Entrepreneurship and Small Business Review
ISSN:2789-6374
Volume 1, pp: 14-45

AN EMPIRICAL INVESTIGATION OF THE ENTREPRENEURIAL INTENTION AND START-UPS THROUGH MODERATING ROLE OF COVID-19 AND FAMILY SUPPORT: FINDINGS FROM BUSINESS GRADUATES.

Rehab Khan
Superior University Lahore
Email: rehab.khan355@gmail.com
Waqas Shakir
Superior University Lahore
Prof. Dr Nadia Nasir
Superior University Lahore

Abstract

Purpose: The research is based on the empirical investigation of the entrepreneurial intention and start-ups through the moderating role of COVID-19 and Family support. The study used the questionnaire to collect the data for the study from the business graduates in Pakistan. The researcher divided the questionnaire into two main segments. The first segment includes the demographical items (gender, age, university name, education, degree title) of the respondents, and the second segment includes the items of the variables. Net desire of self-employment has significant relationship with Entrepreneurial intentions. Whereas the net desire for self-employment has a significant relationship with start-up as an entrepreneurial activity. This paper is based on entrepreneurial intention and startups. In which COVID-19 and family support have been used as moderators. In future research, the researchers can add other variables as the moderator. The research is based on Pakistan's context. In future research the same research can be conducted in other countries to check out whether the results are the same or different. Newly graduated who have business knowledge but don't know about their current position and situation of surroundings for an entrepreneurial environment. They are suffering from the covid-19 situation. So, this research is purely for the entrepreneurs.

Keywords: Entrepreneurial Intention, Start-ups, Covid-19, Family Support.

Introduction

Background of the Study

The term the Entrepreneurship is utmost significant trait for economic growth and development for a country. If a country increases its entrepreneurial activities, it creates more opportunities for other sectors of the economy of a country. Like indicates capital formation, the cohort of occupation opportunities, endorses growth of executive talent, and nurtures stable economic development.

Though consequent from social consciousness, intention-based models are effectively practical in business management studies, mainly in entrepreneurial studies. On the basis of that, we may forecast upcoming behavior, which is crucial for both, economic analysts, decision-makers, and to managers accountable for determining a suitable structure of provision for free enterprise, together with its significant component, namely free enterprise teaching Wach & Głodowska (2019) and Bartha et al. (2018) whose key mission is to figure out appropriate innovative attitudes.

A suitable instruction structural inspiring innovative project is important for the growth of the economy Gubik & Bartha (2018), the European Union (EU) has suggested such keys for many years, but those recommendations are very difficult to apply, not only those universities which are studying economics but also in those universities which are non-economic Płaziak et al. (2014), particularly in the characteristic of the Europeanization and internationalization of elegant institution of higher education (Dobbins & Kwiek, 2017). In that perspective, Sułkowski et al. in the (2020) checked that the inevitability for the passable alteration of elegant institution of higher education, particularly in the background of demographical variations (Sułkowski et al. 2019).

One of academia's tasks is to outline innovative attitudes, stimulate to contemplate artistically and rouse entrepreneurial intentions between academia scholars (Kuehn, 2008). As Nowiński et al. (2020) highlight, in determining entrepreneurial attitudes that just education in the entrepreneurial field is not important but the awareness of civic barriers and care. Wannamakok et al. (2020) found on their experimental investigation that every aspect of the university’s atmosphere plays a pivotal part in Estonian institution graduate’s innovative as well as entrepreneurial intentions.

When people try to formulate new and innovative businesses or their work, then the side that plays a great role in support, funding, and backing is the family support side. If any one doesn’t highlight the family support while discussing the entrepreneurial

business then it means the theory which prevails, doesn't exist on the back of this phenomena. So, it is mandatory to talk about and consider family support while talking about new personal business (Herron et, al. 1992).

The study of the literature shows that there are a lot of gaps in the history of the study of self-employment intention and entrepreneurial actions. Shahzad et, al. (2021) further stated individual's choice concerning becoming self-employee or an employee among the alumni requires to be additional defined on the basis of special variables like "Family support" and variables signify their attitudes for example; Tolerance of risk, net desirable perceived self-employment, Self-efficacy, plus the circumstantial background. The coronavirus (Covid-19) pandemic and its dangerousness are still a blistering matter in the global world, including Pakistan. In a few three months, there have been one hundred and eighteen, thousand cases in 114 states, including Pakistan. In Pakistan, the number of residents who have tested positive in their reports becomes the cause the COVID-19 endures to upsurge. This affects productivity and mobilization, both for the general public and professionals. The universal spread of the coronavirus epidemic has had a deep influence on the worldwide ecosystem.

The coronavirus epidemic has a feast with frightening rapidity and the fiscal impairment is previously manifest and signifies the major monetary tremor the world has faced in eras. Start-ups are institutes recognized to generate innovative, new, services, products under circumstances of great ambiguity. Everybody who generates a new service or product in circumstances of great indecision is an innovator, either employed for an income-generated company, working alone, or a non-income-generated organization (Audretsch & Keilbach, 2004).

It was noted in the year 2018 that there were nine hundred and nighty two start-up businesses in Indonesia feast crossways numerous areas. Entrepreneurial intentions of pupils are been originate to increase and the 3 backgrounds originated to be meaningfully related to business intentions for cooperation India and Saudi Arabia (Hoda et al., 2020; Roy et al., 2017). Both republics are indorsing free enterprise, although for diverse details. Although resulting from societal mindset, intention-based frameworks are positively applied in organization investigation, mainly in free enterprise education. On their foundation, the researcher may forecast upcoming behavior, which is vital both to economic analysts, decision-makers, managers accountable for determining a suitable structure of provision for free enterprise, plus its significant component, specifically free enterprise learning (Wach et, al. 2019; Bartha et al., 2018) whose main duty is to form appropriate business approaches.

A suitable instruction structure inspiring free enterprise is important for financial exercise (Gubik et al. (2018), the EU has suggested like resolutions has suggested like results for numerous years, but likewise in Poland, the application of these endorsements is flattering new plus extra dangerous, not solitary at finances academies but also in fields of study which are non-economic in nature Płaziak et al. (2014), particularly in the feature of the Europeanization and internationalization of Refinement campuses (Dobbins et, al. 2017). Regarding this background, Sułkowski et al. (2020) argued the requirement for the suitable alteration of Refinement institution of higher education, particularly in the background of demographic (age, gender, race, etc.) variations (Sułkowski et al. 2019).

One of the institutions of higher education's tasks is to form innovative approaches, stimulate to contemplate imaginatively, and arouse "entrepreneurial intentions" between students of the university (Kuehn, 2008). Nowiński et al. (2020) highlight, that in determining "entrepreneurial attitudes" not only learning in the entrepreneurial era is significant but the awareness of civic barriers and support also. Wannamakok et al. (2020) grounded on their experimental research, noticed that every measurement of the official setting shows a conclusive part in the university students of Estonian institution's entrepreneurial intentions.

The research of "entrepreneurial intention" has been a dominant subject in free enterprise. Krueger et al. (2000), argued that the intention has already verified as the finest interpreter of "planned behavior". So, it is quite important to notice that free enterprise or we can say that entrepreneurship is a kind of "planned behavior" (Krueger et al., 2000). A probable cause behindhand on the declaration is that the choice to become an innovative financier is accepted as conscious and voluntary (Liñán et al., 2009). Illustration; for the new industries, Aviram (2010) argued that they are not formed by accident or instantly and several of the industries are deliberate. Likewise, Schlaegel et al. (2014) argued that "entrepreneurial intentions" are dominant in considering free enterprise as they are the leading step in the making of creating exploiting, and discovering opportunities.

In disparity, Ferreira et al. (2012) argued that entrepreneurship intention's behavioral approach ties intention to consequent actions. Ferreira et al. (2012) specified that subjective norms, perceived behavior and personal attitude control are comprised of entrepreneurial intention's behavioral approach. This type of technique is haggard from a planned behavior theory (Azjen, 1991). The model postulates that entrepreneurial intention is a purpose of 3 backgrounds: 1) attitudes in the direction of the act," is measured as extrinsic and intrinsic personnel consequences; 2) "societal norms," is measured as additional individual effects on the decision-maker; and lastly

3) “perceived behavioral control,” is measured as behavioral viability (Krueger Jr et al., 1994).

