



INVESTIGATING THE ROLE OF FAMILY, PERSONALITY TRAITS AND SELF-EFFICACY IN SHAPING STUDENTS' ENTREPRENEURIAL INTENTIONS

Tahir Hussain
Sukkur IBA University
tahir.msmt17@iba-suk.edu.pk

Nisar Ahmed Channa
Sukkur IBA University
nisar.channa@iba-suk.edu.pk

Altaf Hussain Samo
Sukkur IBA University
altaf@iba-suk.edu.pk

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Abstract

Recently scholars around the globe have noted the importance of entrepreneurship in creating job opportunities and socio-economic development in both developed and developing economies. Despite this importance, there is lack of research in developing countries regarding antecedents of individuals' entrepreneurial intentions. Using theoretical framework of theory of planned behavior, this research aims to study the effects of family background, personality traits, and self-efficacy on entrepreneurial intentions. To this end, a sample comprised of $n = 374$ final year university students was utilized to test the hypothesized relationships by employing partial least square structural equation modeling (PLS-SEM) technique. The findings suggest a significant positive impact of family background, personality traits, and self-efficacy on entrepreneurial intentions. In conclusion, the implications of research findings are discussed in detail.

1. Introduction

Developed and developing economies of the world are facing several socio-economic challenges such as globalization, economic downturn, inflation, corruption, income generation and unemployment (Soomro et al., 2020). To face these challenges entrepreneurship is playing significant positive role through economic development, job making and declining in unemployment and inflation (Johansen et al., 2012; Gibbs & Hannon, 2006). So, it has become a desperate need of every economy to divert individuals' entrepreneurial intentions. According to Shapero and Sokol (1982) entrepreneurial intentions represent readiness of individuals to achieve a targeted behavior.

One of the major challenge faced by the developing countries such as Pakistan, is "how to get their young people employed". In Pakistan, every year great number of students are graduating from different universities, without corresponding employment opportunities, which results in causing the increased number of crimes, violence, and other social vices (Farrukh et al., 2017). To limit these social vices, Pakistan's government has taken steps to enhance entrepreneurial intentions in young individuals by offering them entrepreneurial training, and also reviewing the curriculum so that youth may understand self-employment skills aiming at job creation. The focus of entrepreneurship education is on developing knowledge, skills, capacities, entrepreneurial attitudes, and intentions. Entrepreneurial education is the most significant way of job creation and to support growth (Westhead & Solesvik, 2016; Hussain & Norashidah, 2015).

Entrepreneurship has tendency to offer plenty of employment opportunities in order to get financial benefits so it can be said that entrepreneurship is crucial for both national economic development and individuals (Audretsch, Belitski, & Desai, 2015; Aparicio, Urbano, & Audretsch, 2016). Irrespective of these advantages of entrepreneurship and trainings great number of graduates are interested in jobs rather than starting their own business venture (Farrukh et al., 2017). From above discussion we infer that individual's engagement in entrepreneurial activity is merely dependent on entrepreneurial knowledge but more on their intentions.

According to prominent scholars like Ajzen (1991); Shapero and Sokol (1982), theory of planned behavior can develop entrepreneurial intentions. Regardless of seminal work of Ajzen (1991), Kruger (1993) also developed entrepreneurship intention model, which states that "perceived desirability and perceived feasibility are antecedents of intentions to engage in entrepreneurial intentions, while social norms and self-efficacy are the predictors of perceived desirability and perceived feasibility" (Krueger & Brazeal, 1994). These two models are the theoretical basis of this study.

