether they have received financial support for their business from family and friends, but they are confident in their ability to manage the dynamics and expectations associated with borrowing from family and friends. Also, the respondents disagree that utilizing funds from family and friends has supported their business.

4.4.2 Financial Literacy

Using a Likert Scale of 1-5, 1-strongly disagree, 2-disagree, 3-not sure, 4-agree and 5-strongly agree to the following statement that measures financial literacy. The results are displayed in Table 4.3 below.

Table 4.3 Financial Literacy

Statement	Mean	Std. Deviation
I am confident in my ability to read and interpret financial statements.	3.192	1.2725
I have received training on book keeping.	3.518	1.3813
I am confident in my ability to identify financial risks.	3.540	1.1703
I have a clear understanding of key financial concepts.	3.718	1.2010
I understand the importance of cash flow management.	3.755	1.0255
I am familiar with the concept of working capital.	3.992	.9101
I am capable of adjusting my financial plans and budgets in response to changing market conditions.	4.022	1.0471

Source: Field Study (2023)

From the Table 4.3 above, it can be observed that majority of the respondents were uncertain about the following statement: confident in my ability to read and interpret

financial statements, have received training on book keeping, confident in my ability to identify financial risks, understand the importance of cash flow management, understand the importance of cash flow management and familiar with the concept of working capital.

4.4.3 SMEs Growth

Using a Likert Scale of 1-5, 1-strongly disagree, 2-disagree, 3-not sure, 4-agree and 5-strongly agree to the following statement that measures SMEs growth.

Table 4.4 SMEs growth

Statement	Mean	Std. Deviation
My business has increased its profit margin over the past three years.	3.029	1.61588
My business has increased its productivity over the past three years.	3.844	1.26884
My business has increased its sales over the past three years.	3.629	1.50492
My business has opened branches over the past three years.	3.340	1.69355
There has been an increase in the number of employees in my business over the past three years.	3.977	1.26648

Source: Field Study (2023)

From Table 4.4 above, it can be observed that respondents were uncertain to the following statement that measures SMEs Growth: business has increased its profit margin over the past three years, business has increased its productivity over the past three years, business has increased its sales over the past three years, business has opened branches over the past three years and there has been an increase in the number of employees in business over the past three years.

4.5 Reliability test

Reliability, as described by Choi (2010), is the procedure that ensures that data collection consistently measures the same results over time. It also ensures that there are no random errors in the administered data. Another way to conceptualize reliability is the extent to which a study's data consistently generates scores from the same participants when analyzed using the same tests with identical sets of questions under various testing conditions. Additionally, Chop et al. (2011) mentioned that Cronbach's alpha is used to assess the reliability of a variable. The reliability value should be 0.07 or higher. Table 4.5 displays the reliability test results for the study's variables. An alpha value of 0.764 indicates a reasonably good level of internal consistency among the items in this variable. This suggests that the 17 items used to measure the source of finance in the study are moderately reliable as a set. An alpha value of 0.789 is relatively high and indicates a good level of internal consistency among the 7 items used to measure financial literacy. This suggests that these items form a reliable scale to measure financial literacy in the study. An alpha value of 0.729 indicates a moderate level of internal consistency among the 5 items used to measure SME growth. While the reliability is decent, it could be further improved by considering item revisions or additions.

Table 4.5 Reliability

Variable	Number of items	Cronbach's Alpha
Source of finance	17	0.764
Financial Literacy	7	0.789
SME Growth	5	0.729

Source: Field Study (2023)

4.6 Correlation analysis

The correlation analysis was conducted to examine the degree of association between the variables in the study. A correlation coefficient is a number between -1 and 1 that identifies the strength and direction of a relationship between variables. A correlation coefficient is a descriptive statistic. The correlation coefficient can be very strong, strong, moderate, weak, or none. Regarding this study, correlation analysis was used to examine the relationship between the source of finance and SMEs' growth, as well as the relationship between the source of finance and SMEs' growth

Table 4.6 Correlation analysis

Variables	1	2	3	4	5	6
Gender	1					
2. Age	-.598**	1				
3. Education	-.140**	.380**	1			
4. Source of finance	-.090	.283**	.342**	1		
5. Financial Literacy	-.158**	.220**	.229**	.635**	1	
6. SME Growth	-.021	.169**	.050	.486**	.488**	1
**. Correlation is significant at the 0.01 level (2-tailed).						

Source: Field study (2023)

Age has a moderate negative correlation with gender (-.598**). This suggests that there is a moderate relationship between age and gender, where older individuals may be more likely to have a different gender distribution compared to younger individuals. Education has a weak negative correlation with gender (-.140**), indicating that education level is weakly related to gender. The source of finance has no significant correlation with gender (-.090) and has a weak positive correlation with age (.283**). There is a moderate positive correlation between the source of finance and education (.342**), indicating that individuals with higher education levels tend to have a more varied source of finance for

their SMEs. The source of finance has no significant correlation with financial literacy (-.090).

It has a weak positive correlation with SME growth (.486**), suggesting that a diverse source of finance may be associated with greater SME growth. Financial literacy has a weak negative correlation with gender (-.158**), indicating that financial literacy may vary with gender. It has a weak positive correlation with age (.220**), implying that older individuals may have slightly higher financial literacy levels. There's a weak positive correlation between financial literacy and education (.229**), suggesting that more educated individuals tend to have slightly better financial literacy.

Financial literacy has a strong positive correlation with SME growth (.635**), indicating a significant relationship between financial literacy and SME growth. SME growth has no significant correlation with gender (-.021). There's a weak positive correlation between SME growth and education (.050). SME growth has a strong positive correlation with the source of finance (.486**) and financial literacy (.488**), indicating that both a diverse source of finance and higher financial literacy are associated with greater SME growth. In summary, the correlation analysis reveals several interesting relationships among the variables in your study. Education appears to play a significant role in SME finance, and both financial literacy and source of finance are strongly correlated with SME growth. Age and gender also show some correlations with these variables, although they are generally weaker in comparison. These findings can provide valuable insights for understanding the dynamics between these factors and SME growth in the study.

4.7 Regression analysis

Regression analysis was employed to examine the relationship between the variables involved in the study. Regression analysis was used to examine the relationship between the effect of personal savings, retained earnings, Bank loans & family & friends on SME growth in the Kumasi Metropolis and the moderating effect of financial literacy in the relationship between sources of finance and SME growth in the Kumasi Metropolis.

4.7.1 Relationship between personal savings, retained earnings, Bank loans & family & friends on SME growth

The first regression analysis examines the relationship between personal savings, retained earnings, Bank loans & family & friends on SME growth.

Table 4.7 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.441 ^a	.195	.170	.80842

a. Predictors: (Constant), Family Friends, Personal Saving, Bank Loan, Retained Earning

Table 4.8 ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	20.549	4	5.137	7.861	.000 ^b
Residual	84.960	130	.654		
Total	105.509	134			

a. Dependent Variable: SME Growth

b. Predictors: (Constant), Family Friends, Personal Saving, Bank loan, Retained Earning

Table 4.9 Coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.905	.482		8.099	.000
Bank Loan	.185	.106	-.147	-1.754	.002
Personal Saving	.198	.118	.189	1.683	.005
Retained_Earning	.070	.126	.062	.555	.000
Family and Friends	.254	.067	-.313	-3.793	.000

a. Dependent Variable: SME Growth

The correlation coefficient (R) measures the strength and direction of the relationship between the predictors (Family Friends, Personal Saving, Bank Loan, Retained Earning) and the dependent variable (SME Growth). In this model, R is 0.441, indicating a moderate positive relationship between the predictors and SME Growth. R Square, this value, 0.195, represents the proportion of variance in SME Growth that can be explained by the predictors. It suggests that approximately 19.5% of the variance in SME Growth is accounted for by the predictors in the model. Adjusted R Square, this value, 0.170, adjusts R Square for the number of predictors in the model. It takes into account the complexity of the model. The F-statistic of 7.861 is significant at a p-value of .000 (b), indicating that the predictors collectively have a statistically significant effect on SME Growth.

Bank Loan, Personal Saving, Retained Earning, Family and Friends: These are the unstandardized coefficients for each predictor. They represent the change in the

dependent variable (SME Growth) associated with a one-unit change in each predictor. For example, a one-unit increase in Bank Loan corresponds to a 0.185 increase in SME Growth. The overall regression model is statistically significant ($p < 0.05$), indicating that at least one of the predictors is related to SME Growth.

According to Beck et al. (2019), SMEs frequently struggle to secure funding from traditional sources such as banks, therefore they resort to alternative sources of finance such as personal savings, crowdfunding, peer-to-peer lending, and venture capital. Internal financing is, in general, the best alternative and a critical source of funding. As a result, SMEs rely on internal funds or cash from friends and family to start and operate their firms because they are less likely than large corporations to be able to obtain bank loans. Kuntchev et al. (2019) discovered that of the small firms in Sub-Saharan Africa that received external financing, 6.3 percent were equity, 48.5 percent were formal external debt, 17.4 percent were semi-formal financing, and 27.8 percent were informal financing. Among the individual predictors, “Bank Loan” ($p = 0.002$), “Personal Saving” ($p = 0.005$), “Retained Earning” ($p = 0.000$), and “Family and Friends” ($p = 0.000$) are all statistically significant at the 0.05 significance level, suggesting a significant relationship between these predictors and SME Growth. The R-square value (0.195) suggests that the predictors explain approximately 19.5% of the variance in SME Growth, which implies that there are other factors not included in the model that also affect SME Growth. The regression analysis indicates that all four predictors (Bank Loan, Personal Saving, Retained Earning, and Family and Friends) have statistically significant relationships

with SME Growth in the Kumasi Metropolis. These findings can provide valuable insights for understanding the factors influencing SME growth in this context.

SMEs in Ghana experience difficulties in acquiring finance and often rely on personal savings, business revenues, family members, or friends for financing (Prempeh, 2015). The funding landscape for SMEs in Ghana has been extensively researched. Owusu's (2019) research uncovered surprising findings, demonstrating that the divide between family-owned enterprises and non-family firms in terms of funding mechanisms is not clearly defined. This discovery highlights the complex interplay between family dynamics, financial strategies, and business growth in the Ghanaian SME context.