Problem Statement

The fresh graduates of the business studies are in need of understanding the current circumstances of entrepreneurial environment and factors affecting business start-ups. These fresh business graduates should have family support to motivate their entrepreneurial intention. other factors which could affect the process of start-up should also studied to understand how fresh business graduates can initiate their entrepreneurial intention successfully.

Research Gap

In the light of above scenario there is a core need of empirically test the factors affecting the start-ups specially the role of entrepreneurial intention impact of fear of COVID-19 along with the family support. The graduates who study the business having innovative and sustainable business information but such graduates do not know their current position and circumstances of the entrepreneurial environment around them.

Purpose Statement

Henry et al., (2006) argued that, the Incentive plays very significant part in creating the novel business. The business graduates who are determined to run their own private businesses, they face numerous difficulties and challenges in running and creating the business that persons chosen as an alternative to doing work for other as their staff (Odoardi et al., 2019).

Persons with a household/family business context have funding from the household to become a businessperson and start their own works have high probabilities of becoming self-working employed as compared to those who just wish to become self-employed (Tsai et al., 2016).

Sexton et al. (1991) argued that the study of the entrepreneurial nature creates interest among the business students and makes them ready to start their own work. Henry et al. (2006) argued that the study of entrepreneurial nature opens the entrance of chances to become self-owners. The business study opens the gates of self-employment for business students who have already their family business in their family. The support of the family plays a great role in the self-entrepreneurship (Tsai et al., 2016).

The main purpose of this study is to conduct an empirical investigation of the entrepreneurial intention (mediating effect) and start-ups through moderating role of fear of COVID-19 and family support, the study is going to be implemented on the business graduates of Pakistani universities.

Aims/Objective of Study

The main objective of this study is to conduct an empirical investigation of the entrepreneurial intention (mediating effect) and start-ups through moderating role of covid-19 and family support, the study is going to implement on the business graduates of the Pakistani universities.

The proposed objectives are stated below:

- To check out the mediating role of Entrepreneurial Intentions
- To check the moderator effect of fear of Covid-19.
- To check the impact of net desirability of self-employment, attitude towards risk, and attitude towards entrepreneurship on start-up as entrepreneurial activity

Research Questions

1. What way Net Desirability of Self-Employment, Attitude towards Risk, and Attitude towards Entrepreneurship effects the Entrepreneurial Intentions and Start-up as Entrepreneurial Activity?
2. What way fear of Covid-19 and family support moderates the relationship of Entrepreneurial Intentions and Start-up as Entrepreneurial Activity?
3. What way Entrepreneurial Intentions mediate the relationship of Net Desirability of Self-Employment, Attitude towards Risk, and Attitude towards Entrepreneurship with Start-up as Entrepreneurial Activity?

Hypothesis

H1: Net Desire of Self-Employment has significant relationship with Entrepreneurial Intentions.

H1a: Net Desire of Self-Employment has significant relationship with Start-up as Entrepreneurial Activity.

H2: Tolerance for Risk has significant relationship with Entrepreneurial Intentions.

H2a: Tolerance for Risk has significant relationship with Start-up as Entrepreneurial Activity.

H3: Attitude towards Entrepreneurship has significant relationship with Entrepreneurial Intentions.

H3a: Attitude towards Entrepreneurship has significant relationship with Start-up as Entrepreneurial Activity.

H4: Entrepreneurial Self-Efficacy has significant relationship with Entrepreneurial Intentions.

H4a: Entrepreneurial Self-Efficacy has significant relationship with Start-up as Entrepreneurial Activity.

H5: And Entrepreneurial Intentions has significant relationship with Start-up as Entrepreneurial Activity.

H5a: Net Desire of Self-Employment has significant relationship with Entrepreneurial Intentions and Start-up as Entrepreneurial Activity.

H5b: Attitude towards Entrepreneurship has significant relationship with Entrepreneurial Intentions and Start-up as Entrepreneurial Activity.

H5c: Entrepreneurial Self-Efficacy has significant relationship with Entrepreneurial Intentions and Start-up as Entrepreneurial Activity.

H5d: Tolerance for Risk has significant relationship with Entrepreneurial Intentions and Start-up as Entrepreneurial Activity.

H6: Family Support has significant moderating effect on Start-up as Entrepreneurial Activity.

H6a: Family Support has significant moderating effect on Entrepreneurial Intentions and Start-up as Entrepreneurial Activity.

H7: Fear of Covid-19 has significant moderating effect on Start-up as Entrepreneurial Activity.

H7a: Fear of Covid-19 has significant moderating effect on Entrepreneurial Intentions and Start-up as Entrepreneurial Activity.

Significance of Study

Tsai et al. 2016 and Sexton et al. (1991) suggested that a business study generates business students' desire and readiness to start their firm. Henry et al. (2006) suggested that an enterprise study provides up possibilities for ownership. The

Company Study offers the door for students who already have their family business in their families to work independently. Family support is an important part of self-employment (Tsai et al., 2016).

The Incentive plays a major function in the creation of a new firm (Henry et al., 2006) stated. Business graduates who decided to operate their own private business, encountered various problems when operating and developing the company that people selected as an option for working for others as their employees (Odoardi et al., 2019).

The main importance of this study is that, very few researches has been conducted and added in the literature on this topic, so the current research has main aim to conduct an empirical investigation of the entrepreneurial intention (mediating effect) and start-ups through moderating role of fear of covid-19 and family support, the study is going to implement on the business graduates of the Pakistani universities.

Literature Review

A widely recognized mental and sociological idea going back to the mid-1980s – the theory of planned behavior (TPC), created by Ajznan (1991) is worthwhile to comprehend what processes regulate persons' entrepreneurial ambitions. In this theory, purposes to execute behavior be contingent on 3 experiences 1: what approach we have in the direction of this behavior, 2: supposed behavioral regulator that is viability, and 3: societal norms which figure the insight of this behavior. The first two elements, namely the behavioral attitude or the consequence connected to this behavior, and the perception of social norms in relation to that comportment, indicate the aim and desire of such comportments. The third component represents the personal understanding of how behavior may be controlled and the experience of self-effectiveness. The third factor is the same. But the extent that the risk is one of the key elements of entrepreneurial orientation is worth expanding this model with external factors that are inherent in the external environment and a separate risk attitude from the general entrepreneurial approach (Głodowska and others, 2019; Kusa, 2020).

This overall notion of the purpose of conduct was used to analysis of entrepreneurial intents as described in Thompson's (2009) belief that a company is established and a deliberate strategy for initiating or creating this process in the future. Krueger (1993) similarly defines entrepreneurial ambitions as the inclination to start one's firm in the near term. Koçoğlu and Hassan (2013) stress that business objectives rely on the

individuals three variables indicated (business behavior, subjective standards, perception). Controlling behavior), they also depend on personality characteristics. Individuals assess their situations and talents that lead to what they want State State (Azjen, 1991). Byabashaija (2011) and Katono, and Bae at al. (2014) stress a key role in stimulating entrepreneurial intentions and transforming them into specific behavior (e.g. ability to employ or ability to make sacrifices and obligations) and character traits and personalities (purpose, practicability, and effectiveness) in the development of one's own business activities (Tamulevičienė & Androniceanu, 2020). Results from the search for discrimination in employment – for young people, it is higher and frequently has a restricted form of effective career planning and adequate compensation (Bilan et al., 2020). Therefore, the outflows of migrant youth are seen in nations with key obstacles to starting their own businesses and restricted prospects for effective work.

