Journal of Educational Psychology and Pedagogical Sciences (JEPPS)
ISSN:2791-0393 (Print) eISSN: 2791-0407
Vol. 3, No. 2, (July-Dec 2023): 46-59
https://jepps.su.edu.pk/article/31
DOI: https://doi.org/ 10.52587/jepps.v3i2.66

An Integrated Model of Entrepreneurial Intent among Undergraduate Medical Students: Mediation of Entrepreneurial Self-Efficacy

Dr. Irram Shahzadi [1]*, Umair Ali[2], Hira Ejaz[3]

Abstract

This study endeavored to predict the entrepreneurial intent by addressing the perception of desirability and feasibility by employing the integration of the theory of planned behavior and the entrepreneurial event model. Perceived desirability included; personal attraction towards entrepreneurship, and perceived social norms whereas, the perceived feasibility included perceived behavioral control, and entrepreneurial self-efficacy. This study also examined the mediating impact of entrepreneurial self-efficacy (a part of perceived feasibility) among undergraduate medical students. It was an explanatory study since it was a hypothetical study. The cross-sectional data were collected from a sample size of 278 respondents through an adopted survey questionnaire from undergraduate medical students. SPSS-26 and AMOS-26 were used as data analysis tools. By employing the SEM technique, it was found that perceived desirability (personal attraction towards entrepreneurship, perceived social norms) and perceived feasibility (perceived behavioral control) are substantial interpreters of entrepreneurial intent, while self-efficacy (a part of perceived feasibility) mediates the relationships. The findings are encouraging for the policymakers of the healthcare industry to devise policies for promoting training to boost entrepreneurship and self-development. Possibly, it will dwindle unemployment and append to the entrepreneurship literature. The study supports accomplishing the socio-economic amplification by redirecting medical student's intention for entrepreneurship.

Keywords: Entrepreneurial Intent, Perceived Desirability, Perceived Feasibility, Entrepreneurial Self-Efficacy.

1. Introduction

Entrepreneurship in the medical field is having such healthcare professionals, who know the challenges, necessities, predilections, revolutions and gaps in the healthcare sector. They can unite entrepreneurially with the contemporary market prospects to facilitate the respective health-oriented goods, services, technologies and/or other healthcare/medical solutions for the personal benefit and the social effect. Entrepreneurship has been revealed to have a considerable influence on any country's economic intensification at all levels of income. It boosts competition, distinctiveness, and encourages innovation in any economy (Dieterle, 2017).

[1]Lecturer, Department of Management Sciences, Virtual University of Pakistan, Pakistan
*Corresponding E-mail: Irram.999@gmail.com
[2]Instructor, Department of Management Sciences, Virtual University of Pakistan, Pakistan
Email: umair.ali@vu.edu.pk
[3] MPhil student, Department of Management Sciences, Virtual University of Pakistan, Pakistan
Email: hiraejaz66@gmail.com

Entrepreneurial Intent (EI) is a process of generating innovative ideas, identification of growth opportunities, for the society (Tan et al., 2020).

World Economic Forum conducted the "Future of Jobs Survey 2020" (World Economic Forum, 2020) during COVID pandemic and found that fourth industrial revolution and COVID-19 have compelled the economies (developed and the developing) to transform their operations at an accelerated pace. These two trends shrunk the working population of every country (since the old jobs were abandoned and new job roles have been emerged) and created a pressure on every economy to develop new skills as per the new requirements of the contemporary era. The redundant job skills are likely to be dumped by 2025 while emerging skills will take place in every industrial cluster and every country. Hence, there is an unvarying need for up-skilling and re-skilling everywhere which necessitates the need for entrepreneurship. In healthcare sector, the "average share of workers at risk of displacement" is 10.6% while the average skills instability among workforce is 48.2%. The potential perceived barriers to new technology adoption in health care sector are: "lack of flexibility of regulatory framework" (47.4%), skill gaps (42.1%), "inability to attract specialized talent" (42.1%), "shortage of investment capital" (38.8%), "lack of flexibility in hiring and firing" (38.8%), "skill gaps in leadership" (31.6%), "lack of interest among leadership" (10.5%), and "insufficient understanding of opportunities" (5.3%) (Future of Jobs, 2020). Hence, there is a paramount need for medical entrepreneurship and *EI* in the healthcare professionals or the medical students.