Previous scholarly literature on entrepreneurial intentions have unco-

vered several predictors to become an entrepreneur such as, marital status, gender, and age, (Chaudhary, 2017; Samuel & Ernest., 2013; Bates, 1995), personality (Karabulut, 2016), attitude (Pihie & Bagheri, 2011), self-efficacy (Santoso, 2016) and entrepreneurial education (Premand et al., 2016). However, empirical research on entrepreneurial intension is still lacks particularly in Pakistan (Soomro et al., 2020). It is observed in Pakistani universities that business students have sufficient courses related to entrepreneurship. Despite having good grades in entrepreneurship the students could not manage the entrepreneurial aspect in real terms and end up in unemployment. Unemployment is the basic reason of social vices. Based on these arguments there is need to conduct research on the factors that influence entrepreneurial intentions of students, particularly in developing economies. Therefore, the main focus of this study is to investigate the impact of five factors model of personality, self-efficacy, and family background on entrepreneurial intentions of the university students.

2. Literature review and hypotheses development

Theory of planned behavior

The theory of planned behavior (TPB) was provoked to propose the theoretical framework of current study to understand the antecedents of Pakistani students' entrepreneurial intentions (Ajzen, 1991). According to TPB, individuals' entrepreneurial intentions identify the endeavor they will opt to carry out the entrepreneurial behavior (Ajzen, 1991). TPB classifies personal attitudes towards the behavioral outcomes, perceived social norms which reveals desirability of performing the behavior and perceived behavioral Control (PBC) reflects the personal competence of controlling the behavior (Ajzen, 1991). Three interdependent antecedents of intentions i.e. attitude towards behavior, subjective norms and perceived behavioral control are further suggested by Ajzen (1991). It is generally explained that the more favorable the three antecedents higher should be the individual's intention for performing the particular behavior. Kreuger et al. (2000:p.412) suggested that "Intentions are the single best predictor of any planned behavior, including entrepreneurship" therefore the antecedents of intentions increase our understanding of the planned behavior.

The TPB is considered to be applicable to any behavior which needed some level of planning (Kreuger et al., 2000). This signify the compatibility of the theory and its applications in various fields of research (Kolver & Kolveried, 1996). The outcome of research in various fields suggested that model proved it's significant in predicting the intentions (Lo, 2011). In entrepreneurship research, TPB is widely applied to study entrepreneurial

intentions (i.e. Jaen & Linan, 2013; Zhang et al., 2014; Karimi et al., 2014). Therefore, in given assertions, we used theoretical lens of TPB to study the effects of family, personality traits and self-efficacy in shaping Pakistani students' entrepreneurial intentions.

Family background and entrepreneurial intension (EI)

Entrepreneurial event model admits that family plays significant role in developing intentions of child to start business venture. Father and mother in particular plays major roles as far as the business desirability and feasibility is concerned (Shapero & Sokol, 1982). Moreover, if family provides a child with efficient and effective role modeling it is can serve as the developing entrepreneurial foundation (Pruett et al., 2009). Thus, the possibility of strong inclination for entrepreneurship is such child is greater as he/she grows older (Krueger, Reilly & Carsrud, 2000). As per Drennan, Kennedy and Renfrow (2004) family background is classified into three main factors i.e. past family business exposure, frequent relocation during childhood and a difficult childhood, they holds the view that early business exposure and experience of family business have significant effect on attitude and intentions of family members. Family background plays crucial role in developing entrepreneurial intentions (Carr & Sequeira, 2007). Some research scholars also broadened family background to genetic characteristics (Nicolau & Shane, 2010; Laspita et al., 2012). According to these scholars the link between parents and grandparents having entrepreneurial experience develops communication and structural patterns which enhances preference for entrepreneurship preference in grandchildren. There is an indirect relationship between family background and entrepreneurial intentions (Kolvereid, 1996). Based on above literature and TPB (Ajzen, 1991), we can conclude that family background has significant impact on individual's perceptions related to the desirability and feasibility of the venture. Thus we propose,

H1: There is significant positive relationship between family background and entrepreneurial intentions.

