

**DETERMINANTS OF ENTREPRENEURIAL INTENTION AMONG
GRADUATE STUDENTS: A CASE OF ALETAWONDO POLY
TECHNIQUE COLLEGE**



MBA Thesis

BY:

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HAWASSA-ETHIOPIA**

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STUDENTS: A CASE OF ALETAWONDO POLY TECHNIQUE COLLEGE**

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**A THESIS SUBMITTED TO HAWASSA UNIVERSITY SCHOOL OF GRADUATE
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Declaration

I hereby declare that this thesis is my original work. It has not been presented for a degree in any other university and that all sources of material used for the thesis have been duly acknowledged.

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LIST OF ACRONYMS

CSA	Central Statistics Authority
EEM	Entrepreneurial event model
IT	Information Technology
MSE	Micro and Small-Scale Enterprises
SEM	Structural equation modeling
PBC	Perceived behavioural control
P-E	Person and environment
PLS	Partial least squares
TVET	Technical and vocational education and training
TPB	Theory of planned behavior

Abstract

The research aimed to delve into the intricate determinants of entrepreneurial intentions among graduate students at Aleta Wondo Poly Technique College. Specifically this study was intended to find out the determinants such as attitude, social norms, personality, risk taking propensity, perceived behavioral and family background on entrepreneurial intentions. Descriptive and explanatory research design was adopted with both qualitative and quantitative approaches. Primary data collected through questionnaires. Target population conducted from selected department in Aleta Wondo Poly Technique College from which 154 respondents were randomly selected and the study has been continued with 132 response rate as representative of population and made Analysis. Descriptive and inferential analysis were undertaken to describe entrepreneurial intentions as well as to determine the correlation between factors entrepreneurial intentions and attitude ,social norms ,personality ,risk taking propensity ,perceived behavioral and family background on entrepreneurial intentions in that order. The result of the study revealed that independent variables had statistically significant correlation with entrepreneurial intention as it checked by Pearson's coefficient correlation. Also the result of multiple linear regression analysis model shows that both predicted factors have about 73.3% effect on entrepreneurial intentions among graduate students at Aleta Wondo Poly Technique College. After completing data analysis, the conclusion was drawn based on the major findings of statistically significant variables. All variables accounts the lion share of effect that followed by each other's respectively. Finally the recommendation was forwarded on each significantly affecting variable to improve entrepreneurial intentions among graduate students in study area.

Key words: *Attitude, social norm, perceived, risk taking propensity, family employment background, personality, entrepreneurial intention*

CHAPTER ONE

INTRODUCTION

The introductory part of the study presents background of the study, statement of the problem, objective of the study, research hypothesis, significance of the study, scope of the study, limitations of the study, and organization of the thesis.

1.1. Background of the Study

Entrepreneurship is considered a significant and important factor for the economic development of a country and for new job creation and innovation (Mirjana et al., 2018; Ros et al., 2017; Rusu and Roman, 2018). Given the positive effects of entrepreneurship on a country's economy, the promotion of entrepreneurship is a national priority for many governments around the world (Karimi et al., 2015; Rusu & Roman, 2018).

According to Mirjana et al. (2018) and Esfandiar et al. (2019), entrepreneurship is an innovative and creative process where there is potential to add value to products, create job opportunities, raise productivity, revitalize and diversify markets. Entrepreneurship begins when an individual decides to undertake a new venture. Consequently, it is necessary to understand just how people reach the decision to do it (Karimi et al., 2015). Understanding and examining the factors which affect the decision of individuals to become entrepreneurs play a significant role for the decision makers in order to identify the adequate measures that can support and develop the entrepreneurial activity (Rusu & Roman, 2018).

Entrepreneurial intention reflects the individual's dynamics and ability to identify opportunities, pursue them, and create new business in the future. In other words, entrepreneurial intention expresses the individual's desire and commitment to creating a new enterprise (Zahra et al., 2019). The impact of entrepreneurial activity and the creation of new businesses on the economic growth of a country and the generation of jobs are recognized worldwide. The cultural, economic, and institutional factors that influence entrepreneurial activity in different countries, specifically focusing on Russia, China, and the United States. It examines how cultural values, business environments, and social structures shape entrepreneurial intentions and outcomes in

these nations. While it may not cover all the aspects mentioned in your query, it provides valuable insights into the variations in entrepreneurial activity among different societies (Audretsch, *et al.*, 2019).

According to Krueger and Reilly (2018) the factors that influence entrepreneurial intention, including socio-demographic variables (such as age, gender, education, and family background) and psychological variables (such as self-efficacy, risk-taking propensity, and innovation orientation). They provide insights into the mindset and motivations of individuals who aspire to pursue independent careers and entrepreneurial ventures.

The entrepreneurial revolution has taken hold across the globe and has undeniably affected the world of business. According to Chen, et al (2006) the younger generation of the 21st century is becoming the most entrepreneurial generation since the industrial revolution. About 5.6 million Americans are actively trying to start their own businesses today. They are younger than age 34 and nearly 80% of would be entrepreneurs are between the ages 18 and 34. These explosive numbers have come with similar increases in the field of entrepreneurship education (Donald, 2005). In Ethiopia, now a day's remarkable growth and development in research in curricula and programs has occurred in the field of entrepreneurship and new-venture creation. Colleges and universities offer courses to students to prepare for the future. According to Adetayo (2006), this trend, the growth of entrepreneurship programs in educational institutions is remarkable in aiming to change the mindset of the youth.

In a contemporary society where we are forced to give always the best of our self, the future entrepreneur is looking for the social recognition and the personal realization. One of the main characteristics of the entrepreneurial behavior is the need of achievement that is the need to excel and to reach certain purpose in an objective of personal achievement. The benefits of entrepreneurship, provide practical advice, and share success stories to inspire young entrepreneurs. They cover topics such as innovation, starting a business with limited resources, and finding opportunities in the market (Thiel, & Masters 2014). According Ries (2017) the impact of entrepreneurship on society and the economy, challenging traditional notions of the

role of the public and private sectors his finding shows that the entrepreneurial activity can drive innovation, create jobs, and contribute to economic growth.

Entrepreneurship can drive productivity improvements, introduce new innovations and industries, and create employment opportunities. They also highlight the importance of an efficient workforce and the motivation of entrepreneurs to work more efficiently due to the direct link between their income and work effort (Vinsel & Russell 2020).

According to Johnson (2013) the motivations behind starting a business and becoming an entrepreneur desire for self-achievement, the need for financial success, and the aspiration for higher social and professional status as common driving factors. Entrepreneurs demonstrate a need to Achieve, a willingness to exploit a challenge, to persevere, to work hard and driven by self-belief but tempered with the ability to be flexible and to delegate to others when necessary as well as willingness to listen to advice and to recognize that they are not experts in every aspect of their business. The mindset and actions of entrepreneurs who take initiative in identifying problems as opportunities and proactively solving them. The importance of recognizing market gaps, developing innovative solutions, and taking risks to create new ventures. The entrepreneurial spirit of not waiting for others to make decisions or solve problems, but rather taking the initiative to address them (Cooper & Vlaskovits 2016).

According to Konon & Kritikos (2018) career outcomes are influenced by personality and it seems that individuals with a certain personality are better able to become successful entrepreneurs than others. In this sense, researchers in entrepreneurship agree to preserve that factors related to either individual variables like subjective traits, risk taking propensity and demographics or contextual variables such as social and cultural characters affect people's pre-self-employment decisions and other factors like attitude, personally traits and subjective norms entrepreneurial intention. Based on the above point of view the analysis of entrepreneurial intention remains an important issue nowadays, because of its importance to understand the phenomenon of entrepreneurship around the world and in the Ethiopia the researcher was tried to identify the determinants of entrepreneurial intention among graduate students in the study area.

1.2 Statement of the Problem

Several numbers of undergraduate students graduating from Public and Private Higher Education institutions in Ethiopia is increasing from time to time, and the trend will continue as per the vision of higher education institutions of the country. This number is also swelling with the expansion of new Colleges and universities in the country. In due time, educated human resource supply would be in excess of demand of the public and private organizations. Certainly, this would result in unemployment problem among students unless they seriously consider self-employment or entrepreneurship as their career option Pearson (2015). From all alternative employment options, self-employment is the dominant type of employment in the country that employed majority of the labor forces. But most self-employed individuals are illiterate. Self-employed individuals come from the least educated segment of the labor that is unlike to get wage offers that would make employment an option, and smaller proportion of the highest educated individuals are moving into self-employment(Getinet,2004).

The public and private sector employment are considered as “Good jobs” while self-employment is considered as “Bad jobs” (Serneels, 2007).This show that highly educated workforce of the country prefers an organizational employment than self-employment. In contrast to this, the government employment policy considers self-employment as viable employment option for College and university students. According to the study by Haile (2006), self-employment category of the labor market is the less preferred labor market among highly trained human resources of Ethiopia. This indicates that more self-employment awareness is needed among students to bring out more entrepreneurs. However, to do this, it is unknown whether personality trait, environmental factors and demographic factors contribute to student’s intention to become entrepreneur. Souitaris, Zerbinati, and Al-Laham (2007) assume that specific behaviors such as entrepreneurship can be predicted with considerable accuracy from entrepreneurial intentions.

As a result, observing intentions towards the entrepreneurial behavior can help in predicting this behavior Krueger Jr, Reilly, and Carsrud (2000). Entrepreneurial intention refers to self-acknowledged convictions by individuals that they intend to establish new business in the future Thompson (2009). There are studies conducted in other developing and developed countries. A study done by Phuong and Hieu (2015),on the Predictors of entrepreneurial intentions of university undergraduate Students in Vietnam shows that risk taking propensity, locus of control,

need for achievement, perceived support and creativity had a strong impact on the intention to start business. A study conducted by Uddin and Bose (2012), in Bangladesh found that risk taking, and entrepreneurship education offered by university are the strongest determinant to start business. Moreover, Plant and Ren (2010) came up with another study on entrepreneurial intention to Chinese and American students. The study found that male University students in China exhibited a significantly greater intentionality toward self-employment than university female students. Wang and Wong (2004) study on university students in Singapore, found that students from business parents have greater interest in entrepreneurship than none business parent students. A study done by Suraju (2016), in Nigeria showed that entrepreneurship education and personality traits (innovativeness and risk taking propensity) could significantly predict entrepreneurship intention among university graduates.

On the contrary research in Eritrea by Petros Woldu and Dawit Teclmariam (2016), revealed that students' entrepreneurial education and family background has not any impact on the students' entrepreneurial intention. But similar to the students in Nigeria risk taking readiness has a positive and significant impact on Eritrean higher institutions students' entrepreneurial intention. Additionally, a study by George (2017), in Kenya found that culture, family and friends are not significant in influencing student's intentions to starting a business but risk taking propensity and perceived barriers financial were important in determining entrepreneurial intentions of students.

Some studies have been also done on entrepreneurial intentions of graduating university and TVET students in Ethiopia. These studies came up with different results. Siraw Megibaru (2014), found that taking entrepreneurship course, role model occupation, gender and family Background have significant effect on entrepreneurial intention of graduating students in Gonder University. In their research done in Oromia regional state, Sileshi Leta and Waktole Dadi (2017), found that internal locus of control and monetary value had a significant impact on graduating student on choosing self-employment as a career choice. A study done by Sultan Jemal (2017), found that willingness to assume risk is the factor that affects entrepreneurial intention of graduating students in Jimma University. All these studies were done on three or four variables only. The researcher was attempt to conducted more than four variables together

(personality, attitude, and social norms, risk taking propensity, perceived behavioral control and family background). On the other hand there is no study done on the study area. Therefore the researcher tried to bridge this gap.

1.3. Objectives of the Study

The objective of the study is to assess the determinants of entrepreneurial intention among graduate students: A case of Aleta Wondo Poly Technique College.

1.3.1. Specific objectives

1. To examine the effect of attitude on entrepreneurial intention on study area
2. To examine the effect of social norms on entrepreneurial intention on study area
3. To examine the effect of personality on entrepreneurial intention on study area
4. To examine the effect of risk taking propensity on entrepreneurial intention on study area
5. To examine the effect of perceived behavioral control on entrepreneurial intention on study area
6. To examine the effect of family background on entrepreneurial intention on study area

1.4. Research Hypotheses

The researcher postulated the following hypotheses:

Ho₁: Attitude has no significant effect on entrepreneurial intention on study area

Ho₂: social norms has no significant effect on entrepreneurial intention on study area

Ho₃: Personality has no significant effect on entrepreneurial intention on study area

Ho₄: risk taking propensity has no significant effect on entrepreneurial intention on study area

Ho₅: Perceived behavioral control has no significant effect on entrepreneurial intention on study area

Ho₆: Family background has no significant effect on entrepreneurial intention on study area

1.5. Scope of the study

Since entrepreneurship is a very wide concept, due to time and budget constraint the only focused on Sidama regional state Aleta Wond Poly Technic College. Geographically the study was confined at Sidama regional state Aleta Wondo Town. The study was used descriptive

statistical methods like, tables, charts, percentage, mean and standard deviation up to the employment of some advanced inferential statistical methods like that of correlation and multiple linear regression analysis. Both descriptive and explanatory research design was used to conduct this study, primary and secondary data source and probability and non-probability sampling technique was used to get accurate information. The conceptual scope in the study on entrepreneur intention on the independent variables (personality, attitude, and social norms, risk taking propensity, perceived behavioral control and family background).

1.6. Limitation of the Study

This study is not without its limitations. First, the sample of this study was not covered all Colleges in the region; it will cover only one poly technic college. The other limitation which is the main challenge of the researcher was the respondents may not willing to give the appropriate information during the data collection period of the study.

1.7. Significance of the Study

The study will initiate those concerned or interested parties to make preparation to help the youth of the country, especially those who are leaving higher institutions to develop entrepreneurial thinking after finding out the gap. This research will help academicians and researchers to have a source of reference on the issue of corporate entrepreneurship and organizational performance. Finally, researcher was using this study to get experience and criteria for fulfilling the requirements of MBA degree.

1.8. Operational Definitions of Terms

Entrepreneur: refers the individual who has a creative mind, vision and use local resources to fulfill society's' need or demand and Entrepreneurship is the process of changing this resource in adding value to something worthy of the society

Entrepreneurship: the process of where by individuals became aware of Business ownership as an option or viable alternative, develop ideas for business, learn the process of becoming an entrepreneur and undertake the initiation and development of business.

Entrepreneurial Intention: a state of mind that guides individual actions in order to create and develop a new business or entrepreneurial activity.

Attitude: refers to people over all evaluation, feelings or opinions towards a particular person, object, event or situation.

Social norm: refers to a widely accepted and expected behavior, belief or practice with in particular society or social group.

Perceived behavioral control: refers to an individual's subjective belief or perception of their ability to perform specific behavior or achieve a particular outcome.

Personality: refers to the unique set of enduring patterns of thoughts, feelings, and behavior that characterize and individual and distinguish them from others.

Family back ground: Back ground of the entrepreneurs youth family

Risk-taking propensity: is “the perceived probability of receiving reward linked with the success of situation that is necessary by the individual before an individual will be subjected to the consequences associated with failure.

1.9. Organization of the Study

The study consists of five chapters. The first chapter deals with the introduction part of the paper. This chapter includes major components of the study: statement of the problem, objectives of the paper and hypothesis. The second chapter deals with review of related literature. Definitions of entrepreneurship and its different theories, intention towards entrepreneurship and intention models are incorporated under this chapter. The third chapter deals with research methodology. Under research methodology, the study includes data types and sources, study design, data collection and data analysis methods. The fourth chapter discuss about the overall results and analysis on the major findings. The fifth and the last chapter come up with summary, conclusion and recommendations of the study.

CHAPTER TWO

LITERATURE REVIEW

This chapter deals with literatures and secondary data which are relevant to the study. Theories, frameworks, research findings, reports, and other published and unpublished materials were viewed in this chapter.

2.1. Theoretical Literature Review

2.1.1. Meaning of Entrepreneur

The term entrepreneur has often been applied to the founder of a new business or a person who starts a new business where there was none before. Others reserve the term to apply only to the creative activity of the innovator. Yet, others refer to the identification and exploitation of an opportunity as entrepreneurial. Generally, those who develop a niche in the market or develop a strategy to satisfy some need are called entrepreneurs (Amari & Ikram, 2014).

Entrepreneurship is considered one of the most important factors contributing to economic development and has numerous benefits for the society. It drives innovation, creates jobs, develops human potential and satisfies new customer demands. However, only a small percentage of the working population typically engages in entrepreneurship. Such evidence has required researchers to employ socio-cognitive models and theories to identify the antecedents of entrepreneurial intention, especially among people planning their career path. Generally, entrepreneurship is defined the decision to create and introduce a market offering, under uncertainty, that is novel and innovative in its nature and appearance to the market and which requires the establishment of a new company (Thiel & Masters 2014).