Healthcare is the main industrial domain but has limited entrepreneurship trend in developing countries. Lack of entrepreneurial education and training is the leading cause of this problem. In medical education programs, students are not being provided with entrepreneurship education. It is worthy to assess student's *EI* to choose entrepreneurship as an occupational choice in healthcare setting (Kerr et al., 2018). In Pakistan, the working population is 82,345,263 (number of people aged 25 and above) while unemployment rate is 2.8%. Moreover, in 2024, the human share in health care sector worldwide in all tasks will be only 48.5%, in performing work activities will be 57.9%, in reasoning and decision-making will be 60.5%, in coordinating, developing, managing, and advising will be 66.2%, and in communicating and interacting will be 65.6 while, the rest will be taken over by the machines (Future of Jobs, 2020). To overcome these contemporary challenges, entrepreneurship plays a momentous and optimistic role via new job creation, reducing unemployment, and economic development (Johansen et al., 2012; Hasan & Abbas, 2021). It also helps in upskilling for the current job roles and reskilling for the new job roles. Hence, there is a dire need to redirect individual's EI of every industrial cluster and every economy.

Extensive research has been conducted on entrepreneurship in western countries, however less work is done in developing countries particularly in Pakistan. Unfortunately, entrepreneurial research on undergraduate students of healthcare study programs in Pakistan is minimal. It is pertinent to mention that universities and colleges can play important role to introduce the entrepreneurial culture among young generation of students through appropriate teaching programs and technical skills education (Pihie, 2016). The goal of this research is to outspread the research on EI enablers by investigating how Perceived Desirability (PD) and Perceived Feasibility (PF) are connected with EI and does Entrepreneurial Self-Efficacy (ESE) mediates their relationships? Therefore, this study is designed to present a structural model of PD and PF to predict *EI* amid medical undergraduates.

2. Research Objectives

Subsequent are the study objectives

1. To inspect the influence of self-efficacy on EI among undergraduates of health sciences
2. To investigate the role of PAE, PSN, and PBS in determining EI among undergraduates of health sciences.
3. To inspect the influence of PAE, PSN, and PBC on self-efficacy of undergraduates of health sciences.
4. To examine the mediating influence of self-efficacy on the association of PAE and EI among undergraduates of health sciences.
5. To examine the mediating influence of self-efficacy on the association of PSN and EI among undergraduates of health sciences.
6. To study the mediating influence of self-efficacy on the association of PBC and EI among undergraduates of health sciences