Personality and entrepreneurial intensions

Personality traits or characteristics have been studied comprehensively to analyze the influence of different traits on entrepreneurial intentions of the individuals. According to the theory of career choice, individual's career choice is based on the manifestation of his/her personality. Previous research also observed the positive link between personality traits and entrepreneurial intentions (Karabulut, 2016). But the finding in past studies are inconsistent. Like, some studies have revealed that personality

characteristics are strong indicators of entrepreneurial intentions (Zeffane, 2015; Karabulut, 2016). Studies conducted by Zeffane (2015) and Karabulut (2016) found the visible difference among the personality traits of the individuals who choose job and individuals who choose entrepreneurship as a career (Kolvereid, 1996). Current study took into account big five personality traits to analyze the impact on entrepreneurial intentions. Big five personality traits are conscientiousness, openness to experience, extroversion, agreeableness, and neuroticism.

Conscientiousness

Individuals having this type of personality have characteristics such as responsibility, dependability, dutifulness, achievement orientation, follow rules and deliberation (McCrae & Costa, 1987). Ambitiousness, achievement orientation and persistent of conscientiousness are main characteristics of entrepreneurs (McClelland, 1961). Achievement oriented individuals are more enthusiastic to work in situation where they have sufficient control over the situation (Zhao et al., 2010). Therefore, we can conclude that the achievement-oriented individuals are more motivated towards entrepreneurship, based on the claim of Zhao et al. (2010) that if role is compatible to their personalities and TPB (Ajzen, 1991). Thus we hypothesize that,

H2: There is significant positive relationship between conscientiousness and entrepreneurial intentions.

Openness to experience

The main characteristics of individuals having openness to experience personality type are imaginativeness, creativity, and intellectual curiosity. Kirzner (1973) argued that like entrepreneurs open to experience individuals have creative ideas and unconventional values. Previous scholarly literature identified openness to experience as a prominent indicator of entrepreneurship (Zhao et al., 2010; Antoncic et al., 2015). Individuals with openness to experience personality type have greater chances to identify opportunities (Pech & Cameron, 2006). Based on above discussion and TPB (Ajzen, 1991), we propose following hypothesis:

H3: There is significant positive relationship between openness to experience and entrepreneurial intentions.

Extroversion

Extrovert individuals are energetic, aspiring, warm, outgoing, and passionate (Farrukh, Ying, & Mansori, 2016). Individual that has these types of characteristics to be more motivated and lookout for stimulation (Costa &

McCrae, 1992). Extrovert takes event as challenges instead of threats (Wan Shahraad Wan Sulaiman et al., 2013). Gregariousness, excitement-seeking, positive emotions, and warmth are the characteristics of extrovert individual (Costa & McCrae, 1992). These characteristics of extroverts are useful in developing network of external support which is vital for prospective entrepreneurs (Chandler & Jensen, 1992). Costa, McCrae, and Holland, (1984) found that extroverted individuals are interested in enterprising occupations. Entrepreneurship as career may appear to be more exciting and stimulating than other traditional business occupations (Zhao et al., 2010) thus, more exciting, and attractive to the extrovert individuals. Therefore, we propose that,

H4: There is significant positive relationship between extraversion and entrepreneurial intentions

Agreeableness

People with agreeable traits of personality are trusting, cooperative and courteous (Goldberg, 1990). They tend to be tolerant, good natured and considerate (Digman, 1990; Sung & Choi, 2009). In contrast to the present, people that score less on agreeable trait are suspicious, self-centered and manipulative. Consistent with Zhao et al. (2010), agreeable people are more curious about occupations which have frequent social interactions like teaching and welfare work than in business. As entrepreneurship cares with creating a replacement venture, that is built around the self-interests of the entrepreneurs accordingly we propose the subsequent hypothesis,

H5: There is significant positive relationship between agreeable and entrepreneurial intentions.

Neuroticism

Neurotic individuals have the characteristics like temperamental, tense, lack of confidence, irritable and morose. According the literature, entrepreneurs are hardy, optimistic, and steady within the face of social pressure, stress, and uncertainty (Locke, 2000). Furthermore, individual scoring high on neuroticism are scared of things during which they need probability of failing and that they also lack the arrogance needed to require initiative in risk taking activities for starting a replacement venture (Raja, Johns, Ntalianis & Johns, 2004). But still there is possibility that an individual with neuroticism personality type have entrepreneurial intentions based on the family business or social influence. Thus we propose,

H6: There is significant positive relationship between neuroticism and entrepreneurial intentions.