The decision to become an entrepreneur is a deliberate and conscious decision (Johnson 2013 & Leonard 2017). Creating a new company requires time, involving both considerable planning and a high degree of cognitive processing. Thus, an entrepreneurial intentions are assumed to capture the motivational factors that influence behavior, because they are indicators of how hard people are willing to try and how much of an effort they are planning to exert to perform the behaviour

(Al-Mamun & Fazal, 2018). According to Neeta (2009), in her book “Entrepreneurship Development & project Management” collected various but interdependent definitions of Entrepreneurship by different scholars.

2.2. Entrepreneurial Intention

Shiri et al. (2012) define entrepreneurial intentions as “a state of mind that guides individual actions in order to create and develop a new business or entrepreneurial activity”. Entrepreneurs are people who have the ability to see and evaluate business opportunities, collect the resources needed to take advantage of those opportunities and take the appropriate measures in order to ensure success (Davey et al., 2011).). A lot has been debated regarding the relevance of personality traits for entrepreneurship intentions, with some debates generating contradiction by confirming a significant relationship between several personality dimensions such as extroversion, conscientiousness, openness to experience and emotional stability and entrepreneurship intentions and performance, with risk propensity also linked to intentions (Hussain, 2018).

Zhao et al., 2010). The literature reveals that the person’s decision to become an entrepreneur is deliberate and consciously made, that is, entrepreneurial intention is the conscious state of mind that precedes action and direct attention toward a goal (entrepreneurship). From a behavioural perspective, entrepreneurship is practiced by individuals who passionately believe they have identified a unique solution to an unmet need or unresolved problem and are willing to expend great effort to satisfy these demands (Kirkley, 2016; Lee-Ross, 2017). Such persons in their minds are ready to do anything to be entrepreneurs (Kirkley, 2016).

There reasons why individual chooses to be self-employed are some of the reasons are the Desire to have economic freedom, Desire to be autonomy, Desire to exert authority and Self-actualization. There are various approaches to predict future entrepreneurial activity of an individual. Entrepreneurial activity can be predicted more accurately by studying intention rather than personality traits, demographic characteristics or situational factors (Sata, 2013). For Fayolle and Gaily (2009), the intention is the cognitive demonstration of the will of a person to exercise a behavior. It is considered as a good alternative of strategic and controllable human

behavior. For him, the intention, in a theory used in the sciences of the behavior, is the result of three abstract antecedents which we are going to present by applying them to the case of the creation of the new company. Attitudes to the behavior constitute the first antecedent. The intention to create a company is a function of the degree of favorable or unfavorable evaluation of the behavior in question. Therefore, if we want to have an intention to create company, it is necessary that favorable attitudes towards the behavior are skilled. Different places like for example the family, the territories and the occupations can act on these attitudes. Schools, universities, awareness-raising activities, work places also occupy an important role. The second antecedent presents the received social standards. The intention to create a company depends on perceptions that the individual has notices of the persons or the social groups (my friends, my family and my colleagues) which matter for him with regard to the envisaged behavior. These social standards perceived by the individual are more particularly resultant of the places evoked above and is influenced by cultural and societal variables (Shapero & Sokol, 1982).

Intentions demarcate the ability to become an entrepreneur and further determine whether such notions will be embarked on successfully or otherwise (Mohamad et al. 2015). Thus, the Ndovela and Chinyamurindi Entrepreneurial careers: Factors influencing entrepreneurial intentions lifetime of an entrepreneurial business, besides being affected by environmental factors, also lies in the strength of the entrepreneur's intentions (Kanonuhwa et al.2018). Therefore, an individual with a high need for self-employment will most likely continue in business against environmental factors that may impede their intention.

Entrepreneurial intentions can be inter-woven as per the notions of the Entrepreneurial Event Model (EEM) and Theory of Planned Behavior (TPB) (Douglas and Fitzsimmons 2013). The EEM asserts that perceptions of desirability, the propensity to act and the perception of feasibility are influenced by social norms, while attitude towards the act and perceived behavioral control are influenced by planned behavior. It has been perceived that desirability and feasibility are key factors to entrepreneurship (Urban and Kujinga 2017), despite the notable relevance of entrepreneurship intention in encouraging the decision to become an entrepreneur (Achchuthan and Sivarajah 2013). Entrepreneurial intentions have a positive effect on students' entrepreneurial attitude, therefore posing a need for educators to reinforce this sentiment (Pulka, et al. 2014).

Others believe that entrepreneurial intentions to be influenced largely by the happenings in the macro-environment (Akmaliah, Pihie, and Bagheri 2013). The influence of such environmental factors can be an interacting effect with individual actions (Baron & Hmieleski 2012). Others (Koffi et al. 2015) place focus on the government's role in creating a context in which entrepreneurship thrives. In essence, though a plethora of factors exist to encourage entrepreneurship, the interacting and relatedness of these factors appears needs further research.

2.3. Factors Affecting Entrepreneurial Intention

There are several factors that affect entrepreneurial intention of youth and graduate students to start up their own business as stated blow.

2.3.1. Motivation

The motivation can be the result of the personal success, social success as benefactor, which the creation allows to acquire. Motivation is the result of a need for independence, of the desire to be his/her own boss, the look for the autonomy, need for achievement and for change (Shapero and Sokol, 1982)

2.3.2. Need for Achievement

In a contemporary society where we are forced to give always the best of our self to limit, the future entrepreneur is looking for social recognition and the personal realization. One of the main characteristics of the entrepreneurial behavior is the need of achievement that is the need to stand out and to reach certain purpose in an objective of personal achievement. Somewhere, the entrepreneurship is the outcome of a professional career, we begin by being salaried and then we become an entrepreneur. In other words the need for achievement can serve to distinguish, in a population, the creators from the not creators (Janssen, 2006).

2.3.3. Need for Autonomy

According to Davidson (1995), the need for autonomy (independence) is present with person who prefers to set up their own objectives in the first time, to develop the action plans and to check themselves the realization of their objectives in the second time. These persons try to avoid the limitations, the roles established in organizations and then they choose an independent activity. The persons who have a high degree of autonomy would of course feel at ease in an

entrepreneurial activity. This desire was generally found with the entrepreneurs who spent several years in the service of a society. He feels the need to create his own organization, to make his own experiences. Working according to rules which he fixed himself, he installs his own workspace, he establishes a work atmosphere which suits him most and which corresponds most to its culture. For the reason of having many years of experience, he feels desire of independence and auto control (Janssen, 2006).

2.3.4. Passion to Develop its Own Idea

Idea is private and it is appropriated to the person when he believes in it. A sense of subjective attachment was shown, and the person who had the idea of creation, consider him-self the most concerned person. The idea can be the result of discovering a new product, a new technique and a new knowledge, especially for engineers and technicians who invent new processes. For example, a person who is interested by the new business start-up can participate in creations, help creators and turn as employee at first towards professional sectors and search for jobs connected with the new business start-up. It is necessary to develop an attitude to make the sponge, thus it is necessary to know how to take advantage of meetings and of chance discoveries in all the places of the personal and the professional lives. When we want to become an entrepreneur, the most difficult things are not to have an idea but rather to know how the ideas are and how they can be captured (Boissin, 2009).

2.3.5. Individual Characteristics

As for the qualities and the individual characteristics, we retain the age, the sex, the self-confidence, the resourcefulness, the capacity to take risks, the creativity, the adaptability, the case to hear each other, to spread his/her energy, to be believed in the control of its fate and an obvious capacity to be worked. A person could possess an entrepreneurial potential but not the capacity to create a company. If we compare the age of the creators, the average varies enormously according to countries, and the area is very important (Ajzen, 1991).

2.3.6. Work Experience

The acquired work experience is considered as the most important individual factor; it is to be considered in the opportunity to create companies. The knowledge specifies of a range of products, used technologies, markets, a particular know-how, establish experiences and assets

which turn out useful during the creation of a company in which the activity is close or similar of the previously led activity. In any event, the knowledge of the life in company provokes the relations between actors, the quality-notion of services would be and the work experience seems to count. According to Fayolle (2009), the entrepreneurs create their companies after having worked in sectors close to the business sector of the new company where they acquired their skills and their experiences with the product and the used technology and then they possess a good knowledge about markets, technologies and industry (Fayolle, 2009).

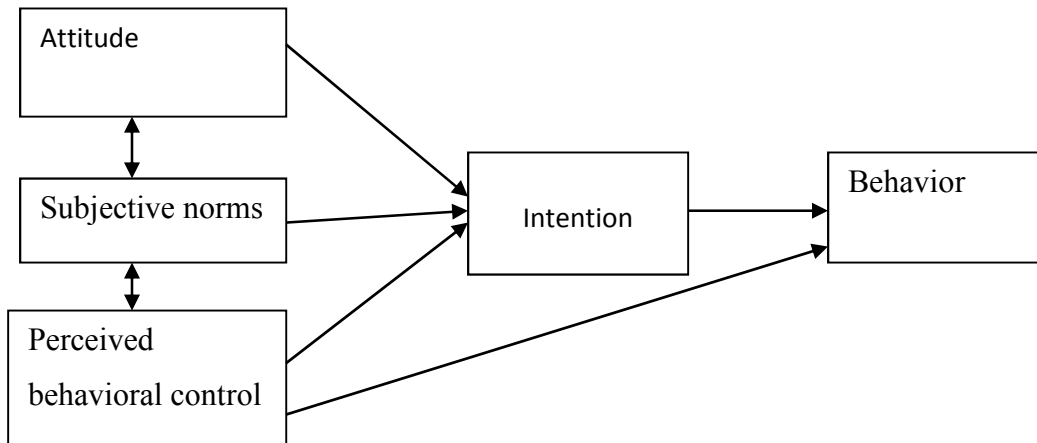
2.4. Entrepreneurial Intention Model: The Theory of Planned Behavior (TPB)

In the field of entrepreneurial intention research, one of the most adopted and a used model is Ajzen's theory of planned behavior (TPB) (Engle et al. 2010). TPB is based on the idea that intention to carry out specific behavior is shaped by person's attitude toward behavior and their ability to carry out that behavior (Ajzen 1991). He also mentioned that these intentions were the outcome of attitudes developed through past experience and individual characteristics (Ajzen 1996). According to Ajzen, there are three determinants of intention to act. These are Attitude toward the behavior, Subjective norm and Perceived behavioral control.

Although the theory of planned behavior was initially developed in the field of psychology but due to the wider scope and extensive applicability, TPB is very well adapted and used in various other fields (Iakovleva and Kolvereid 2009; Krueger 1993; Fink 2013). One of the characteristics that make TPB very attractive is that standard model of TPB can be adapted and changed according to the specific domain of the study (Krueger et al. 2000). Ajzen himself emphasized regarding the expansion of the classical model by adding antecedents of ATB, PBC, and SN in order to provide additional insights (Ajzen, 1991).

An individual's attitude toward a behavior and subjective norm are considered motivational factors that influence behavior. In contrast, the third factor, perceived behavioral control is assumed to capture non-motivational factors that influence behavior. Combined, these three factors represent an individual's actual control over behavior and are usually found to be accurate predictors of behavioral intentions; in turn intentions are able to account for a substantial proportion of variance in behavior (Ajzen, 1991).

Figure 2.1: The Theory of Planned Behavior



Source: Adopted from Ajzen (1991)

In Figure 2.1, intention is shown as the immediate antecedent of behavior, however in reality we know that not all intentions are ultimately carried out. In some cases, an individual may not be able to follow through with the desired behavior due to external factors, despite having the Intention to do so. On the other hand, the attitude-intention link is internal and in general is less affected by dynamic external factors (Ajzen, 1991).

Ajzen (1991) defined the theory of Planned Behavior with the principle that much human behavior is planned and is therefore preceded by intention toward that behavior. The theory assumes intention as the immediate antecedent of behavior. Consequently, the model stresses that three key attitudes predict intention. The first attitude is towards the act. This attitude is based on the perception of the person of what he/she might think of as a desirable outcome. If someone expects that the outcome of the act is getting him or her in a better position, it will be more likely that he/she will perform the act. The second attitude is that of the subjective norm. The subjective norm reflects the extra personal influence on the decision-maker. If the people that are close to the individuals expect or respect that he/she will do the act, it is more likely he/she will do so. The third factor is the perception of the behavioral control. The extent to which someone perceives the act as feasible, it is more likely that he/she will execute it. Scholten, et al. (2004) consequently explained the three key attitudes as predictor for the intention towards entrepreneurship as follows;

2.4.1. Personal Attitude

Attitude toward entrepreneurship includes beliefs about the likely outcomes of starting a new company and the evaluations of these outcomes. Personal Attitude refers to the degree to which the individual holds a positive or negative personal valuation about being an entrepreneur (Ajzen, 1991). It includes not only emotional (I like it, it is attractive), but also evaluative considerations (it has advantages).

2.4.2. Subjective Norm

This measures the perceived social pressure to carry out or not to carry out entrepreneurial behaviors. In particular, it would refer to the perception that "reference people" would approve of the decision to become an entrepreneur, or not (Ajzen, 1991). Image of entrepreneurship is the subjective norm that includes beliefs about the normative expectations of others and motivation to comply with these expectations.

Subjective norms are positioned significant measures of intentions (Kautonen, Van Gelderen, and Fink 2013; Kumar 2012). Peng, Genshu, and Hui (2012) state that subjective norms is influenced by perceived expectation levels from significant others, such as family, colleagues and role models. This view is supported by others internationally (e.g., Lestari and Susetyo 2014) and within the South African career research literature (e.g., Chinyamurindi 2016). Further, culture can also exist as a variable that influences subjective experiences and play a role in determining entrepreneurship intent (Linan and Chen 2009).

2.4.3. Perceived Behavioral Control

Perceived behavioral control (PBC) is defined as the perception of the ease or difficulty of becoming an entrepreneur. It refers to the sense of capacity regarding the fulfillment of firm-creation behaviors. PBC would include not only the feeling of being able, but also the perception about controllability of the behavior, beliefs about the greater the perceived control, the stronger the person's intention toward entrepreneurship is expected to be. As a rule, the more favorable the attitude and subjective norm, the greater the perceived control, the stronger the person's intention toward entrepreneurship is expected to be Perceived behavioral control (Ajzen, 1991).

Mahmoud and Muharam (2014) highlight that behavioral control is one's ability to perceive, keep, recover, react and assess information. Behavioral actions are useful predictors of individual

action review (Phuah et al. 2012). Prominent beliefs can consist of: a) behavioral beliefs which are expected to affect attitudes; b) normative beliefs that form the basic elements Ndovela and Chinyamurindi Entrepreneurial careers: Factors influencing entrepreneurial intentions of subjective norms, and finally, c) control beliefs, which offer the root for perceptions of behavior control Lapista et al. (2012). Alhaji (2015) concedes that through perceived behavioral control a decision can be made on whether or not to engage in an activity.

4.4.4 Risk-Taking Propensity

Risk-taking propensity is “the perceived probability of receiving reward linked with the success of situation that is necessary by the individual before an individual will be subjected to the consequences associated with failure, the alternative situation providing less reward as well as severe consequences than the proposed situation” (Hanan, King, and Mark 2011, 8). The ability to take risk can be the difference between entrepreneurs and non-entrepreneurs (Kautonen, et al 2009).

Renko, Kroeck, and Bullough (2012) state that usually entrepreneurs start their own businesses later in their lives, and many of these entrepreneurs have managerial experience because usually one would acquire the necessary skills and experience before pursuing a certain business venture; the necessary risk would have been established before the entrepreneur can take measures to start a business (Shane 2009, 141). Taking a risk goes hand in hand with the confidence of that particular individual, especially since graduates have less experience when it comes to managing a business even though they have studied for such. Therefore, those who exhibit higher levels of internal control will be more attracted to managerial positions. Finally, intense job dynamics and the experience in situations that have a lot in common with entrepreneurial situations can build confidence needed to believe that one will be able to start a new venture and succeed (Baron et al. 2012). New entrepreneurs have limited knowledge about the risks that contribute to failure, and they also risk overestimating the probability of success (Collins, 2010), which leads to an inadequate evaluation of risk (Fabricius & Büttgen, 2015).

2.5. Theory of Planned Behavior Explaining Entrepreneurial Intentions

Intentionality as well as planning is acknowledged to be core features of human beings. Intention constitutes a representation of the direction of future action. It affects individual's choices as well as directs and maintains behavior. Research to date in areas as diverse as health-related behavior,

voting behavior, spare-time activity or job seeking demonstrates that intention is a strong predictor of behavior (Armitage & Conner, 2001).