3. Theoretical Framework and Research Hypotheses

Integrating the Theory of Planned Behavior and Entrepreneurial Event Model

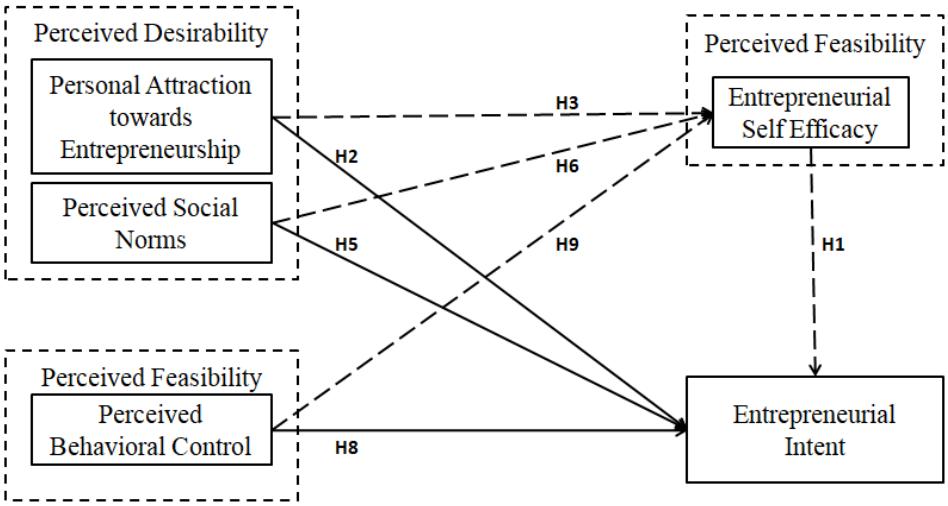
The theoretical perspective of this research is Theory of Planned Behavior (TPB) (Ajzen 1991) which guided in development of the research model and subsequent hypotheses. TPB proposes that attitude toward the behavior, subjective norms and Perceived Behavioral Control (PBC) predict the *EI* (Liñán & Chen, 2006). In the context of career, TPB proposes that employees will choose such careers which are socially acceptable and achievable. Both standpoints concede the significant role of self-efficacy in behavioral intention. It is useful to almost all deliberate behaviors and it endows with pretty good outcomes in assorted areas e.g., the picking a professional occupation (Ajzen 2001). A thin connection would subsist amid intention to be an entrepreneur, and actual performance.

The Entrepreneurial Event Model (EEM) (Shapero & Sokol, 1982) is one of extensively cited models of intention and behavior of entrepreneurship in the literature of entrepreneurship (e.g., Godsey & Sebora, 2010). It embraces "perceived desirability, perceived feasibility, and tendency to influence *EI*" (Shapero & Sokol, 1982). This study includes the first two constructs. PD refers to the aspiration or affect or personal attraction to commence a new profitable endeavor/venture (Krueger et al., 2000). Sharahiley (2020) supports the impact of PD on EI. Krueger and Brazeal model assert that PD addresses two pertinent constructs (attitude/attraction toward act and social norms) of theory of planned behavior. Hence, the Personal Attraction towards Entrepreneurship (PAE) and Perceived Social Norms (PSN) corresponds to the PD. Whereas, the PF determines the confidence that it is practicable to do so and to turn into an entrepreneur (Krueger et al., 2000). It is a person's perspective of prospective approaching situations regarding entrepreneurship (Shapero & Sokol, 1982) or believe to be an entrepreneur (Schlaegel & Koenig, 2014). The PBC is the feasibility to regulate *EI* (Peterman & Kennedy, 2003). Alferaih (2017) supports the upshot of PF on EI. The PBC and *ESE* corresponds to the PF in this study.

Figure 1 illustrates the projected model. In general, this model predicts that PD and PF are positively associated with *EI* of medical students. Moreover, these associations are anticipated stronger when medical students have *ESE*.

Figure 1:

Hypothetical Research Model



i. Entrepreneurial Self-Efficacy (Perceived Feasibility) and Entrepreneurial Intentions

Entrepreneurial education is significantly associated with PF and entrepreneurial intent. Ellikkal, and Rajamohan (2023) established that PD is strongly associated with EI Entrepreneurial Self-Efficacy (ESE) is an occupation related self-efficacy where a person has confidence in his/her abilities to accomplish entrepreneurship related circumstances (McGee et al., 2009). Self-Efficacy (SE) is an individual's confidence on his/her skills and abilities to perform a meticulous work even if they confront any challenges while carrying out these tasks (Uysal et al., 2022, Shahzadi and Ali, 2022). Self-efficacy (or internal value) significantly predicts the outcome such as motivation, intention for skill transfer (Rehman & Shahzadi, 2014; Shahzadi & Ali, 2020; Shahzadi & Raja, 2021) and *EI* (Tran, 2022). It is well thought-out as one of the pertinent antecedents of real occupational behaviors (Elnadi & Gheith, 2021). SE recognizes individuals' determination and resilience when they undergo the contemporary challenges, complications and impediments. Consequently, a person possessing an elevated SE levels can have soaring predilection to handle intricate missions and to surmount the challenges (Maheshwari & Kha, 2022).