Self-efficacy and entrepreneurial intentions

The notion of self-efficacy was introduced by Bandura (1977), who explained it as perceptions of individuals related to their own abilities play vital role in building intentions of any particular activity or task. Wood and Bandura (1989) defined self-efficacy as “one’s self cognitive estimate towards his or her capabilities to utilize motivation, available cognitive resources, and courses of action needed to come over the events in his/her life”. Self-efficacy of individuals has significant impact on entrepreneurial choice and development (Boyd & Vozikis, 1994). Self-efficacy can be the crucial source of identifying the strength of entrepreneurial intentions and putting them in actions. Previous scholarly literature has also found the strong significant link between self-efficacy and entrepreneurial intentions (Utami, 2017; Aslam & Hasnu, 2016; Pihie & Bagheri, 2013). Therefore, in line with these studies and TPB (Ajzen, 1991), we believe that self-efficacy positively influence students’ entrepreneurial intentions. Thus the following hypothesis is proposed:

H7: There is significant positive relationship between self-efficacy and entrepreneurial intentions.

3. Methodology

Participants and procedure

To conduct this study, a self-explanatory survey questionnaire was employed to collect data from final year students of BBA (Bachelor of Business Administration) and MBA (Master of Business Administration) degree programs of three public and two private sector universities of Punjab province of Pakistan by using convenience sampling method. The respondents were approached in two different ways. First, students were approached by sending them the survey link through email and WhatsApp messaging app. Second, we approached students at university campuses and asked them to fill the survey questionnaire. Students were asked to complete the questionnaire that covered their self-efficacy, personality traits and entrepreneurial intentions. Initially, 500 surveys were distributed among students. The total number of survey returned was 421 and after a thorough evaluation, 47 responses were dropped due to incomplete information. Therefore, the valid sample size was $n = 374$.

Measures

Respondents were asked to rank a series of different questions on a Likert scale ranging from 1 = strongly disagree to 5 = strongly agree. Entrepreneurial intentions of the students were measured by adopting scale used by Leong (2008). Similarly, self-efficacy was measured by using scale of Schwarz and Jerusalem (1995), while the personality traits were measured by using inventories of John and Srivastava (1999). The information related with the family background was obtained by asking respondents about occupation of their parents. (See appendix 2 for scale items).

Statistical Procedures

Partial least square structural equation modeling (PLS-SEM) approach was adopted using Smart PLS software version 3.2.9. The rationale behind using PLS-SEM is the fact that current study focuses on investigating whether Family, Personality Traits and Self-Efficacy shape entrepreneurial intentions among Pakistani students. Hence, in given assertion, this research focuses on prediction therefore application of PLS-SEM is more appropriate (Channa et al., 2021; Channa et al., 2020; Hair et al., 2016).

Following recommendations suggested in PLS-SEM literature, a two-step approach was followed to analyze the collected data (Channa et al., 2020; Umrani et al., 2020). First, measurement model was assessed to examine the inter-item reliability, convergent validity, and internal consistency reliability. Second, the structural model was assessed to examine path coefficients and test the hypotheses.

4. Results

Measurement Model

First, inter-item reliability was assessed by evaluating factor loadings and a suggested threshold of 0.50 was maintained (Hair et al., 2014). Second, convergent validity was examined by analyzing average variance extracted (AVE) and a threshold of 0.50 was maintained (Bagozzi et al., 1991; Chin, 1998). Third, internal consistency reliability was ascertained by evaluating composite reliability (CR) scores, the values were found above the suggested threshold of 0.70 (Hair et al., 2016; Chin., 1998; Fornell & Larcker, 1981). The results of measurement model are presented in Table 1.