Entrepreneurial intention is defined as the conscious state of mind that precedes action and directs attention towards a goal such as starting a new business. Forming an intention to develop an entrepreneurial career is the first step in the often long process of venture creation. Several models aim to explain entrepreneurial intentions such as the Entrepreneurial Event Model of Shapero (1982), the Model of Implementing Entrepreneurial Ideas (Bird, 1988) or Maximization of the Expected Utility (Douglas & Shepherd, 2002). Although these models represent a step forward in entrepreneurial behavior research, they have not been as influential as the TPB. Unlike other models, the TPB offers a logical and generally applicable theoretical framework, which enables us to understand and predict entrepreneurial intention by taking into account not only personal but also social factors (Krueger, 2000). As such, personal history, characteristics, and skills can predispose individuals towards entrepreneurial intentions, as well as the social context; social support and culture. However, according to the TPB, only the three TPB components - attitude towards behavior, subjective norms, and perceived behavioral control - predict behavioral intentions directly. All other factors are theorized to influence intentions through these three components (Krueger, 2000).

The attitude towards behavior within the TPB is defined as an individual's overall evaluation of a behavior (Ajzen, 1991). Previous studies on the subject of entrepreneurial intention have measured attitudes by using only one item, which focuses on the personal interest in starting a business. However, single-item measures are prone to measurement unreliability (Krueger et al., 2000). According to the TPB, the attitude toward a behavior is determined by the total set of accessible behavioral beliefs linking the behavior to various outcomes and other attributes. In addition, the strength of each belief is weighted by the evaluation of the outcomes (Ajzen, 1991). Thus, two people may hold an equally strong belief that entrepreneurship involves facing new challenges, but one of them may view these challenges positively while the other may consider them unpleasant. This two-element process of attitude formation allows us to explain why persons holding different beliefs may exhibit identical attitudes, and vice versa.

The second component of the TPB is the subjective norm, which is defined as the individual's perception of the social pressures to engage or not to engage in entrepreneurial behavior (Ajzen, 1991). The subjective norm consists of two components: normative beliefs and the motivation to comply with these beliefs. Normative beliefs concern the perceived probability that important referent individuals or groups will approve or reject a given behavior; they set the norm that specifies how the subject should behave. The second component, motivation to comply, reflects a person's willingness to conform to these norms, i.e. to behave in keeping with the expectation of important referents. Depending on the social environment, these pressures can become a trigger or a barrier to the development of an entrepreneurial career (Ajzen, 1991).

The third TPB component, perceived behavioral control (PBC), refers to people's perceptions of their ability to perform a given behavior. Individuals usually choose to perform behaviors that they think they will be able to control and master. This concept is therefore very similar to self-efficacy. Both concepts concerned the perceived ability to perform a behavior, e.g., starting a new Business. In their review of TPB, Armitage and Conner (2001) conclude that self-efficacy is more clearly defined and more strongly correlated with intentions than PCB. In fact, self-efficacy has replaced PBC in numerous studies (Krueger et al., 2000; Kolvereid & Isaksen, 2006; van Gelderen et al., 2008), and a recent meta-analysis showed that it is strongly positively related to business creation and entrepreneurial success (Rauch & Frese, 2007). The intention to perform a given behavior constitutes the central element of TPB (Ajzen, 1991) the stronger the intention to perform a given behavior, the greater the probability of its effective performance.

Advocates of multilevel research, particularly in entrepreneurial research (Davidsson and Wiklund, 2001), explain that to understand entrepreneurial intentions, researchers must account for both organizational and individual factors. While studies indicate that organizational factors influence the job satisfaction of technical employees, these studies offer little on why these factors affect some individuals more than others. By providing a better understanding by introducing the single characteristic, innovation orientation, as a moderating factor; theorize that the higher the employee's desire for innovation, the stronger the influence of restrictive innovative climate/poor technical excellence incentives on job satisfaction.

Regarding the feasibility factor, we can advance entrepreneurial intentions research by looking beyond the main effects of self-efficacy on entrepreneurial intentions (Krueger, 2000; Shapero &

Sokol, 1982). It can be theorized that self-efficacy strengthens the relationship between low job satisfaction and entrepreneurial intentions. High self-efficacy employees can be more confident about starting successful businesses; these employees are therefore, more suitable to leave their companies to start businesses if they experience low job satisfaction. Taken as a whole, individual and organizational level influences on entrepreneurial intentions, as well as the moderating effects of innovation orientation and self-efficacy on these relationships can be included.

2.6. P-E fit and Job Satisfaction

Studies have established that job satisfaction predicts entrepreneurial intentions. Research findings indicate that support from one's superior and peers helps employees alleviate job stress and burnout, which may increase job satisfaction. Such support may be particularly crucial in tasks where outcomes are uncertain, such as in innovative work environments (Niehoff et al., 1990; Yuki, 1989). Thus, in the context of individuals who thrive at the front end of technology—for example, IT professionals—an organizational climate supportive of innovation should lead to higher job satisfaction levels (Cable & Edwards, 2004).

Another organizational factor, technical excellence incentives in the form of rewards, can also lead to higher job satisfaction levels (Eisenberger & Rhoades, 2001). Organizational incentives signal the organization's goals and objectives. Poor incentives indicate a lack of organizational support and can have significant detrimental effects on job satisfaction, since employees value rewards as well as opportunities for continued training, learning, and development. While organizational factors, including innovative climate and incentives, should influence the job satisfaction of professionals, existing studies offer little information on which individuals are more likely than others to be affected by these organizational factors. P-E fit theory is used to connect organizational factors to individual factors. Specifically, we introduce an individual's desire for innovation, which we term as innovation orientation, as the individual component of the P-E equation.

Empirical evidence in the P-E fit domain suggests that employees exposed to the same organizational environment may not develop similar job satisfaction levels. Instead, job satisfaction results from the resemblance between organizational characteristics and individual

needs. In an organization with a restrictive climate for innovation and inadequate incentives, high innovation-orientation individuals can experience lower job satisfaction levels compared to their low innovation-orientation counterparts. This is because the needs of high innovation-orientation individuals are best served by an organizational climate supportive of technological achievements (Cable & Edwards, 2004; Kristof-Brown et al., 2005).

2.7. Low Job Satisfaction and Entrepreneurial Intentions

Job satisfaction has been the subject of considerable interest in entrepreneurial research. Poor organizational conditions can trigger low job satisfaction, which in turn can trigger the desire to start a business venture. Positive relationships between low job satisfaction and entrepreneurial intentions are well documented within the push theory of entrepreneurship. Frustrated employees are more likely to consider entrepreneurship as an alternative career path. Individuals are motivated to start their own businesses if the satisfaction from wage employment is lower than the perceived satisfaction possibly derived from self-employment. The push effects of low job satisfaction on entrepreneurial intentions are particularly relevant among professionals, because these individuals are often motivated by challenge and have high achievement needs. Low job satisfaction can result from a mismatch between the professional's innovation orientation and organizational characteristics. In this instance, the entrepreneurial option offers professionals the opportunity to realize their achievement needs. Thus, low job satisfaction is a central component whereby unfavorable organizational conditions for innovation are translated into entrepreneurial intentions (Henley, 2007).

2.8. The Moderating Role of Self-efficacy

While low job satisfaction can motivate professionals to start a business, entrepreneurial intentions can also be influenced by self-efficacy factors. Self-efficacy is a person's judgment of his/her ability to execute a targeted behavior (Ajzen, 1987). Prior studies have identified self-efficacy as a key contributor to entrepreneurial intentions, either directly or indirectly through influencing perceived feasibility. However, the degree to which self-efficacy interacts with perceived desirability to influence entrepreneurial intentions has not been considered (Krueger et al., 2000).

Self-efficacy is defined as a professional's perceived competency in performing a set of skills. Individuals tend to start businesses in areas linked to their job skills and job related experiences. The more confident professionals are in their abilities to excel in work related tasks, the more likely they are to develop entrepreneurial intentions when job satisfaction is low (Wong et al., 2005).

Entrepreneurship has increasingly evolved to such an extent of not only becoming a career but also a desirable employment option for most people these days. There are more small businesses being created. This has been evidenced by the growing number of people specializing in the conduct of small businesses. On the other hand professional or rather office jobs employment is no longer a fashion as people remains with less chances for getting salaried jobs. People have less prospects of being employed in established organizations. Probably this can be taken as a contributing factor that forces many people to seek opportunities for self-employment. This has brought about the computing characteristics among many people who behave entrepreneurially. Still political and academic interest in support of entrepreneurship as a career choice is on the rise probably because of the link between new venture creation and the economic development (Shane, 2003).

The main argument asserts of entrepreneurial intention, as the pre-condition for undertaking entrepreneurship is that signs that people show to behave in a particular way can help in telling the ways in which people will end up behaving. In the same line, we will find established evidence that someone's intention to act towards something in a certain manner is the most obvious indicator of his actual behavior. Entrepreneurial intentions shows that people will not indulge in starting new firms as a reflex, but rather they consider the option much more carefully and quite well in advance (Krueger et al., 2000).

The drive comes from within an individual who intend to set up a business venture. Even though researchers still tell that situational as well as individual attributes serve as poor predictors of new business formation, the fact remains that it is an individual who personally regard and articulate into business ideas. As mentioned above, it is apparently normal in course of living for people to choose entrepreneurship as a career. This makes it is a norm to speculate that the entrepreneurship process is or can be regarded as a pre-intended behavior in which people

eventually investigate in. Following this argument the established thrust for entrepreneurial intentions investigation gathers grounds. The same intentions are regarded as best predictors of planned behavior which in this study is the act of starting a new business. Entrepreneurial intentions as such have accorded merits and academicians strive in efforts so that it is established on the ground of what trigger people to behave entrepreneurially (Krueger et al., 2000).

Various societal and organizational attributes as well as organizational and individual aspects are accounted to be of essence in deriving entrepreneurs and entrepreneurship in any community (Gelderen et al., 2008). Dutta and L.Thornhill admit that entrepreneurs form a stock of heterogeneous people with regard to setting or even grow business (Dutta and Thornhill 2008). Prior theoretical and empirical research shows diversity of individual intentions to start business. With this in mind, the following study draws most of its attention on the incorporation of attitudinal factors as well as characteristics of individuals for the assessment of intentions for new venture creation. Studies on entrepreneurial intentions mostly focus on the impact of business training to determine the level of entrepreneurial skills among people. We are in an age where the entrepreneurial culture should flourish to the extent that entrepreneurship needs to be regarded as a career that is desirable to every individual (Gaddam, 2008).

2.9. The Utility Maximization Model of Career Choice

There are various approaches to predict future entrepreneurial activity of an individual. According to Kreuger et al (2000), entrepreneurial activity can be predicted more accurately by studying intention rather than personality traits, demographic characteristics, or situational factors. Utility model of human decision making; postulate that individuals will select the course of action which promises the greatest psychic satisfaction or maximal utility. Since some elements of a course of action may involve disutility (dissatisfaction), such irritating elements will offset to some degree the utility derived from more pleasurable elements of that course of action. Douglas and Shepherd (2000) argue that in the context of career choice, an individual expects to gain utility from income and either utility or disutility from work effort, risk bearing, independence, and other working conditions. They model the individual's choice of career path out to the individual's time horizon by defining a career path as one or more jobs over that same planning period.

2.10. Factors Affecting Entrepreneurship Development

Most scholars mention educational systems, socio cultural and economic factors as having a strong influence on the development of entrepreneurial behavior of a given society. For instance, Ardichvilia et al, (2003), identified the Major factors that influence this core process of opportunity recognition and development leading to business formation to be entrepreneurial alertness, information asymmetry and prior knowledge, social networks, personality traits, including optimism and self-efficacy, creativity and type of opportunity itself.

Similarly, Haftendorn and Salzano (2003) stresses the socio cultural factor due to the fact that cultures that encourage entrepreneurial behavior curiosity, motivation by success, willingness to take risk, identification of opportunity and tolerance of uncertainty, tend to promote entrepreneurship development while those cultures that are against these entrepreneurial behaviors are less likely to develop entrepreneurship. The framework of conditions for entrepreneurial development include the availability of financial resources for starting new business ventures, government policies and programs to support new business ventures, the level of education and provision of training for those who wish to be or already are entrepreneurs, access to professional support service and physical infrastructure, internal market openness, as well as cultural and social norms (Haftendorn and Salzano, 2003).

Ardichvilia et al. (2003) tried to build a theory of entrepreneurial opportunity identification based on empirical studies in the area of entrepreneurial opportunity identification and development. According to them opportunity development" rather than "opportunity recognition," should be the focus in the effort to develop entrepreneurship.

2.11. Motivation and Entrepreneurial Intention

Intention do not always lead directly to action, but intentions are prerequisite for even trying, e.g. to Become entrepreneur. In an entrepreneurial context it is assumed that people form intentions to perform an entrepreneurial act when they possess positive attitudes. toward that very act, i.e. entrepreneurship (Carlsrud et al., 2009, p. 154-155). According to Carlsrud et al (2009) these positive attitudes emerge from motivation, and that motivation is responsible for the certain

behavior chosen. Motivation can take many forms, but ultimately a motive comes from two places: from one's Self and from one's outside environment (Carlsrud et al., 2009).

The reason why some people leave a safe and secure employment position to become entrepreneurs is because they perceive a favorable combination of internal and external rewards, which is more valuable and motivating to them. These internal rewards, also termed intrinsic motivation and the external rewards termed extrinsic motivation. (Carlsrud et al., 2009)

2.11.1. Family support

Family support is one of the most critical constraints to the growth of emerging entrepreneurs. The accordingly (Range et al, 2002; Vossenber, 2013; Gemechu (2007; and Natinel 2012) found out that family support skills and information by MSEs. The found out that access to market has positive effect on growth of micro and enterprise.

2.11.2. Extrinsic Motivation (Incentives)

The extrinsic motives are rewards that come with certain behavior. In relation to entrepreneurship these rewards could come in forms of money, wealth, better working conditions and status. Incentives are goals or endpoints which exist to encourage and draw the individual towards this goal (Carsrud et al., 2009). The term "incentives" therefore fits well to cover the external or extrinsic motivation part of the intentions to entrepreneurship. Exclusively examining the extrinsic motives of entrepreneurship would not be sufficient to cover all aspects of the entrepreneurial intention. It is generally accepted among economists that entrepreneurs are driven by more than a simple desire for wealth attainment (Licht, 2007). Incentives are an important part of the decision to become entrepreneurial. Evidence shows that entrepreneurial alertness and willingness to start a business depend on the type of society the entrepreneur lives and acts in. If the entrepreneur does not perceive Incentives in the form of necessary resources and social support, he will not engage in entrepreneurial activity (Gaglio and Winter, 2009).

Incentives are thus a form of encouragement to take action. Furthermore: "how the entrepreneur acts at a given time and place depends heavily on the reward, Structure in the economy, (or) the prevailing rules of the game that govern the payoff to entrepreneurship" (Douglas and Shephard, 2002). Douglas and Shephard (2002) argue that an individual making an occupational decision expects utility from income and either utility or disutility from working conditions.

Eisenhauer (1995) also builds his model of choosing between employment and self-employment by assuming that the individual agent chooses the situation with the highest utility derived from the prospective income streams and the utility of working conditions. This division Between income and working conditions will be used as the framework for discussing extrinsic motivation in relation to the intention to enter an entrepreneurial occupation.

To help outline how extrinsic motivation affects the decision of entrepreneurship, the model of Eisenhauer (1995) is useful in that it provides a clear overview of the different elements involved. This model does not cover all the elements of the entrepreneurial decision, but provides a Good framework for looking into the extrinsic motivation for and rewards of entrepreneurship. The model is constructed as a general approach to choosing between two occupations, entrepreneurship and employment, including periods of unemployment. Eisenhauer (1995) argues that individuals should choose the entrepreneurial position if the utility derived from that, viewed in the present, is higher than the utility from the employment position. The individual should choose entrepreneurship if:

Figure 2.2: *Entrepreneurship and Employment*



Source: adopted from Lars (2014)

2.11.3. Intrinsic Motivations (Entrepreneurial Culture)

The other part of what motivates the decision of entrepreneurial occupation comes from the effect of internal stimulus or intrinsic motivation. These internal stimuli and intrinsic motivation relate to personal motives or interests that make the person strive toward achieving something, e.g. setting up a business, in order to get personal stimulation (Carsrud et al., 2009). How a person behaves and what is perceived as motivating depends on the environment and his interaction with it (Carsrud et al., 2009). In order to understand the impact of motivation on

human behavior, it has to be viewed in the context in which a person interacts. The study of motivation should be made in the context of the relationship between the individual and the environment (Carsrud and Brannbäck, 2009).