Investigation of the bond between ESE and EI has been progressively more fascinated by the contemporary scholars e.g., Maheshwari and Kha, (2022). Certainly et al. (2021) reports that individuals' having elevated ESE, their intention to turn into an entrepreneur considerably increases. Besides, Maheshwari and Kha (2022) found a strong correlation amid ESE and intentions to turn into entrepreneurs. Nevertheless, Elnadi and Gheith (2021) accentuate the ESE influence on start-up intention can fluctuate in diverse countries/economies; consequently, the subsequent hypotheses are designed.

H1: ESE significantly impacts EI among undergraduate students of health sciences.

ii. Personal Attraction towards Entrepreneurship (Perceived Desirability) and Entrepreneurial Intent

Personal Attraction (attitude towards behavior) states the degree to which an individual possesses an optimistic or pessimistic valuation about him/her-self to become an entrepreneur (Ajzen, 2002). It not only embraces the sentimental considerations (e.g., I like, it's pleasant, it feels good) but also the evaluative consideration (e.g., it is valuable, and lucrative). If PAE is exceedingly encouraging, EI will also be optimistic (Liñán et al., 2013). PD is considered the projecting factors of *EI* (Kariv et al., 2023). Ghatak, Chatterjee & Bhowmick (2023) also found that *EI* are governed by motivations (e.g., PD). Kumar and Shukla (2022). suggested exploring personal factors which impact *EI*. Henceforth, the subsequent hypothesis has been formulated:

H2: PAE significantly impacts the EI among undergraduate students of health sciences.

Literature advocates that ESE encompasses personality dynamics (McGee et al., 2009) hence, work experience and exposure to the entrepreneurs (Newman et al., 2019) may influence ESE. It pursues that persons having an experience with and an exposure to entrepreneurship develop ESE. Nearly all preceding research divulges that ESE drives *EI* (Tsai et al., 2014) and mediates between the *EI* and its determinants (Maheshwari and Kha, 2022). Consequently, we predict:

H3: PAE significantly impacts the ESE of undergraduate students of health sciences.
H4: ESE mediates the association between PAE and EI among undergraduate students of health sciences.

iii. Perceived Social Norms (Perceived Desirability) and Entrepreneurial Intent

Perceived social norms determine the perceived social pressure to be or not to be engaged in the *EI*/behaviors (Liñán et al., 2011). PD determines *EI* (Kariv et al., 2023; Lediana, Perdana, Deliana, & Sendjaja, 2023). Ghatak et al. (2023) also found that *EI* are governed by control factors (e.g., PF). Lediana et al., (2023) also found the same. The perceived subjective and social norms characterize students' discernment of how momentously their family, friends and others value their entrepreneurial activities. If they will get considerable social support, their *EI* will also be improved (Chen & He, 2011). It will enhance students' intention to practice entrepreneurship and boost their motivation to be engaged in the entrepreneurial activities. Nonetheless, there is diminutive comprehension about the predictors that sway students' EI (Fayolle and Gailly 2008).

The social capital lends a hand in endowing with knowledge, enthusiasm, trust, financial and social support from friends, family, and relatives (Lan & Luc, 2020). Conversely, they can also act as a negative social pressure if they are not supportive to carry out certain behaviors. Students are the future pioneers which are immensely affected by the social assessment of their actual behaviors. Nevertheless, these social networks are the normative beliefs people perceive from their social environment (Ajzen, 2005). He found a weak association of subjective/social norms with intention development. These networks may force individuals to get their consent to abide by and turn out to be a stipulation for affiliation (Meek et al., 2010). The optimistic academic ambiance encourages entrepreneurial thoughts, permitting the undergraduates to shape up their belief of entrepreneurship (Thomas et al., 2014; Shahzadi et al., 2021). Kumar and Shukla (2022) suggested to explore environmental

factors which impact *EI*. The preceding literature facilitates us to develop the subsequent hypothesis:

H5: PSN significantly impact the EI among undergraduate students of health sciences.

