

		TOTAL	82,056	
		Kaizer Meyer Olkin Measure of Sampling Adequacy	,783	
		Bartlett Test of Sphericity Chi-Square	1134,787	
		df	55	
		Sig.	,000	
Factor Name	Items	Factor Loadings	Factor Extraction (%)	Reliability Analysis (Cronbach Alpha)
Concrete Performance	Sales	,865	61,188	,919
	Financial Performance	,842		
	Profitability	,822		
	Market Share	,821		
	Reaching Goals	,807		
Abstract Performance	Handling difficulties	,890	13,113	,753
	HR quality	,772		
	Meeting expectations	,585		
		TOTAL	74,301	
		Kaizer Meyer Olkin Measure of Sampling Adequacy	,875	
		Bartlett Test of Sphericity Chi-Square	721,745	
		df	28	
		Sig.	,000	

#### 4.4. Descriptive Statistics and Correlations

80,9% of the participants are upper level manager. Rest of them are middle and lower level manager. 80,1% of the respondents are man, and 19,9 % of them are woman. Their average age is 41,18. 46,1% of the respondents are bachelor; 22,7% of them have master, %2,8 have PhD degree. 57,4% of the respondents have more than 5000 TL (>3300 \$) of monthly income, 16,3 % of them have 4000-5000 TL and 19,9 % of them have 3000-4000 TL monthly income. 34% of the respondents have an experience more than 15 years and 20,6% of them have an experience of 5-10 years.

When we look at the descriptive statistics of the factors at Table 3, we can see that the commander style in leadership is very common (M=3,93) and symbolic leadership follows it (M=3,52). In these firms, rational-transactive leadership is rarely followed (M=2,88). Corporate Entrepreneurship level of the companies in Istanbul is perceived very optimistic. For example innovativeness of these firms are perceived very high (M=3,34) and the other factors of corporate entrepreneurship which are proactiveness(M=3,07), self renewal(M=3,01), new business venturing (M=3,11) are not so low. We can also say that the optimism of the participants persists in going on about the firm performance (M=3,61 and M=3,54).