The entrepreneurship course at universities has grown in order to minimize the problem of efficient use of human capital among young people and to promote the entrepreneurial desire of students. However, the propensity to enhance business incentives and values is universal for all student groups, as proven by Eyel et al. (2020) among public university students and foundation university students. Depending on the societal environment and familial experience, there are no uncertainties about entrepreneurial aspirations. Kumar et al. (2018) claim that business opinions have a connection with household revenue, years of education, and even householder jobless experience. While this study did not find any gender differences, some researchers point out that men reported higher levels of entrepreneurship than female students (Çera et al. 2018). The development of entrepreneurship study programmed that are more gender-sensitive and responsive to the needs of entrepreneurs depends on these findings. Additionally, recent empirical research has connected entrepreneurial aspirations with leadership (Fauzi et al., 2021).

Psychological profiles and personal characteristics are significant for beginning and experienced business owners alike (Wach & Głodowska, 2021; Basuki et al., 2021; Reissová et al., 2020). According to Wardana et al. (2021), students' ambition to launch their own business is positively influenced by entrepreneurial culture, which is a component of the generally recognized socio-cultural milieu in a given nation. The enterprise event model (EEM), also known as the SEE idea, is the second

theoretical conceptualization of entrepreneurial intention that is frequently cited. Shapero established the concept's foundations (Shapero, 1982), and he later refined it with his staff (Shapero & Sokol, 1982). In 2000, Krueger et al. According to Shapero, human behavior is mostly determined by inertia until an unsettling event occurs, like losing one's job. Action is encouraged by these urges (Heuer, 2012). Apart from the propensity to act, the behavior's dychotomically determined believability is important. The goals of business are impacted by these factors. Because a range of personalities and behavioral traits must be taken into account, the model develops corporate aspirations in a broader framework (Elfving et al., 2009). "TPB and SEE are two most contending hypotheses, often experimentally investigated in order to explain entrepreneurial intents (EI)," Schlaegel and Koenig (2014, page 292), underlined by the other idea co-creator himself; (Krueger et al. 2000). Karyaningsih et al. (2020) shown that education in entrepreneurship has an influence on entrepreneurial attitudes and business ambitions. Based on the internationally known GUESSS Gubik & Bartha (2018) survey, training institutions in all four states of Vise grad have demonstrated that they encourage analytical skills but not entrepreneurial social skills.

Empowered students have a positive impact on their expectations for businesses during their higher education, as demonstrated by Hassan et al. (2021). According to Kurczewska et al. (2020), graduates' performance is influenced by both their academic knowledge and their practical skills, which are acquired through partnerships between universities, businesses, and contractors. Conversely, Wagner and Sternberg (2004) emphasize the influence of regional policy and the surrounding environment on entrepreneurial intent in Germany (based on REM surveys), whereas Nowiński et al. (2020) attribute their intentions to universities and the institutional environment in general. Since the perceived public support and administrative obstacles are not linked to so much empirical data, we would want to integrate entrepreneurship with these institutional problems. The empirical effects of Cong Doanh in Vietnam (2021) were very interesting for entrepreneurial intentions and the differences in the impact on the different dimensions of the environment (the regulative, regulatory and cognitive environment) and the important role of social capital in the environment were observed in the context of their respective Empirical Dimensions. Similar ties between students in Indonesia established Baharuddin and Ab Rahman (2021).

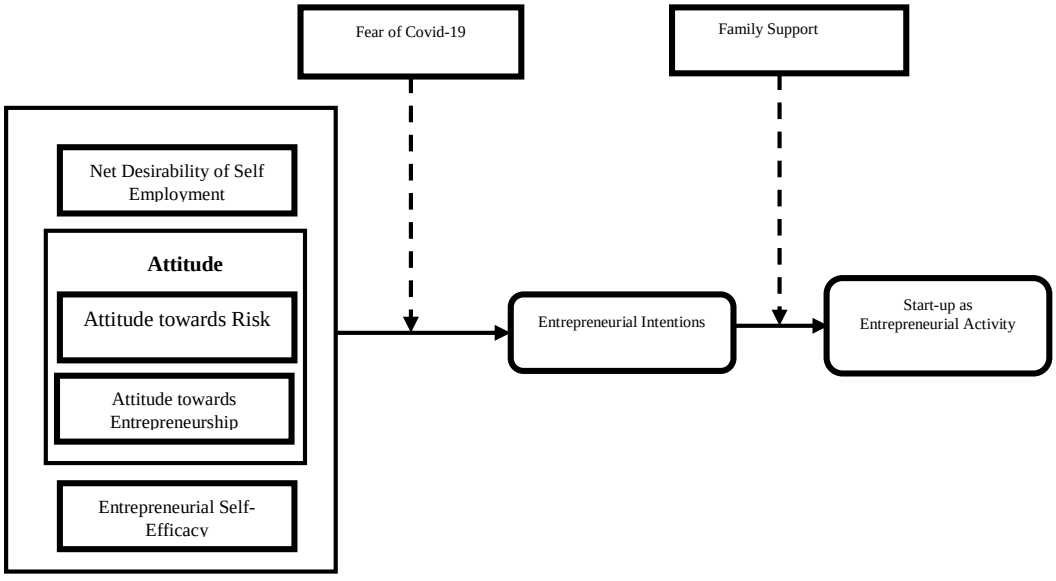
One might consider company intent to be the first step towards creating a generally long-term firm (Boateng and Bampoe, 2014; Kruger, 1993). knowledge the entrepreneurial process of establishing a new firm requires a knowledge of enterprise purpose, which is a crucial subject that signifies an individual's commitment to creating a new business. The purpose of entrepreneurship has lately begun to attract attention to study since it is thought that behavioral intent might represent genuine conduct (Tjahjono and Ardi, 2008). Factors such as attitudes and subjective standards are said to form one's intentions and directly influence behavior in planned behavior theory. The aim of business is to perform business with specific objectives which are the property of individuals. The aim of business is to depict acts intended to undertake business. Viewed as someone's option or purpose to produce anything fresh with the use and use of Resources by examining the existing opportunities and without overlooking the hazards in the future. In addition to entrepreneurship intention, be construed as someone's possibility or purpose to build something new with the help of and needed resources to explore the possibilities Exist and without disregarding the risks In tomorrow, In this study, various indicators Engle et al. (2010) have been utilized for measuring student intentions for entrepreneurship, notably the following: Happy entrepreneurship, entrepreneurial readiness, mature entrepreneurship consideration, Decide to be a businessman. Attitude is a function that is founded on behavioral beliefs, specifically a positive and/or negative belief in a person the repercussions of doing some conduct (salient outcome beliefs). Attitudes against Comportment is defined as (attitude to behave) Positive or negative evaluation level to conduct by the individual. Holding on the comportment is defined by a mix of Positive and/or negative individual values behavioral effects elevated (Beliefs) the subjective value of a person The impact of this type of conduct (outcome evaluation) (Ajzen, 2006). Ajzen. On the basis of TPB theory, personal behavioral attitudes are based on views that are known as behavioral beliefs regarding the repercussions of such activities. Moreover, on the basis of TPB, someone who believes that showing certain behaviors results in good behavior outcomes, while someone who feels that showing certain conducts leads to bad behavior results, has an unfavorable attitude.

The effect of the fear and anxiety of Covid-19

The operations, functions, and particular activities related to the company's foundation for these entrepreneurial chances as well as the expected commercial potential are all included in the business process (Keh and associates, 2002). As a

result, in order to appreciate what encourages or inhibits corporate action, it is necessary to understand how these backgrounds impact an individual's perspective and attitude about the formation of a firm (Krueger et al., 2000). Prior studies have demonstrated that risky, erratic, and crisis circumstances—such as natural disasters or armed conflicts Amorós and al. (2019) and mental health conditions Gorgievski et al. (2010) and Thompson et al. (2020) have an impact on the entrepreneurial process (Keh et al., 2002). However, research has indicated that the primary epidemic affecting commercial enterprises generally is the less well-known impacts of Covid-19's fear and anxiety (Szostak and Sułkow, 2021; Liñán and Jaén, 2020; Giones et al., 2020; Ratten, 2020). Prior studies have demonstrated that risky, erratic, and crisis circumstances such as natural disasters or armed conflicts Amorós et al. (2019) and mental health conditions Thompson et al. (2020) and Gorgievski et al. (2010) have an impact on the entrepreneurial process (Keh et al., 2002).