Nonetheless, there may be the effect of social norms on *ESE* as well. It means PSN can cultivate individuals' perception of ability and their intentions. The preceding research divulges that ESE mediates between the *EI* and its determinants (Maheshwari & Kha, 2022). Hence, we argue that the influence of PSN on *EI* can be improved if there is *ESE* because ESE is a prevailing predictor to modify individuals' decision-making and a pertinent factor to form the intention toward entrepreneurial research (Wu et al., 2019). This leads to devise the subsequent hypotheses:

H6: PSN significantly impact the ESE of undergraduate students of health sciences.

H7: ESE mediates the association of PSN and EI among undergraduates of health sciences

iv. Perceived Behavioral Control (Perceived Feasibility) and Entrepreneurial Intent

Perceived desirability foresees *EI* (Kariv et al., 2023, Lediana et al., 2023). Ghatak, Chatterjee and Bhowmick (2023) also found that *EI* are governed by control factors (e.g., PF). PBC is a person's level of perceived control on his actual performance and the anticipated upshots (Armitage & Christian, 2003). PBC is the discernment of the easiness or complicatedness in the accomplishment of the activities of interest (e.g., to be an entrepreneur). Preceding literature substantiates that, individuals possessing am amplified level of behavioral control, boost the impact of intention and actual behavior (Autio et al., 2001). Consequently, the PBC perks up the knack to envisage persons' intentions (Armitage & Christian, 2003). Kumar, and Shukla (2022) suggested to explore personal factors which impact *EI*. Thus, we hypothesize the following relationship:

H8: PBC significantly impacts EI among undergraduate students of health sciences.

ESE included personality dynamics (McGee et al., 2009) therefore; perceived behavioural control may influence ESE. The previous studies divulge that ESE drives *EI* (Tsai et al., 2014) and mediates between the *EI* and its determinants (Maheshwari and Kha, 2022). Besides, if individuals know the prospect requirements of any project, it will perk up those entrepreneurs' competence to oversee the self-efficacy. Cconsequently, we predict:

H9: PBC significantly impacts the ESE of undergraduate students of health sciences.

H10: ESE mediates the association between PBC and EI among undergraduate students of health sciences.

4. Materials and Methods

Study Sample

Primary source of data collection was undergraduate students from various health study programs (Nursing, Pharmacy, Psychology and Physical Therapy) by using adopted questionnaire whereas, the secondary source was collected by using past published research papers. The population frame is 1000 undergraduate medical students. A sample size of 278 was taken at 95% confidence interval by employing simple random sampling technique. The respondents were ensured that the data collected was purely used for the research drive and their confidentiality was also ensured.

Study Measures

A pre tested and validated questionnaire EIQ (Entrepreneurial Intent Questionnaire) was used to measure *EI* among study p

5. Results

SPSS-26 and AMOS-26 software were used for data analysis. In table 1, the reliability of scales of each variable is mentioned which demonstrates that Alpha values are considerably reliable.

Table 1

Scale Reliabilities

Variable	No. of Items	Cronbach's Alpha
PAE	5	0.921
PSN	8	0.916
PBC	6	0.887
ESE	5	0.890
EI	6	0.926

Descriptive statistics embrace mean, standard deviation, and correlation (Table 2). Correlation was computed to analyze the strength and direction of all hypothesized relationships. The correlation coefficient (*r)* value usually varies from -1 to +1. The correlation value of the study variables range from .70 to .95 which suggests that multicollinearity does not exists among variables. It also depicts that a positive and strong correlation exists among all variables.