Tab. 1 : Measurement Model

Construct	Items	Loadings	Alpha	CR	AVE
Family Background	FB1	0.879	0.870	0.920	0.793
	FB2	0.894			
	FB3	0.898			
Extroversion	EXT1	0.565	0.637	0.771	0.500
	EXT2	0.708			
	EXT3	0.617			
	EXT4	0.803			
Neuroticism	NEU1	0.855	0.921	0.939	0.794
	NEU2	0.932			
	NEU3	0.884			
	NEU4	0.892			
Agreeableness	AGR1	0.954	0.852	0.882	0.721
	AGR2	0.934			
	AGR4	0.615			
Conscientiousness	CON1	1.000	1.000	1.000	1.000
Self-Efficacy	SE1	0.783	0.600	0.729	0.515
	SE2	0.422			
	SE3	0.554			
	SE4	0.749			
Entrepreneurial Intentions	EI1	0.804	0.869	0.907	0.709
	EI2	0.889			
	EI3	0.763			
	EI4	0.904			
Openness to Experience	OE1	0.859	0.902	0.917	0.736
	OE2	0.959			
	OE3	0.817			
	OE4	0.789			

Source: our elaboration

Discriminant Validity

We used hetrotrait-monotrait ratio of correlations (HTMT) to ascertain discriminant validity (Henseler et al., 2015). The reason behind using HTMT method is the recent criticism on Fornell and Larcker (1981) criterion. Literature suggests that discriminant is ascertained when HTMT values found below 0.85 (Kline, 2005) or 0.90 (Gold et al., 2001). The results presented in Table 2 suggested all HTMT values met the suggested threshold of 0.85 (Kline, 2005).

Tab. 2: Discriminant Validity (HTMT-Ratio)

Construct	1	2	3	4	5	6	7	8
Agreeableness								
Conscientiousness	0.062							
Entrepreneurial Intentions	0.066	0.151						
Extroversion	0.677	0.235	0.135					
Family Background	0.065	0.133	0.135	0.109				
Neuroticism	0.597	0.283	0.131	0.585	0.111			
Openness to Experience	0.473	0.164	0.111	0.519	0.074	0.472		
Self-Efficacy	0.223	0.356	0.261	0.284	0.120	0.237	0.173	

Source: our elaboration

Structural Model

According to PLS-SEM literature, the second step is to assess the significance of path coefficients and test hypothesis (Henseler et al., 2009; Anderson & Gerbing, 1988). The path coefficients were assessed with 5000 subsamples (Hair et al., 2011) by using Smart PLS software (Ringle et al., 2015). The results of structural model presented in Table 3 suggested that all proposed hypotheses were found statistically significant.

Hypothesis 1 of current study suggests agreeableness is positively related with entrepreneurial intentions. Our results empirically supported Hypothesis 1 ($\beta = -0.059$, $t = 3.493$, $p = 0.001$). Similarly, hypothesis 2 suggests that consciousness is positively associated with entrepreneurial intentions and our results fully supported this phenomenon ($\beta = 0.076$, $t = 6.853$, $p = 0.000$). Likewise, hypothesis 3 postulates that extroversion is related with entrepreneurial intentions. Our results fully supported hypothesis 3 ($\beta = 0.072$, $t = 3.580$, $p = 0.000$). The hypothesis 4 of this research suggests positive association between family background and entrepreneurial intentions is also fully supported by our findings ($\beta = 0.105$, $t = 4.980$, $p = 0.000$). The hypothesis 5 suggesting that neuroticism is positively related with entrepreneurial intentions is also supported by results ($\beta = 0.091$, $t = 4.182$, $p = 0.000$). In similar way, our findings also support hypothesis 6, suggesting that openness is positively associated with entrepreneurial intentions ($\beta = -0.111$, $t = 8.271$, $p = 0.000$). Finally our results also provided empirical support to hypothesis 7, suggesting a positive relationship between self-efficacy and entrepreneurial intentions ($\beta = 0.198$, $t = 13.999$, $p = 0.000$).