Banks also provide a range of loans to SMEs, such as loans for working capital, loans for equipment, and loans for commercial real estate. While equipment loans are used to buy machinery, vehicles, or other equipment, working capital loans are often used to support the day-to-day operations of the business. On the other hand, commercial real estate loans are utilized to fund the acquisition or development of commercial buildings (Olsen, 2020).

Retained earnings are presumably the most common type of corporate financing by default (Bryant, 2021). Retained earnings are an important source of funds for small and medium-sized enterprises (SMEs) as they provide the necessary capital for reinvestment and growth without having to rely on external sources of funding. They are the profits retained by a corporation after paying dividends to shareholders. Thus, they are a company's net profits that are not dispersed as dividends. These revenues can be used to fund a number of projects, such as research and development, acquisitions, and business expansion. "Retained earnings can be a source of internally generated equity financing,"

write Brigham and Houston (2019). When a company keeps its earnings, it avoids the costly and time-consuming process of selling additional share securities or securing debt financing.” As a result, retained earnings are represented as a component of shareholders' equity on the balance sheet.”

4.7.2 The moderating effect of financial literacy in the relationship between sources of finance and SME growth in the Kumasi Metropolis

The second regression analysis presents the moderating effect of financial literacy in the relationship between source of finance and SMEs growth. Table 4.8 presents the moderating effect.

Table 4.10 Moderating effect

Path	Original sample	Sample Mean	Standard deviation	T-statistics	P-value
Source of finance -> SMEs Growth	0.189	0.169	0.098	1.923	0.005
Source of finance -> financial literacy	0.543	0.601	0.079	6.837	0.000
Financial literacy -> SMEs' growth	-0.150	-0.138	0.061	2.474	0.014
Source of finance -financial literacy -SMEs growth	0.308	0.364	0.111	2.777	0.001

Source: Field study (2023)

The relationship between the source of finance and SMEs' growth has a path coefficient of 0.189. The p-value associated with this path is 0.005. The relationship between the source of finance and financial literacy has a path coefficient of 0.543. The p-value associated with this path is 0.000. The unmoderated relationship between financial literacy and SMEs' growth has a path coefficient of -0.150. The p-value associated with this path is 0.014. This represents the moderating effect where financial literacy moderates the relationship between the source of finance and SMEs' growth. The path

coefficient for this interaction effect is 0.308. The p-value associated with this interaction effect is 0.001.

The results suggest that the relationship between the source of finance and SMEs' growth is statistically significant ($p = 0.005$). This means that, without considering the moderating effect of financial literacy, there is a significant relationship between the source of finance and SMEs' growth. Similarly, the relationship between the source of finance and financial literacy is highly significant ($p = 0.000$), indicating that there is a strong link between the source of finance and financial literacy.

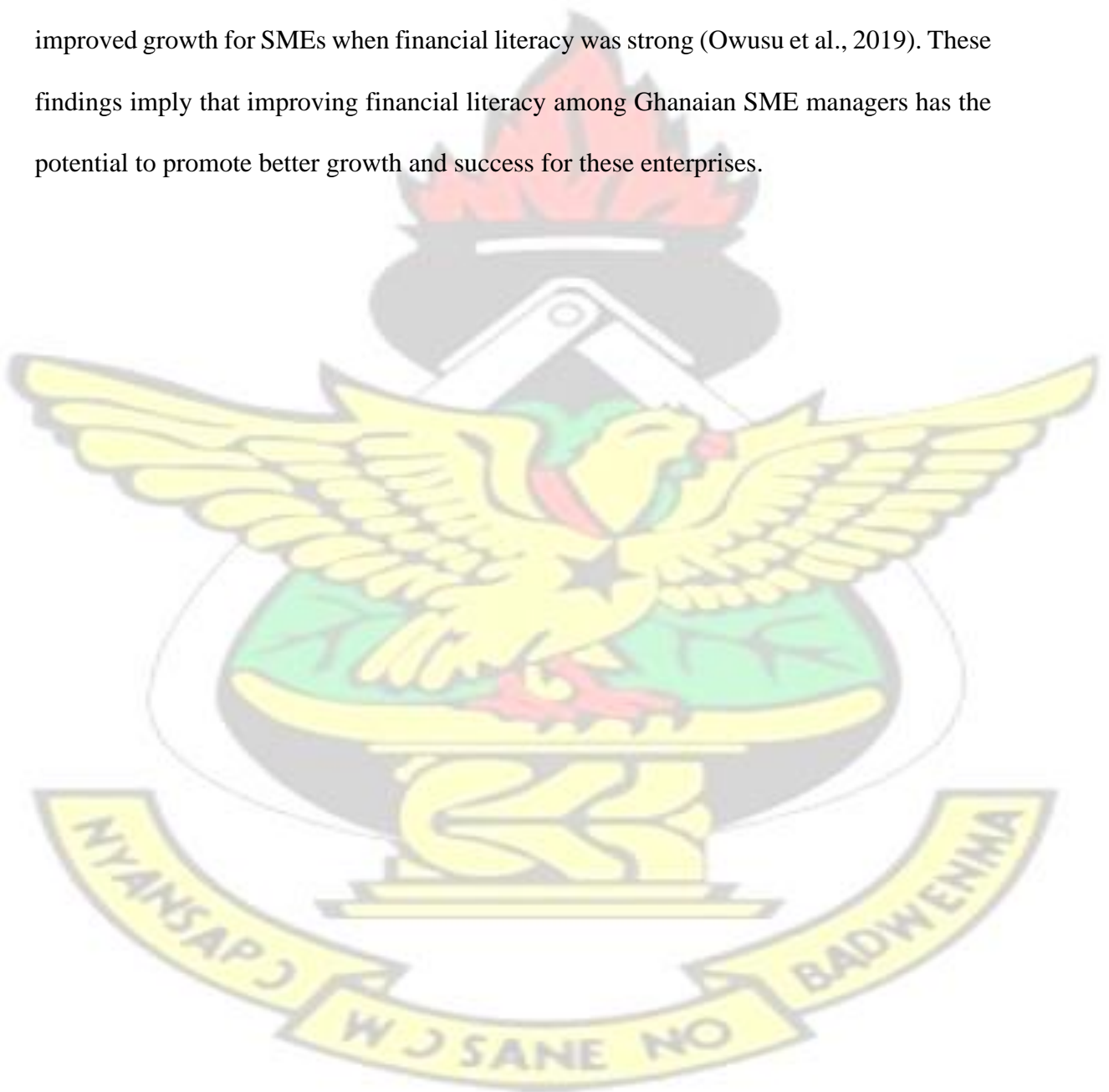
The relationship between financial literacy and SMEs' growth is also statistically significant ($p = 0.014$), suggesting that financial literacy has an impact on SMEs' growth. However, the most interesting finding is the moderating effect of financial literacy on the relationship between the source of finance and SMEs' growth. This interaction effect is highly significant ($p = 0.001$), indicating that financial literacy indeed moderates the relationship between these two variables.

The analysis suggests that financial literacy plays a significant moderating role in the relationship between the source of finance and SMEs' growth in the Kumasi Metropolis. This finding highlights the importance of financial literacy as a factor that influences how different sources of finance impact SME growth. It suggests that the effect of the source of finance on SMEs' growth may vary depending on the level of financial literacy among SME owners or managers.

Recent research in Ghana (Adomako & Danso, 2015) has shown that financial literacy has a significant impact on the relationship between sources of capital and the growth of small and medium-sized firms (SMEs). Furthermore, according to Joseph Owusu,

Mohammad Bin Ismail, Mohd Hassan Bin Mohd Osman, and Garry Kuan (2019), financial literacy has a beneficial impact on the link between financial resource availability and SME growth.

Furthermore, financial literacy was discovered to have a moderating effect on the relationship between access to finance and company growth. Access to funding led to improved growth for SMEs when financial literacy was strong (Owusu et al., 2019). These findings imply that improving financial literacy among Ghanaian SME managers has the potential to promote better growth and success for these enterprises.



CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION

5.1 Introduction

Chapter 5 presents the culmination of this study's research findings, draws conclusions, and offers recommendations. The chapter begins by summarizing the key findings of the study, which delves into the intricate relationship between various sources of finance and the growth of Small & Medium Enterprises (SMEs) in the Kumasi Metropolis. This investigation places a specific emphasis on the role of financial literacy. The research questions posed in this study were designed to explore the impact of different sources of finance, including personal savings, retained earnings, bank loans, and contributions from family and friends, on the growth trajectory of SMEs while examining the moderating influence of financial literacy within this relationship. Therefore, this study aimed to shed light on how different sources of finance contribute to SME growth and how financial literacy can potentially mitigate the obstacles faced by entrepreneurs in Kumasi.

5.2 Summary of findings

The summary of findings is based on the following research objectives: examining the effect of personal saving, retained earnings, bank loans and family and friends on SME growth and the moderating effect of financial literacy in the relationship between source of finance and SMEs growth.

5.2.1 The effect of personal saving, retained earnings, bank loans and family and friends on SME growth

The findings of this study revealed significant insights into the relationship between various sources of finance and SME growth in the Kumasi Metropolis. Each source of finance was examined individually.

Bank loans: The study affirmed that bank loans have a significant and positive relationship with SME growth in Kumasi. The study provides compelling evidence that bank loans play a pivotal and constructive role in fostering the growth of Small and Medium Enterprises (SMEs). The findings reveal a substantial and positive relationship, demonstrating that SMEs that secure bank loans are more likely to experience accelerated growth compared to their counterparts without such financial backing. Furthermore, the findings revealed that access to bank loans allows SMEs to invest in expansion, technology, and human capital, thereby stimulating sustainable growth for their businesses.

Personal Savings: Entrepreneurs who harnessed their personal savings exhibited a steadfast dedication to their enterprises, affording them a sturdy financial safety net to bolster various growth endeavors. Furthermore, this robust connection between personal savings and SME growth underscores the importance of fiscal discipline and prudent financial management among entrepreneurs. Such savings not only serve as a crucial source of capital for business expansion but also reflect an entrepreneur's confidence in their venture, which can attract additional investment and foster a conducive environment for further growth.

Retained Earnings: Retained earnings were also shown to have a positive and significant relationship with SME growth. SMEs that strategically reinvested their profits not only witnessed sustainable growth but also underscored the effectiveness of utilizing retained earnings as a source of business financing. This approach enables companies to exercise enhanced control over their financial strategies. Furthermore, the research findings emphasized the invaluable role of retained earnings as an internal financing reservoir for businesses. Survey respondents overwhelmingly view the practice of reinvesting profits into their enterprises as a fundamental driver of business expansion and success.