Research Framework



Methodology

Questionnaire and Pre-test

An empirical investigation of the net desirability of self-employment and start-ups through moderating role of covid-19 and family support and mediating role of the entrepreneurial intension. For research paper, the researcher divided the questionnaire into two main segments. Fist segment includes the demographical items (gender, age, university name, education, degree title) of the respondents, and second segment included the items of the variables. Researcher used the valid items for the selected for the variables by the literature. All items were assessed by the 5-point Likert scale; 1=Strongly Disagree, 2=Disagree, 3= Somewhat Disagree, 4= Neither Agree nor Disagree, 5= Somewhat Agree, 6= Agree, 7= Strongly Agree. Specifically, three questions on Net Desire Self-Employment (NDS) were adopted by Kret et, al. (2005), and five questions on Tolerance for Risk (TR) were adopted by the Jacobs-Lawson (2003). In addition, three questions on Self-Efficacy (SE) were adopted by Nobel et al. (1999) and sixteen questions on Attitude towards Entrepreneurship (ATE) were adopted by the Murutluluga Reuben Kgagara (2011), six questions on Entrepreneurial Intentions (EI) were adopted by the Liñán & Chen, 2009). Five questions on Family Support (FS) were adopted by Cohen et al (1985). Four questions on Fear of Covid-19 (FC) were adopted by the Lee et al., 2020). Three questions on Start-up as Entrepreneurial Activity (SEA) were adopted by the Mohammad Rumzi et al. (2021). The questionnaire of this study was pretested in 50 group of companies SMEs (University teachers, College teachers, and school teachers).

Sampling technique

As the total number of business graduates were not available, thus, the convenience sampling technique was used for collection of the data from business graduates having the entrepreneurial intentions. The questionnaires were distributed among respondents through google forms to collection the data from wide range of geographical locations in order to empower the generalizability of the research.

Data collection and sample characteristics

It was decided to focus on business graduates for this study since it is based on a study of business graduates. Data was collected using Google forms. Using Google

Forms, a link to an online questionnaire was emailed to Business Graduates from a variety of universities. (UET, UMT, USA, PU). Researcher questioned Business Graduates for their thoughts on the research topic via a questionnaire. The research goal was clearly mentioned in the questionnaire. There were 460 questionnaires collected by the researcher in total. Some of them were not useful. While Rest of the filled questionnaires nominated for the result's testing.

Findings

This section covers the data normality tests and discussion of the findings by using IBM SPSS Statistics 25 software. In the second phase, the chapter contains hypothesis testing; measurement model, Findings of Convergent validity and Discriminant validity, Fornell and Larcker, HTMT and Path analysis by the using the Smart PLS-SEM.

Response Rate

A total of 460 questionnaires were handed out to Lahore, Pakistan's business school graduates. The questionnaire surrey was enthusiastically accepted by all of the grads. Table 4.1 displays the sampled graduate students' response rates. Both men and women took part in the poll. There were 410 completed surveys returned out of a total of 460 that were sent. Despite this, 8 questions were overlooked, 4 of which were incomplete. As a result, only 398 survey questions were included for the study, with an overall genuine response rate of 87%. This response rate was attained as a consequence of many hours of diligent effort. Because the surveys were conducted by the participants themselves, a large number of people participated (Farouk, et al., 2016).

Table 4.1 Response Rate

Sr. No.	Universities	Distributed Questionnaires	Returned Questionnaires
01	University of Engineering and Technology	115	81
02	University of Management and Technology	115	93
03	University of South Asia	115	109
04	University of the Punjab	115	115
	Total	460	398

Profile of Respondents

In this section, the respondent demographics are discussed. As shown in table 4.2, the male participants were 258 (64.8%) and female 140 (100%) and age level of the participants was as the participants of the age of between18 to 25 years were 147 (36.9%), 26 to 30 years were 204 (88.2%), 31 to 35 years were 41(98.5%) and above 35 years were 6 (100%). In terms of the selected universities, Participants from University of Engineering and Technology were 81 (17.6%), from University of Management and Technology were 93 (20.2%), from University of South Asia were 109 (23.7%) and from University of the Punjab were 115 (100%). In terms of mode of study, participants who filled the questionnaire belongs to different study modes like, participants who did/ were doing BBA, were 27 (6.8%), from MBA (1.5) were 82 (27.4%), from MS (BA) were 59 (42.2%) and from MBA (3.5) participants were 230 (100%).

	Categories	Frequency(N=398)	Percentage
Gender	Male	258	64.8
	Female	140	100
Age Level	18-25	147	36.9
	26-30	204	88.2
	31-35	41	98.5
	Above 35	6	100
University	UET	81	17.6
	UMT	93	20.2
	USA	109	23.7
	PU	115	100
	BBA	27	6.8
Education	MBA 1.5	82	27.4
	MS (BA)	59	42.2
	MBA 3.5	230	100

Data Normality

Data normalcy is a fundamental premise of structured equation modelling (SEM) (Byrne, 2016). Nevertheless, the application of partial, least square structural equation modelling mitigates this challenge (Hair et al. 2016). To ascertain the significance of the non-normal data in the model that is being presented, PLS-SEM utilises a bootstrapping procedure. Since PLS-SEM handles non-normal data, there is no requirement to satisfy the normalcy assumption while using it (Bontis et al., 2007). Nevertheless, Hair et al. (2016) claimed that if non-normal data is significantly out of the usual, it should be removed before PLS-SEM is run. Although regularly distributed data is not necessary for PLS-SEM, it is crucial to ascertain the normality of the data distribution prior to use inferential statistics (Hair et al., 2007). Therefore, in accordance with Munro's (2005) guidance, this study employed histogram plots, skewness, and kurtosis to ascertain if the data were normal. This study's data was not dispersed consistently. No indication of highly unusual data was found. PLS-SEM generally doesn't make any assumptions about the normality of the data, according to Hair, Hult, Ringle, and Sarstedt (2017), because it is a non-parametric analytical technique that doesn't need normally distributed data. Consequently, the final analysis of the study employed PLS-SEM.

Descriptive Statistics

Table 4.3 Descriptive Statistics

Constructs	Mean	Std. Deviation
NDS	4.1549	0.6377
TR	4.5246	0.48447
EI	4.5959	0.40387
ESE	4.5084	0.61406
FS	4.4804	0.46906
ATM	4.067	0.38885
FC	2.7268	0.75737
SEA	3.8467	0.66936

As illustrated in Table 4.3, the mean value of net desire of self-employment was 4.1549, tolerance for Risk was 4.5246, entrepreneurial Intentions was 4.5959, entrepreneurial Self-Efficacy was 4.5084, family Support was 4.4804, Attitude

towards Entrepreneurship was 4.067, fear of Covid-19was 2.7268, start-up as Entrepreneurial Activity was 3.8467.

Assessment of Reflective Measurement Model

In PLS, item loadings on latent constructs and concept dependability are assessed, respectively (Hulland, 1999). In contrast, the lower the loadings, the weaker the power of the model explanation and the estimated parameters linking the constructs are (Hulland, 1999). The higher the loadings, the larger the variance shared between the construct and measurement rather than the error variance. Since the indicators are closely related to and akin to the reflective measurement paradigm, it is necessary to thoroughly assess and report on their validity and reliability. Thus, the validity and reliability of the measurement model were examined by the researcher. Convergent and discriminant validity were used to evaluate validity, while composite reliability was used to evaluate reliability. The instruments' convergent validity (average variance extracted), discriminant validity (cross loadings and the Fornell-Larcker criterion, HTMT Ratio), and internal consistency (composite reliability) were all assessed using CFA. Verifying the validity and reliability of the measurements is essential before assessing the relationships in the structural model.

