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The Empirical Analysis of Entrepreneurial Behavior among Adults in Punjab, Pakistan

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ABSTRACT

Purpose: The concept of entrepreneurship has gained much devotion from governments and decision-makers in numerous countries, particularly in emerging countries already suffering from many problems like slow economic growth and development. The purpose of the current study is to investigate the impact of socioeconomic status and career motivation on entrepreneurial persistence among adults in Rawalpindi, Punjab, Pakistan. The study also investigates the mediating role of entrepreneurial intentions in the relationship between socioeconomic status, career motivation, and entrepreneurial persistence.

Design/methodology/approach: Data were collected from 366 adults (above 24 years). For the empirical analysis of the study, structural equation modeling was used to examine the association among the study variables.

Findings: The findings revealed that socioeconomic status and career motivation have a significantly positive impact on entrepreneurial persistence. However, entrepreneurial intentions mediate the relationship between socioeconomic status, career motivation, and entrepreneurial persistence.

Originality/value: It is important to deliberately increase the marvelous opportunities for communally impactful progress that an increase in adult entrepreneurship should be provided.

Keywords: Socioeconomic Status, Career motivation, Entrepreneurial Intentions, Entrepreneurial Persistence.

1. INTRODUCTION

The evolution of entrepreneurship has triggered many distinct opinions regarding its contribution to initiating a growing trend in the economy and the reasons for the economy to develop further. But to clear the path toward those economic targets, entrepreneurs use the weapon of innovation (Dima, 2021). Entrepreneurship has been piercing as a basic contributor to continued EG(economic growth) and ED(economic development) as it not only generates employment levels but also enlarges innovation, transfer of

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knowledge, and spending in markets (Meyer & Jongh, 2018). In the previous two or three decades, due to its positive effect, EG has become one of the essential objectives of economic policy. Progressive EG means, among other things, less unemployment, more goods, and services, or finally, higher welfare for the economy. Accordingly, a huge amount of literature has been produced to determine the most significant variables on EG to plan a suitable economic policy (Galindo-Martín et al., 2021). When considering the association between EG and entrepreneurial activity, two key roles of an entrepreneur are notorious. The first role discusses new entry, which designates the role of creating or starting a new business, irrespective of the level of innovation, and the dual role discusses the innovation or novelty as an important economic role that finally requires transforming ideas and discoveries into economically viable actions (Meyer, 2018). According to Trends (2017) of ILO (International Labor Organization) and GE (Global Employment), the dynamics of entrepreneurship are being reformed across the world among young entrepreneurs entering the market (Shabbir et al., 2018). To stimulate the economy's growth, policymakers must recognize the significance to which resources should be devoted. The policymaker must identify the basic drivers of EG (economic growth).

According to the researcher, entrepreneurship is one of the important growth drivers in developed countries. Still, occasionally entrepreneurship does not have the same impact because of different forms of entrepreneurship like "unproductive" and even "destructive" (Ivanović-Đukić et al., 2022). All over the world, entrepreneurship, whether it is small or medium (SMEs), contributes an important role in nationwide countries. An extensive variety of studies measured the influence of entrepreneurial SMEs as drivers of social and ED. The essential role of entrepreneurs (SMEs) in GDP growth is the creation of jobs and improvements. A strong entrepreneurial SME sector expressively contributes to an economy (Sarwar et al., 2021). According to United Nations Development Program (UNDP) report (2017), Pakistan has the major youth population. In total (210 million) population, the majority is under thirty years old. This vast portion of the population became a source of intellectual capital if they were properly trained for the nation's development and growth. The rapid increase in population is a known fact and a global issue. Still, another fact, which is a cause of main concern for many economies around

the globe, is the issue of not having enough employees to match the rising population. Unemployment is a huge threat faced by not just developing economies but developed economies, as their economies are increasingly burdened by many unemployed citizens. When there is so much unemployment in the world, and there is no quick fix for it, the only solution that can stabilize the economies is encouraging people to be entrepreneurs. Through entrepreneurship, not just a lot of unemployed people can be self-employed, but they may be able to employ many others as well. A lot of intrinsic and extrinsic factors can be found in the literature, which can impact the choices made by a person while making a new business initiative.