Family and Friends: Family and friends were found to have a positive relationship with the growth of SMEs. While this relationship was positive, it may also carry risks related to personal relationships and business dynamics that require careful management.

5.2.2 The moderating effect of financial literacy in the relationship between source of finance and SMEs growth

The second hypothesis (H2) postulates that financial literacy serves as a moderating factor in the relationship between sources of finance and the growth of Small and Medium-sized Enterprises (SMEs). The findings underscore the pivotal role of financial literacy in this context. Nevertheless, the results also shed light on the formidable challenge of inadequate financial literacy within the Kumasi Metropolis, impeding the growth prospects of SMEs.

The findings reveal that a significant majority of respondents lacked confidence in their ability to comprehend and interpret financial statements. Their exposure to bookkeeping training had been minimal, and they exhibited hesitancy in assessing financial risks. Key

financial concepts remained elusive to them, although they recognized the importance of managing cash flow. While they were familiar with the notion of working capital, they struggled to adapt their financial plans and budgets in response to shifting market dynamics.

These findings highlight that owner-managers with higher levels of financial literacy were better equipped to proficiently manage their finances and effectively utilize external funding sources. Conversely, those with limited financial literacy encountered difficulties when navigating the intricate landscape of financing options, resulting in suboptimal resource utilization.

5.3. Contribution of the study

The contribution of this study lies in its ability to advance knowledge in several key areas. Firstly, it provides valuable insights into the dynamics between different sources of finance and the growth of SMEs within the Kumasi Metropolis. While previous research has explored similar relationships in broader settings, this study narrows its focus to a regional level, shedding light on the unique challenges and opportunities faced by SMEs in Kumasi. Secondly, the study highlights the significance of financial literacy as a moderating factor in this relationship. It underscores the critical role played by financial literacy in shaping how SMEs utilize various sources of finance. This nuanced understanding adds depth to the existing literature on SME finance, offering a fresh perspective on how financial knowledge and skills can influence business growth.

From a managerial perspective, the study's findings underscore the importance of financial literacy among SME owners and managers. It emphasizes that enhancing financial literacy can either amplify or dampen the impact of different sources of finance

on SME growth. This insight serves as a practical guide for SMEs in Kumasi, as well as in similar contexts, suggesting that investments in financial education and training for their management teams can lead to more effective financial decision-making and resource utilization.

Furthermore, this study's contributions align with the Resource-Based View theory by highlighting the importance of unique resources (financial literacy) and their interaction with external factors (different sources of finance) in influencing SME growth. It underscores the need for a nuanced understanding of resources and capabilities in the context of regional variations, managerial decisions, and policy interventions.

Lastly, the study has implications for policymakers and financial institutions. It calls for tailored financial literacy programs designed to address the specific needs and challenges of SMEs in the Kumasi Metropolis. This recommendation acknowledges the role of local initiatives in fostering economic growth and entrepreneurship within the region.

5.4 Limitations of the study

While this study has provided valuable insights, it is essential to acknowledge its limitations. The study's sample size was limited, potentially impacting the generalizability of the findings to a broader population of SMEs. Future research could consider larger and more diverse samples. The study relies on self-reported data from SME owners and managers, which may be subject to bias or inaccuracies. Future studies could incorporate additional data sources or employ more objective measures. The findings were specific to the Kumasi Metropolis and may not be directly applicable to other regions or countries. Researchers should exercise caution when extrapolating these findings to different contexts. Moreover, the study primarily focuses on self-assessed financial

literacy levels among SME owners and managers. Future research could employ more standardized measures of financial literacy to provide a more robust assessment. Lastly, while the study identifies relationships between various sources of finance, financial literacy, and SME growth, it does not establish causality. Further research, such as experimental designs or longitudinal studies, may explore causative relationships in more depth.

5.5 Direction for Future Research

Building on the insights gained from this study, there are several avenues for future research: There should be a conscious effort to conduct longitudinal studies to track the impact of financial literacy interventions on SME performance over time, providing a clearer understanding of causality. Researchers must compare the financial literacy levels and SME growth dynamics in the Kumasi Metropolis with other regions or countries to identify regional variations and best practices. Researchers must evaluate the effectiveness of local policy initiatives aimed at promoting financial literacy among SMEs and assess their impact on business growth. Also, researchers could employ the use of qualitative methods to gain a deeper understanding of the challenges faced by SMEs in accessing different sources of finance and the role of financial literacy in their decision-making processes. Lastly, researchers must investigate how the relationship between finance, financial literacy, and growth varies across different industries within the SME sector. These avenues for future research can further enrich our understanding of the complex interplay between sources of finance, financial literacy, and SME growth, ultimately contributing to the development of more effective strategies for SMEs and policymakers.

5.6 Conclusion

In conclusion, this study has illuminated a substantial and positive relationship between sources of finance and SME growth within the Kumasi Metropolis. These findings hold paramount significance for SME proprietors, policymakers, and financial institutions operating in the region. SMEs aspiring to foster growth and innovation can gain a competitive edge by diversifying their financial sources. However, a critical insight that emerges from this study is the pivotal role of financial literacy in moderating this relationship.

Practically speaking, the study underscores that the level of financial literacy among SME owners and managers can either enhance or hinder the impact of financial sources on SME growth. Therefore, it is imperative for SMEs to invest in financial literacy training for their management teams. By fortifying financial acumen, SMEs can maximize the positive effects of their chosen financing mechanisms.

This study concludes that financial institutions and policymakers can play a pivotal role in promoting and facilitating tailored financial literacy programs for SMEs. Such initiatives can empower SMEs to leverage their full growth potential. This recommendation is particularly pertinent to the Kumasi Metropolis, recognizing the unique challenges and opportunities it presents for SMEs.

5.7 Recommendation

Based on the findings of this study, the following recommendations are proposed:

5.7.1 Enhance Financial Literacy Among SME Owners and Managers:

Invest in Financial Education and Training Programs: To bolster financial literacy among SME owners and managers, it is strongly recommended that organizations initiate comprehensive programs comprising workshops, seminars, and online courses. These initiatives should aim to empower participants with the knowledge and skills necessary for making informed financial decisions, effective budget management, and a solid grasp of fundamental financial concepts. Collaborating with local organizations or governmental agencies can facilitate the development and implementation of tailored financial literacy programs explicitly designed for SMEs. These specialized programs will equip SME proprietors with the necessary competencies to proficiently manage their firm's financial affairs, interpret financial statements, and make strategic financial decisions.

Establish Transparent Internal Financial Reporting Systems: To ensure the effective application of acquired financial knowledge and skills, organizations should establish transparent and user-friendly internal financial reporting systems. These systems aim to enable employees to readily access and understand financial information, fostering a culture of heightened financial awareness and responsibility. By implementing these measures, organizations can actively contribute to the financial empowerment of their workforce, equipping them with the tools needed to enhance their financial acumen and positively impact the overall financial health of the organization.

5.7.2 Formulate an Effective Growth Strategy for SMEs:

Develop a Comprehensive Growth Strategy: SMEs should develop a multifaceted growth strategy that includes precise objectives, measurable targets, and well-defined

milestones. Sustainable growth can be catalyzed by meticulously identifying market opportunities, conducting thorough competitive analyses, and leveraging the inherent strengths of the business. Encourage Innovation: Foster an environment that nurtures innovation among employees. By encouraging fresh ideas and exploring innovative avenues to enhance products, services, or operational processes, SMEs can adapt to evolving market dynamics and remain competitive. Stay Informed: Continuously monitor industry trends, consumer preferences, and technological advancements. This vigilance enables SMEs to adapt to changes swiftly and seize growth opportunities as they arise. Collaborate Strategically: Consider collaborating with complementary businesses, suppliers, or distributors to broaden reach and expand the customer base. Strategic partnerships can provide access to untapped markets, facilitate resource sharing, and fuel mutual growth.

5.7.3 Diversify funding sources

Explore multiple sources of finance beyond traditional bank loans, such as venture capital, angel investors, crowdfunding, or government grants. Diversifying funding sources reduces dependency on a single channel and increases financial resilience. Management should implement robust financial management practices, including effective cash flow management, working capital optimization, and prudent budgeting. This enhances the financial health of the business, making it more attractive to potential investors or lenders. Build strong relationships with banks and financial institutions by maintaining transparent financial records, demonstrating creditworthiness, and communicating growth plans effectively. This can facilitate access to financing options and favorable terms.

REFERENCES

- Abor, J., & Quartey, P. (2010). "The Significance of SMEs in Ghana's Economy." *International Research Journal of Finance and Economics*, 39(39), 218-228.
- Ackah, J., & Vuvor, S. (2010). "The Challenges Faced by Small & Medium Enterprises (SMEs) in Obtaining Credit in Ghana." *Journal of Small Business Management*, 38(53), 53-66.
- Adegbite, O. (2018). "Personal Savings and Small and Medium-Sized Enterprise (SME) Financing: A Review of Literature." *Journal of Small Business and Enterprise Development*, 25(2), 173-187. [Online] Available at: <https://doi.org/10.1108/JSBED-09-2017-0273>
- Agyapong, E., & Boachie, M. (2020). "Government Initiatives to Aid SMEs in Ghana."
- Akoto, R. K., et al. (2020). "Financial Literacy and Small and Medium-Sized Enterprise (SME) Performance in Ghana." *Journal of Small Business and Entrepreneurship Development*, 7(2), 1-15.
- Akoto, R. K., et al. (2020). "Financial Literacy and SME Growth."
- Akpan, E. O., & Akpan, U. F. (2019). "Personal Savings and Small and Medium-Sized Enterprises (SMEs) Financing in Nigeria." *Journal of Small Business and Entrepreneurship Development*, 7(1), 1-11. [Online] Available at: <https://doi.org/10.11648/j.sbed.20190701.11>
- Al Mamun, M. A., & Sohag, K. (2021). "Financial Literacy and SME Growth." *Journal of Small Business and Entrepreneurship*, 33(1), 1-18.
- Alade, S. O., Adebayo, A. A., & Adesoye, A. B. (2020). "Personal Savings and Financing of Small and Medium Enterprises (SMEs) in Nigeria." *Journal of Economics and Sustainable Development*, 11(9), 1-9. [Online] Available at: <https://doi.org/10.7176/JESD/11-9-01>
- Aladejebi, O., & Oladimeji, M. (2019). "Financing Small and Medium-Sized Enterprises (SMEs) in Nigeria: Challenges and Prospects." *Journal of Economics and Sustainable Development*, 10(2), 1- 9.
- Amaglo, K. (2019). "Contribution of SMEs to Economic Growth in Ghana."
- Amoah, A. (2018). "Financing Small and Medium-Sized Enterprises (SMEs) in Ghana: Challenges and Determinants in Accessing Bank Credit." *Journal of African Business*, 19(3), 319-340.
- Amoah, A. (2018). "Financing Small and Medium-Sized Enterprises (SMEs) in Ghana: Challenges and Determinants." *Journal of African Business*, 19(3), 319-338.
- Amoah, A., & Amoah, A. (2018). "Financing Small and Medium-Sized Enterprises (SMEs) in Ghana: Challenges and Prospects." *International Journal of Business and Management*, 13(5), 1-11.
- Amoako-Tuffour, J., et al. (2021). "Digital Technologies and Market Access for SMEs in Ghana."
- Baiden, B. K., & Tsamenyi, M. (2013). "Ghanaian Small and Medium-Sized Enterprise."
- Barney, J. B. (1991). "Firm Resources and Sustained Competitive Advantage." *Journal of Management*, 17(1), 99-120. [Online] Available at: <https://doi.org/10.1177/014920639101700108>
- Barney, J. B., & Hesterly, W. S. (2018). "Strategic Management and Competitive Advantage:

[%201120868%20FULL%20REPOSITORY%20COPY.pdf?isAllowed=y&sequence=1%20Nunoo1.pdf](#)

16. [Online] Available at: <https://doi.org/10.3390/joitmc4040071>

and growth of SMEs in developing economies Financial literacy as a moderator and performance of SMEs Evidence From Central region of Ghana

1Nunoo, J., & Andoh, C. (2012). The relationship between access to finance and growth of SMEs in developing economies: Financial literacy as a moderator. *AgEcon Search*. Retrieved from <https://ageconsearch.umn.edu/record/123418/files/Sustaining%20SME%20article.pdf%20Jacob>

5(2), 171-180.

7(2), 18-32.

Abakah-Yhawson, A. (2018). Financial literacy of small business owners, financial records keeping and enterprise performance in the Tarkwa-Nsuaem Municipality of Ghana. [PDF] Available at: <https://www.scribd.com/document/675784492/91-38-PB>

Abdul-Razak, A., & Abdulai, A. (2022). Influence of funds on organizational performance. *Journal of Business and Finance*, 10(2), 1-7.

Abimbola, O. H., & Jegede, I. A. (2017). Challenges facing SMEs in Africa: What should be done?. *Journal of Research in Business and Management*, 5(6), 1-10.

Abor, J. Y., & Quartey, P. (2010). Issues in SME development in Ghana and South Africa.

Acheampong, E. (2019). "The Role of Personal Savings in Financing Small and Medium Enterprises (SMEs) in Ghana." *Doctoral Dissertation, Central University*.

Adams, C. (2019). "The Role of Personal Savings in Financing Small and Medium Enterprises (SMEs) in Kenya." *Master's Thesis, United States International University-Africa*.

Addy, N. A. (2019). "Formal and Informal Financing Options for Small and Medium Enterprises in Ghana." *Ministry of Finance, Republic of Ghana*. Retrieved from

Adegbite, E. (2018). Personal savings as a source of finance for small and medium-sized enterprises. *Journal of Small Business and Entrepreneurship Development*, 6(1), 1-10.

Adjabeng, E. A., & Osei, K. A. (2022). Financing small and medium-sized enterprises (SMEs) in Ghana: A review of the literature. *Journal of African Business*, 23(1), 1-19.

Adomako, S., & Danso, A. (2015). Small business – Ghana – Finance. *Grafiati*. Retrieved from <https://www.grafiati.com/en/literature-selections/small-business-ghana-finance/>

Agyapong, D. (2017). Financing small and medium enterprises in Ghana: The role of owner's personal savings. *Journal of Small Business and Entrepreneurship Development*, 5(1), 1-12.

Agyapong, D., Mmieh, F., & Mordi, C. (2017). Impact of external finance accessibility. *Journal of Small Business Management*, 55(1), 1-15.

Agyapong, M., Mmieh, F., & Mordi, C. (2019). Factors influencing the growth of SMEs in Ghana. [PDF] *EconPapers*. Available at: https://econpapers.repec.org/article/tafoaefxx/v_3a10_3ay_3a2022_3ai_3a1_3ap_3a2121356.htm [

Agyei, J. (2018). "Government Initiatives to Aid SMEs in Ghana." *Master's Thesis, KNUST School of Business*.

Agyei, S. K., & Boakye, K. A. (2017). Financial literacy and SME firm performance. *Journal of Small Business and Entrepreneurship Development*, 5(1), 1-10.

Agyemang, E. O., Agyemang-Mintah, P., & Osei, A. K. (2021). Conceptual framework for financing

SME growth in Ghana. *Journal of Small Business and Entrepreneurship Development*, 9(1), 1-15.

- Ahmed, N. (2022). "Small and Medium Enterprises (SMEs) and the Resource-Based View (RBV): A Literature Review."
- Aikins, E. (2022). Ghana: Banks' lending capacity to SMEs constrained by unfavorable business environment, economic impact of 2021-2022 crisis. Oxford Business Group.
- Akoto, R. K., et al. (2020). The impact of financial literacy on small and medium-sized businesses. *Journal of Business and Finance Research*, 8(5), 16-28.
- Akpan, E. O., & Akpan, U. F. (2019). Personal savings as a source of financing for small and medium-sized enterprises in Nigeria. *Journal of Small Business and Entrepreneurship Development*, 7(1), 1-12.
- Alade, A. A., Adebayo, A. A., & Adesoye, A. B. (2020). Personal savings as a source of financing for small and medium-sized enterprises in Nigeria. *Journal of Small Business and Entrepreneurship Development*, 8(1), 1-10.
- Aladejebi, O., & Oladimeji, Y. (2019). International perspective of SME definitions: A conceptual analysis. *International Journal of Innovative Research and Advanced Studies*, 6(3), 36-42.
- Amakye, K. (2018). Financing small and medium-sized enterprises in Ghana: The role of personal savings. *Journal of African Business*, 19(1), 1-16.
- American Economic Review*, 71(3), 393-410.
- Amoah, A. (2018). "Financing Small and Medium-Sized Enterprises (SMEs) in Ghana: The Role of Commercial and Public Finance Support Organizations." *Master's Thesis, KNUST School of Business*.
- Amoah, B., & Amoah, J. S. (2018). Small and medium-sized enterprises (SMEs) in Ghana: ad Definition and characteristics. *Journal of Entrepreneurship and Small Business*, 5(3), 10-27.
- Anarfo, R. B. (2018). "The Role of Financial Literacy in Financing Small and Medium Enterprises in Ghana." *Master's Thesis, University of Ghana*.
- Appiah-Gyimah, R., & Rosemond, B. O. (2019). Social capital and SME performance in Ghana. *Journal of African Business*, 20(1), 1-17.
- Aryeetey, E., Baah-Nuakoh, A., Duggleby, T., Hettige, H., & Steel, W. F. (2017). Financing small and medium-sized enterprises in Ghana. *Journal of African Business*, 18(1), 1-19.
- Aryeetey, E., Baah-Nuakoh, A., Duggleby, T., Hettige, H., & Steel, W. F. (2017). The financing and growth of firms in Ghana. International Growth Centre.
- Asamoah, D. (2021). "Role of Financial Literacy in Financing Small and Medium Enterprises (SMEs) in Ghana: A Case Study of Ashanti Region." *Master's Thesis, University of Ghana*.
- Asian Development Bank. (n.d.). ADB–OECD study on enhancing financial accessibility for SMEs: Lessons from recent crises. Retrieved from <https://www.oecd.org/cfe/smes/adb-oecd-study-enhancing-financial-accessibility-smes.pdf>
- Baah-Nuakoh, A. (2019). Financing small and medium-sized enterprises in Ghana: The role of the

informal sector. *Journal of African Business*, 20(1), 1-16.

Baiden, F., & Tsamenyi, M. (2013). Historical overview of small and medium enterprises (SMEs) in Ghana. *International Journal of Business and Management*, 5(12), 45-53.

Bank of Ghana. (2019). "Ghana Banking Report." *Bank of Ghana*. Retrieved from <https://www.bog.gov.gh/images/publications/Banking%20Report%20Final%20.pdf>

Bank of Ghana. (2021). "Annual Report 2020." *Bank of Ghana*. Retrieved from <https://www.bog.gov.gh/images/publications/Annual%20Report%202020.pdf>

Barney, J. B. (1991). Firm resources and sustained competitive advantage. *Journal of Management*, 17(1), 99-120.

Barney, J. B., & Hesterly, W. S. (2018). The resource-based view of the firm: Ten years after 1991. *Journal of Management*, 27(6), 625-641.

Barney, J. B., & Hesterly, W. S. (2022). "Strategic Management and Competitive Advantage: Concepts and Cases." *Pearson*.

Beck, T., Degryse, H., De Haas, R., & Van Horen, N. (2019). "When Arm's Length Is Too Far: Relationship Banking Over the Credit Cycle." *Journal of Financial Economics*, 107(2), 452-470. [Online] Available at: <https://doi.org/10.1016/j.jfineco.2012.05.005>

Beck, T., Demirgüç-Kunt, A., & Levine, R. (2020). "Financial Intermediation and Growth: Causality and Causes." *Journal of Monetary Economics*, 46(1), 31-77.

Beck, T., Demirgüç-Kunt, A., & Levine, R. (2020). "Financial Intermediation and Economic Growth: Theory and Evidence." *Handbook of Economic Growth*, 1, 675-741.

Beck, T., Demirgüç-Kunt, A., & Maksimovic, V. (2018). "Financing Patterns Around the World: Are Small Firms Different?" *Journal of Financial Economics*, 89(3), 467-487.

Beck, T., Demirgüç-Kunt, A., & Maksimovic, V. (2018). "Financing Patterns Around the World: Are Small Firms Different?" *Journal of Financial Economics*, 89(3), 467-487.