Table 2

Descriptive Statistics

	Mean	SD	PAE	PSN	PBC	ESE	EI
PAE	3.092	1.043	1				
PSN	3.313	.931	.918**	1			
PBC	2.927	1.126	.856**	.809**	1		
ESE	3.336	.956	.850**	.957**	.705**	1	
EI	3.0870	1.101	.942**	.873**	.827**	.808**	1

Structural Equation Modeling (SEM) technique in AMOS-26 was performed to test hypotheses. The predictive relevance values were used to investigate model fit. The model fit indices depicts that the measurement model exhibits a good model fit.

Table 3

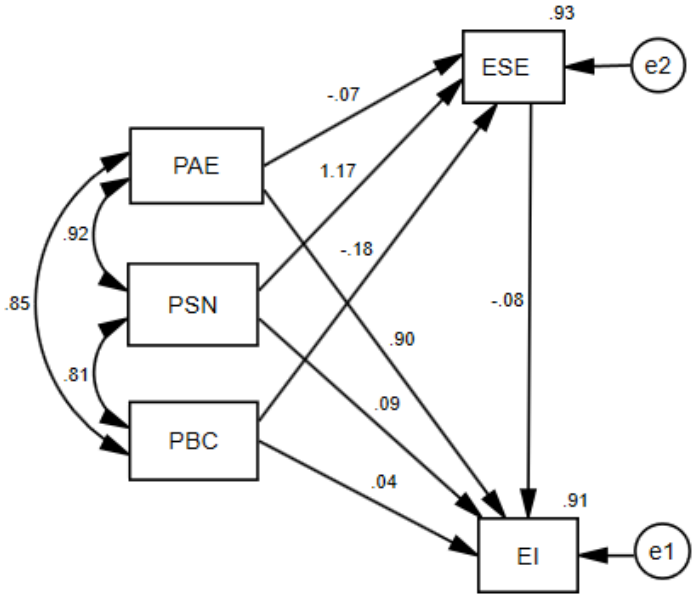
Structural Equation Model Fit Measures of Constructs

Constructs	GFI	IFI	CFI	NFI	AGFI	RMSEA
Index Value	0.940	0.913	0.922	0.943	0.950	0.041
Cut off Criteria	≥0.90	≥0.90	≥0.90	≥0.90	≥0.90	≤0.08

The path coefficient (β) and p-values were used to accept or reject the projected hypotheses. B values depict the strength of a relationship which must be near +1 for a strong relationship (Hair et al., 2016).

Figure 2

Path Diagram



H1 proposes that ESE significantly impacts EI (β =.801, p<0.000) is accepted. H2 proposes that PAE significantly impacts EI, is accepted (β =.901, p<0.000). H3 proposes that PAE significantly impacts ESE (β =.720, p<0.000), is accepted. H4 proposes that ESE mediates PAE and EI (β =.914, p<0.000), is accepted. It means full mediation exists because beta value has been increased from .901 to .914.

Table 4
Hypotheses Decision

Hypothesis	Estimate	P	Decision
H1: ESE →EI	.801	***	Accepted
H2: PAE→EI	.901	***	Accepted
H3: PAE→ESE	.720	***	Accepted
H4: PAE →ESE→ EI	.914	***	Accepted (Full mediation)
H5: PSN→EI	.827	***	Accepted
H6: PSN→ESE	.381	***	Accepted
H7: PSN→ESE →EI	.902	***	Accepted (Full mediation)
H8: PBC→EI	.349	***	Accepted
H9: PBC→ESE	.179	***	Accepted
H10: PBC→ESE→EI	.235	.025	Accepted (Partial mediation)

H5 which proposes that PSN significantly impacts EI (β =.827, p<0.000) is accepted. H6 which proposes that PSN significantly impacts ESE (β =.381, p<0.000) is accepted. H7 proposes that ESE mediates the association of PSN and EI (β =.902, p<0.000) is accepted which means full mediation exists because beta value has been increased from .827 to .902. H8 which proposes that PBC significantly impacts EI (β =.349, p<0.000) is accepted. H9 proposes that PBC significantly impacts ESE (β =-.179, p<0.000) is accepted. H10 proposes that ESE mediates PBC and EI (β =.235, p=0.25) is accepted which means partial mediation exists because beta value has been reduced from .349 to .235.