Entrepreneurs need to have a mindset that is directed toward the initiation of a unique business idea. Shahzad et al. (2021) insist that entrepreneurs have a certain kind of behavior dictated by the desire of a person who wants to initiate and explore a new business venture. Considering the current economic situation and the importance of entrepreneurial initiatives, it is required to conduct a background analysis of entrepreneurs to decrease the current disconnection between the research work conducted in this area and the professional arena (Ratten&Tajeddini, 2019). The recent research work done in entrepreneurship mostly targeted socioeconomic variables like gender, age, academic status, the status of employment, the number of entrepreneurs in the family, and the academic status of parents (Lara-Bocanegra,2022). Considering the present scenario of the Pakistani economy, this research is targeted toward socioeconomic status, career motivations (for a career, initiatives), intentions, and the perseverance required for it. Considering that entire variable, the current study aims to empirically explore the mediating role of entrepreneurial intentions in the relationship between socioeconomic status, career motivation, and entrepreneurial persistence. When it comes to what motivates entrepreneurs, there is no denying that entrepreneurs have an in-built desire to pursue their businesses (Barba-Sánchez & Atienza-Sahuquillo, 2017). No entrepreneur can make any decision regarding the search, evaluation, and exploitation of opportunities without the intrinsic motivation and desire to initiate and develop a new business idea. When it comes from where motivation comes from, intrinsic and extrinsic factors contribute. Intrinsic factors are responsible for the desire to take the initiative, while the

encouragement to back that initiative comes from extrinsic sources of motivation. Dimensions such as choice, effort, and persistence are also influenced by those factors when taking action. When an entrepreneur decides to take a new venture initiative and intent, the motivation factor greatly influences it. The convictions and determination of an individual's desire to initiate their business idea are what entrepreneurial intention is all about (Malebana, 2021). This discussion paves the path toward developing other sub-objectives, like analyzing the relationship between entrepreneurial intentions and entrepreneurial persistence and investigating the link between socioeconomic status and entrepreneurial persistence. So, this study aims to study the impact of career motivation on entrepreneurial persistence and to examine the relationship between socioeconomic status, career motivation, and entrepreneurial intentions among adults of Rawalpindi, Punjab, Pakistan.

2. LITERATURE REVIEW

2.1. Socio Economic Status (SES)

According to Nam and Terrie (2021), the origin of the term (SES) "socioeconomic status" was problematic to define. Still, social sciences studies have primarily used the expression to signify the comparative position of an individual or group. Max Weber recognized three different but consistent aspects of the social hierarchy: status, class, and party. In general, studies of the (the 1930s and 1940s) task of status to individuals and families could be well based and sensibly on the approach (reputational and judgmental). Abdelwaheed and Soomro (2021) found that Entrepreneurship was an excellent upright for generating wealth and jobs in the economy with the help of small business direction support. To overlook the situation, many studies investigated the role of SES (socioeconomic factors) in entrepreneurial activities in Pakistan's SMEs sector. Musa and Hasan (2018) Socioeconomic status was one's situation in a sequence of ordered organized divisions, which was a weighted agreement in matters that become values in society that were usually known as privileges in the form of wealth, as well as income and reputation in the form of status, lifestyle, and power. The high and low socioeconomic status (SES) of a person is determined by employment income and

education, entrepreneurial intentions (EI) were the technique to generate new firms within accessible resources.