2.12. Empirical Reviews on Entrepreneurial Intention

Satriadi (2022) conducted a study on Determinants of Entrepreneurial Intention: A Study on Indonesian Students. The primary objective of this research is to explore how entrepreneurial self-efficacy, creativity, attitude towards entrepreneurship, social media, entrepreneurial culture, and motivation influence students' entrepreneurial intentions. Given that the respondents belong to the millennial cohort, special attention is paid to the role of social media. The study employs a quantitative approach and utilizes Structural Equation Modeling (SEM) with Partial Least Squares (PLS) for data analysis. The participants consist of undergraduate students from universities in Malang City and Surabaya, Indonesia, who were recruited through an online questionnaire, resulting in a sample of 315 respondents. This investigation identifies self-efficacy, creativity, attitude, culture, and motivation as key factors shaping students' entrepreneurial intentions. Six hypotheses are proposed to examine the impact of each determinant on these intentions. The findings indicate that all hypotheses hold significant explanatory power in understanding students' entrepreneurial intentions. Particularly noteworthy is the significant role of social media as a catalyst for student entrepreneurial intentions. Educated students recognize the potential of social media as a cost-effective tool for business operation. Furthermore, the study suggests that involvement of lecturers facilitates the acquisition of entrepreneurial skills in both classroom and organizational settings. Consequently, students with enhanced entrepreneurial insight are better equipped to cultivate an entrepreneurial mindset and think innovatively, thereby facilitating the commercialization of new ideas through product development, even before fully realizing their entrepreneurial potential.

Over the past years, the decision to start a new business and become entrepreneur has been analyzed using different methodologies. The earliest approaches focused on the existence of certain personality traits that could be associated with the entrepreneurial activity. It pointed several factors associated with successful entrepreneurs. These factors include: a high need for

achievement, a desire for autonomy, need for power, propensity to take risk, need for affiliation, internal locus of control and tolerance of ambiguity (Thiel & Masters, 2014).

Duane and Brooks (2018) explored the link between career choice and attitudes towards income, independence, risk, and work effort. Using conjoint analysis, they examined how these attitudes influence job selection and the intention to start a business. Results showed that attitudes towards independence and risk significantly impact entrepreneurial intention; individuals with a higher intention tend to have a positive attitude towards risk and independence. Income weighed heavily in career decisions, followed by risk and independence. Work effort's significance varied, possibly due to expectations of effort correlating with income or perceived necessity in both employment and self-employment. Overall, positive attitudes towards risk and independence correlated with a stronger entrepreneurial intention.

According to Stephan et al, (2019) an individual's intent to pursue an entrepreneurial career can result from the work environment and from personal factors. Drawing on the entrepreneurial intentions and the person-environment (P-E) fit literatures and applying a multilevel perspective, they examined why individuals intend to leave their jobs to start business ventures. Findings, using a sample of 4192 IT professionals in Singapore, suggest that work environments with an unfavorable innovation climate and/or lack of technical excellence incentives influence entrepreneurial intentions, through low job satisfaction. Moderating effects suggest that an individual's innovation orientation strengthens the work- environment to job-satisfaction relationship; self-efficacy strengthens the job-satisfaction to entrepreneurial intentions relationship.

Million (2012), Study was carried out to assess the attitude towards entrepreneurship among the youth of Hawassa TVET college. The study was based on Ajzen's Theory of Planned Behavior and the investigation took place at Hawassa Technical and Vocational Training College. A sample of 89 college students who were exposed to an entrepreneurship course was selected by random sampling methods from graduating class of 2012 of five departments in order to investigate "attitude towards entrepreneurship among youths". The researcher found that The TVET student's attitude is positively influenced towards entrepreneurship.

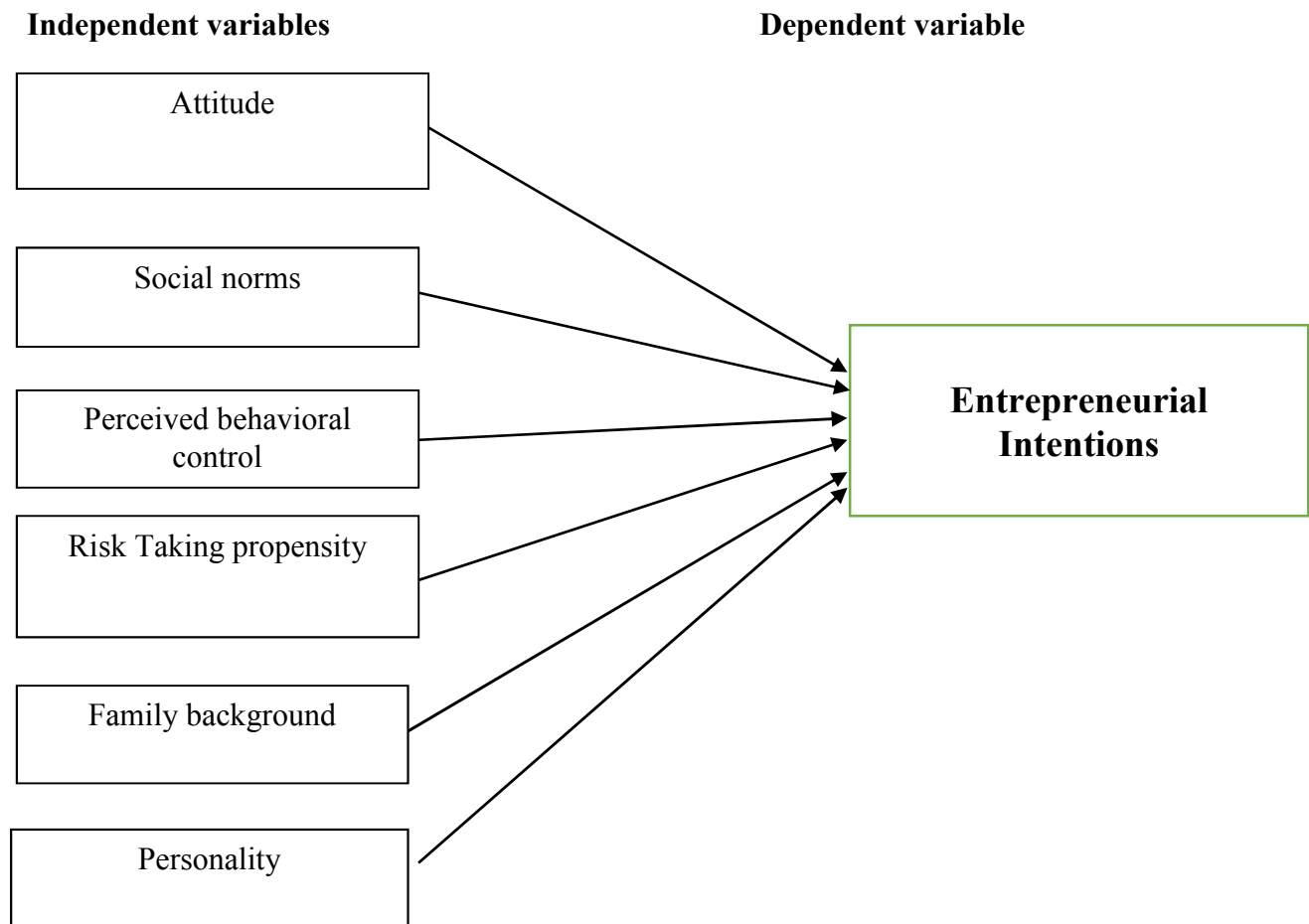
According to a research conducted by Nigusse (2013) to investigate the entrepreneurship intention of Hawassa university students and to find out whether they are ready for the market challenges and risk taking which are parts of entrepreneurial activities. The study encompasses a sample of 235 students enrolled in college of business and economics. Out of 235 questionnaires, 189 questionnaires deemed usable for analysis with a response rate of 80 percent. Entrepreneurial intention was predicted significantly by personal attitude, perceived behavioral control and social norms. The study findings indicate that the satisfying level of student intentions on entrepreneurship and their willingness to put their efforts in entrepreneurship activities. Thus students with entrepreneurial intentions are a valuable asset to the country economy because highly educated entrepreneurs are expected to be better able to exploit business opportunities.

2.14. Conceptual Framework of the study

This research study tried to determine the factors that lead to an individual to consider self-employment as a career option. This study therefore, will be based on the conceptual framework developed by taking different factors identified to be important in the enterprise formation intention. This research follows the theoretical model proposed by (Ajzen, 1991) as the conceptual framework of the study.

A review of the literature of the study revealed different models testing the entrepreneurial intentions. However, the theory of planned behavior provides a general framework to analyze the entrepreneurial intention of a person (Ajzen, 1991). Therefore, Ajzen (1991) model the theory of planned behavior has been used in this study. In this study model, six variables attitude towards behavior, subjective norms, perceived behavioral control, personality and Family background entrepreneurial intentions with significance and relationship in a case of Aleta Wondo Poly Technic College will investigate. Entrepreneurial Intentions dimension represents the dependent variable while the other variables attitude towards behavior (personal attitude), social norms, perceived behavioral control, personality and Family background represent the independent variables.

Figure 2.3: Conceptual framework of the study



Source: Adopted from Ajzen, (1991), Thiel and Masters, (2014) and Stephan, (2019).

CHAPTER THREE

RESEARCH METHEDODOLOGY

3. Introduction

This part presents the research approach and design, sample design, target population, sample and sampling method, types and sources of data, data analysis, definition and measurement of variables, and model specification.

3.1 Description of the Study Area

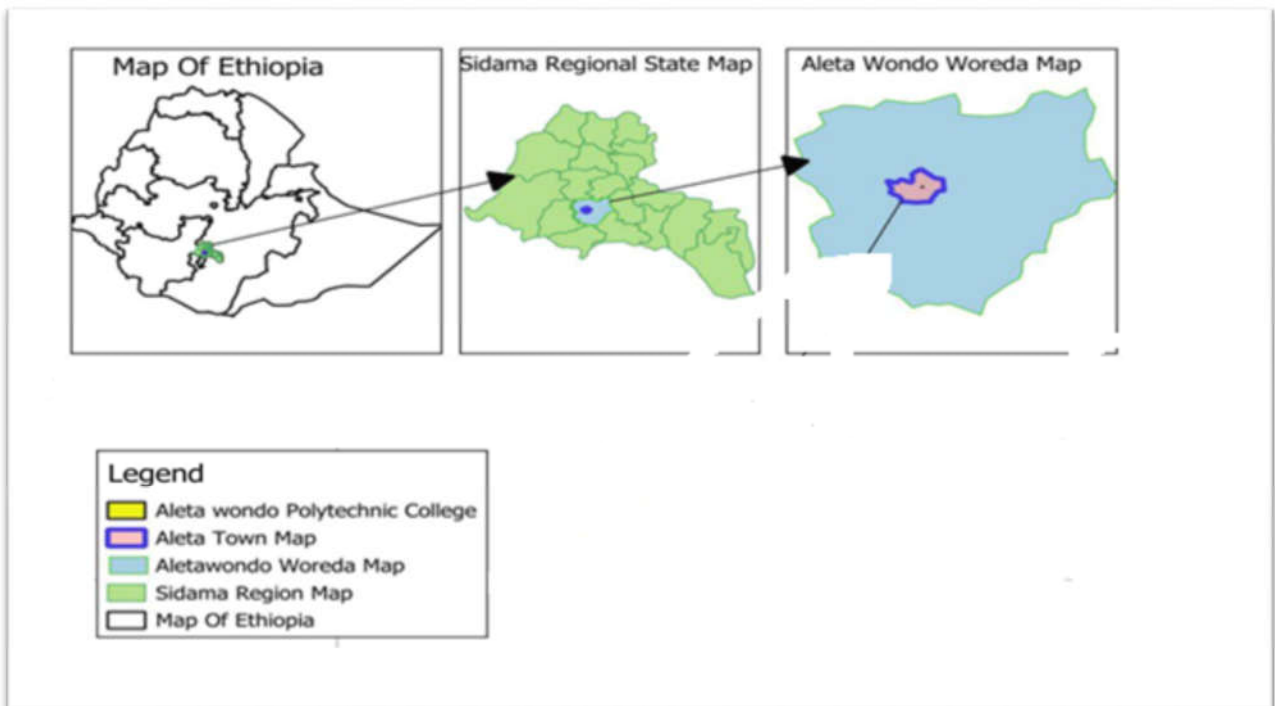
This study was conducted on Sidama Regional State particularly Aletta wondo city, sidama, Ethiopia. Sidama Region is northeast of Lake Abaya and southeast of Lake Hawassa. Sidama is bordered on the south by the Oromia Region (except for a short stretch in the middle where it shares a border with Gedeo zone), on the west by the Bilate River, which separates it from Wolayita zone, and on the north and east by the Oromia. The Sidama live between Tikur Wuha River in the north and Dilla town in the south, spread out in a cone-shaped area of the middle of southern Ethiopia. Sidama is generally a fertile area, varying from flat land (warm to hot) to highland (warm to cold).

Sidama has geographic coordinates of latitude, North: 5'45" and 6'45" and longitude, East, 38' and 39'. It has a total area of 10,000 km², of which 97.71% is land and 2.29% is covered by water. Hawassa Lake and Logita falls are water bodies that attract tourists. Of the land, 48.70% is cultivated, 2.29% is forested, 5.04% is shrub and bushland, 17.47% is grazing land, 18.02% is uncultivated, 6.38% is unproductive and 2.10% has other uses. Some of the cultivated lands are in undulating escarpment and create difficulties for the farmers in the area.

Aleta Wendo (also known as Wendo) is found in Sidama Regional state in southern part of Ethiopia. It is located at 339 km south of Addis Ababa and 64km from Hawassa city. In the town main road that crosses fmo Addis Ababa to Moyale. It located in a fertile and forested area near Lake Abaya in the upper Gidabo River basin, not far from the sources of the Ganale Dorya and Dawa Rivers in the Aleta Wendo Zone of the Sidama Regional State, this town has a longitude

and latitude of 6°36'N 38°25'E with an elevation of 2037 meters above sea level. It is administrative center of Aleta Wendo woreda. Further indicate that the economic sector of around city administration depends on agricultural farming livestock activities and mainly producing items are coffee, chat, fruits, enset and from the livestock cattle are dominant types of economic activities (The Socio Economic Profile of Sidama Region, 2022).

Figure 3.1: Description of the Study Area



3.2. Research Design

The research used both descriptive and explanatory research design to assess the determinants of entrepreneurial intention among graduate students, A case of Aleta Wondo Poly Technique College. The major purpose of descriptive research is describing the state of affairs as it exists at present. Then this study was describe and critically to assess determinants of entrepreneurial intention (independent variable) among (dependent variable) among graduate students, A case of Aleta Wondo Poly Technique College. And also secondly the study used explanatory in that the cause and effect relationship between independent and dependent variable and with an aim of estimating the determinants of entrepreneurial intention among graduate students, A case of study area. Therefore this study was used both descriptive and explanatory.

3.3. Research Approach

The research can be classified in to two research approaches. These are qualitative research and quantitative research. The researcher used quantitative research to identify the Determinants of entrepreneurial intention among graduate students a case of Sidama Regional State in Aleta Wondo Polly Technique. In addition the effect of the independent variables (factors affecting) on the dependent variable Entrepreneurial intention was quantitatively measured by this study.

3.4. Population of the Study

The target population of the study was 251 graduate class students of 2023 of Aleta wondo Poly Technic College in Sidama Regional state.

3.5. Sampling Procedure

Sampling design applied for the research was two level sampling. The researcher was used both probability and non-probability sampling procedure. Initially Purposive sampling was used to select four departments based on the aims and objectives related with entrepreneur activities. The reason behind such sampling procedure under probability sampling simple random sampling techniques used to select students from four selected Departments. Accordingly: Construction Departments, Manufacturing Sector Dep't, ICT Departments and Water Technology was selected using purposive sampling. Then simple random sampling was used to select sample respondents from selected Departments from study area.

3.5.1. Sample Size and Sampling Technique

The study was used probability and non-probability sampling technique to select departments and respondents from each department. The study was used Yemane (1967) scientific sample size determination formula with 5% precision to calculate sample size. Concerning sampling method, the researcher was used simple random sampling technique.

$$n = \frac{N}{1 + N(e^2)}$$

n= sample size

N = Total population of students = 251

e = error (0.05)

$$n = \frac{251}{1 + 251(0.05)^2}$$

n=154

Then, to take proportion from each department of graduation class, the formula of (Israel, 1992) would be used by the researcher and showed in the following table 3.1.

This is:

$$n_h = (N_h/N_s) * n$$

Where, n_h = sample size from each site, N_h = total population in each area, N_s = target population and n = sample size from target population using stratified sampling technique.

Finally, the final respondents selected from each department based on random sampling technique.

Table 3.1: Sample proportion determination

Departments	Population of each department	Calculations by applying the Formula	Proportion sample size from each area
Construction Departments	28	$(28/251) * 154$	17
Manufacturing Departments	87	$(87/251) * 154$	53
Industry	84	$(84/251) * 154$	52
Water Technology Departments	52	$(52/251) * 154$	32
Total	251		154

Source: Own Manipulation, 2023

3.6. Types of Data and Data Collection Method

The main sources for this study was primary and secondary data source. Primary data was sourced through questioner. The researcher intends to assess the determinants of Entrepreneurial intention among Graduate Student in Aleta Wondo Poly Technic College in Sidama Regional state. The primary data was collected from primary sources via questionnaires. The secondary data was collected from written materials, books, research papers, journals and other published material.