6. Discussion and Conclusion

This research investigated the influence of PAE, PSN and PBC on *EI* among undergraduate students. It is found that H1 is accepted; these outcomes are consistent with the preceding studies (Rahmawati, Darmayanti & Puttri, 2022; Elnadi & Gheith, 2021; and Maheshwari & Kha, 2022). H2 is accepted, these finding are aligned with the results of (Sahban et al., 2015) who reported personal inclination as a powerful factor to be an entrepreneur among students of business studies in Indonesia. Similar finding have been reported by Liguori et al., (2020) that positive or negative personal valuation about entrepreneurship significantly impact *EI*. H3 is accepted, these outcomes are aligned with the results of Sahban et al., (2015). H4 is accepted, these outcomes are partially aligned with the preceding outcomes (Sahban et al., 2015) who reported personal inclination as a powerful factor to become an entrepreneur among business students in Indonesia.

Likewise, H5 is accepted, these findings are inconsistent with the results of Shook & Bratianu, (2010). Study findings are consistent with the outcomes of Shahzadi (2017) who found that culture (subjective norms) is significantly associated with intention. Majority of the students disapproved the social support from their circle to become an entrepreneur. This showed that in Pakistani context, students believe that if they decide to start a new venture, there would be less or no support (financial) from their social circle including family, friends

and the relatives. On the basis of these results, it can be predicted that when the students feel that they can manage the stresses and pressures of starting a new business they would have more inclination towards *EI*. Additionally, H6 is accepted, these findings are aligned with the findings of Walker, Neighbors, Rodriguez, Stephens and Roffman (2011) who found indirect impact of social norms on SE. H7 is accepted, these outcomes are aligned with the outcomes of Liñán et al., (2011) who found that PSN (perceived desirability) has an indirect effect on feasibility (self-efficacy) rather than direct effect on EI.

H8 is also accepted, these findings are aligned with the results of Liñán et al., (2011) who found PBC the strongest predictor of EI. H9 is accepted, these findings are aligned with the outcomes of Liñán et al., (2011) who found PBC plays a substantial role in PF. H10 is rejected; these results partially support the results of Liñán et al., (2011) who found that PBC strongly impacts EI.

This study concludes that *EI* among undergrad students is influenced by PAE and PBC and PSN. Moreover, self-efficacy fully mediates the association of; PAE and EI; PSN and EI. Whereas, self-efficacy partly mediates the PBC and *EI.*

7. Implications

This research adds into the literature of *EI*, PD, and PF. This study is exceptional since it investigated PD by studying PAE and PSN as its part. It also studied PBC and *ESE* a part of PF. It also backs the literature by investigating the mediating role of *ESE* to predict *EI*. Additionally, it backs the literature of TPB and entrepreneurship education.

It is recommended that certain teaching strategies need to be adopted that boost the expansion of *EI* to select entrepreneurship as a career choice and to improve students' *EI*. The authors consider that excessive potential exists for entrepreneurship research to have a deeper comprehension of entrepreneurial behaviour and intent since this area is contently evolving. Our study advocates that teachers should ensure more realistic proficiencies for students to acquire and perform entrepreneurial skills, despite their cultural upbringing. Therefore, teachers who want to bump up students' ESE and their EIs should contemplate ensuring additional learning practices where learners can unswervingly connect with the society.