Kreiser et al.(2010) entrepreneurial intentions (EI) were created on environmental and cultural aspects in which individuals survived. Young and adult people were more committed to accepting entrepreneurship as a career choice as it was the approach for social or ED and to happen the opportunities and demands of entrepreneurial behavior through traditional values, which were a vital portion of culture. Researchers showed a relation between nationwide values, entrepreneurial activity, and how culture impacts entrepreneurial behavior. Organizations were the main magnitudes for entrepreneurship concluded carefree, innovative, and proactiveness. Personalities were more determined, keen to take risks, and had robust decision power to take abrupt action. According to Ayodele (2013) socioeconomic status, locus of control, and ESF(entrepreneurial self efficacy) had a positive and statistically significant association with adolescents of EI(Entrepreneurial intentions). These observations lead us to develop the following hypotheses;

H₁ (a): *Socioeconomic status is positively related to entrepreneurial persistence.*

H₁ (b): *Socioeconomic status is positively related to entrepreneurial intentions.*

2.2. Career Motivation (CM)

Malebana (2021) examined the entrepreneurial motivation of final-year commerce students in Limpopo and Mpumalanga, and to conclude the association between EI and entrepreneurial motivation and the background factor of EI. With the structured help questionnaire, a cross-sectional survey was accompanied survey based on a sample of 496 students. Data were analyzed with the help of means of SPSS Version 26. The finding showed that the respondents appreciated (both intrinsic and extrinsic) rewards and the required essential need for freedom in their policymaking to start a business. Results showed that entrepreneurial motivation (EM) had a significant and constructive association with EI and its background factors. According to Orlando (2022), this study's key determination was to realize the key factors that affect the career expectations of talent in developing economies. For hypotheses testing, a PCA (cross-sectional principal component analysis) was used. The sample was collected from African countries for the

year 2019. The sample data was analyzed and drawn from GEM (Global Entrepreneurship Monitor), or they referred to individual entrepreneurial attitudes and behavior. Especially, conclusions showed that career expectations of talents were obsessed with opportunity and motivation, particularly in the male clusters. Murnieks et al. (2020), the new venture phase is constructed on EM (entrepreneurial motives). These observations lead us to develop the following hypotheses;

H₂ (a): *Career motivation is positively related to entrepreneurial persistence.*

H₂ (b): *Career motivation is positively related to entrepreneurial intentions.*

2.3. Entrepreneurial Intentions (EI)

Cui and Bell (2022) stated that entrepreneurship has become one of the greatest acceptable solutions to decrease numerous environmental, social, and economic problems. The Tunisian government opted to provide frequent subsidiary activities to encourage and develop entrepreneurship in the economy. On the other hand, the outcomes were not as predictable. Considering what influenced individual persons' intention to entrepreneurship was a vital role in the exertion of entrepreneurship development. A review was directed at 300 students from a public university relating to dissimilar subjects. The outcomes exposed that university students have high attention to entrepreneurship and a desire to become entrepreneurs. This study was placed under the inspection of entrepreneurial intention, which can help the policymakers and researchers to hold the different features of entrepreneurship, mainly in the stage that leads the entrepreneurial behavior. According to Ahmad et al.(2020), a high level of intentions and behavior is required for entrepreneurship, which is influenced by an entrepreneur's personality.

According to Ajzen and Fishbein (1980), TPB is a more advanced theory than TRA. According to TRA, a person's intentions, which are shaped by their subjective norms and attitudes, should direct their behavior. However, Ajzen (1991) discovered that specific planning and precise control were the foundations of TPB. Similar to TRA, TPB stressed that intentions were the direct cause of the behavior and that a stronger intention would increase the likelihood that the behavior would be carried out. According to Belchior and Lyons(2021) Intentions as predictions regarding nascent Entrepreneurial behavior, for

successfully creating a new business setup, can be ensured with the help of a longitudinal smaller subsample. These observations lead us to develop the following hypothesis.