3.6.1. Data Collection Instrument

In order to gather actual data, questionnaire was prepared and administered based on the review of related literature important to the subject of the study. Based on which this study prepared questionnaires as tools to collected data. Thus, questionnaires was designed to focus on the

determinants of Entrepreneurial intention among Graduate Student in Aleta Wondo Poly Technic College in Sidama Regional state. The questionnaire comprises a 5 point Likert scale of 1-5 where, 1 shows high level of disagreement and 5 shows high level of agreement. The respondents was instructed during the administration of the questions by the researcher to mark the most suitable answer. Respondents were answered intelligently and expeditiously as possible.

3.6.2. Data Collection Procedure

The study employed questionnaires as a tool for data collection. The questionnaires was delivered to the Graduate Student in Aleta Wondo Poly Technique College in Sidama Regional state. The questionnaires was composed of four sections. The first section contained questionnaire items used to collect personal profile of respondents, the second section was contains questionnaire items used to collect the data related to general knowledge of respondents and the third and fourth section on five point Likert scale to assess the determinants of Entrepreneurial intention among Graduate Student in Aleta Wondo Poly Technique College in Sidama Regional state.

3.7. Data Analysis and Presenting

The quantitative data that was collected through questionnaire was coded, entered, cleaned and analyzed using Statistical Package for Social Science (SPSS) software Version 26. Descriptive statistics such as frequency, percentage, mean and standard deviation were used to describe the respondent's demographic and socio-economic characteristics. Furthermore, inferential statistics such as correlation and multiple linear regression analysis were used to examine the association between explanatory variables with the dependent variable and to examine the effect of selected independent variables on the dependent variable.

3.7.1. Model Specification

The model rigorously assessed the degree of significance pertaining to the determinants of entrepreneurship intention through the adept utilization of a multiple linear regression model. This method was meticulously chosen due to its alignment with the nature of the dependent variable, entrepreneurship intention, which was inherently treated as a continuous variable. Linear regression emerged as the ideal analytical framework given its ability to effectively

capture relationships between variables where one variable is dependent and influenced by the impacts of multiple explanatory variables.

$$Y = \beta_0 + X_i \beta_i + U_i \text{ ----- (1)}$$

Where Y = Entrepreneurship intention

X_i = a vector of explanatory variable, and 'i' is 1, 2, 3,4,5,6

β = coefficient of i^{th} independent variable

U_i = unobserved disturbance term

3.7.1.1 Diagnostic Tests for Model

Prior to incorporating the chosen variables into the multiple linear regression model, a fundamental step involves subjecting the model to rigorous diagnostic tests in order to validate its underlying assumptions. In concurrence with the insights of Gujarati (2004), conducting such diagnostic tests is essential not only to establish the credibility of statistical inferences but also to ensure that appropriate conclusions can be drawn from the analysis. Consequently, the basic assumptions integral to a multiple linear regression model are systematically examined to validate their presence. These assumptions encompass Normality, where the distribution of residuals adheres to a normal distribution, a prerequisite that bolsters the accuracy of statistical inferences. Lastly, multicollinearity, which warrants scrutiny, refers to the absence of high correlations among independent variables, a condition that guards against redundancy and confounding effects within the model. Through diligent examination of these assumptions, the researcher endeavors to ensure the model's validity and reliability, thus laying the foundation for credible statistical analyses and meaningful research outcomes.

1. Normality

The underlying assumption posits that the disturbance terms conform to a normal distribution. A hallmark of the normal distribution is its symmetry around its mean, diverging from skewed distributions that lack this symmetrical quality. Should this assumption falter, the application of conventional tests for significance such as the simple t and F tests becomes compromised. To ascertain the adherence of the disturbance terms to a normal distribution, the Shapiro-Wilk test stands as a pertinent tool. This test probes whether the disturbance terms exhibit normal

distribution characteristics. As articulated by Gujarati (2004), the Shapiro-Wilk test statistic's significance level becomes pivotal in this context. Should the residuals conform to a normal distribution, the Shapiro-Wilk test statistic would not register as statistically significant, confirming that the disturbance terms indeed adhere to a normal distribution pattern. The vigilance in examining this assumption ensures the validity of subsequent statistical analyses, reaffirming the robustness of the model's outcomes and enhancing the integrity of the study's findings.

2. Linearity

Linearity refers to the property of a relationship or function where the change in output is directly proportional to the change in input. In simpler terms, it implies that when one variable increases, the other variable also increases or decreases in a consistent and predictable manner. This concept is fundamental in various fields such as mathematics, physics, and economics, where linear relationships serve as the basis for modeling and analysis. Understanding linearity enables researchers and practitioners to make accurate predictions, perform efficient calculations, and develop effective strategies for problem-solving. Moreover, it provides a foundational understanding for more complex mathematical concepts and methodologies.

3. Multicollinearity

As elucidated by Gujarati (2003), the concept of multicollinearity pertains to a scenario in which the identification of an independent variable's individual impact on the dependent variable becomes arduous due to pronounced interrelationships among these variables. In simpler terms, it signifies a condition in which explanatory variables demonstrate significant correlation with each other. In the context of the present study, the examination of multicollinearity's presence involved the application of the Variance Inflation Factor (VIF) and tolerance statistics. These metrics serve as effective diagnostic tools to ascertain the existence of multicollinearity. Following a widely recognized guideline, when the VIF exceeds 10 and the tolerance drops below 0.1, it signals the presence of high collinearity among variables, as outlined by Gujarati (2003). This analytical approach is indispensable in validating the model's stability and ensuring that the inclusion of correlated variables does not distort the integrity of the regression analysis, thus reinforcing the study's reliability and the meaningfulness of its findings.

3.8. Reliability

To measure the consistency of the questionnaire particularly the Likert-type scale the reliability analysis is essential in reflecting the overall reliability of constructs that it is measuring. The test of reliability is another important test of sound measurement. A measuring instrument is reliable if it provides consistent results. Reliable measuring instrument does contribute to validity, but a reliable instrument need not be a valid instrument. If the quality of reliability is satisfied by an instrument, then while using it we can be confident that the transient and situational factors are not interfering the data and the data collected before making regression analysis is reliable. Therefore, the researcher collected data from 15 students which were not included in the final sample and found that Cronbach's Alpha (α) for all variables are above 0.8 (see Tables 3.1). This indicates a high level of reliability for the measurement tools utilized in the study, suggesting that they effectively capture the intended constructs.

Table 3.2: *Reliability test*

Variables	Cronbach's Alpha	Number of items
Attitude	0.801	5
Social norm	0.827	3
PBC	0.809	6
RTP	0.817	4
Family employment	0.821	4
Personality	0.805	4
Entrepreneurial Intention	0.788	6
Overall	0.81	32

Source: Software output, 2023

3.9. Validity

The validity of the questionnaire was determined through face, content and constructs validity. First, the question framed in such a manner that it was easily understood and exactly conveyed its sense and purpose to the respondents. Moreover, the draft questionnaire was given to 4 academic staff to view it in the light of the research objectives, its relevance, the adequacy of the

questionnaire items, and question coverage. Validity was concerned with how well the concept is defined by the measure. According to Bhattacharjee (2012), there are two assessments of validity theoretical or translational validity and empirical or criterion-related validity, which includes content validity, predictive validity, convergent validity and concurrent validity. Content validity is an assessment of how well a set of scale items matches with the relevant content domain of the construct that it is trying to measure. Convergent validity refers to the closeness with which a measure relates to (or converges on) the construct that it is purported to measure, Predictive validity is the degree to which a measure successfully predicts a future outcome that it is theoretically expected to predict. Concurrent validity examines how well one measure relates to other concrete criterion that is presumed to occur simultaneously. The study used content validity because it assesses how well a set of scale items matches with the relevant content domain of the construct that it is trying to assess.

3.10. Ethical Consideration

According to Bhattacharjee, (2012) ethics are the moral distinction between right and wrong, and what is unethical may not necessarily be illegal. In order to be ethical a researcher should consider voluntary participation and harmlessness. Subjects in a research project must be aware that their participation in the study is voluntary that they have the freedom to withdraw from the study at any time without any unfavorable consequences, and they will not be harmed because of their participation or non-participation in the project. Name of the respondents and companies name will not be asked to write in order to increase the confidentiality of the information they give. And also the questionnaire explains that the purpose of research was for academic purpose and the respondents were included based on their willingness. The researcher tried to avoid misleading or deceptive statements in the questionnaire. Lastly, the questionnaires were distributed only to voluntary participants.

CHAPTER FOUR

RESULTS AND DISCUSSION

This chapter serves as the cornerstone of scientific investigation, providing a comprehensive overview of the findings obtained through analysis. The chapter presents the statistical analyses and interpretations culminating in the research endeavor. It offers readers insight into the study's outcomes and facilitates a deeper understanding of the implications and significance of the results concerning the research objective and hypothesis. In this study, 154 questionnaires were distributed, and 132 (86%) were collected, while 22(14%) of the questionnaires remained uncollected. Therefore, analysis was made based on the responses obtained from 132 questionnaires. This indicates that there was a high rate of response.

4.1. Background Characteristics of Respondents

The section delves into discussing the background characteristics of respondents. Understanding the background characteristics of respondents is essential for contextualizing the research findings and drawing meaningful conclusions. This section typically includes details about gender, age, educational level, and department.

Table 4.1: *Distribution of Respondents by their Gender and Age*

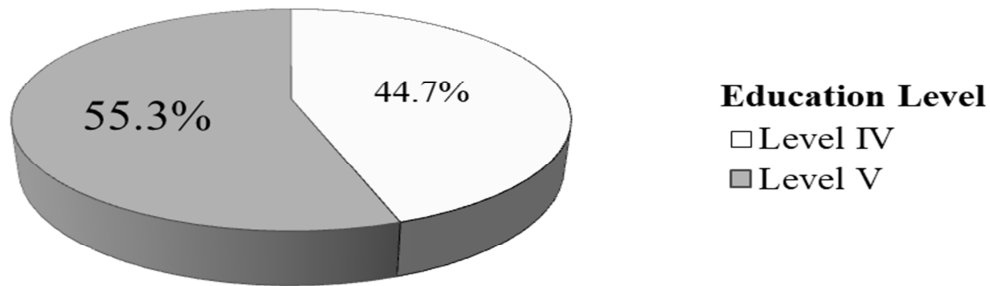
Variables	Categories	Frequency(n)	Percentage (%)
Gender	Male	69	52.3
	Female	63	47.7
	Total	132	100
Age	18-25 Years	88	66.7
	26-34 Years	44	33.3
	Total	132	100

Source: Survey data, 2024

The results indicate that the study sample was pretty balanced in terms of gender, with 52.3% of respondents identifying as male and 47.7% as female. This distribution suggests a relatively

equal representation of both genders within the sample population. Regarding age, the majority of respondents fell within the younger age bracket of 18-25 years, constituting 66.7% of the sample. In contrast, the older age group of 26-34 years represented a smaller proportion, accounting for 33.3% of the respondents.

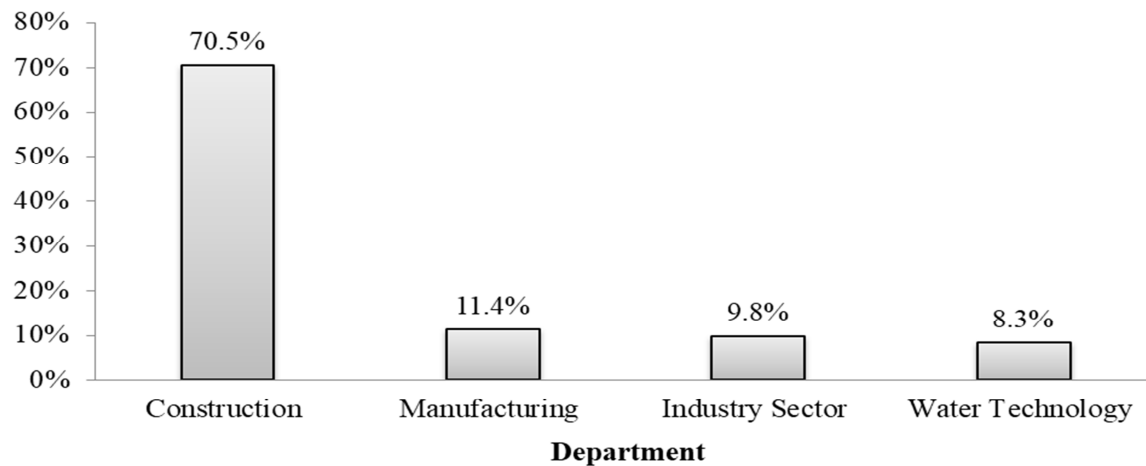
Figure 4.1: *Distribution of Respondents by their Educational Level and Department*



Source: Survey data, 2024

The respondents’ educational level results reveal that most participants hold a Level V education, comprising 55.3% of the sample, while 44.7% have attained a Level IV education. This distribution suggests a relatively balanced representation across the two educational levels within the sample population.

Figure 4.2: *Distribution of Respondents by their Educational Level and Department*



Source: Survey data, 2024

Regarding departmental affiliation, 70.5% of respondents belong to construction, and 11.4%, 9.8%, and 8.3% are associated with the manufacturing, industry sector, and water technology departments. This distribution indicates a significant concentration of students within the construction sector.

4.2. Descriptive Summary of Study Variables

The descriptive summary of study variables provides a comprehensive overview of key constructs investigated within a research framework, offering insights into human behavior and perception. Variables include psychological, social, and situational factors shaping attitudes, decision-making, and behaviors. Central constructs like attitude, social norm, and perceived behavioral control from the theory of planned behavior are explored, alongside risk-taking propensity, family employment, and personality traits, all contributing to individual differences in behavior and career choices.

Table 4.2: *Attitude of respondents towards entrepreneurship*

Item no	Statements	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree	
		<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
1	I feel happy if I start my own business.	38	28.8	65	49.2	6	4.5	19	14.4	4	3.0
2	I have aim to start my own entrepreneurship after graduation	12	9.1	93	70.5	1	0.8	24	18.2	2	1.5
3	I have opportunity to learn new skills to start my own business	3	2.3	61	46.2	56	42.4	9	6.8	3	2.3
4	My professional goal is to become an entrepreneurship	24	18.2	62	47.0	41	31.1	3	2.3	2	1.5
5	I will make every effort to start and run my own business	16	12.1	88	66.7	1	0.8	25	18.9	2	1.5
	Overall mean (SD)	2.32(.557)									

Note: SD = Standard Deviation

Source: Survey data, 2024

Concerning item 1, as presented in Table 4.2, 78% of sampled respondents disagreed that they feel happy if they start their own business, while 17.4% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they feel happy if they start their own business.

In line with item 2, the result of Table 4.2 indicates that 79.6% of sampled respondents agreed that they have aim to start their own entrepreneurship after graduation, while 19.7% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they have aim to start their own entrepreneurship after graduation.

Regarding item 3, as summarized in Table 4.2, 48.5% of sampled respondents agreed that they have opportunity to learn new skills to start their own business, while 9.1% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they have opportunity to learn new skills to start their own business.

Concerning item 4, as presented in Table 4.2, 65.2% of sampled respondents disagreed that their professional goal is to become an entrepreneurship, while 3.8% of them agreed with the idea. The result implies that the greater number of sampled respondents disagreed that their professional goal is to become an entrepreneurship.

In line with item 5, the result of Table 4.2 indicates that 78.8% of sampled respondents disagreed that they will make every effort to start and run their own business, while 20.4% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they will make every effort to start and run their own business.

The result of Table 4.2 indicates that the overall average value of attitude towards entrepreneurship is 2.32 with a standard deviation of 0.557. This showed that the mean value is less than 2.6 which relied on disagreement level based on Al-Sayaad et al. (2006) proposed techniques of mean score ranges for five-point Likert scale questions. Therefore, the sampled respondents in the study area responded that they have low towards entrepreneurship.

Table 4.3: Perception of respondents on Social norm

Item no	Statements	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree	
		<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
1	I believe that my closest friends think that I should pursue a career as an entrepreneur.	15	11.4	74	56.1	25	18.9	16	12.1	2	1.5
2	I believe that my closest family members think that I should pursue a career as an entrepreneur.	36	27.3	61	46.2	15	11.4	18	13.6	2	1.5
3	Entrepreneurs have a positive image in Ethiopian society.	30	22.7	62	47.0	28	21.2	9	6.8	3	2.3
Overall mean (SD)		2.24(.689)									

Note: SD = Standard Deviation

Source: Survey data, 2024

Concerning item 1, as presented in Table 4.3, 67.5% of sampled respondents disagreed that they believe that their closest friends think that they should pursue a career as an entrepreneur, while 13.6% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they believe that their closest friends think that they should pursue a career as an entrepreneur.