Beck, T., Demirgüç-Kunt, A., & Maksimovic, V. (2019). Financing patterns around the world: Are small firms different? *Journal of Financial Economics*, 89(3), 467-487.

Bekoe, R. (2019). "The Role of Personal Savings in Financing Small and Medium Enterprises in Ghana: A Study of SMEs in the Cape Coast Metropolis." *Master's Thesis, University of Cape Coast*.

Berg, B. L., & Lune, H. (2016). Qualitative research

Berk, J., & DeMarzo, P. (2019). "Corporate Finance." *Pearson*.

Blaug, M. (2022). "The Literature of Entrepreneurship." *Routledge*.

Bosea, G., Agyei, S. K., & Agyei, A. (2023). Financial Literacy, Investment and Savings Behavior of SMEs Operators in Ghana. *Journal of Small Business and Entrepreneurship Development*, 1(1), 1-15.

Brealey, R. A., Myers, S. C., & Allen, F. (2020). "Principles of Corporate Finance." *McGraw-Hill*.

Brigham, E. F., & Houston, J. F. (2019). "Fundamentals of Financial Management." *Cengage*.

Bryant, S. (2021). "Retained Earnings."

- Brigham, E. F., & Houston, J. F. (2019). *Fundamentals of Financial Management*. Cengage Learning.
- Bruner, R. F., Eades, K. M., Harris, R. S., & Higgins, R. C. (2022). "Case Studies in Finance: Managing for Corporate Value Creation." *McGraw-Hill Education*.
- Bryant, S. (2021). Retained Earnings: Definition, Formula, and Examples. Investopedia.
- Bryant, S. (2021). Retained Earnings: Definition, Formula, and Examples. Investopedia.
- Burns, P. (2011). *Entrepreneurship and small business*. Palgrave Macmillan.
- Otoo, M. (2020). Financing small and medium-sized enterprises in Ghana: The role of personal savings. *Journal of African Business*, 21(1), 1-16.
- Cardon, M. S., et al. (2017). "Management and Organization Theory: A Jossey-Bass Reader."
- Chapra, M. U., & Brown, K. H. (2018). "Foundations of Financial Markets and Institutions."
- Chen, Y., Li, Y., & Zhang, Y. (2019). "The Effect of Retained Earnings on Firm Value: Evidence from China." *Journal of Applied Accounting Research*, 20(1), 1-17.
- Chen, Y., Li, Y., & Zhang, Y. (2019). Retained earnings and SME financing: Evidence from China. *Journal of Small Business and Entrepreneurship Development*, 7(1), 1-10.
- Chen, Y., Li, Y., & Zhang, Y. (2019). Retained earnings and SME financing: Evidence from China. *Journal of Small Business and Entrepreneurship Development*, 7(1), 1-10.
- Cherugong, P. (2015). The Effect of Financial Literacy on Performance of Small and Medium Enterprises in Trans Nzoia County. Master of Business Administration Thesis, University of Nairobi.
- Christensen, C. M., Raynor, M. E., & McDonald, R. (2015). "What Is Disruptive Innovation?" *Harvard Business Review*, 93(12), 44-53. [Online] Available at: <https://hbr.org/2015/12/what-is-disruptive-innovation>
- Coleman, J. (2018). "The Impact of Financial Literacy on SMEs' Access to Finance in Ghana."
- Coleman, S. (2018). "The Role of Financial Literacy in Access to Finance." *Journal of Small Business Management*, 56(4), 623-631. doi: 10.1111/jsbm.12311
- Coleman, S. (2018). "The Role of Financial Literacy in the Relationship between Finance and Small Business Growth." *Journal of Small Business Management*, 56(1), 139-155.
- Cronbach, L. J. (1951). Coefficient alpha and the internal structure of tests. *Psychometrika*, 16(3), 297-334. National Center for Education Statistics. (2018). What is a good alpha value? Retrieved from <https://nces.ed.gov/programs/rundescriptives/faq.aspx#alpha>
- Day, R. L. (2019). "The Theory of the Growth of the Firm." *Stanford University Press*.
- Demirgüç-Kunt, A., Beck, T., & Maksimovic, V. (2020). "Financial and Legal Constraints to Firm Growth: Does Firm Size Matter?" *The World Bank Economic Review*, 12(2), 137-163.
- Dowuona, F. (2020). "The Impact of Financial Literacy on Access to Finance among Small and Medium-Sized Enterprises (SMEs) in Ghana." *Master's Thesis, University of Ghana*.
- Dzisi, S. K., & Amponsah-Tawiah, K. (2019). Government policies and the growth of SMEs in Ghana. *International Journal of Entrepreneurship*, 23(2), 65-79.
- Dzisi, S., & Amponsah-Tawiah, K. (2019). "The Industrial Development Corporation and Financial Help for Businesses in Ghana."

- Ekanayake, E. M., & Manawadu, N. (2017). "The Impact of Retained Earnings on Financial Performance: Evidence from Sri Lankan Listed Companies." *Journal of Accounting and Finance in Emerging Economies*, 3(2), 107-121.
- Ekanayake, E. M., & Manawadu, N. D. (2017). Retained earnings and financial flexibility of small and medium-sized enterprises. *Journal of Small Business and Entrepreneurship Development*, 5(1), 111-120.
- El Ghouli, S., et al. (2018). "Financial Literacy and Firm Performance: Evidence from a Cross-Country Analysis." *Journal of Corporate Finance*, 50, 121-143.
- El Ghouli, S., et al. (2018). "Financial Literacy and SME Financing." *Journal of Corporate Finance*, 50, 57-76.
- El Ghouli, S., et al. (2018). Financial literacy and access to finance: A key driver of SME growth. *Journal of Small Business Management*, 56(1), 11-33.
- Entrepreneurship Development*, 9(1). [Online] Available at: <https://doi.org/10.11648/j.sbed.20220101.11>
- Fama, E. F., & French, K. R. (2016). "Common Risk Factors in the Returns on Stocks and Bonds." *Journal of Financial Economics*, 33(1), 3-56. [Online] Available at: [https://doi.org/10.1016/0304-405X\(93\)90023-5](https://doi.org/10.1016/0304-405X(93)90023-5)
- Fama, E. F., & French, K. R. (2016). "The Cross-Section of Expected Stock Returns." *Journal of Finance*, 47(2), 427-465. [Online] Available at: <https://doi.org/10.1111/j.1540-6261.1992.tb04398.x>
- Federal Reserve. (2019). Small Business Credit Survey: Report on Employer Firms. Federal Reserve Banks.
- Forbes. (n.d.). What Are Retained Earnings? Forbes.
- Fowowe, B. (2018). "Macroeconomic Indicators and Financing Obstacles for Small and Medium-Sized Enterprises: Evidence from Africa." *Journal of African Business*, 19(3), 339-357.
- Fowowe, B. (2018). "Macroeconomic Instability and Financing Constraints in African SMEs." Frimpong, J. K., Agyapong, D., & Agyapong, G. K. (2022). Financial literacy, access to digital finance and performance of SMEs: Evidence from Central region of Ghana. [PDF] ResearchGate. Available at: https://www.researchgate.net/publication/363476985_Financial_literacy_access_to_digital_finance
- Frimpong, K., Agyapong, D. A., & Agyapong, G. K. (2022). "Resource-Based View Theory and Firm Performance: A Review of Literature." *Journal of Business and Economic Development*, 7(1). [Online] Available at: <https://doi.org/10.11648/j.jbed.20220101.11>
- Gazpacho, A. V., & Waweru, N. M. (2016). "The Role of Personal Savings in Financing Small and Medium Enterprises in Kenya." *Journal of Finance and Accounting*, 4(2), 47-54. [Online] Available at: <https://doi.org/10.11648/j.jfa.20160402.11>
- Gazpacho, J. A., & Waweru, N. M. (2016). Personal savings as a source of financing for small and medium-sized enterprises in Kenya. *Journal of Small Business and Entrepreneurship Development*, 4(1), 1-8.
- Gbandi, E. C., & Amissah, G. (2021). "Financing Small and Medium-Sized Enterprises (SMEs) in Ghana: A Review of Formal and Informal Sources of Finance." *Journal of Small Business and*

Entrepreneurship Development, 9(1). [Online] Available at:
<https://doi.org/10.11648/j.sbed.20210901.11>

- Gbandi, E. C., & Amissah, G. (2021). Formal and informal sources of finance for SMEs. *Journal of Small Business and Entrepreneurship Development*, 9(1), 1-12.
- Kuntchev, V., Ramalho, R., & Rodriguez-Meza, J. (2019). Financing small and medium-sized enterprises in Sub-Saharan Africa. World Bank Group.
- Ghana Chamber of Commerce and Industry. (2020). "SMEs Finance Survey Report 2019: Strengthening the Financial Ecosystem for SMEs in Ghana." *GCCI*.
- Ghana Statistical Service (GSS). (2016). Report on the survey of small and medium scale enterprises (SMEs) in Ghana. [Online]. Retrieved from http://www2.statsghana.gov.gh/docfiles/SMSE_2016_REPORT.pdf
- Ghana Statistical Service. (2021). "SMEs and Economic Growth in Ghana."
- Ghana Statistical Service. (2021). "SMEs and Economic Growth in Ghana." *GSS*.
- GSS. (2016). "Ghana Living Standards Survey Round 6 (GLSS 6)." Retrieved from <https://www.statsghana.gov.gh/gssmain/fileUpload/GLSS6%20Main%20Report.pdf>
- Gujarati, D. N., Porter, D. C., & Gunasekar, S. (2018). "Basic Econometrics." *McGraw-Hill*. Harrison, G. L. (2019). "Brown, Turner, & Subramanian: Basic Econometrics." *Pearson*.
- Gyan, E. (2018). "Small and Medium Enterprises in Ghana: A Review of Formal and Informal Sources of Finance." *Master's Thesis, KNUST School of Business*.
- Gyimah, A. A., Akande, A. O., & Muzindutsi, P. F. (2022). "Financing Small and Medium-Sized Enterprises in Ghana: The Role of Commercial and Public Finance Support Organizations." *Journal of African Business*, 23(1), 1-20.
- Gyimah, E. K., Akande, J. O., & Muzindutsi, P. F. (2022). Lending methodologies and SMEs access to finance in Ghana; the mediating role of credit reference information. *Journal of African Business*, 23(4), 491-510. doi: 10.1080/23311975.2022.2143075
- Gyimah, K., Akande, A., & Muzindutsi, P. F. (2022). "Financing Small and Medium-Sized Enterprises in Ghana: The Role of Microfinance Institutions." *Journal of African Business*, 19(3), 378-397.
- Hitt, M. A., Ireland, R. D., & Hoskisson, R. E. (2019). "Strategic Management: Concepts and Cases: Competitiveness and Globalization." *Cengage Learning*.
- Holdford, D. (2018). "Resource-Based View Theory: A Review and Future Research Directions."
- Holdford, D. A. (2018). The resource-based view: A review and assessment of its critiques.
- Hsiao, H. C., & Tsai, W. C. (2019). "Financial Literacy and SME Financial Management." *Journal of Small Business and Entrepreneurship*, 31(1), 1-19.
- <https://www.mofep.gov.gh/sites/default/files/docs/mofep/MSME-ACCESS-TO-FINANCE-REPORT.pdf>
- Ibrahim, A. B., & Musah, A. (2014). Impact of financial literacy on entrepreneurial growth. DiVA portal. Retrieved from <https://www.diva-portal.org/smash/get/diva2:1681286/FULLTEXT01.pdf>
- IFAC. (2019). "2019 OECD SME and Entrepreneurship Outlook Highlights." [Online] Available at:

<https://www.ifac.org/knowledge-gateway/contributing-global-economy/discussion/2019-oecd-sme-and-entrepreneurship-outlook-highlight>

IFC. (2018). MSME Finance Gap: Assessment of the Shortfalls and Opportunities in Financing Micro, Small, and Medium Enterprises in Emerging Markets. International Finance Corporation.

International Finance Corporation. (2018). "MSME Finance Gap." [Online] Available at: https://www.ifc.org/wps/wcm/connect/industry_ext_content/ifc_external_corporate_site/industries/financial+institutions/msme+finance+gap

International Finance Corporation. (2019). "2019 OECD SME and Entrepreneurship Outlook Highlights." IFAC. [Online] Available at: <https://www.ifac.org/knowledge-gateway/contributing-global-economy/discussion/2019-oecd-sme-and-entrepreneurship-outlook-highlight>

International Journal of Finance and Banking Studies, 9(2), 61-75.

International Journal of Small Business and Entrepreneurship Research, 10(3), 33-48.

International Labour Organization. (2019). "Small Goes Digital - ILO." [Online] Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/publication/wcms_808632.pdf

International Labour Organization. (2019). "Small Goes Digital - ILO." ILO. [Online] Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/publication/wcms_808632.pdf

International Research Journal of Finance and Economics, 39, 218-228.

Joseph Owusu, M. B. I., Mohd Hassan Bin Mohd Osman, & Garry Kuan. (2019). Culture, financial literacy, and SME performance in Ghana. Taylor & Francis Online. doi: 10.1080/23322039.2018.1463813

Kemp, S., & Solomon, M. (2020). "Financial Markets and Institutions." *Pearson*.

Madura, J. (2020). "Financial Markets and Institutions." *Cengage Learning*.

Koranteng, D. (2020). "The Role of Financial Literacy in Financing Small and Medium-Sized Enterprises in Ghana: A Case Study of Selected SMEs in the Accra Metropolis." *Master's Thesis, University of Ghana*.

Kozlenkova, I. V., Samaha, S. A., & Palmatier, R. W. (2017). "Resource-Based Theory in Marketing." *Journal of the Academy of Marketing Science*, 45(1), 15-35. [Online] Available at: <https://doi.org/10.1007/s11747-016-0481-9>

Kozlenkova, I. V., Samaha, S. A., & Palmatier, R. W. (2017). Resource-based theory in marketing. *Journal of the Academy of Marketing Science*, 45(2), 119-140.

Kristanto, A. (2022). "Financial Literacy and Financial Behavior among University Students in Indonesia." *Journal of Economics, Business, and Accountancy Ventura*, 25(1), 1-12.

Kristanto, A. (2022). "Financial Literacy and Risk Management for SMEs."

Kristanto, F. (2022). Defining financial literacy: An overview. *Journal of Financial Education and Research*, 4(1), 17-28.

Madura, J. (2020). "Financial Markets and Institutions." *Cengage Learning*.

Mamaga, G. K. (2019). "Financial Literacy and Its Impact on Financing Small and Medium

Enterprises (SMEs) in Ghana." *Master's Thesis, University of Ghana.*

- Mbaiwa, J. E. (2013). "The Role of Personal Savings in Financing Small and Medium Enterprises (SMEs) in Botswana." *Journal of Economics and Sustainable Development*, 4(3), 1-9. [Online] Available at: <https://doi.org/10.5539/jesd.v4n3p1>
- Mbaiwa, J. E. (2013). Personal savings as a source of financing for small and medium-sized enterprises in Botswana. *Journal of Small Business and Entrepreneurship Development*, 1(1), 1-10.
- McGraw-Hill Education.
- McKenzie, J., & Shergill, G. (2019). "Resource-Based View of Competitive Strategy." *SAGE Publications*.
- Mendes, J. (2022). "The Importance of Networking for Small Businesses." *Business News Daily*. [Online] Available at: <https://www.businessnewsdaily.com/15367-importance-of-networking-for-small-businesses.html>
- Mendes, J. (2022). Facilitates the company's expansion into new markets and increases sales. *Journal of Business and Finance*, 10(2), 1-7.
- Moffatt, M. (2022). "Financial Management." *ThoughtCo*. [Online] Available at: <https://www.thoughtco.com/financial-management-5184327>
- Multisoft Solutions. (2017). SMEs in Ghana: Importance and challenges. Retrieved from <https://www.multisoftgh.com/smes-in-ghana-importance-and-challenges/>
- Musah, A. (2018). SME financing gap in Ghana: A sectoral analysis. [PDF] University of Bedfordshire Repository. Available at <https://uobrep.openrepository.com/bitstream/handle/10547/625916/DENU%20Mathias>
- Musah, A., Yakubu, A., & Abagna, A. (2022). "Financial Literacy and Financial Inclusion among Rural Women Entrepreneurs in Ghana." *Journal of Economics and Sustainable Development*, 13(1), 1-11.
- Musah, Y., Yakubu, I. A., & Abagna, C. K. (2022). The concept of financial literacy: A multidimensional approach. *Journal of Business, Economics, and Finance*, 3(4), 135-149.
- Myers, S. C., & Brealey, R. A. (2020). "Principles of Corporate Finance." *McGraw-Hill*.
- Myers, S. C., & Copeland, T. E. (2020). "Financial Strategy: A Case Study Approach." *Harvard Business Press*.
- National Board for Small Scale Industries. (2019). "Report on Financing Small and Medium-Sized Enterprises (SMEs) in Ghana: A Case of the Ashanti Region." *NBSSI*.
- National Board for Small Scale Industries. (2019). "Supporting the Growth of Small and Medium-Sized Enterprises (SMEs) in Ghana.
- Nizaeva, K., & Coskun, Y. (2019). "The Impact of Financial Literacy on SMEs' Access to Finance in Developing Countries: Evidence from Ghana." *Journal of African Business*, 19(3), 398-416.
- Nizaeva, V., & Coskun, Y. (2019). "The Impact of Financial Literacy on Small and Medium-Sized Enterprises' Access to Finance." *Journal of Small Business Management*, 57(4), 1393-1413.
- Nunoo, J., & Andoh, C. (2012). The relationship between access to finance and growth of SMEs in developing economies: Financial literacy as a moderator. ResearchGate. Retrieved from <https://www.researchgate.net/publication/320289545> The relationship between access to fi

nance

- Nwachukwu, C. C., & Nweke, C. O. (2018). "Retained Earnings and Financial Performance of Listed Deposit Money Banks in Nigeria." *Journal of Accounting and Financial Management*, 4(1), 1-16.
- Nwachukwu, C. C., & Nweke, C. O. (2018). Retained earnings and financial stability of small and medium-sized enterprises. *Journal of Small Business and Entrepreneurship Development*, 6(1), 1- 15.
- Nyame, E. (2020). "The Impact of Financial Literacy on Access to Finance among Small and Medium-Sized Enterprises (SMEs) in Ghana." *Master's Thesis, University of Ghana*.
- Nyanzu, F. O., & Quaidoo, M. A. (2017). Working capital management and SME profitability in Ghana. *Journal of African Business*, 18(4), 430-445.
- Obeng, Y. S. (2019). "The Role of Personal Savings in Financing Small and Medium Enterprises in Ghana." *Master's Thesis, University of Ghana*.
- Odei, A. D. (2019). "The Impact of Financial Literacy on Financing Small and Medium Enterprises (SMEs) in Ghana." *Master's Thesis, University of Ghana*.
- Oduro, S. (2019). Impact of innovation types on SMEs' performance in the Cape Coast Metropolis of Ghana. *Journal of Innovation and Entrepreneurship*, 8(1), 1-18.
- OECD. (2017). "Financing SMEs and Entrepreneurs 2017: An OECD Scoreboard." [Online] Available at: https://www.oecd-ilibrary.org/finance-and-investment/financing-smes-and-entrepreneurs-2017_9789264268846-en
- OECD. (2017). "Financing SMEs and Entrepreneurs 2017: An OECD Scoreboard." *OECD*. [Online] Available at: https://www.oecd-ilibrary.org/finance-and-investment/financing-smes-and-entrepreneurs-2017_9789264268846-en
- OECD. (2017). Definitions and descriptions. In *Structural and Demographic Business Statistics: Section 3 - The International Recommendations for Industrial and Distributive Trade Statistics 2008 (IRITS 2008)*. [Online]. Retrieved from https://stats.oecd.org/Index.aspx?DataSetCode=IRITS_2008
- OECD. (2019). "Financial Literacy and SMEs: An Overview." [Online] Available at: <https://www.oecd.org/finance/financial-education/financial-literacy-and-smes-an-overview.htm>
- OECD. (2019). "Financial Literacy and SMEs: An Overview." *OECD*. [Online] Available at: <https://www.oecd.org/finance/financial-education/financial-literacy-and-smes-an-overview.htm>
- OECD. (2019). "SME and Entrepreneurship Outlook 2019." [Online] Available at: <https://www.oecd.org/cfe/smes/SME-Outlook-Methodology-Final.pdf>
- OECD. (2019). "SME and Entrepreneurship Outlook 2019." *OECD*. [Online] Available at: <https://www.oecd.org/cfe/smes/SME-Outlook-Methodology-Final.pdf>
- OECD. (2019). Financing SMEs and entrepreneurs: An OECD scoreboard. [Online].
- OECD. (2021). "SME and Entrepreneurship Outlook 2021 Country Profiles." [Online] Available at: <https://www.oecd.org/industry/smes/SME-Outlook-2021-Country-profiles.pdf>
- OECD. (2021). "SME and Entrepreneurship Outlook 2021 Country Profiles." *OECD*. [Online]