H₃: *Entrepreneurial intentions are positively related to entrepreneurial persistence.*

H₄(a): *Entrepreneurial intentions mediate the relationship between socioeconomic status and entrepreneurial persistence.*

H₄(b): *Entrepreneurial intentions mediate the relationship between career motivation and entrepreneurial persistence.*

2.4. Entrepreneurial Persistence (EP)

EP is defined as an entrepreneur's ongoing positive conservation of entrepreneurial motivation and continually changing energetic participation in a new business initiative in the face of tempting replacements or obstacles (Caliendo et al., 2020). Thus, pursuing and taking advantage of business opportunities while comprehending potential economic rewards and improvements was essential for entrepreneurs. The prevailing pathetic in the research on entrepreneurship was that a variety of predictors contributed to the persistence of entrepreneurial. According to Ahsan et al. (2020), the most important factors in the planned decision of whether to stay or go were both the individual entrepreneurial characteristics and the quality of the new venture. According to Tietz et al. (2021), entrepreneurs tend to control the subsequent growth of new ventures since they construct the crucial distinctiveness and plan of their start-ups. This is because they are motivated by their characteristics, values, motivations, and goals. From the time they built the fundamental individuality and strategy of their start-ups, the entrepreneurs may pick the sequential growth of new ventures depending on their motivations, personalities, values, and objectives.

2.5. Proposed Research Model

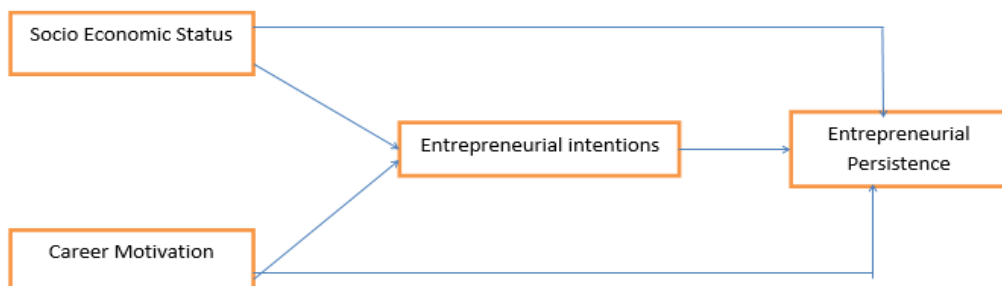


Figure 1. Proposed Research Model

Figure 1 shows (i) the direct effects of SES on EP, (ii) the direct effects of CM on EP, (iii) the direct effects of EI on EP, and (iv) Mediating effect of EI between SES, CM, and EP.

3. RESEARCH METHODOLOGY

This section covers the research method including the sampling technique, research design, study variables, and data collection technique. Sample characteristics of study members are also discussed.

3.1. Participants and Procedures

The data was collected through self-administrated questionnaires. Before collecting data from the adult residents of Rawalpindi, Punjab, Pakistan; a screening question was asked. A purposive sampling technique was used to achieve the objective of the study. This study focused on the adult (above 24 years) community, including university teachers, doctors, engineers, office staff, alumni students, and several employees. Entrepreneurial intentions were measured using questions adapted from the Leong (2008) entrepreneurial intentions questionnaire. Career motivation was estimated based on nine questions (that belong to our study) and was adopted from London (1985). Questions were taken from Kuppaswamy (1976) and Baum and Locke (2004) for socioeconomic status and entrepreneurial persistence measurement. We took many steps to ensure the rationality and strong understanding of the study questionnaire. First, the structural questionnaire was reviewed and adapted by four economics and business teachers. Second, we conducted a pilot study on 60 respondents (adults), and the results originated as productive, including higher ($\alpha=0.70$) of each construct. In the final sample, these 60 respondents were eliminated. The current study used SEM (Structural equation modeling) technique for the final results.

3.2. Measures

All study variables were measured on a five-point Likert scale. In this study, socioeconomic status (SES) and career motivation (CM) are used as independent variables, entrepreneurial intentions (EI) as a mediator, and entrepreneurial persistence (EP) is used as the dependent variable.