In line with item 2, the result of Table 4.3 indicates that 73.5% of sampled respondents disagreed that the societal admiration for entrepreneurs creates a fertile ground for their own entrepreneurial aspirations, while 15.1% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that the societal admiration for entrepreneurs creates a fertile ground for their own entrepreneurial aspirations.

Regarding item 3, as summarized in Table 4.3, 69.7% of sampled respondents disagreed that entrepreneurs have a positive image in Ethiopian society, while 9.1% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that entrepreneurs have a positive image in Ethiopian society.

As presented in Table 4.3, the overall average value of social norm is 2.24 with a standard deviation of 0.689. This showed that the mean value is less than 2.6 which relied on disagreement level based on Al-Sayaad et al. (2006) proposed techniques of mean score ranges for five-point Likert scale questions. Therefore, the sampled respondents in the study area perceived that they disagreed with the social norm.

Table 4.4: Perception of respondents on Perceived behavioral control

Item no	Statements	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree	
		<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
1	Start a firm and keep it working would be easy for me.	31	23.5	76	57.6	9	6.8	14	10.6	2	1.5
2	I'm prepared to start a viable firm.	24	18.2	65	49.2	20	15.2	22	16.7	1	0.8
3	I can control reaction process of a new firm.	26	19.7	57	43.2	22	16.7	25	18.9	2	1.5
4	I know the necessary practically details to start a firm.	29	22.0	49	37.1	27	20.5	26	19.7	1	0.8
5	I know how to develop an entrepreneurial project.	36	27.3	52	39.4	19	14.4	24	18.2	1	0.8
6	If I tried to start a firm, I would have a high probability of succeeding.	25	18.9	48	36.4	34	25.8	20	15.2	5	3.8
Overall mean (SD)		2.33(.690)									

Note: SD = Standard Deviation

Source: Survey data, 2024

Concerning item 1, as detailed in Table 4.4, the data reveals that a substantial proportion of sampled respondents, specifically 81.1%, expressed disagreement with the notion that initiating a business and sustaining its operations would be a straightforward task for them, while only 12.1% of respondents concurred with this sentiment. These findings suggest a prevailing perception among the majority of sampled individuals that starting a firm and ensuring its ongoing success poses significant challenges and complexities.

In line with item 2, the result of Table 4.4 indicates that 67.4% of sampled respondents disagreed that they are prepared to start a viable firm, while 17.5% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they are prepared to start a viable firm.

Regarding item 3, as summarized in Table 4.4, 62.9% of sampled respondents disagreed that they can control reaction process of a new firm, while 20.4% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they can control reaction process of a new firm.

Concerning item 4, as presented in Table 4.4, 59.1% of sampled respondents disagreed that they know the necessary practical details to start a firm, while 20.5% of them agreed with the idea. The result implies that more sampled respondents disagreed that they know the necessary practical details to start a firm.

On the subject of item 5, the result of Table 4.4 indicates that 66.7% of sampled respondents disagreed that they know how to develop an entrepreneurial project, while 19% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they know how to develop an entrepreneurial project.

Regarding item 6, as summarized in Table 4.4, 55.3% of sampled respondents disagreed that if they tried to start a firm, they would have a high probability of succeeding, while 19% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that if they tried to start a firm, they would have a high probability of succeeding.

The result of Table 4.4 indicates that the overall average value of perceived behavioral control is 2.33 with a standard deviation of 0.690. This showed that the mean value is less than 2.6 which relied on disagreement level based on Al-Sayaad et al. (2006) proposed techniques of mean score ranges for five-point Likert scale questions. Therefore, the sampled respondents in the study area responded that they have low behavioral control.

Table 4.5: Perception of respondents on Risk Taking propensity

Item no	Statements	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree	
		<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
1	Taking risks bothers me even if the gains involved are potentially high.	3	2.3	14	10.6	4	3.0	71	53.8	40	30.3
2	I would not be uncertain to put my money into a new business that could fail, if the possible rewards were very high.	2	1.5	18	13.6	10	7.6	76	57.6	26	19.7
3	The risks involved in setting up a business are too high.	7	5.3	22	16.7	15	11.4	55	41.7	33	25.0
4	I always consider security as an essential element in every phase of my life.	7	5.3	24	18.2	29	22.0	56	42.4	16	12.1
	Overall mean (SD)	3.70(.470)									

Note: SD = Standard Deviation

Source: Survey data, 2024

Concerning item 1, as presented in Table 4.5, 84.1% of sampled respondents agreed that taking risks bothers them even if the gains involved are potentially high, while 12.9% of them disagreed with the idea. The result implies that the majority of sampled respondents agreed that taking risks bothers them even if the gains involved are potentially high.

In line with item 2, the result of Table 4.5 indicates that 77.3% of sampled respondents agreed that they would not be uncertain to put their money into a new business that could fail, if the possible rewards were very high, while 15.1% of them disagreed with the idea. The result implies that the majority of sampled respondents agreed that they would not be uncertain to put their money into a new business that could fail, if the possible rewards were very high.

Regarding item 3, as summarized in Table 4.5, 66.7% of sampled respondents agreed that the risks involved in setting up a business are too high, while 22% of them disagreed with the idea.

The result implies that the majority of sampled respondents agreed that the risks involved in setting up a business are too high.

Concerning item 4, as presented in Table 4.5, 54.5% of sampled respondents agreed that they always consider security as an essential element in every phase of their life, while 23.5% of them disagreed with the idea. The result implies that the majority of sampled respondents agreed that they always consider security as an essential element in every phase of their life.

As presented in Table 4.5, the overall average value of risk taking propensity is 3.70 with a standard deviation of 0.470. This showed that the mean value is greater than 3.4 which relied on agreement level based on Al-Sayaad et al. (2006) proposed techniques of mean score ranges for five-point Likert scale questions. Therefore, the sampled respondents in the study area perceived that they have adequate risk taking propensity.

Table 4.6: Perception of respondents on Family Employment background

Item no	Statements	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree	
		<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
1	My family is currently engaged in business.	19	14.4	76	57.6	5	3.8	26	19.7	6	4.5
2	My family supports me financially to create my own business.	20	15.2	81	61.4	6	4.5	17	12.9	8	6.1
3	My family morally encourages me to create my own business.	8	6.1	55	41.7	45	34.1	19	14.4	5	3.8
4	My family appreciates me running on business	29	22.0	64	48.5	32	24.2	3	2.3	4	3.0
	Overall mean (SD)	2.40(.565)									

Note: SD = Standard Deviation

Source: Survey data, 2024

Concerning item 1, as presented in Table 4.6, 72% of sampled respondents disagreed that their family is currently engaged in business, while 24.2% of them agreed with the idea. The result

implies that the majority of sampled respondents disagreed that their family is currently engaged in business.

In line with item 2, the result of Table 4.6 indicates that 76.6% of sampled respondents disagreed that their family supports them financially to create their own business, while 19% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that their family supports them financially to create their own business.

Regarding item 3, as summarized in Table 4.6, 47.8% of sampled respondents disagreed that their family morally encourages them to create their own business, while 18.2% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that their family morally encourages them to create their own business.

Concerning item 4, as presented in Table 4.6, 70.5% of sampled respondents disagreed that their family appreciates them running on business, while 5.3% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that their family appreciates them running on business.

The results of Table 4.6 indicate that the overall average value of family employment background is 2.40 with a standard deviation of 0.565. This showed that the mean value is less than 2.6 which relied on disagreement level based on Al-Sayaad et al. (2006) proposed techniques of mean score ranges for five-point Likert scale questions. Therefore, the sampled respondents in the study area stated that their family employment background was not to the expected level.

Table 4.7: Perception of respondents on personality

Item no	Statements	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree	
		<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
1	I have leadership skills needed to be an entrepreneur.	40	30.3	70	53.0	9	6.8	11	8.3	2	1.5
2	I like to be an entrepreneur because of its competitive nature.	27	20.5	64	48.5	25	18.9	15	11.4	1	0.8
3	I would prefer my own successful business than to be in a secure and well-paying job	42	31.8	46	34.8	30	22.7	10	7.6	4	3.0
4	I would do very well in difficult tasks relating to my study and my work.	14	10.6	59	44.7	40	30.3	18	13.6	1	0.8
Overall mean (SD)		2.21(.548)									

Note: SD = Standard Deviation

Source: Survey data, 2024

Concerning item 1, as presented in Table 4.7, 83.3% of sampled respondents disagreed that they have leadership skills needed to be an entrepreneur, while 9.8% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they have leadership skills needed to be an entrepreneur.

On the subject of item 2, the result of Table 4.7 indicates that 69% of sampled respondents disagreed that they like to be an entrepreneur because of its competitive nature, while 12.2% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they like to be an entrepreneur because of its competitive nature.

With respect to item 3, as presented in Table 4.7, 66.6% of sampled respondents disagreed that they would prefer their own successful business than to be in a secure and well-paying job, while 10.6% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they would prefer their own successful business than to be in a secure and well-paying job.

Regarding item 4, as summarized in Table 4.7, 55.3% of sampled respondents disagreed that they would do very well in difficult tasks relating to their study and work, while 14.4% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they would do very well in difficult tasks relating to their study and work.

As summarized in Table 4.7, the overall average value of personality is 2.21 with a standard deviation of 0.548. This showed that the mean value is less than 2.6 which relied on disagreement level based on Al-Sayaad et al. (2006) proposed techniques of mean score ranges for five-point Likert scale questions. Therefore, the sampled respondents in the study area perceived that they have low personality.

Table 4.8: Perception of Respondents on Entrepreneurial Intention

Item no	Statements	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree	
		<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
1	I am ready to make anything to be an entrepreneur	26	19.7	89	67.4	3	2.3	11	8.3	3	2.3
2	My professional goal is becoming an entrepreneur	7	5.3	86	65.2	28	21.2	8	6.1	3	2.3
3	I will make every effort to start and run my own firm	37	28.0	48	36.4	26	19.7	20	15.2	1	0.8
4	I'm determined to create a firm in the future	19	14.4	43	32.6	37	28.0	32	24.2	1	0.8
5	I have seriously thought of starting a firm	7	5.3	78	59.1	39	29.5	5	3.8	3	2.3
6	I have got the firm intention to start a firm (business) someday	27	20.5	88	66.7	4	3.0	9	6.8	4	3.0
Overall mean (SD)		2.29(.278)									

Note: SD = Standard Deviation

Source: Survey data, 2024

Concerning item 1, as summarized in Table 4.8, 87.1% of sampled respondents disagreed that they are ready to make anything to be an entrepreneur, while 10.6% of them agreed with the

idea. The result implies that the majority of sampled respondents disagreed that they are ready to make anything to be an entrepreneur. In line with item 2, the result of Table 4.8 indicates that 70.5% of sampled respondents disagreed that their professional goal is becoming an entrepreneur, while 8.4% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that their professional goal is becoming an entrepreneur.

Regarding item 3, as summarized in Table 4.8, 64.4% of sampled respondents disagreed that they will make every effort to start and run their own firm, while 16% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they will make every effort to start and run their own firm.

Concerning item 4, as presented in Table 4.8, 47% of sampled respondents disagreed that they are determined to create a firm in the future, while 25% of them agreed with the idea. The result implies that the greater number of sampled respondents disagreed that they are determined to create a firm in the future.

On the subject of item 5, the result of Table 4.8 indicates that 64.4% of sampled respondents disagreed that they have seriously thought of starting a firm, while 6.1% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they have seriously thought of starting a firm.

Regarding item 6, as summarized in Table 4.8, 87.2% of sampled respondents disagreed that they have got the firm intention to start a firm (business) someday, while 9.8% of them agreed with the idea. The result implies that the majority of sampled respondents disagreed that they have got the firm intention to start a firm (business) someday.

The results of Table 4.8 indicate that the overall average value of entrepreneurial intention is 2.29 with a standard deviation of 0.278. This shows that the mean value is less than 2.6, which relies on the disagreement level based on Al-Sayaad et al. (2006) proposed techniques of mean score ranges for five-point Likert scale questions. Therefore, the sampled respondents in the study area have low entrepreneurial intention.

4.3. Correlation Analysis

According to Kothari (2004), the possible values of correlation coefficients range from -1 (a perfect negative relationship) to $+1$ (a perfect positive relationship) or a direct relationship between two variables. A value of 0 indicates no linear relationship between two variables. In order to identify their individual relation with the dependent variable, the independent variables were analyzed one by one using correlation analysis. Therefore, before conducting the regression analysis, independent variables such as attitude towards entrepreneurship, social norm, perceived behavioral control, risk taking propensity, family employment background, and personality were tested their degree of relationship with entrepreneurial intention. To know the strength and type of correlation between variables, the following table set as a rule of thumb for discussion of variables.

Table 4.9: *Rule of Thumb for about the Strength of Correlation of Coefficient*

Range of Coefficient	Description of Strength
$\pm.81$ to ± 1.00	Very strong
$\pm.61$ to $\pm.80$	Strong
$\pm.41$ to $\pm.60$	Moderate
$\pm.21$ to $\pm.40$	Weak
$\pm.00$ to $\pm.20$	None

Source: Bhattacharjee (2012)

The following table (Table 4.9) shows the correlation between the dependent variable (entrepreneurial intention) and independent variables (attitude towards entrepreneurship, social norm, perceived behavioral control, risk taking propensity, family employment background, and personality) of the study.

Table 4.10: Correlation Analysis Result

Variables		1	2	3	4	5	6	7
Attitude towards entrepreneurship (1)	r	1	.530**	.491**	-.458**	.476**	.394**	.738**
	Sig		.000	.000	.000	.000	.000	.000
	N	132	132	132	132	132	132	132
Social norm (2)	r	.530**	1	.491**	-.275**	.312**	.316**	.576**
	Sig	.000		.000	.001	.000	.000	.000
	N	132	132	132	132	132	132	132
Perceived behavioral control (3)	r	.491**	.491**	1	-.446**	.298**	.257**	.638**
	Sig	.000	.000		.000	.001	.003	.000
	N	132	132	132	132	132	132	132
Risk taking propensity (4)	r	-.458**	-.275**	-.446**	1	-.360**	-.313**	-.551**
	Sig	.000	.001	.000		.000	.000	.000
	N	132	132	132	132	132	132	132
Family employment background (5)	r	.476**	.312**	.298**	-.360**	1	.185*	.531**
	Sig	.000	.000	.001	.000		.033	.000
	N	132	132	132	132	132	132	132
Personality (6)	r	.394**	.316**	.257**	-.313**	.185*	1	.487**
	Sig	.000	.000	.003	.000	.033		.000
	N	132	132	132	132	132	132	132
Entrepreneurial Intentions (7)	r	.738**	.576**	.638**	-.551**	.531**	.487**	1
	Sig	.000	.000	.000	.000	.000	.000	
	N	132	132	132	132	132	132	132

Source: Model output, 2024

The correlation analysis conducted on the variables related to entrepreneurial intentions reveals several significant findings. Firstly, there is a strong positive correlation between attitude towards entrepreneurship and entrepreneurial intentions ($r = .738, p < .001$). This indicates that individuals who possess a more positive attitude towards entrepreneurship are more likely to intend to engage in entrepreneurial activities. This finding aligns with theories suggesting that

positive attitudes towards a behavior are associated with an increased likelihood of engaging in that behavior.

Secondly, social norm also exhibits a strong positive correlation with entrepreneurial intentions ($r = .576, p < .001$). This suggests that individuals who perceive a stronger societal encouragement or approval towards entrepreneurship are more inclined to have intentions towards entrepreneurial pursuits. This finding underscores the role of social influence and cultural norms in shaping individuals' intentions and behaviors regarding entrepreneurship.

Thirdly, perceived behavioral control demonstrates a significant positive correlation with entrepreneurial intentions ($r = .638, p < .001$). This implies that individuals who feel more confident in their ability to execute entrepreneurial tasks and overcome obstacles are more likely to harbor intentions towards entrepreneurship. This aligns with the theory of planned behavior, which posits that perceived behavioral control is a key determinant of behavioral intentions.

On the other hand, risk-taking propensity exhibits a significant negative correlation with entrepreneurial intentions ($r = -.551, p < .001$). This implies that individuals with a higher propensity for risk-taking are less likely to have intentions towards entrepreneurship. While counterintuitive at first glance, this result might suggest that risk aversion or cautiousness may deter individuals from pursuing entrepreneurial endeavors despite the potential rewards.

Additionally, family employment background shows a positive correlation with entrepreneurial intentions ($r = .531, p < .001$). This suggests that individuals with family members engaged in entrepreneurial activities are more likely to have intentions towards entrepreneurship themselves. This finding underscores the influence of familial experiences and role models in shaping individuals' entrepreneurial aspirations.

Lastly, personality exhibits a significant positive correlation with entrepreneurial intentions ($r = .487, p < .001$). This suggests that certain personality traits, such as creativity, initiative, and resilience, may predispose individuals towards having intentions towards entrepreneurship. Understanding the role of personality in entrepreneurial intentions can provide insights into the

individual differences that influence entrepreneurial behaviors and outcomes. Overall, these findings highlight the multifaceted nature of factors influencing entrepreneurial intentions, encompassing individual attitudes, social influences, perceived control, risk preferences, familial background, and personality traits.