Composite Reliability

The internal consistency dependability of the concept was determined by evaluating its composite reliability (CR). We ensured that every product had reflective loadings more than 0.5 by according to the method's requirements (JHair et al.,2016). All objects have been loaded into their corresponding building components, as Table 4.7 demonstrates. Every item loading exceeded the recommended threshold of 0.5. The constructs account for over half of the variance in the observed variable, as indicated by the loadings, which ranged from 0.688 to 0.918. One by one, items with loadings smaller than 0.5 were eliminated until the internal consistency value of the construct hit a significant threshold. As long as the reflecting scale maintains sufficient internal consistency, removing items from it might not affect the conceptual meaning of the particular construct. This is thus because the things exhibit the consequences of the concept, and the construct itself is the source of causation. Because the data points are derived from the same fundamental notion, they therefore have a significant association (Joseph et al., 2016; MacKenzie et al., 2005). The findings showed that all constructions' internal consistency fell within an acceptable range for this inquiry

after the items were taken off the scale. CR values for 10 latent reflective models ranged from 0.816 to 0.943, which is much higher than the industry standard cutoff value of 0.7. (Hair et al., 2010). Consequently, all constructs had a high degree of internal consistency dependability.

Convergent Validity

The average variance extracted (AVE) was calculated to test for convergent validity. The convergent validity was assessed using an estimate of the average derived variance (AVE). Table 4.4 shows the convergent validity, which indicated that the AVE values of all latent constructs were more than the permissible limit of 0.5 and values were between 0.518 and 0.8. So all the values are under the acceptable range of AVE.

Table 4.4 summarizes the findings of the measuring model. According to the findings, all main constructs, like namely, Attitude towards Entrepreneurship, Entrepreneurial Intentions, Entrepreneurial Self-Efficacy, Fear of Covid-19, Family Support, Tolerance for Risk, Net Desire of Self-Employment, Start-up as Entrepreneurial Activity. Measurements of their respective constructs that were legitimate based on their parameter estimations and statistical significance (Chow & Chan, 2008). So, the model's variables have enough convergent validity to be used.

Table 4.4 Convergent Validity

Items	Loading	CR	AVE	Alpha	Mean	SD
		0.943	0.65	0.933		
ATE1	0.773				6.065	1.238
ATE2	0.851				6.211	1.191
ATE3	0.863				6.236	1.162
ATE4	0.792				6.153	1.223
ATE5	0.861				6.354	1.157
ATE6	0.775				6.49	0.921
ATE7	0.785				6.405	0.932
ATE8	0.811				6.264	1.127
ATE9	0.737				6.324	0.994
		0.843	0.518	0.769		
EE1	0.716				6.013	0.934
EE2	0.744				6.148	0.916
EE3	0.721				6.083	0.938
EE4	0.712				6.221	0.837
EE5	0.705				5.97	0.893
		0.854	0.663	0.745		
ESE1	0.755				6.329	0.805
ESE2	0.908				6.505	0.902
ESE3	0.772				6.337	1.06
		0.913	0.725	0.874		
FC1	0.861				6.286	0.861
FC2	0.836				6.206	0.831
FC3	0.828				6.236	0.82
FC4	0.881				6.224	1.001
		0.909	0.769	0.848		
FS1	0.904				6.312	0.999
FS2	0.918				6.286	1.024
FS3	0.806				6.384	0.943
		0.91	0.772	0.853		
NDS1	0.892				6.015	1.134
NDS2	0.912				6.068	1.065
NDS3	0.83				6.166	0.958
		0.923	0.8	0.874		
SEA1	0.908				6.236	0.853
SEA2	0.94				6.209	0.913
SEA3	0.832				6.198	0.904
		0.816	0.527	0.711		
TR1	0.692				6.256	0.817
TR2	0.78				6.008	0.834
TR3	0.688				6.251	1.576
TR4	0.739				6.314	1.348

Discriminant Validity

There were two measures that were employed to assess discriminant validity. The Fornell-Larcker criterion and cross-loadings were involved. First, cross-loading item data was collected and examined. Standardised loading estimations, as recommended by Chin (1998) and Joseph et al. (2010), should ideally be 0.7 or higher. Items with loadings less than 0.4, which are exceedingly low, should be delete (Hair et al., 2011; Hair et al., 2016). Furthermore, each construction measurement needs to be substantially burdened on its corresponding construct. The Fornell-Larcker criteria states that a latent construct has greater variation with its own indicators than with any other latent construct in the structural model (Fornell & Larcker, 1981). According to Joseph F. Hair Jr. et al. (2016), this requirement is confirmed: for the square root of AVE (represented by diagonal values) to be computed to be more than each diagonal value, it must be greater than each construct correlation.

Table 4.5 Fornell Larcker Criterion

	Attitude _entre	**E-intentions**	**Net desire**	**Self-efficacy**	**Start-up**	**Tolerance risk**
Attitude _entre	**0.806**					
E-intentions	0.54	**0.72**				
Net desire	0.544	0.498	**0.879**			
Self-efficacy	0.662	0.575	0.377	**0.814**		
Start-up	0.409	0.38	0.718	0.264	**0.895**	
Tolerance risk	0.481	0.432	0.57	0.593	0.473	**0.726**

Note: The diagonals (in bold) reflect the AVE's square root, while the other values (off-diagonal) show the correlation.

The discriminant validity of the constructs is shown in Table 4.5. Among the latent variables, the square root of all AVE values was larger than other correlation values, indicating that several constructs used in the model are part of distinct entities. Essentially, there was strong discriminant validity between the components in the measuring model. Table 4.5 shows that because the item's cross-loadings were more than 0.5, its outer loadings were larger than those of other structures. All indications

loaded onto their underlying constructs as expected, meaning there were no indication cross-loadings.

Table 4.6 Heterotrait-Monotrait Ratio (HTMT)

	ATE	FC	EI	FS	NDS	ESE	SEA	TR
ATE								
FC	0.774							
EI	0.62	0.612						
FS	0.893	0.627	0.492					
NDS	0.599	0.133	0.602	0.483				
ESE	0.761	0.724	0.733	0.673	0.457			
SEA	0.442	0.143	0.463	0.576	0.818	0.325		
TR	0.571	0.22	0.538	0.626	0.687	0.783	0.58	

ATE=Attitude towards Entrepreneurship, FC=Fear of Covid-19, EI=Entrepreneurial Intentions, FS=Family Support, NDS=Net Desire of Self-Employment, ESE=Entrepreneurial Self-Efficacy, SEA=Start-up as Entrepreneurial Activity, TR=Tolerance for Risk.

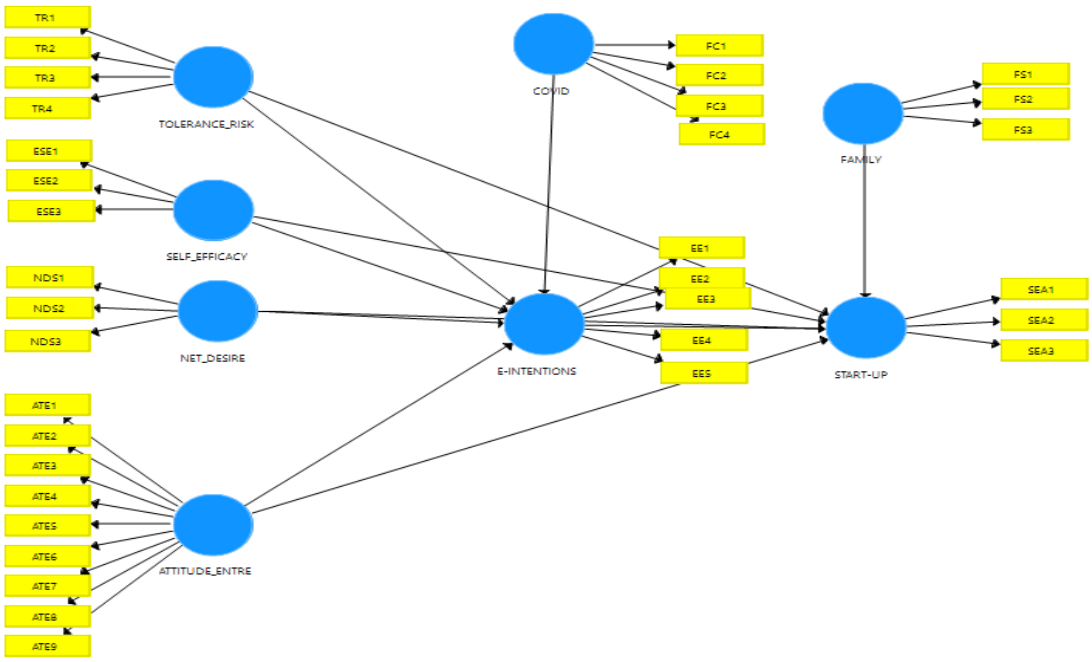


Figure 4.1: Measurement Model Assessment

Assessment of Structural Model (SEM)