4. RESULTS AND DISCUSSIONS

4.1. Descriptive Analysis

Descriptive statistics are the graphical techniques and numerical measures used to consolidate and designate the features of a given sample data. Descriptive statistics represent the average spread of scores, which is typically defined as the measure of central tendency, or the spread of scores is notorious as variance (Fisher and Marshall 2009). Table 4.1 shows the variables' correlation (positive significance) and reliabilities (above the cut-off level of 0.7).

Table 4.1. Mean, Standard Deviation, Correlations, and Reliabilities							
Sr.	Variable	M	S.D	1	2	3	4
1	EI	3.8361	0.58642	(0.886)			
2	SES	4.0594	0.72332	0.311**	(0.716)		
3	EP	4.0224	0.61847	0.727**	0.393**	(0.836)	
4	CM	3.9702	0.62826	0.635**	0.271**	0.573**	(0.920)
CM: Career Motivation; EP: Entrepreneurial Persistence; EI: Entrepreneurial Intentions; SES; Socio-Economic Status. ** show that (2-tailed) Correlation significance at 0.01 level of significance and N =366.							

4.2. Assessment of Measurement Model

The CFA comprises convergent and discriminant validities, reliability, and internal consistency of the data reliability. In contrast, internal consistency is accessed using Cronbach's Alpha (CA) with (α) and CR (ρ_a , ρ_c). As suggested by Hair et al. (2011), the threshold level of α , ρ_a , and (ρ_c) is 0.70; α (ρ_a and ρ_c) CR scores must not be lower than this level. For concern, α scores of CM (Career Motivation), EI (Entrepreneurial intentions), EP (Entrepreneurial Persistence), and SES (Socio Economic status) are 0.924, 0.886, 0.835, and 0.716, respectively. CR also tests the reliability based on interconnections between each multi-item construct. Results in Table 4.2 depict that the scores of CR exceed 0.70. Such as, the CR (ρ_c) score of CM, EI, EP, and SES is 0.937, 0.917, 0.884, and 0.823, respectively. Moreover, the scores of CR (ρ_a) are also within limits. Outputs reported in Table 4.2 depicts that all the ρ_a scores are greater than the threshold of 0.70. ρ_a score of CM, EI, EP, and SES is 0.925, 0.888, 0.837, and 0.719, respectively. The data are reliable and consistent.