Tab. 3: Structural Model

Hypothesis	Relationships	Beta	SD	t-Values	P-Values
1	Agreeableness -> EI	-0.059	0.017	3.493	0.001
2	Conscientiousness -> EI	0.076	0.011	6.853	0.000
3	Extroversion -> EI	0.072	0.020	3.580	0.000
4	Family Background -> EI	0.105	0.021	4.980	0.000
5	Neuroticism -> EI	0.091	0.022	4.128	0.000
6	Openness to EI	-0.111	0.013	8.271	0.000
7	Self-Efficacy -> EI	0.198	0.014	13.999	0.000

Note: EI = Entrepreneurial Intentions

Source: our elaboration

R2 assessment

Academic research suggests that R2 value of 0.10 is considered as acceptable (Umrani et al., 2019). According to Falk and Miller (1992), in social sciences research the required threshold of R2 values in 0.10. As Table 4 suggests, we found R2 value of 0.109, which meets criteria suggested in academic research. Furthermore, results presented in Table 4 suggest that all predictable variables explain 10% of variance in entrepreneurial intentions.

Tab. 4: Predictive Relevance

Construct	R Square
Entrepreneurial Intentions	0.109
Construct	Q2
Entrepreneurial Intentions	0.067

Source: our elaboration

Predictive relevance of the model

The predictive relevance of the model was assessed by examining cross validated redundancy or Q2. Literature suggests that Q2 values greater than zero as regarded as acceptable. The Q2 values were obtained by performing blindfolding procedure in Smart PLS software (Ringle et al. 2015). Table 4 suggests that obtained value of Q2 is greater than zero, therefore the predictive relevance of the model has been established.

5. Discussion

The underlying objective of this study was to analyze the impact of family background, personality traits and self-efficacy on the entrepreneurial intentions of the business students. The results disclosed strong link between antecedents and outcome variables. The findings of our study are consistent with Zhao and Seibert (2006). Results revealed that family background positively influence entrepreneurial intentions of the students as advocated in past scholarly literature that children are more inclined to entrepreneurship if their parents are entrepreneurs (Carr & Sequeira, 2007; Akanbi, 2013). When individuals are unsure and indecisive about their career then prior knowledge and experience have significant influence on the intentions to choose a career path. Thus, entrepreneurial intentions are strongly influenced by the family and environment in which individual grows. Furthermore, entrepreneur parents specifically in Pakistani culture wants their children to be part of their business because it will make them financially independent.

A positive relationship between self-efficacy and entrepreneurial intentions was also found. This study endorsed the statement of social cognitive theory Bandura (1997) which explained that human behavior is the outcome of interpersonal influences. Additionally, the results of this study are in line with the prior research that found significant positive link between self-efficacy and entrepreneurial intentions (Zhao et al., 2005; Culbertson et al., 2011). Therefore, it can be concluded that self-belief of individuals' plays vital role in developing intentions to come up with a new business venture.

The findings of this study revealed the link of big five personality traits with EI as, consciousness, openness to experience, extroversion, agreeableness, and neuroticism have significant positive relationship. Consciousness personality type individuals have characteristics such as dependability, responsibility, and achievement orientation. These traits specifically achievement orientation makes them more suitable for starting their own business ventures. Openness personality type individuals have prominent characteristics like imagination and curiosity. Thus, Individuals with this personality type are more inclined towards the new activities as they are more curious and imaginative. Our research empirically proved this notion. Individuals with extrovert personality type are more social and outgoing. Based on these characteristics we can say that these individuals possess the ability to develop new networks and utilize existing contact more efficiently as explained by Farrukh et al. (2016). Finding of this study are consistent with previous studies (Brice, 2004; Kuratko et al, 2005; Ismail et al., 2009; Jing & Sung, 2012).