It was time to test the theory after establishing the measurement model's correctness. The PLS-SEM approach and bootstrapping were used to evaluate the structural model (Esposito Vinzi et al., 2010). First, the amount and significance of the path coefficient were ascertained, and the structural model's predictive power was evaluated using the endogenous construct's coefficient of determination (R2 values) (Joseph et al., 2016). Table 4.7 displays the R2 values for the endogenous latent variables in this investigation. R2 values of 0.26, 0.13, or 0.02 for endogenous latent constructs can be viewed as significant, moderate, or weak, respectively, according to Cohen (1992, 2013). Exogenous variables that affect entrepreneurship, such as attitude towards it, entrepreneurial self-efficacy, fear of COVID-19, family support, net desire for self-employment, and risk tolerance, account for 43% and 52% of the variance in entrepreneurial intentions and start-up as entrepreneurial activity, respectively, as Table 4.7 demonstrates. Henseler et al. (2009) state that endogenous variables with

three or more exogenous latent variables have an R2 of at least substantial, which this study met.

Table 4.7: Coefficient of Determination

	R Square	R Square Adjusted
E-INTENTIONS	0.432	0.426
START-UP	0.527	0.521

As shown in the table 4.8, the effect size of Cohen (f 2) can be used to evaluate the predictor constructs (Cohen, 2013). F2 shows the single importance of a variable in a model. Effect Size of F2 represents, 0.02= Small, 0.15= Medium, 0.35= Large effect. In Table, some shows small, some shows, medium and no effect.

Table 4.8

	F2	**Effect**	**F2**	**Effect**
	E-INTENTIONS		**START-UP**	
ATTITUDE_ENTRE	0.015	No Effect	0.002	**No Effect**
E-INTENTIONS			0.002	**No Effect**
NET_DESIRE	0.087	Small	0.439	**Large**
SELF_EFFICACY	0.123	Medium	0.011	**No Effect**
START-UP				
TOLERANCE_RISK	0.001	No Effect	0.02	**No Effect**

Path Analysis

Table 4.9: Results of Direct Relationship

Hypothesis	Relationship	std. beta	std. error	t-value	LL	UL	Decision
H1	NET DESIRABILITY -> E-INTENTIONS	-0.044	0.065	0.722	-0.169	0.086	**Not Supported**
H1a	NET DESIRABILITY -> START-UP	0.267	0.067	3.89	0.129	0.393	**Supported**
H2	TOLERANCE -> E-INTENTIONS	0.376	0.062	6.352	0.25	0.495	**Supported**
H2a	TOLERANCE -> START-UP	-0.053	0.046	1.143	-0.141	0.042	**Not Supported**
H3	ATTITUDE -> E-INTENTIONS	0.36	0.074	4.901	0.212	0.493	**Supported**
H3a	ATTITUDE -> START-UP	0.667	0.075	8.941	0.527	0.819	**Supported**
H4	SELF EFFICACY -> E-INTENTIONS	0.106	0.061	1.496	-0.003	0.232	**Not Supported**
H4a	SELF EFFICACY -> START-UP	-0.093	0.046	1.96	-0.185	-0.006	**Supported**
H5	E-INTENTIONS -> START-UP	0.108	0.045	2.352	0.021	0.195	**Supported**

Testing the Mediating Effect

The test for the mediation effect was done after the associations had been established. According to Hayes (2009), there are a number of processes involved in determining the strength of this link. To begin, a researcher must use SEM to construct a model and assess the correlation between the predictor and mediator variables. Bootstrapping was used to do this.

Table 4.10: Indirect effects/Mediation

Hypothesis	**Relationship**	**std. beta**	**std. error**	**t-value**	**P Values**	**LL**	**UL**	**Decision**
H5a	Net desirability -> e-intentions -> start-up	-0.005	0.008	0.661	0.509	-0.021	0.011	**Not Supported**
H5b	Attitude -> e-intentions -> start-up	0.039	0.017	2.327	0.02	0.008	0.071	**Supported**
H5c	Self-efficacy -> e-intentions -> start-up	0.01	0.009	1.056	0.292	-0.001	0.033	**Not Supported**
H5d	Tolerance -> e-intentions -> start-up	0.042	0.018	2.316	0.021	0.009	0.077	**Supported**

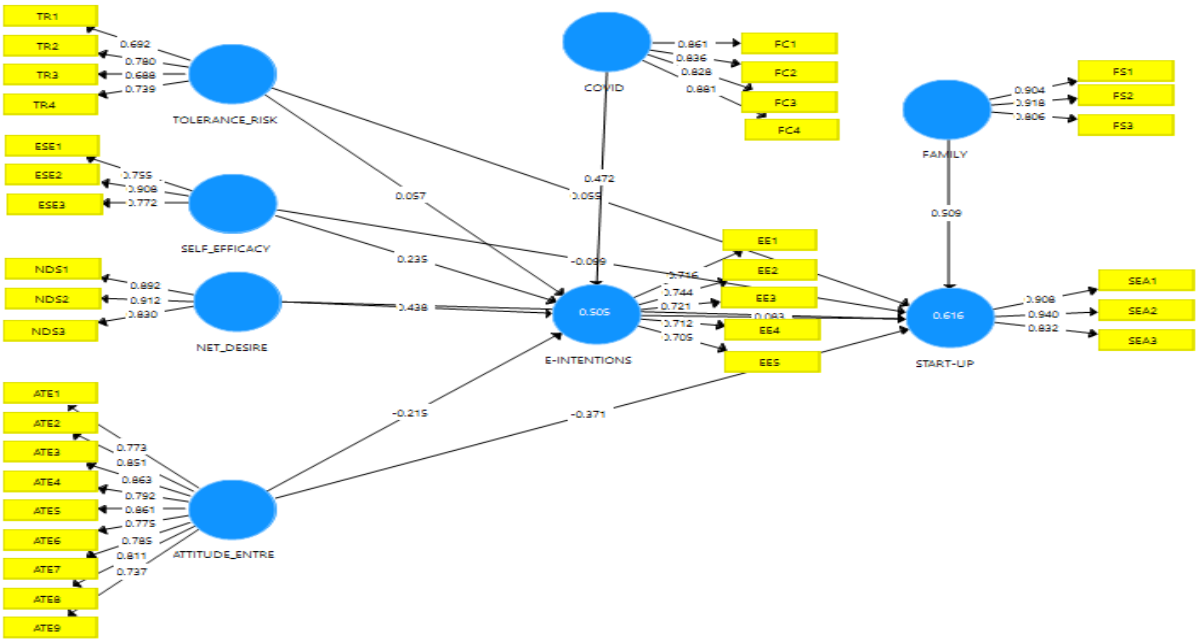


Figure 4.2: Structural Model Assessment

Testing the Moderating Effect

This study employed the product indicator approach to examine the moderating role of Family Support and Fear of Covid-19 on Start-up as Entrepreneurial Activity and Entrepreneurial Intentions. As the moderation refers to how much a variable influences how strongly a predictor and criterion variable are related to one another. Moderators determine whether or not a connection will last.