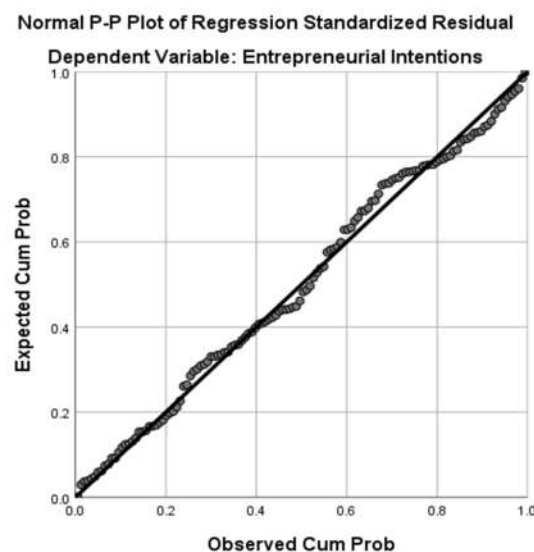
4.5. Regression Analysis

In this study, multiple linear regression analysis is applied since it facilitates the evaluation of the level of effect that multiple independent variables that cause on a particular dependent variable. Before applying regression analysis to test the effects of independent variables on the dependent variable, linearity, normality, and multicollinearity tests are made for identifying misspecification of data if any so as to fulfill research quality as follows:

4.5.1. Linearity Test

The linearity test examined the relationship between the dependent variable and independent variables. Regression residuals were analyzed using SPSS software to assess the degree to which changes in the dependent variable were related to changes in the independent variables. The results of the linearity test are presented in Figure 4.3.

Figure 4.3: The Linearity test of standardized residual



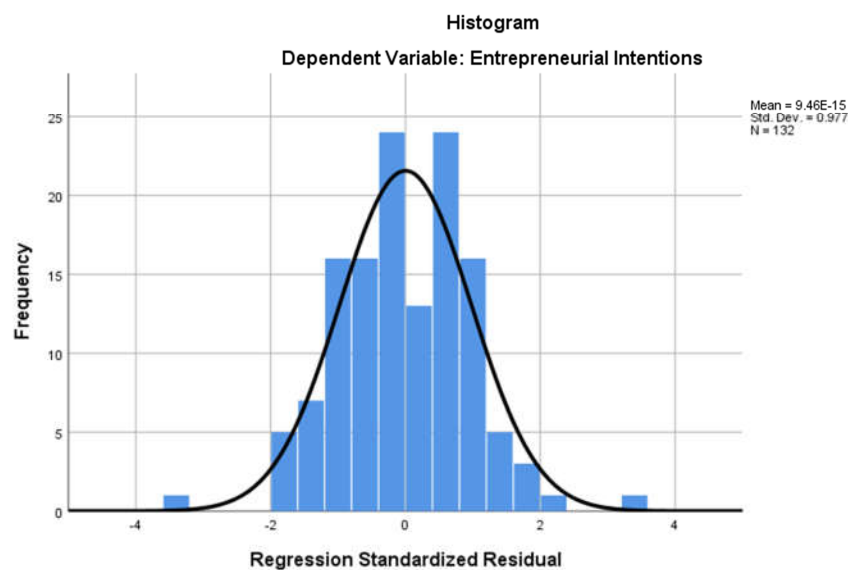
Source: Model output, 2023

As can be seen from left to right on Figure 4.1, the scatter plot of residuals shows no large difference in the spread of the residuals. This result suggests that the predicted relationship is linear. In the same way, the figure shows the distribution of residuals around its mean of zero. Hence the linearity assumption is fulfilled as required based on the above figure. Therefore, it is possible to conclude that the inferences that the researcher make about the population parameter from the sample is valid

4.5.2. Normality Test

In this paper normality diagnostic test is also conducted and it is used to determine whether a data set is modeled for normal distribution or not. The results are presented as follows:

Figure 4.4: Frequency Distribution of Standardized Residual



Source: Model output, 2024

As the result of Figure 4.2 shows the frequency distribution of the standardized residuals compared to a normal distribution. Although there are some residuals (e.g., those occurring around 0) that are relatively far away from the curve, many of the residuals are fairly close. Additionally, the histogram is bell shaped which lead to infer that the residual (disturbance or errors) are normally distributed. Thus, there is no violation of the assumption normally distributed error term.

4.5.3. Multicollinearity Test

Under this section multicollinearity test were checked using variance inflation factor (VIF) in Table 4.11.

Table 4.11: Multicollinearity Assumption

Independent variables	Collinearity Statistics	
	Tolerance	VIF
Attitude towards entrepreneurship	.513	1.948
Social norm	.633	1.579
Perceived behavioral control	.628	1.592
Risk taking propensity	.685	1.459
Family employment background	.743	1.347
Personality	.807	1.240

Source: Model output, 2024

Collinearity statistics are associated with the extent of correlation between independent variables. If there is a high correlation between two independent variables, the regression model assumes redundancy of one of these variables that the significance of it becomes too low and its coefficient also be negatively affected. The problem is checked by Tolerance and Variance Inflation Factor (VIF). A tolerance of $>.10$ and a VIF < 10 are considered as good enough to minimize the effect of multicollinearity (Miller & Whicker, 1999). Thus, the result implies that the regression model is not affected by higher correlation between two independent variables.

4.5.4. Regression analysis

This section presents the multiple linear regression result of that made to examine the effect of independent variables on performance of OMO Microfinance Institution.

Table 4.12: *Results of Regression Analysis Model Summary*

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.856	.733	.721	.14679

Source: Model output, 2024

According to the model summary of multiple linear regression analysis, the R-value of the model as per Table 4.12 was 0.856 which shows the highest degree of relationship between independent and dependent variables. The R^2 value of the regression model was 0.733, indicating that 73.3% of variance in Entrepreneurs intention was accounted by all independent variables included in the study. The remaining 26.7% of variance in entrepreneurial Institution was not accounted by attitude towards entrepreneurship, social norm, perceived behavioral control, risk taking propensity, family employment background, and personality.

Table 4.13: *Results of ANOVA Output*

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.410	6	1.235	57.313	.000
	Residual	2.693	125	.022		
	Total	10.103	131			

Source: Own survey, 2024

The ANOVA table (Table 4.13) indicated that the multiple regression model itself is statistically significant or not significant. Because R^2 is not a test of statistical significance (it only measures explained variation in Y from the predictor Xs), the F-test is used to test whether or not R^2 could have occurred by chance alone. In short, the F- test found in the ANOVA table measures the probability of chance departure from a straight line. On results of the output found in the ANOVA table, the model is statistically significant when attitude towards entrepreneurship, social norm, perceived behavioral control, risk taking propensity, family employment background, and personality were included ($F=162.823$, $p<0.001$). Therefore, the overall equation was found to be statistically significant.

Table 4.14: Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.432	.183		7.825	.000
Attitude towards entrepreneurship	.165	.032	.330	5.123	.000
Social norm	.052	.023	.129	2.215	.029
Perceived behavioral control	.103	.023	.256	4.397	.000
Risk taking propensity	-.078	.033	-.131	-2.353	.020
Family employment background	.087	.026	.177	3.308	.001
Personality	.089	.026	.176	3.426	.001

Note: B= Regression coefficient (Estimate), SE = Standard Error, Dependent variable = Entrepreneurial Intentions

Source: Model output, 2024

Based on Table 4.14, using unstandardized coefficients, the regression equation of the research model becomes in the form indicated as follows.

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \beta_6 X_6 + e$$

$$\text{Entrepreneurial Intentions} = 1.432 + (0.165 * \text{Attitude towards entrepreneurship}) + (0.052 * \text{Social norm}) + (0.103 * \text{Perceived behavioral control}) - (0.078 * \text{Risk taking propensity}) + (0.087 * \text{Family employment background}) + (0.089 * \text{Personality}) + e$$

The regression analysis delves into the distinct impacts of several key variables on entrepreneurial intentions, shedding light on their individual contributions and significance. Beginning with attitude towards entrepreneurship, the results reveal a robust positive association, with a Beta value of 0.165 and a highly significant p-value of less than .001. This underscores the pivotal role of individuals' positive perceptions and beliefs regarding entrepreneurship in shaping their intentions to engage in entrepreneurial endeavors. A favorable attitude towards

entrepreneurship serves as a strong motivator, driving individuals towards entrepreneurial pursuits by instilling confidence and enthusiasm for venturing into new business opportunities. Jena (2020) also underscore the pivotal role of attitude in shaping entrepreneurial intentions, suggesting that fostering a positive attitude towards entrepreneurship among individuals may contribute substantially to the promotion and cultivation of entrepreneurial endeavors within a given context.

In parallel, social norm emerges as another influential factor, although with a slightly smaller effect size compared to other predictors. The Beta value of 0.106 and the significant p-value of .029 indicate that societal norms play a supplementary but meaningful role in shaping entrepreneurial intentions. This suggests that when societal frameworks endorse entrepreneurship, it contributes positively to individuals' intentions, albeit to a lesser extent than factors like attitude and perceived control. In connection to this finding, Stephan & Scheinberg (2013) elucidated that cultural validation and encouragement of entrepreneurial endeavors serve to reinforce individuals' aspirations and bolster their confidence in pursuing entrepreneurial paths. This underscores the importance of societal support and validation in fostering entrepreneurial intentions, as individuals are influenced not only by their personal attitudes and beliefs but also by broader cultural norms and values surrounding entrepreneurship.

Perceived behavioral control emerges as a significant predictor with notable impact, as reflected in its Beta value of 0.052 and a highly significant p-value of less than .001. This underscores the importance of individuals' perceptions of their ability to navigate the entrepreneurial landscape and execute tasks effectively. Greater confidence in one's capacity to overcome challenges and exert control over the entrepreneurial process fosters stronger intentions towards entrepreneurship, aligning closely with the tenets of the theory of planned behavior. In line with this finding Su et al.(2021) indicated that entrepreneurs with high levels of perceived behavioral control exhibit greater self-efficacy, feeling confident in their capacity to identify opportunities, overcome challenges, and access necessary resources. Their perceptions of resource accessibility, skill development opportunities, and manageability of external factors further bolster their sense of control, strengthening their intention to pursue entrepreneurship.

Conversely, risk-taking propensity presents an intriguing finding, displaying a negative relationship with entrepreneurial intentions. With a Beta value of -0.078 and a p-value of .020 suggests that individuals with a higher inclination towards risk-taking paradoxically exhibit lower intentions towards entrepreneurship, highlighting the complex interplay between risk preferences and entrepreneurial aspirations. Antoncic et al. (2016) argued that while risk-taking is often associated with entrepreneurship and innovation, excessive risk aversion can hinder individuals' willingness to engage in entrepreneurial activities, emphasizing the need to strike a balance between risk-taking and risk aversion. This negative association underscores the psychological barriers that risk-averse individuals may face when contemplating entrepreneurial ventures, such as fear of failure or loss aversion, dampening their intentions to pursue entrepreneurial activities despite potential rewards.

Furthermore, family employment background emerges as a significant predictor, showcasing a positive association with entrepreneurial intentions. With a Beta value of 0.087 and a significant p-value of .001, this finding underscores the influence of familial exposure to entrepreneurship on individuals' intentions towards entrepreneurial activities. Growing up in an environment where entrepreneurship is valued and practiced likely instills a sense of familiarity and confidence in pursuing similar paths, thus shaping individuals' entrepreneurial aspirations. Fragoso et al. (2020) also argued that family employment background, encompassing the entrepreneurial history and occupational experiences of relatives, profoundly impacts individuals' inclination towards entrepreneurship. Exposure to family members engaged in entrepreneurial activities serves as potent role modeling, familiarizing individuals with the challenges and rewards of entrepreneurship, thus bolstering their confidence and motivation to pursue similar ventures. Moreover, access to familial resources, both tangible and intangible, such as financial capital and supportive networks, facilitates the initiation and growth of entrepreneurial endeavors.

Similarly, personality traits conducive to entrepreneurship exhibit a significant positive association with entrepreneurial intentions. With a Beta value of 0.089 and a significant p-value of .001, this finding underscores the role of individual characteristics such as creativity, initiative, and resilience in fostering intentions towards entrepreneurship. Individuals possessing

these traits are more likely to harbor aspirations towards entrepreneurial endeavors, driven by their innate disposition towards innovation, risk-taking, and problem-solving. In connection to this finding, Ahmed et al. (2022) indicated that entrepreneurial intention, signifying an individual's predisposition towards engaging in entrepreneurial activities, is heavily influenced by personality traits, such as risk propensity, innovativeness, pro-activeness, persistence, social orientation, and passion for work. They added that individuals with a higher tolerance for risk-taking and a propensity for creativity may be more inclined to pursue entrepreneurial opportunities, while those with traits like conscientiousness and internal locus of control are likely to exhibit greater initiative and perseverance in their entrepreneurial pursuits.

4.6. Hypothesis testing

The hypothesis is accepted or rejected based on the understanding obtained from coefficient table (Table 4.14) as follows:

Table 4.14: *Summary of Hypothesis Testing*

No	Hypothesis	Result
1	H₀₁: Attitude has no significant relationship with the Student performance.	Rejected
	H_{a1}: Attitude provision has significant relationship with the Student performance.	Accepted
2	H₀₂: Social norms no significant relationship with the Student performance.	Rejected
	H_{a2}: Social norms has significant relationship with the Student performance.	Accepted
3	H₀₃: Perceived behavioral control has no significant relationship with the Student performance.	Rejected
	H_{a3}: Perceived behavioral control has significant relationship with the Student performance.	Accepted
4	H₀₄: Risk Taking propensity has no significant relationship with the Student performance.	Rejected
	H_{a4}: Risk Taking propensity has significant relationship with the Student performance.	Accepted
5	H₀₅: Family background has no significant relationship with the Student performance.	Rejected
	H_{a5}: Family background has significant relationship with the Student performance.	Accepted
6	H₀₆: personality has no significant relationship with the Student performance.	Rejected
	H_{a6}: personality has significant relationship with the Student performance.	Accepted

CHAPTER FIVE

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

This chapter provides a comprehensive overview of the major findings, conclusions, and recommendations derived from the study. It begins by summarizing the significant findings, which were drawn from a mix of results. Following this, the chapter presents the conclusions drawn from the study's findings. Finally, it offers recommendations aimed at addressing the identified gaps uncovered during the course of the study.

5.1. Summary of Major Findings

The main purpose of this study was to identify the determinants of entrepreneurial intention. A total of 132 polytechnique college graduates were participated in responding to the questionnaire and the collected data were analyzed using descriptive statistics such as frequency, percentage, mean, and standard deviation. Moreover, inferential statistics such as correlation and multiple linear regression analysis were applied. Based on the results of the study, a summary of the major findings was identified as follows:

- Regarding the background characteristics of the respondents, a majority (52.3%) were male. Additionally, the predominant age group among respondents was 18-25, comprising 66.7% of the sample. Furthermore, a majority (55.3%) held a level V degree, and a significant proportion (70.5%) graduated from the construction department.
- The findings presented in the study offer valuable insights into the perceptions of the sampled respondents across various dimensions related to entrepreneurship. Beginning with attitude towards entrepreneurship, the overall average score of 2.32 suggests a prevailing sense of skepticism or disinterest among respondents, as it falls below the threshold for agreement. This indicates that a majority of respondents may not view entrepreneurship as an attractive or viable career option.
- Similarly, the average social norm score of 2.24 reflects a lack of alignment with prevailing social norms regarding entrepreneurship, suggesting that societal attitudes and expectations may not favor entrepreneurial endeavors in the study area. These findings

underscore the importance of addressing societal perceptions and promoting a culture that fosters entrepreneurial aspirations.

- Turning to perceived behavioral control, the average score of 2.33 indicates a perception of low control over entrepreneurial activities among respondents. This suggests that individuals may perceive significant barriers or challenges hindering their ability to pursue entrepreneurship effectively. Such perceptions of limited control could discourage individuals from exploring entrepreneurial opportunities or taking proactive steps towards starting their own ventures. Therefore, interventions aimed at enhancing perceived behavioral control and providing support to overcome perceived barriers may be crucial in promoting entrepreneurial activities in the study area.
- Contrary to the aforementioned dimensions, the average score for risk-taking propensity stands out, with a value of 3.70, indicating that respondents perceive themselves to have adequate willingness to take risks. This suggests a potential willingness among individuals to embrace uncertainty and venture into entrepreneurial activities, despite other perceived challenges or limitations. Understanding and leveraging this propensity for risk-taking could be instrumental in encouraging entrepreneurial initiatives and fostering a culture of innovation and experimentation in the study area.
- Regarding family employment background, the average score of 2.40 suggests that respondents perceive their family employment background to be below expectations. This could imply that individuals may not view their family's occupational history or experiences as conducive to entrepreneurship, potentially influencing their own entrepreneurial intentions and behaviors. Addressing perceptions related to family background and providing support or role models from entrepreneurial backgrounds could help mitigate this perceived barrier and encourage entrepreneurial pursuits among individuals with diverse family backgrounds.
- Similarly, the average personality score of 2.21 indicates perceptions of low personality traits among respondents, reflecting a lack of confidence or self-perceived deficiencies in

traits relevant to entrepreneurship. This highlights the importance of addressing individuals' self-perceptions and enhancing their confidence and self-efficacy in their entrepreneurial abilities. Providing training, mentorship, and opportunities for personal development could empower individuals to overcome perceived personality limitations and pursue entrepreneurial opportunities with greater confidence and resilience.