6. Implications

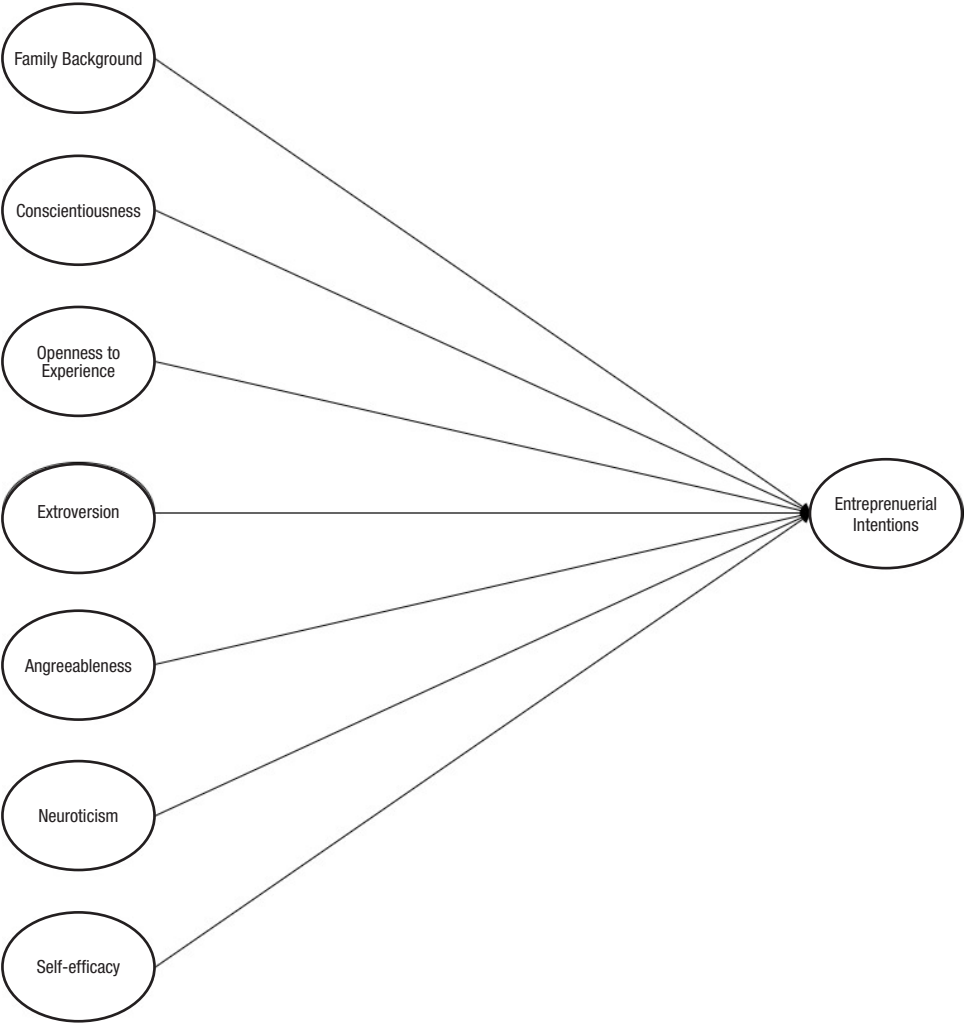
Few implications emerged from this research. Findings of this research have important implications for the academicians as they must consider knowledge factors while training entrepreneurial skills to the students. Because if these factors are not present in trainings students' attention to start a business venture may prove to be poor. Entrepreneurial activities play major role to reduce the unemployment. It is suggested that academicians should help and motivate students to convert their intentions into action by developing plans and trainings. Findings of this research also suggest academicians to design persistent and effective entrepreneurial trainings which improves students' self-efficacy. To accomplish this, academicians should provide students with some simulations related to entrepreneurship, writing new business plans, role playing and case studies. In developing countries like Pakistan there is dire need of offering experimental entrepreneurship learning activities to youth because these activities furnish their abilities and attitudes toward entrepreneurship. In short, family background, personality traits and self-efficacy are important factors linked to entrepreneurial intentions. Furthermore, the findings of current study highlights the importance of entrepreneurship in reducing unemployment and enterprise generation. Therefore, it is necessary that the policymakers should devise strategies to provoke entrepreneurial behaviors among youth, more specifically among students by designing and starting specialized degree programs in entrepreneurship.