Table 4.11: Interaction Term (Moderation)

Hypothesis	Relationship	std. beta	std. error	t-value	P Values	LL	UL	Decision
H6	Family -> start-up	0.191	0.101	1.892	0.049	0.056	0.352	**Supported**
H6a	Family_e-inten -> start-up	-0.272	0.063	4.344	0	-0.397	-0.137	**Supported**
H7	Covid -> start-up	0.061	0.065	0.944	0.346	-0.075	0.168	**Not Supported**
H7a	Covid_e-inten -> start-up	0.249	0.072	3.475	0.001	0.071	0.354	**Supported**

Discussion and Conclusion

When business graduate wants to start a business, they desire to try something new, something innovative, firstly they create an intention towards the entrepreneurial field. Their intention may be towards their desirability of the self-employment, sometimes their intension revert or convert by their attitudes toward risk or entrepreneurship, sometimes their self-efficacy involves in their entrepreneurial intention. Most of the time, they contain intention but they can or cannot avail the opportunities for the entrepreneurial startups. So, these intensions and entrepreneurial opportunities could become the cause of failure or success for the entrepreneurial startups. Sometimes they could proceed their entrepreneurial thoughts but they feel hesitation sometimes may be due to some factors like their family doesn't support them, sometimes many other issues become the cause of hurdles in their entrepreneurial startups.

Like recent pandemic issue of Covid-19 become the reason of obstacle in entrepreneurial initiatives of the entrepreneurs who wants to start their businesses. It is the need of the time to conduct an empirical study of the entrepreneurial intention and start-ups through moderating role of entrepreneurial opportunities and moderating role of the fear of Covid-19 and family support. Newly graduated how have business knowledge but they don't know about their current position and situation of surroundings for an entrepreneurial environment. It is still unpredictable and still not tested by any researcher for the business graduates to know about whether their intensions can be affected by the fear of Covid-19 or by the support of the. family or not. And whether their intentions may be proceeded by the entrepreneurial opportunity.

For research paper, the researcher divided the questionnaire into two main segments. Fist segment includes the demographical items (gender, age, university name,

education, degree title) of the respondents, and second segment included the items of the variables. Researcher used the valid items for the selected for the variables by the literature. All items were assessed by the 5-point Likert scale. Finally, the researcher found the following results; Net Desire of Self-Employment has significant relationship with Entrepreneurial Intentions. Net Desire of Self-Employment has significant relationship with Start-up as Entrepreneurial Activity. Tolerance for Risk has significant relationship with Entrepreneurial Intentions. Tolerance for Risk has significant relationship with Start-up as Entrepreneurial Activity. Attitude towards Entrepreneurship has significant relationship with Entrepreneurial Intentions. The resrach are similar to the previous resreach conducted by the Mesfin Mulu Ayalew et al. (2018). They argued that the Entrepreneurial attitude has significant relationship with Entrepreneurial intention. Attitude towards Entrepreneurship has significant relationship with Start-up as Entrepreneurial Activity. Entrepreneurial Self-Efficacy has significant relationship with Entrepreneurial Intentions. The results are similar with the previous research conducted by Ojiaku,he et al. (2018). According to them the self-efficacy has significant relationship with the Entrepreneurial intention. Entrepreneurial Self-Efficacy has significant relationship with Start-up as Entrepreneurial Activity. And Entrepreneurial Intentions has significant relationship with Start-up as Entrepreneurial Activity. Net Desire of Self-Employment has significant relationship with Entrepreneurial Intentions and Start-up as Entrepreneurial Activity. Here the results are different from the previous literature. As the Wannamakok, et al. (2020) argued that the desirability has non-significant relationship with Entrepreneurial Intentions.

Attitude towards Entrepreneurship has significant relationship with Entrepreneurial Intentions and Start-up as Entrepreneurial Activity. Entrepreneurial Self-Efficacy has significant relationship with Entrepreneurial Intentions and Start-up as Entrepreneurial Activity. Tolerance for Risk has significant relationship with Entrepreneurial Intentions and Start-up as Entrepreneurial Activity. Family Support has significant moderating effect on Start-up as Entrepreneurial Activity. Family Support has significant moderating effect on Entrepreneurial Intentions and Start-up as Entrepreneurial Activity. Fear of Covid-19 has significant moderating effect on Start-up as Entrepreneurial Activity. Fear of Covid-19 has significant moderating effect on Entrepreneurial Intentions and Start-up as Entrepreneurial Activity. The results are quite similar to the previous research which was conducted by Baluku, et al. (2020). According to them the family support more likely to increase

Entrepreneurial Intentions towards startups as Entrepreneurial activity. So overall out of seventeen hypothesis, 5 were Not Supported and rest of the hypothesis were supported. This is no doubt is a significant contribution in the literature by providing a clear glance overt the entrepreneurial functions in the entrepreneurial field for the business graduates.

Future Research Directions

This research is based on the entrepreneurial intention and startups. In which the researcher used covid-19 and family support as the moderators. In future researches, the researchers can add other variables as the moderator. The researcher conducted this study in Pakistani context. In future researches the same research can be conducted in other counties to check out whether the results are same or different.

References

Audretsch, D., & Keilbach, M. (2004). Entrepreneurship capital and economic performance. Regional studies, 38(8), 949-959.

Ayalew, M. M., & Zeleke, S. A. (2018). Modeling the impact of entrepreneurial attitude on self-employment intention among engineering students in Ethiopia. Journal of Innovation and Entrepreneurship, 7(1), 1-27.

Bae, T.J., Qian, S., Miao, Ch. & Fiet, J.O. (2014). The Relationship Between Entrepreneurship Education and Entrepreneurial Intentions: A Meta-Analytic Review. Entrepreneurship Theory and Practice, 38(2), 217-254.

Baluku, M. M., Kikooma, J. F., Otto, K., König, C. J., & Bajwa, N. U. H. (2020). Positive psychological attributes and entrepreneurial intention and action: the moderating role of perceived family support. Frontiers in psychology, 11, 546745.

Bartha, Z., Gubik, A. S., & Bereczk, A. (2019). The social dimension of the entrepreneurial motivation in the central and eastern european countries. Entrepreneurial Business and Economics Review, 7(1), 9-27.

Basuki, B., Widyanti, R. & Rajiani, I. (2021). Nascent entrepreneurs of millennial generations in emerging market of Indonesia. Entrepreneurial Business and Economics Review, 9(2), 151-165.

Bilan, Y., Mishchuk, H., Samoliuk, N. & Mishchuk, V. (2020). Gender discrimination and its links with compensations and benefits practices in enterprises. Entrepreneurial

Business and Economics Review, 8(3), 189-204. https://doi.org/10.15678/ EBER.2020.080311

Buame, S. C. K. (2010). Entrepreneurial Intent. A twelve country evaluation of ajzen; s model of planned behaviour.

Byabashaija, W. and Katono, I., (2011). The Impact of College Entrepreneurial Education on Entrepreneurial Attitudes and Intention to Start a Business in Uganda. Journal of Developmental Entrepreneurship, 16(1), 127-144.

Çera, G., Cepel, M., Zakutna, S. & Rozsa, Z. (2018). Gender differences in perception of the university education quality as applied to entrepreneurial intention. Journal of International Studies, 11(3), 147-160. https://doi.org/10.14254/2071- 8330.2018/11-3/13

Do Paco, A., Ferreira, J., Raposo, M., Rodrigues, R. G., & Dinis, A. (2011). Entrepreneurial intention among secondary students: findings from Portugal. International Journal of Entrepreneurship and Small Business, 13(1), 92-106.

Dobbins, M., & Kwiek, M. (2017). Europeanisation and globalisation in higher education in Central and Eastern Europe: 25 years of changes revisited (1990–2015).

Elfving, J, Brännback, M. & Carsrud, A. (2009). Toward A Contextual Model of Entrepreneurial Intentions (chapter 2). In: A.L. Carsrud, M. Brännback (Eds.), Understanding the Entrepreneurial Mind (International Studies in Entrepreneurship Series, vol. 24). https://doi.org/10.1007/978-1-4419-0443-0_2

Eyel, C. Ş., Kaplan, B. & Ünkaya, G. (2020). The effect of business administration students' individual values on their entrepreneurial tendency in Istanbul. Economics and Sociology, 13(4), 187-212. https://doi.org/10.14254/2071- 789X.2020/13-4/12

Fauzi, M.A., Martin, T. & Tamyez, P.F.M. (2021). The roles of transformational leadership on student's entrepreneurial behaviour. Entrepreneurial Business and Economics Review, 9(1), 89-103. https://doi.org/10.15678/EBER.2021.090106

HODA, N., AHMAD, N., AHMAD, M., KINSARA, A., MUSHTAQ, A. T., HAKEEM, M., & AL-HAKAMI, M. (2020). Validating the Entrepreneurial Intention Model on the University Students in Saudi Arabia. The Journal of Asian Finance, Economics, and Business, 7(11), 469-477.