- The correlation analysis reveals a strong positive relationship between attitude towards entrepreneurship and entrepreneurial intentions ($r = .738, p < .001$), suggesting that individuals with more positive attitudes towards entrepreneurship are more likely to intend to engage in entrepreneurial activities. Similarly, social norm demonstrates a strong positive correlation with entrepreneurial intentions ($r = .576, p < .001$). Perceived behavioral control also shows a significant positive correlation ($r = .638, p < .001$). Conversely, risk-taking propensity exhibits a significant negative correlation with entrepreneurial intentions ($r = -.551, p < .001$). Moreover, family employment background positively correlates with entrepreneurial intentions ($r = .531, p < .001$). Lastly, personality traits demonstrate a significant positive correlation ($r = .487, p < .001$).
- The regression analysis yields significant coefficients for several predictors of entrepreneurial intentions. Notably, attitude towards entrepreneurship emerges as a strong positive predictor ($B = 0.165, p < .001$), indicating that individuals with more positive attitudes towards entrepreneurship tend to have stronger intentions to engage in entrepreneurial activities. Similarly, perceived behavioral control significantly influences entrepreneurial intentions ($B = 0.103, p < .001$), suggesting that individuals who feel more confident in their ability to navigate entrepreneurial challenges are more likely to harbor intentions towards entrepreneurship. Conversely, risk-taking propensity exhibits a negative influence ($B = -0.078, p = .020$), implying that individuals with a higher propensity for risk-taking paradoxically exhibit lower intentions towards entrepreneurship. Additionally, family employment background and personality traits both positively contribute to entrepreneurial intentions ($B = 0.087, p = .001$) and ($B = 0.089, p = .001$, respectively), indicating that familial exposure to entrepreneurship and certain personality characteristics foster stronger intentions towards entrepreneurial activities.

5.2. Conclusion

The entrepreneurial intention of polytechnic college students is significantly impacted by their attitude towards entrepreneurship. A positive attitude towards entrepreneurship fosters a mindset conducive to identifying opportunities, taking risks, and pursuing innovative ventures. Students who perceive entrepreneurship positively are more likely to harbor intentions to start their own businesses or engage in entrepreneurial activities in the future. This positive attitude may stem from exposure to entrepreneurial role models, educational experiences that emphasize entrepreneurial thinking, and a supportive institutional environment that encourages entrepreneurial endeavors.

Polytechnic college students' perceived behavioral control significantly influences their entrepreneurial intention. Perceived behavioral control refers to students' beliefs in their ability to initiate and successfully navigate the challenges associated with entrepreneurial endeavors. Students who perceive themselves as having high levels of control over their entrepreneurial actions are more likely to harbor strong intentions to pursue entrepreneurial activities. This perception of control may be influenced by factors such as self-efficacy, past experiences, access to resources, and the perceived ease of starting and managing a business. Educational programs and interventions aimed at enhancing students' perceived behavioral control by providing training, mentorship, and access to support networks can play a crucial role in fostering entrepreneurial intentions among polytechnic college students.

The entrepreneurial intention of polytechnic college students is notably affected by their family's employment background. Family employment background encompasses the occupational history and entrepreneurial experiences of students' family members, including parents, siblings, or extended relatives. Students who come from families with a history of entrepreneurship may be more inclined to pursue entrepreneurial activities themselves due to exposure to entrepreneurial role models, access to entrepreneurial resources, and a supportive family environment that fosters an entrepreneurial mindset. Conversely, students from non-entrepreneurial backgrounds may face different societal expectations or lack the necessary familial support and resources to pursue entrepreneurial endeavors.

Polytechnic college students' personality significantly impacts their entrepreneurial intention. Personality traits such as openness to experience, conscientiousness, extraversion, agreeableness, and emotional stability play a crucial role in shaping individuals' attitudes, behaviors, and decision-making processes related to entrepreneurship. Students who possess traits associated with entrepreneurship, such as creativity, resilience, risk-taking propensity, and proactiveness, are more likely to harbor strong intentions to engage in entrepreneurial activities. For example, individuals high in openness to experience may be more willing to explore novel ideas and opportunities, while those high in conscientiousness may exhibit greater discipline and perseverance in pursuing entrepreneurial goals. Additionally, extraverted individuals may excel in networking and relationship-building, essential for entrepreneurial success, while agreeable individuals may thrive in collaborative environments.

Societal norms undoubtedly exert a significant influence on entrepreneurial intentions. While individual attitudes and perceived control are primary drivers of entrepreneurial intentions, societal norms provide an additional layer of influence by shaping perceptions of what is socially acceptable or encouraged in entrepreneurial pursuits. The endorsement of entrepreneurship within societal frameworks contributes positively to individuals' intentions, albeit to a lesser extent than attitude and perceived control. This suggests that societal validation and encouragement of entrepreneurial endeavors serve as reinforcing factors, bolstering individuals' confidence in pursuing entrepreneurial paths.

Conversely, the negative association between risk-taking propensity and entrepreneurial intentions reveals a paradoxical dynamic that warrants careful consideration. Despite the conventional wisdom linking risk-taking with entrepreneurial success, individuals with a higher propensity for risk-taking paradoxically exhibit lower intentions towards entrepreneurship. This unexpected finding highlights the nuanced interplay between risk preferences and entrepreneurial aspirations. It suggests that while risk tolerance is essential for entrepreneurial ventures, excessive risk aversion may act as a deterrent, hindering individuals from pursuing entrepreneurial opportunities despite their potential rewards. Therefore, understanding the psychological barriers associated with risk aversion is crucial for fostering a conducive environment for entrepreneurship.

5.3. Recommendations

In order to improve the graduate students entrepreneurship intention in the study area, the researcher forwards the following recommendations based on the conclusion and main findings of the study as follows:

- The college, government agencies and entrepreneurship support organizations should focus on enhancing students' attitudes towards entrepreneurship, thereby fostering a more positive and entrepreneurial mindset. Practical experiences like entrepreneurship workshops and startup competitions should be integrated to provide real-world exposure and demonstrate the feasibility and rewards of entrepreneurship. Connecting students with successful entrepreneurs as mentors and role models can offer personalized guidance and inspiration.
- Polytechnic college students, faculty members and administrators involved in entrepreneurship education, should focus on implementing targeted strategies to enhance students' perceived behavioral control, thereby positively influencing their entrepreneurial intention. This can be achieved through skill-building workshops focused on practical entrepreneurial skills, mentorship programs pairing students with experienced entrepreneurs, and providing experiential learning opportunities such as internships or entrepreneurial projects.
- The college, faculty members, and career counselors should collaborate on targeted interventions. Firstly, they can identify students from diverse family backgrounds and offer tailored support programs. Secondly, they should provide mentorship opportunities connecting students with successful entrepreneurs from similar family backgrounds to offer guidance and inspiration. Additionally, financial support and resources should be allocated specifically for students facing financial barriers due to their family background.
- College teachers, career counselors, and student support services should work on students personality. Firstly, they can identify students' personality traits through assessments or self-reflection exercises. Secondly, provide personalized mentorship and guidance

tailored to individual personality traits, such as creativity workshops for students with high openness to experience or goal-setting exercises for those high in conscientiousness. Additionally, offer experiential learning opportunities that allow students to apply their personality strengths in entrepreneurial contexts, such as team projects or startup simulations.

- Initiatives aimed at promoting and normalizing entrepreneurship within society should be prioritized. This can involve educational campaigns, community events, and policy interventions that highlight the importance and value of entrepreneurial endeavors. By creating a supportive environment where entrepreneurship is celebrated and encouraged, individuals are more likely to feel empowered to pursue their entrepreneurial aspirations, thus strengthening their intentions towards entrepreneurial activities. Additionally, fostering collaboration between educational institutions, government agencies, and local communities can facilitate the dissemination of entrepreneurial knowledge and resources, further embedding entrepreneurial values into societal norms.
- Targeted interventions to mitigate risk aversion and foster a culture of risk-taking should be implemented. Entrepreneurship education programs can incorporate modules that focus on developing risk management skills and cultivating a positive attitude towards uncertainty. Encouraging individuals to embrace failure as a learning opportunity and providing support mechanisms such as mentorship networks and access to venture capital can help mitigate the perceived risks associated with entrepreneurship. Furthermore, initiatives that recognize and celebrate risk-taking behavior in entrepreneurial ventures can help shift societal attitudes towards risk, promoting a culture where calculated risk-taking is seen as a pathway to innovation and success. By addressing risk aversion at both the individual and societal levels, stakeholders can create an environment conducive to entrepreneurial intentions and ultimately drive economic growth and innovation.

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Appendices I: Survey Questionnaire

**HAWASSA UNIVERSITY
COLLEGE OF BUSINESS AND ECONOMICS
SCHOOL OF MANAGEMENT AND ACCOUNTING
MBA IN MARKETING MANAGEMENT
QUESTIONNAIRES FOR TVET STUDENTS**

Dear Respondents!

First I, Misganaw Teferi graduate student in Hawassa University. As partial fulfillment of the requirements for the Degree of Masters of Business Administration in Marketing Management, I am expected to undertake a research study on “DETERMINANTS OF ENTREPRENEURIAL INTENTION AMONG GRADUATE STUDENTS: A CASE OF ALETAWONDO POLY TECHNIQUE COLLEGE SIDAMA, ETHIOPIA”. I’m therefore, seeking your assistance to fill the questionnaires attached. Thus, for the success of this study, your genuine response for the following questionnaires is highly appreciated and I would like to confirm you that the research results will be used for academic purposes only and will be treated with utmost confidentiality. Therefore, kindly answer all the questions. Your cooperation will be appreciated for your sacrifice of a few minutes to fill these questionnaires.

Thank you in advance for your kindly cooperation!

**Sincerely,
Misganaw Teferi
Gmail; misganawteferi@gmail.com
+251910188552**

General Instruction:

Please indicate your choice or agreement by putting “√” mark in the box.

Section A: The Personal Profiles

1.1. Gender:

Female

Male

1.2. Age:

Indicate where you fall among the following age brackets (years)

18 up to 25

Between 26 to 34

1.3. Level of education

Level IV

Level V

1.4. Your department Indicate where you fall among the following age brackets (years)

Construction Departments	
Manufacturing Departments	
Industry Sector Departments	
Water Technology Departments	
Construction Departments	

Section A: Basic Research Questions

Instruction I Dependent Variable: entrepreneurial intention Please show your level of agreements for each item using the following scales: 5=Strongly Agree 4=Agree 3=Neutral 2= Disagree and 1= Strongly

Disagree about the following variables:

Entrepreneurial Intentions		Scales				
SN	Items	1	2	3	4	5
1	I am ready to make anything to be an entrepreneur					
2	My professional goal is becoming an entrepreneur					
3	I will make every effort to start and run my own firm					
4	I'm determined to create a firm in the future					
5	I have seriously thought of starting a firm					
6	I have got the firm intention to start a firm (business) someday					

Section B: Basic Research Questions

Instruction II Independent Variable: Attitude towards entrepreneurship

Please show your level of agreements for each item using the following scales: 5=Strongly Agree 4=Agree 3=Neutral 2= Disagree and 1= Strongly Disagree about the following variables:

Attitude towards entrepreneurship		Scales				
SN	Items	1	2	3	4	5
1	I feel happy if I start my own business.					
2	I have aim to start my own entrepreneurship after graduation					
3	I have opportunity to learn new skills to start my own business					
4	My professional goal is to become an entrepreneurship					
5	I will make every effort to start and run my own business					

Social norm		Scales				
SN	Items	1	2	3	4	5
1	I believe that my closest friends think that I should pursue a career as an entrepreneur.					
2	I believe that my closest family members think that I should pursue a career as an entrepreneur.					
3	Entrepreneurs have a positive image in Ethiopian society.					

Perceived behavioral control		Scales				
SN	Items	1	2	3	4	5
1	Start a firm and keep it working would be easy for me.					
2	I'm prepared to start a viable firm.					
3	I can control reaction process of a new firm.					
4	I know the necessary practically details to start a firm.					
5	I know how to develop an entrepreneurial project.					
6	If I tried to start a firm, I would have a high probability of succeeding.					

Risk Taking propensity		Scales				
SN	Items	1	2	3	4	5
1	Taking risks bothers me even if the gains involved are Potentially high.					
2	I would not be uncertain to put my money into a new business that could fail, if the possible rewards were very high.					
3	The risks involved in setting up a business are too high.					
4	I always consider security as an essential element in every phase of my life.					

Family Employment back ground		1	2	3	4	5
1	My family is currently engaged in business.					
2	My family supports me financially to create my own business.					
3	My family morally encourages me to create my own business.					
4	My family appreciates me running on business					

Personality		1	2	3	4	5
1	I have leadership skills needed to be an entrepreneur.					
2	I like to be an entrepreneur because of its competitive nature.					
3	I would prefer my own successful business than to be in a secure and well-paying job.					
4	I would do very well in difficult tasks relating to my study and my work.					

Part 3: Open ended questions

1. indicate two major likely difficulties in starting your own business:
2. Give at least two suggestions for developing entrepreneurial characteristics among students:

Thank You for Your Cooperation!

Appendix II: Reliability test

Scale: Attitude

Cronbach's	
Alpha	N of Items
.801	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
I feel happy if I start my own business.	15.60	4.114	.605	.762
I have aim to start my own entrepreneurship after graduation	15.27	6.352	.279	.834
I have opportunity to learn new skills to start my own business	15.80	3.743	.794	.685
My professional goal is to become an entrepreneurship	15.60	4.257	.661	.737
I will make every effort to start and run my own business	15.33	4.952	.631	.754

Scale: Social norm

Cronbach's	
Alpha	N of Items
.827	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
I believe that my closest friends think that I should pursue a career as an entrepreneur.	8.33	1.524	.616	.863
I believe that my closest family members think that I should	8.13	1.695	.779	.674
	8.20	1.886	.699	.758

Scale: PBC

Cronbach's	
Alpha	N of Items
.809	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Start a firm and keep it working would be easy for me.	17.47	10.981	.525	.792

I'm prepared to start a viable firm.	17.93	8.781	.697	.747
I can control reaction process of a new firm.	17.73	10.781	.364	.820
I know the necessary practically details to start a firm.	18.07	8.638	.747	.735
I know how to develop an entrepreneurial project.	17.67	9.381	.817	.734
If I tried to start a firm, I would have a high probability of succeeding.	18.13	9.410	.412	.830

Scale: RTP

Cronbach's	
Alpha	N of Items
.817	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Taking risks bothers me even if the gains involved are potentially high.	11.00	8.286	.387	.866
I would not be uncertain to put my money into a new business that could fail, if the possible rewards were very high.	11.27	6.067	.872	.669

The risks involved in setting up a business are too high.	11.60	5.543	.638	.784
I always consider security as an essential element in every phase of my life.	11.53	5.981	.725	.726

Scale: Family Employment

Cronbach's	
Alpha	N of Items
.821	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
My family is currently engaged in business.	11.27	5.210	.659	.768
My family supports me financially to create my own business.	11.13	4.124	.843	.669
My family morally encourages me to create my own business.	11.13	5.410	.815	.708
My family appreciates me running on business	10.87	7.124	.331	.892

Scale: Personality

Cronbach's	
Alpha	N of Items
.805	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
I have leadership skills needed to be an entrepreneur.	11.27	4.352	.720	.709
I like to be an entrepreneur because of its competitive nature.	11.33	4.238	.725	.704
I would prefer my own successful business than to be in a secure and well- paying job.	11.33	4.238	.725	.704
I would do very well in difficult tasks relating to my study and work.	11.47	5.267	.357	.879

Scale: Entrepreneurial Intention

Cronbach's	
Alpha	N of Items
.788	6

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
I am ready to make anything to be an entrepreneur	17.53	10.124	.481	.769
My professional goal is becoming an entrepreneur	17.87	8.838	.628	.733
I will make every effort to start and run my own firm	17.67	10.095	.450	.776
I'm determined to create a firm in the future	17.93	8.924	.705	.716
I have seriously thought of starting a firm	17.60	9.400	.742	.718
I have got the firm intention to start a firm (business) someday	18.07	9.495	.353	.817