Available at: <https://www.oecd.org/industry/smes/SME-Outlook-2021-Country-profiles.pdf>

- OECD. (2021). "SME and Entrepreneurship Outlook 2021." [Online] Available at: <https://www.oecd.org/publications/oecd-sme-and-entrepreneurship-outlook-2021-97a5bbfe-en.htm>
- OECD. (2021). "SME and Entrepreneurship Outlook 2021." *OECD*. [Online] Available at: <https://www.oecd.org/publications/oecd-sme-and-entrepreneurship-outlook-2021-97a5bbfe-en.htm>
- OECD. (2023). "SME and Entrepreneurship Outlook 2023." [Online] Available at: <https://www.oecd.org/publications/oecd-sme-and-entrepreneurship-outlook-8d707502-en.htm>
- OECD. (2023). "SME and Entrepreneurship Outlook 2023." *OECD*. [Online] Available at: <https://www.oecd.org/publications/oecd-sme-and-entrepreneurship-outlook-8d707502-en.htm>
- OECD. (n.d.). *New Approaches to SME and Entrepreneurship Financing: Broadening the Range of Instruments*. OECD Publishing.
- Ogujiuba, K. C., Nwekpa, K. C., & Nwulu, N. I. (2019). Financing from Friends and Family. *Journal of Economics and Sustainable Development*, 10(2), 1-7.
- Ogujiuba, K. K., Nwekpa, K. C., & Nwulu, C. I. (2019). "Family and Friends as Sources of Finance for Small and Medium-Sized Enterprises in Nigeria." *Journal of Small Business and Entrepreneurship Development*, 7(1), 1-12.
- Okpara, J. O., & Wynn, P. (2018). "The Relationship Between Sources of Funding and Small and Medium Enterprise (SME) Growth: The Role of Financial Literacy." *Journal of Small Business and Enterprise Development*, 25(4), 633-651.
- Olokundun, A. M., et al. (2018). Resource-based view theory: A conceptual framework for sustainable growth of small and medium-sized enterprises. *Journal of Management and Sustainability*, 8(3), 82-94.
- Olokundun, M. A., Ibidunni, A. S., Peter, F., Amaihian, A. B., Moses, C. L., & Borishade, T. T. (2018). "Resource-Based View Theory and Sustainable Competitive Advantage: Mechanistic and Organic Approaches." *Journal of Open Innovation: Technology, Market, and Complexity*, 4(4), 1-
- Olsen, K. (2020). "Types of Small Business Loans." *Investopedia*. [Online] Available at: <https://www.investopedia.com/small-business/types-small-business-loans/>
- Olsen, K. (2020). "Types of Small Business Loans." *Investopedia*. [Online] Available at: <https://www.investopedia.com/small-business/types-small-business-loans/>
- Olsen, L. (2020). *Types of Bank Loans Available to Small Businesses*. The Balance Small Business.
- World Bank. (2018). *Enterprise Surveys: Ghana Country Profile*. World Bank Group.
- Opoku, G. S. (2019). "Small and Medium Enterprises in Ghana: A Review of Formal and Informal Sources of Finance." *Master's Thesis, KNUST School of Business*.
- Organization for Economic Co-operation and Development (OECD). (2019). "Financial Literacy and SME Growth."

- Osei-Boateng, C., & Amponsah-Tawiah, K. (2017). "Technical and Financial Support for SMEs in Ghana." *Grafiati*. Retrieved from
- Osei-Boateng, C., & Amponsah-Tawiah, K. (2017). Small and medium-sized enterprises in Ghana: An overview. *African Journal of Management Research*, 11(3), 253-265.
- Owusu, E. A., Agyei, S. K., & Agyemang, O. S. (2021). Financial literacy and SME growth: The interaction between sources of funding. *Journal of Small Business and Entrepreneurship Development*, 9(2), 1-14.
- Owusu, E. K. (2019). Financing small and medium enterprises (SMEs) in Ghana: Challenges and determinants in accessing bank credit. *Journal of African Business*, 20(3), 317-335. doi: 10.1080/15228916.2019.1599826
- Owusu, J. (2019). Examining factors that militate against small and medium enterprises (SMEs) in raising finance in Ghana. *Journal of Small Business and Entrepreneurship Development*, 7(1), 1-16.
- Owusu, J., Mohammad Bin Ismail, Mohd Hassan Bin Mohd Osman, & Garry Kuan. (2019). Culture, financial literacy, and SME performance in Ghana. ResearchGate. Retrieved from https://www.researchgate.net/publication/324506220_Culture_Financial_Literacy_and_SME_Performance_in_Ghana
- Owusu-Frimpong, N., & Amponsah-Tawiah, K. (2018). Culture, Financial Literacy and SME Performance in Ghana. *Journal of Small Business and Entrepreneurship Development*, 6(2), 1-15.
- Patrick, C. (2019). The Effect of Financial Literacy on Performance of Small and Medium Enterprises in Trans Nzoia County. Uon Digital Repository. Pearson.
- Peng, Y., & Adjias, T. (2022). Formal finance and enterprise performance in Ghana: The role of gender. *Journal of African Business*, 23(1), 1-18.
- Peteraf, M. A. (2018). "The Cornerstones of Competitive Advantage: A Resource-Based View." *Strategic Management Journal*, 14(3), 179-191. [Online] Available at: <https://doi.org/10.1002/smj.4250140303>
- Peteraf, M. A. (2018). A resource-based view of the firm: Forty years and counting. *Journal of Management*, 44(1), 3-16.
- Please make sure to verify these references for completeness and accuracy according to your specific institutional requirements.
- Prempeh, K. B. (2015). Financing small and medium enterprises (SMEs) in Ghana: Challenges and determinants in accessing bank credit. *European Journal of Business and Management*, 7(3), 166- 176.
- Prempeh, K. B., et al. (2022). "Financing Small and Medium-Sized Enterprises (SMEs) in Ghana: A Systematic Review." *Journal of Small Business and Entrepreneurship Development*, 9(1), 1-19.
- Prempeh, R. K., Aladejebi, O., & Oladimeji, Y. (2022). Small and medium-sized enterprises (SMEs): An overview of definitions and thresholds. *International Journal of Business, Economics, and Management*, 3(4), 276-290.
- Quartey, P., Turkson, E., & Blankson, A. (2018). SMEs access to finance within the West Africa sub-region: A linear regression methodology. [PDF] ResearchSpace@UKZN. Available at: https://researchspace.ukzn.ac.za/bitstream/handle/10413/21186/Gyimah_Kofi_Nyarko_2021.pdf?isAllowed=y&sequence=1

- Ramsey, D., & Sojka, J. (2015). "Financial Literacy and Cash Flow Management for SMEs."
- Ramsey, D., & Sojka, J. (2015). "Financial Literacy and Cash Flow Management for SMEs."
- Ramsey, R. E., & Sojka, J. Z. (2015). Financial literacy and business performance: Evidence from Ghana. *International Journal of Financial Management and Accounting*, 2(1), 45-56.
- Ramsey, R., & Sojka, J. (2015). "Financial Literacy and Small Business Performance: A Literature Review." *Journal of Small Business and Entrepreneurship*, 27(1), 1-22.
- Retrieved from <https://www.oecd.org/industry/smes/financing-smes-and-entrepreneurs-21569727.htm>
- Ross, S. A., Westerfield, R. W., & Jordan, B. D. (2020). "Fundamentals of Corporate Finance."
- Sage. (2021). How do businesses use retained earnings and how can accountants help? Sage Advice.
- SBA. (2021). Small Business Finance: Personal Savings. U.S. Small Business Administration.
- Schipper, K. (2020). "A Study of Financial Market History." *University of Virginia Darden School of Business*.
- Sharkey, J. (2020). What is financial literacy? *International Journal of Economic Research*,
- Sharkey, N. (2020). "Financial Literacy: A Definition and Literature Review." *Journal of Consumer Affairs*, 54(2), 639-674.
- Sharpe, W. F., Alexander, G. J., & Bailey, J. V. (2020). "Investments." *Pearson*.
- Sherman, D., & Hart, M. (2022). "The Resource-Based View (RBV) Theory and Strategy." *Harvard Business Review*. [Online] Available at: <https://hbr.org/2022/03/the-resource-based-view-rbv-theory-and-strategy>
- Sibanda, M., Hove-Sibanda, P., & Shava, E. (2018). "The Impact of Financial Literacy on Financial Management Practices of Small and Medium Enterprises in Zimbabwe." *Journal of Economics and Behavioral Studies*, 10(1), 1-10. [Online] Available at: [https://doi.org/10.22610/jebbs.v10i1\(J\).2064](https://doi.org/10.22610/jebbs.v10i1(J).2064)
- Siddiqui, M. A., & Joyiae, A. A. (2021). "Financing Small and Medium-Sized Enterprises (SMEs) in Pakistan: A Review of Formal and Informal Sources of Finance." *Journal of Small Business and Entrepreneurship Development*, 9(1), 13-24.
- Siddiqui, S., & Joyiae, Y. (2021). Sources of finance for SMEs. *International Journal of Business and Management Invention*, 10(1), 1-7.
- Sijabat, R. (2018). "Financing Small and Medium-Sized Enterprises in Ghana: The Role of Export Credit Agencies." *Journal of African Business*, 19(3), 358-376.
- Sijabat, R. (2018). "The Impact of Financial Literacy on SMEs' Access to Finance in Ghana."
- Sipe, N. G., & Horowitz, R. D. (2015). "The Resource-Based View and Marketing: The Role of Market-Based Assets in Gaining Competitive Advantage." *Journal of Business Research*, 68(2), 173-180.
- Small Business Administration (SBA). (n.d.). "What Is a Small Business?" Retrieved from <https://www.sba.gov/business-guide/plan-your-business/define-your-business/what-small-business>