7. Limitations and future research

Although, this research made significant contributions to entrepreneurship literature, however there are some limitations associated with this study. First, like many other quantitative studies, the geographical boundaries of this study are limited to only on province, therefore the findings may not generalize to other contexts. Therefore future research by taking a larger sample from different geographical locations is needed. Second, the sample of current study is comprised of both male and female students. Despite of the fact that academic research suggests behavioral responses of individuals vary according to their gender (Gilal et al., 2019), we were unable to analyze any significant difference between entrepreneurial intentions of male and female students. Therefore, future research may fill this void by studying the differences between male and female students' entrepreneurial intentions. Finally, although we found direct significant link between students' family background, self-efficacy, and personality traits, and entrepreneurial intentions. The explanatory power of current study may be improved by testing other antecedents of entrepreneurial intentions (i.e. self-esteem, education, and social influence) and moderators (i.e. individual values, opportunity recognition, gender, and age).

Appendix 1:

Fig. 1: Theoretical Model



Source: our elaboration

Appendix 2: Questionnaire Items

Entrepreneurial Intentions

Intend to set up a company in the future

I will choose a career as an entrepreneur.

I prefer to be an entrepreneur rather than to be an employee in an Organization

The idea is appealing of one day starting your own business.

I want the freedom to express myself in my own business

Personality Traits

I see myself as someone who is talkative

I see myself as someone who is full of energy

I see myself as someone who generates a lot of enthusiasm

I see myself as someone who tends to be quiet.

I see myself as someone who has an assertive personality

I see myself as someone who is sometimes shy, inhibited

I see myself as someone who is sometimes shy, inhibited

I see myself as someone who is outgoing, sociable.

I see myself as someone who tends to find fault with others

I see myself as someone who is helpful and unselfish with others

I see myself as someone who starts quarrels with others

I see myself as someone who has a forgiving nature

I see myself as someone who is generally trusting

I see myself as someone who is considerate and kind to almost everyone

I see myself as someone who is sometimes rude to others

I see myself as someone who likes to cooperate with others

I see myself as someone who does a thorough job

I see myself as someone who can be somewhat careless

I see myself as someone who is a reliable worker

I see myself as someone who tends to be disorganized.

I see myself as someone who tends to be lazy
I see myself as someone who perseveres until the task is finished
I see myself as someone who does things efficiently
I see myself as someone who makes plans and follows through with them
I see myself as someone who is easily distracted
I see myself as someone who is depressed, blue
I see myself as someone who is relaxed, handles stress well
I see myself as someone who worries a lot
I see myself as someone who is emotionally stable, not easily upset
I see myself as someone who can be moody
I see myself as someone who remains calm in tense situations
I see myself as someone who gets nervous easily
I see myself as someone who is original, comes up with new ideas
I see myself as someone who is curious about many different things.
I see myself as someone who is ingenious, a deep thinker
I see myself as someone who has an active imagination
I see myself as someone who is inventive
I see myself as someone who values artistic, aesthetic experiences
I see myself as someone who is sophisticated in art, music, or literature

Self-efficacy

I can always manage to solve difficult problems if I try hard enough
If someone opposes me, I can find the means and ways to get what I want.
It is easy for me to stick to my aims and accomplish my goals.
I am confident that I could deal efficiently with unexpected events.
Thanks to my resourcefulness, I know how to handle unforeseen situations.
I can solve most problems if I invest the necessary effort.
I can remain calm when facing difficulties because I can rely on my coping abilities.
When I am confronted with a problem, I can usually find several solutions.
If I am in trouble, I can usually think of a solution
I can usually handle whatever comes my way.

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