The policymakers can play their role via developing policies to enhance entrepreneurship in healthcare sector. This research draws attention towards entrepreneurship training and education in the country as entrepreneurship has not received needed attention in Pakistan. Self-efficacy's vigorous impact on *EI* requires availability of more purposive and effectual entrepreneurship education and training for medical students to augment their PF and desirability to perform certain entrepreneurial roles. Hence, the academicians/teachers should employ their students in a range of learning opportunities.

Academicians and policymakers need to modify the curricula and type of instructions to encourage students' *EI* in healthcare sector. They should formulate policies to promote entrepreneurship among medical students hence reducing the burden of unemployment.

8. Limitations and Future Recommendations

Despite diverse contributions, this study is not devoid of limitations. Based on limitations, several recommendations are suggested to the future authors. This study was conducted on single teaching institute because of time limitations of the project. Sample size was small because of the nature of the research i.e., descriptive quantitative survey. This study has not taken teacher's perspective on students' *EI*, because the study was exclusively designed to investigate *EI* among undergraduate healthcare students. Moreover, the moderating impact of age, gender, study level, and study programs will be an interesting insight to alleviate the *EI* literature.

There is still need to reaffirm the application of TPB to study *EI* by several inquiry methods, such as qualitative, quantitative and multi-method research approaches. For deeper understanding of entrepreneurship behavior a narrative inquiry can help to understand the phenomenon. A multi-institutional study with larger sample size may be carried out to see the pattern of *EI* among students of health study programs. It is plausible to research teachers and policy makers' perspective on entrepreneurship teaching and training needs for undergraduate students studying in various colleges and universities of Pakistan and other countries. This study opens the door for the future researchers to consider other potential determinants of *EI* in healthcare industry.

Disclosure Statement
There is no impending conflict of interest stated.

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Measurement Scales

Variable	Statement
Perceived Desirability	
PAE	[Scale: Indicate your level of agreement with the following sentences from 1 (total disagreement) to 7 (total agreement)].
	Being an entrepreneur implies more advantages than disadvantages to me.
	A career as entrepreneur is attractive for me.
	If I had the opportunity and resources, I'd like to start a firm.
	Being an entrepreneur would entail great satisfactions for me.
	Among various options, I'd rather be an entrepreneur.
PSN	(Scale: five-point Likert scale ranging from "1=totally disagree" to "5=totally agree").
	People who are important to me would approve my decision to become an entrepreneur
	People who are important to me think that I should be an entrepreneur
	The local community would support my decision to become an entrepreneur
	I care about what people who are important to me think about my entrepreneurial career.
	I care about the approval of my entrepreneurial choice by people who are important to me
	I often see stories in the public media about successful new businesses
	People successful at starting a new business have a high level of status and respect.
	Most people think of entrepreneurs as competent, resourceful individuals.
Perceived Feasibility	
PBC	[Scale: To what extent do you agree with the following statements regarding your entrepreneurial capacity? Value them from 1 (total disagreement) to 7 (total agreement)].
	Start a business and keep it working would be easy for me.
	I'm prepared to start a viable business.
	I can control the creation process of a new business.
	I know the necessary practical details to start a business.
	I know how to develop an entrepreneurial project.
	If I tried to start a business, I would have a high probability of succeeding.
ESE	(Scale: Degree of certainty in performing each of the roles/tasks on a 5-point scale ranging from 1=completely unsure to 5=completely sure).
	Set and attain profit goals
	Expand business
	New venturing and new ideas
	New markets and geographic territories
	Establish and achieve goals and objectives
	Define organizational roles, responsibilities, and policies
	Take calculated risks
	Take responsibility for ideas and decisions
	Work under pressure and conflict
	Controls cost
Entrepreneurial Intent [Scale: Indicate your level of agreement with the following statements from 1 (total disagreement) to 7 (total agreement)]	
	I'm ready to make anything to be an entrepreneur.
	My professional goal is becoming an entrepreneur.
	I will make every effort to start and run my own business.
	I'm determined to create a business in the future.
	I have very seriously thought in starting a business.
	I've got the firm intention to start a business someday.