Karyaningsih, R.P.D., Wibowo, A., Saptono, A. & Narmaditya, B.S. (2020). Does entrepreneurial knowledge influence vocational students' intention? Lessons from

Indonesia. Entrepreneurial Business and Economics Review, 8(4), 138-155. https://doi.org/10.15678/EBER.2020.080408

Koçoğlu, M. and Hassan, M.U. (2013). Assessing Entrepreneurial Intentions of University Students: A Comparative Study of Two Different Cultures: Turkey and Pakistani. European Journal of Business and Management, 5(13), 243-252.

Krueger Jr., N. F., Reilly, M. D., & Carsrud, A. L. (2000). Competing models of entrepreneurial intentions. Journal of Business Venturing, 15(5-6), 411-432.

Krueger Jr., N. F., Reilly, M. D., & Carsrud, A. L. (2000). Competing models of entrepreneurial intentions. Journal of Business Venturing, 15(5-6), 411-432.

Krueger, N. F., Reilly, M. D., & Carsrud, A. L. (2000). Entrepreneurial intentions: A competing models approach. Journal of Business Venturing, 15(5/6), 411-432.

Kuehn, K. W. (2008). Entrepreneurial intentions research: Implications for entrepreneurship education. Journal of Entrepreneurship Education, 11, 87.

Kumar, N., Al Mamun, A., Ibrahim, M. D. & Yusoff, M. N. H. (2018). Entrepreneurial orientation and antecedents of low-income household heads in Kelantan, Malaysia. Journal of International Studies, 11(1), 140-151. https://doi.org/10.14254/2071-8330.2017/11-1/10

Kusa, R. (2020). Linking relational capabilities and entrepreneurial orientation of an organization. International Entrepreneurship Review, 6(3), 49-60.

Linan, F., & Chen, Y.W. (2009). Development and cross-cultural application of a specific instrument to measure entrepreneurial intentions. Entrepreneurship Theory and Practice, 33, 593-617. https://doi.org/10.1111/j.1540-6520.2009.00318.x

Liñán, F., Nabi, G., & Krueger, N. (2013). British and Spanish entrepreneurial intentions: A comparative study. Revista de economía Mundial, (33), 73-103.

Nowiński, W., Haddoud, M., Wach, K. & Schaefer, R. (2020). Perceived public support and entrepreneurship attitudes: A little reciprocity can go a long way! Journal of Vocational Behavior, 121, 103474. https://doi.org/10.1016/j.jvb.2020.103474

Odoardi, C., Galletta, M., Battistelli, A. D. A. L. G. I. S. A., & Cangialosi, N. (2018). Effects of beliefs, motivation and entrepreneurial self-efficacy on entrepreneurial intentions: The moderating role of family support.

Ojiaku, O. C., Nkamnebe, A. D., & Nwaizugbo, I. C. (2018). Determinants of entrepreneurial intentions among young graduates: perspectives of push-pull-mooring model. Journal of Global Entrepreneurship Research, 8, 1-17.

Płaziak, M., & Rachwał, T. (2014). Entrepreneurship courses in spatial management studies in Polish universities. Procedia-Social and Behavioral Sciences, 110, 710-718.

Reissová, A., Šimsová, J., Sonntag, R. & Kučerová, K. (2020). The influence of personal characteristics on entrepreneurial intentions: International comparison. Entrepreneurial Business and Economics Review, 8(4), 29-46. https://doi.org/10.15678/EBER.2020.080402

Roy, R., Akhtar, F., & Das, N. (2017). Entrepreneurial intention among science & technology students in India: extending the theory of planned behavior. International Entrepreneurship and Management Journal, 13(4), 1013-1041.

S Gubik, A., & Bartha, Z. (2018). The role of university in influencing the entrepreneurial intention of university students. PRZEDSIEBIORCZOSC MIEDZYNARODOWA/INTERNATIONAL ENTREPRENEURSHIP, 4(3), 177-188.

Schlaegel, Ch. and Koenig, M. (2014). Determinants of Entrepreneurial Intent: A Meta-Analytic Test and Integration of Competing Models. Entrepreneurship Theory and Practice, 38(2), 291-332.

Schlaegel, Ch. and Koenig, M. (2014). Determinants of Entrepreneurial Intent: A Meta-Analytic Test and Integration of Competing Models. Entrepreneurship Theory and Practice, 38(2), 291-332.

Schwarz, E. J., Wdowiak, M. A., Almer-Jarz, D. A., & Breitenecker, R. J. (2009). The effects of attitudes and perceived environment conditions on students' entrepreneurial intent: An Austrian perspective. Education+ Training.

Segal, G., Borgia, D., & Schoenfeld, J. (2005). The motivation to become an entrepreneur. International journal of Entrepreneurial Behavior & research.

Shahzad, M. F., Khan, K. I., Saleem, S., & Rashid, T. (2021). What factors affect the entrepreneurial intention to start-ups? the role of entrepreneurial skills, propensity to take risks, and innovativeness in open business models. Journal of Open Innovation: Technology, Market, and Complexity, 7(3), 173.

Shapero, A. (1982) ‘Social dimensions of entrepreneurship’, in C.A. Kent, et al. (Eds.): The Encyclopedia of Entrepreneurship, pp.72–89, Prentice-Hall, Englewood Cliffs, NJ.

Sułkowski, Ł., Seliga, R., & Woźniak, A. (2019). Strategic challenges of mergers and acquisitions in the higher education sector. Entrepreneurial Business and Economics Review (EBER), 7(2).

Sułkowski, Ł., Seliga, R., Buła, P., & KOLASIŃSKA-MORAWSKA, K. (2020). Professionalization of university management in Poland. Administratie si Management Public, (35), 167-183.

Tamulevičienė, D. and Androniceanu, A. (2020.) Selection of the indicators to measure an enterprise's value and its changes in the controlling system for medium-sized enterprises. Entrepreneurship and Sustainability Issues, 7(3), 1440-1458. Doi: https://doi.org/10.9770/jesi.2020.7.3(1)

Thompson, E.R. (2009). Individual Entrepreneurial Intent: Construct Clarification and Development of an Internationally Reliable Metric. Entrepreneurship Theory and Practice, 3(33), 669-694.

Tsai, K.H., Chang, H.C., & Peng, C.Y. (2014). Extending the link between entrepreneurial self-efficacy and intention: A moderated mediation model. International Entrepreneurship and Management Journal, 12, 445-463. https://doi.org/10.1007/s11365-014-0351-2

Wach, K., & Głodowska, A. (2019). The Role of University in the Development of Entrepreneurial Intentions of Younger Generations: Selected Models. Fostering Entrepreneurial and Sales Competencies in Higher Education; Pietrzykowski, M., Ed, 47-65.

Wach, K., Bilan, S. (2021). Public support and administration barriers towards entrepreneurial intentions of students in Poland. Administratie si Management Public, 36, 67-80. DOI: 10.24818/amp/2021.36-04

Wannamakok, W., Chang, Y.-Y. & Täks, M. (2020). The Relationship between Institutional Environments and Entrepreneurial Intention in Estonia: Mediating Roles of Desirability and Feasibility. Entrepreneurial Business and Economics Review, 8(2), 111-126. https://doi.org/10.15678/EBER.2020.080206

Wardana, L.W., Narmaditya, B.S., Wibowo, A., Fitriana., Saraswati, T.T. & Indriani, R. (2021). Drivers of entrepreneurial attitude among economics students in Indonesia. Entrepreneurial Business and Economics Review, 9(1), 61-74. https://doi.org/ 10.15678/EBER.2021.090104