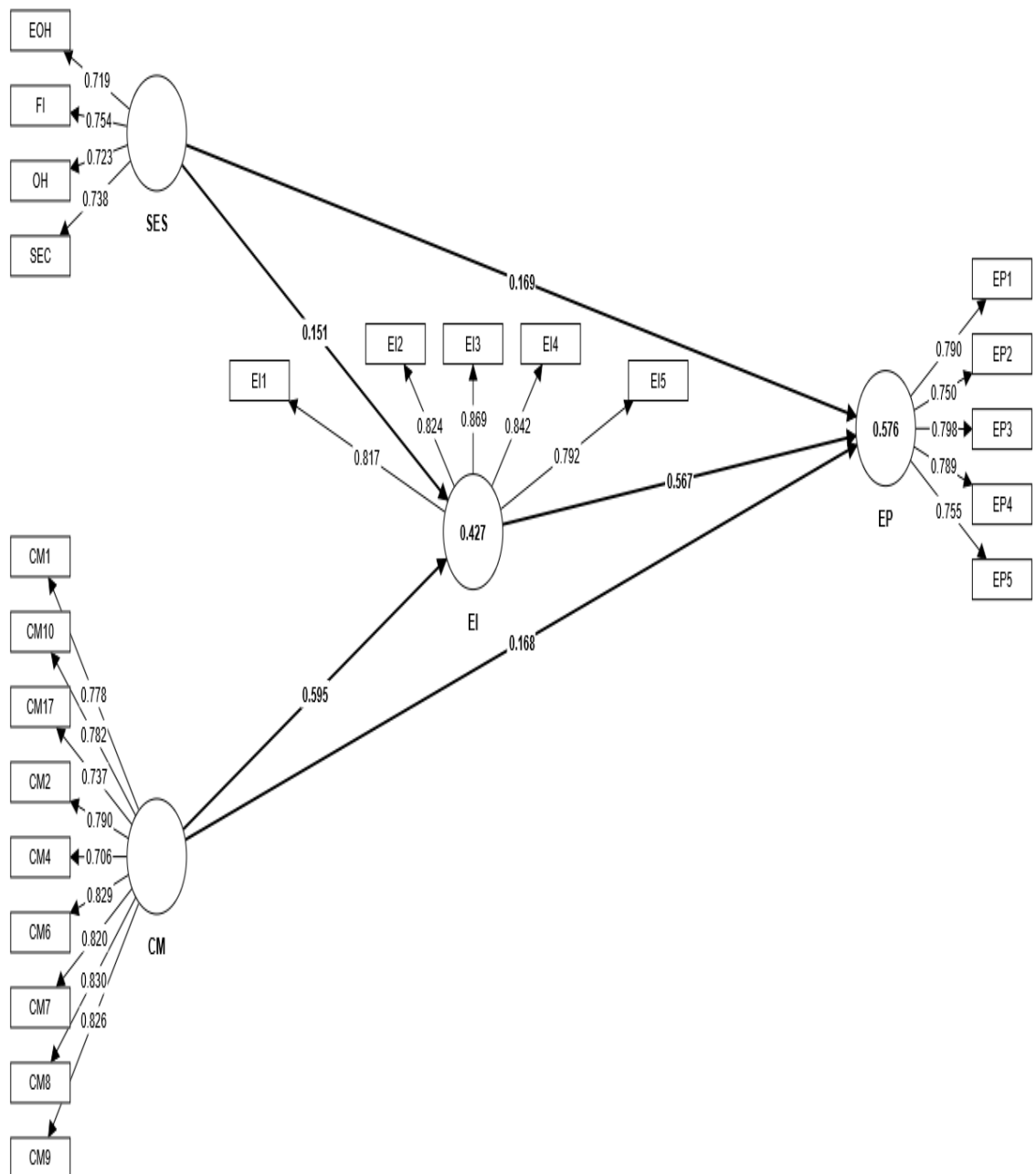


Figure 2.The Measurement Model

Table 4.2. Model Measurement

Constructs	Items	Outer Loadings	Cronbach's Alpha	CR (rho_a)	CR(rho_c)	AVE	VIF
Career Motivation (CM)	CM1	0.778	0.924	0.925	0.937	0.624	2.214
	CM10	0.782					2.246
	CM17	0.737					1.813
	CM2	0.790					2.272
	CM4	0.706					1.720
	CM6	0.829					2.756
	CM7	0.820					2.574
	CM8	0.830					2.765
	CM9	0.826					2.717
Entrepreneurial Intentions (EI)	EI1	0.817	0.886	0.888	0.917	0.688	2.094
	EI2	0.824					2.142
	EI3	0.869					2.619
	EI4	0.842					2.245
	EI5	0.792					1.937
Entrepreneurial Persistence (EP)	EP1	0.790	0.835	0.837	0.884	0.603	1.788
	EP2	0.750					1.608
	EP3	0.798					1.821
	EP4	0.789					1.805
	EP5	0.755					1.656
Socio Economic Status (SES)	FI	0.754	0.716	0.719	0.823	0.538	1.394
	OH	0.723					1.414
	SEC	0.738					1.410
	EOH	0.719					1.320
Note: “CR: composite reliability; AVE: average variance extracted; VIF: variance inflation factor; CM: Career Motivation; EP: Entrepreneurial Persistence; EI: Entrepreneurial Intentions;SES: Socio Economic Status”							