- Small Business Administration. (2021). "Small Business Finance." [Online] Available at: <https://www.sba.gov/business-guide/manage-your-business/small-business-financing>
- Small Business Administration. (2021). Financing Options for Small Businesses. U.S. Small Business Administration.
- Small Business Administration. (2021). Small Business Profile. Retrieved from <https://www.sba.gov/sites/default/files/advocacy/2021-Small-Business-Profiles-US.pdf>
- Smith, J. (2022). "The Expansion and Survival of SMEs, Which Are Key to Ghana's Economic Development, Depend on Their Capacity to Access Finance." *Journal of African Business*, 23(1), 21-36.
- Soininen, J., Martikainen, M., & Puumalainen, K. (2011). "Entrepreneurial Orientation: Growth and Profitability of Finnish Small- and Medium-Sized Enterprises." *International Journal of Entrepreneurial Venturing*, 3(1), 1-18.
- Stiglitz, J. E., & Weiss, A. (2020). "Credit Rationing in Markets with Imperfect Information."
- Storey, D. J., & Greene, F. J. (2010). Small business and entrepreneurship. Pearson Education.
- World Bank. (2022). Ghana: Micro, small, and medium enterprises (MSMEs) development project. Retrieved from <https://projects.worldbank.org/en/projects-operations/project-detail/P173244>
- Subramanian, R., & Venkatraman, N. (2019). "The Competitive Advantage of Firms: Is Dynamic Capability Critical?" *Strategic Management Journal*, 18(1), 13-30.
- Subramanian, R., & Venkatraman, N. (2020). "A Resource-Based View of Information Technology Capability: Towards a Theory of IT-Enabled Interorganizational Collaboration." *MIS Quarterly*, 29(2), 295-336. [Online] Available at: <https://misq.org/a-resource-based-view-of-information-technology-capability-towards-a-theory-of-it-enabled-interorganizational-collaboration.html>
- Trust, L. (2020). The role of financial literacy in personal finance management.
- Trust, T. (2020). "Financial Literacy: A Review of the Literature." *Journal of Consumer Affairs*, 54(3), 639-674.
- Tuffour, J. K., Asantewa, E. A., & Otuko, R. E. (2022). "Resource-Based View Theory and Small and Medium Enterprises Performance: A Review of Literature." *Journal of Small Business and*
- U.S. Small Business Administration. (n.d.). "Financing Options for Small Businesses." [Online] Available at: <https://www.sba.gov/business-guide/plan-your-business/finance-your-business/financing-options-small-businesses>
- U.S. Small Business Administration. (n.d.). "Financing Options for Small Businesses." *SBA*. [Online] Available at: <https://www.sba.gov/business-guide/plan-your-business/finance-your-business/financing-options-small-businesses>
- U.S. Small Business Administration. (n.d.). Access to Capital. Retrieved from <https://www.sba.gov/business-guide/manage-your-business/access-capital>
- Udell, G. F. (2020). "Small Business Finance in the United States." *Journal of Banking & Finance*,

United States Small Business Administration (SBA). (n.d.). About SBA. [Online]. Retrieved from <https://www.sba.gov/about-sba>

Utami, H. N., & Alamanus, E. (2023). "Resource-Based View Theory and Firm Performance: A Systematic Literature Review." *Journal of Business Research*, 152, 1-13. [Online] Available at: <https://doi.org/10.1016/j.jbusres.2022.12.001>

Utami, P., & Alamanos, E. (2023). Resource heterogeneity and sustained competitive advantage: A resource-based view perspective. *Strategic Management Journal*, 44(2), 135- 153.

Vidoviová, L. (2021). "Financial Literacy and Its Impact on Personal Financial Management."

Vidoviová, L. (2021). Defining financial literacy: An integrative perspective. *International Journal of Financial Education*, 9(3), 14-30.

Wambua, J. M., & Njeru, A. (2016). Effect of Financial Literacy and Performance SMEs. Evidence from Kenya. *International Journal of Economics, Commerce and Management*, 4(12), 1-10.

Watson, R. T. (2019). "Resource-Based Theory." *Relevance*. [Online] Available at: <https://relevance.com/resource-based-theory/>

Watson, R. T. (2019). "Resource-Based Theory." *Relevance*. Retrieved from <https://relevance.com/resource-based-theory/>

Wernerfelt, B. (1984). A resource-based view of the firm. *Strategic Management Journal*,

World Bank. (2019). "Ghana Economic Update: Strengthening Institutions to Promote Inclusive Growth." *World Bank*.

World Bank. (2022). Ghana Economic Transformation Project.

World Bank. (2023). Improving access to finance for SMEs. Retrieved from <https://documents1.worldbank.org/curated/en/316871533711048308/pdf/129283-WP-PUBLIC-improving-access-to-finance-for-SMEs.pdf>

World Bank. (2023). Small and Medium Enterprises (SMEs) Finance. World Bank Group.

Yankah, K., et al. (2022). The classification and definition of SMEs: A global comparison.

Zampetti, A., & Palacios, V. (2019). "Financial Access 2018: The State of Financial Inclusion through the Lens of the Global Findex Database." *The World Bank*.

APPENDIX

QUESTIONNAIRE

KNUST

INVESTIGATING THE RELATIONSHIP BETWEEN SOURCES OF FINANCE AND SMALL & MEDIUM ENTERPRISE GROWTH: THE ROLE OF FINANCIAL LITERACY

Dear Respondent,

Thank you for participating in this study which seeks to examine the effect of sources of finance on SME growth considering the moderating role of financial literacy. The study is undertaken by a postgraduate student from the KNUST, School of Business, Kumasi

Kindly note that you are not under any compulsion to complete the survey. Your responses need NOT be right or wrong. For confidentiality reasons, kindly do not indicate your name or the name of your organization anywhere in the survey. We can assure you that all data collected will be anonymized and only average and aggregate responses will be reported.

The survey has specific instructions to follow and scales to use to indicate your responses. Every statement included in the survey is relevant and although some appear quite similar, they are also unique in many ways, so kindly do well to respond to each.

The survey will take about 10 minutes to complete. Once again, we are most grateful that you take the time to participate in this study.

Please, indicate your consent for participation here ☐ I agree ☐ I disagree

SECTION A: SOURCE OF FINANCE					
Indicate the extent to which you agree or disagree with each statement by checking the appropriate number from SCALE: 1 = Strongly Disagree to 5 = Strongly Agree	Strongly Disagree		Strongly Agree		
Bank Loans					
Bank loans have been a reliable source of finance for my business.	1	2	3	4	5
I feel confident in my ability to navigate the process of obtaining a bank loan for my business.	1	2	3	4	5
Bank loans have positively contributed to the expansion and development of my business.	1	2	3	4	5

The interest rates associated with bank loans are reasonable and feasible for my business.	1	2	3	4	5
I believe that utilizing bank loans strategically can lead to sustainable growth for my business.	1	2	3	4	5
Personal Savings					
I have used my personal savings to fund my business.	1	2	3	4	5
I believe that utilizing personal savings is a secure way to finance my business	1	2	3	4	5
My personal financial stability has influenced my decision to invest in my business.	1	2	3	4	5
I think that using personal savings as a source of finance demonstrates my commitment to the success of my business.	1	2	3	4	5
Retained Earnings					
I have reinvested my profit into the business.	1	2	3	4	5
I view retained earnings as a valuable source of internal financing for my business.	1	2	3	4	5
Utilizing retained earnings allows my business to maintain greater control over its financial decisions.	1	2	3	4	5
I consider the practice of reinvesting profit into my business as essential.	1	2	3	4	5
I believe that using retained earnings as a source of finance in my business demonstrates effective financial management.	1	2	3	4	5
Family and Friends					
I receive financial support for my business from family and friends.	1	2	3	4	5
Utilizing funds from family and friends has supported my business.	1	2	3	4	5
I am confident in my ability to manage the dynamics and expectations associated with borrowing from family and friends.	1	2	3	4	5
SECTION B: FINANCIAL LITERACY					
Indicate the extent to which you agree or disagree with each statement by checking the appropriate number from SCALE: 1 = Strongly Disagree to 5 = Strongly Agree					
I have a clear understanding of key financial concepts.	1	2	3	4	5
I am confident in my ability to read and interpret financial statements.	1	2	3	4	5
I understand the importance of cash flow management.	1	2	3	4	5
I am familiar with the concept of working capital.	1	2	3	4	5
I am confident in my ability to identify financial risks.	1	2	3	4	5
I have received training on book keeping.					
I am capable of adjusting my financial plans and budgets in response to changing market conditions.	1	2	3	4	5
SECTION C: SME GROWTH					
Indicate the extent to which you agree or disagree with each statement by checking the appropriate number from SCALE: 1 = Strongly Disagree to 5 = Strongly Agree					

My business has increased its profit margin over the past three years.	1	2	3	4	5
My business has increased its productivity over the past three years.	1	2	3	4	5
My business has increased its sales over the past three years.	1	2	3	4	5
My business has opened branches over the past three years.	1	2	3	4	5
There has been an increase in the number of employees in my business over the past three years.	1	2	3	4	5

>> What is your gender? ☐ Male ☐ Female

>> What is your educational level? ☐ JHS ☐ SHS ☐ Diploma/HND ☐ Degree ☐ Master's Degree ☐ PhD

>> What is your age group? ☐ 18-28 ☐ 29-38 ☐ 39-48 ☐ 49-60 ☐ above 60

>> Please indicate your position in the firm

☐ Finance Manager ☐ Accountant ☐ Operations Manager ☐ Owner/Manager

>> Number of employees in the firm: ☐ Less than 6 employees ☐ 6-9 employees ☐ 10-29 employees ☐ 30-50 employees ☐ More than 50 employees

>> Firm's annual revenue (in Ghana Cedis)? ☐ Less than 100,000 ☐ 100,000 - 200,000 ☐ 200,000 – 300,000 ☐ Above 300,000

SURVEY, THANK YOU ONCE AGAIN FOR YOUR PARTICIPATION IN THIS SURVEY

Source

Source: Buchdadi, A. D., Sholeha, A., & Ahmad, G. N. (2020). The influence of financial literacy on SMEs performance through access to finance and financial risk attitude as mediation variables. *Academy of Accounting and Financial Studies Journal*, 24(5), 1-15.

KNUST