4.3. Discriminant Validity

Three criteria identify the existence of discriminant validity, Fornier Larker criteria, cross-loadings, and Heterotrait-Monotrait (HTMT) ratio." A Fornier-Larker criterion examines validity using a correlation matrix (labeled in Table 4.3). This criterion suggests that the diagonal scores must be greater than other (off-diagonal) scores. The Table shows that the entire diagonal scores (0.790, 0.829, 0.777. and 0.734) are higher than other values, which fulfills the Fornier-Larker criteria of discriminant validity. Henseler et al. (2015) suggest that an HTMT ratio of less than 0.90 is acceptable to achieve the discriminant validity of constructs. Panel B of Table 4.3 depicts that all the HTMT ratios (0.702, 0.844, and 0.508) are less than the threshold (0.90); hence, this

criterion also fulfills the discriminant validity' condition. Outer loadings are shown in Table 4.2, which are also within the desired level. The convergent validity is examined through AVE. According to Hair et al., (2014), the score of AVE must be >0.50 . The AVE scores (reported in Table 4.2) meet the threshold criteria which again confirms the presence of convergent validity.

Table 4.3. Results of Discriminant Validity via Fornier Larker and Heterotrait-Monotrait Ratio (HTMT)

Fornier Larker Criteria					HTML				
Const.	CM	EI	EP	SES	Const.	CM	EI	EP	SES
CM	0.790				CM				
EI	0.638	0.829			EI	0.702			
EP	0.577	0.728	0.777		EP	0.653	0.844		
SES	0.281	0.318	0.397	0.734	SES	0.335	0.391	0.508	

Note: "HTMT: Heterotrait-Monotrait ratio of correlations; Const=Construct; CM: Career Motivation; EP: Entrepreneurial Persistence; EI: Entrepreneurial Intentions SES; Socio Economic Status

4.4. Model's Predictive Capabilities

The structural model assessment shows the model's power, projected capability, and relationship of variables. Variance inflation factor (VIF), f-square, and R-square are used to measure the models' relevance. Table 4.2 shows internal variance inflation factor (VIF) scores within the threshold (Hair et al., 2016), indicating no Collinearity issue. R^2 of EI and EP are 0.427 and 0.576.

Table 4.4. Model's Predictive Power

Construct	CM	EI	EP
VIF (Inner Values)	CM	1.085	1.704
	EI		1.746
	EP		
	SES	1.085	1.125
R2 (Variance Explained)		0.427	0.576
f2 (effect size)	CM	0.570	0.039
	EI		0.434
	EP		
	SES	0.037	0.060

Note: "CM: Career Motivation; EP: Entrepreneurial Persistence; EI: Entrepreneurial Intentions; SES; Socio-Economic Status."

4.5. Hypotheses Testing

Table 4.5 shows that the coefficient of CM ($\beta=0.595$, $p\leq 0.01$) indicates a positive and significant effect of CM on EI. It reports that enhancing one unit of CM causes 0.595 units to increase EI. The coefficient of CM ($\beta=0.167$, $p\leq 0.01$) indicates CM's positive and significant effect on EP. It reports that enhancing one unit of CM causes 0.167 units to increase in EP. The coefficient of EI ($\beta=0.567$, $p\leq 0.01$) indicates EI's positive and significant effect on EP. It reports that enhancing one unit of EI causes 0.567 units to increase in EP. The coefficient of SES ($\beta=0.151$, $p\leq 0.01$) indicates a positive and significant effect of SES on EI. It reports that enhancing one unit of SES causes 0.151 units to increase EI. The coefficient of SES ($\beta=0.170$, $p\leq 0.01$) indicates a positive and significant effect of SES on EP. It reports that enhancing one unit of SES causes a 0.170 team increase in EP. Thus, all hypotheses H1 (a), H1 (b), H2 (a), H2 (b), and H3, are accepted.

Table 4.5. Significance of Structural Paths (Direct Effects)

Structural Paths	β value (T value)	Confidence Interval (Bias Corrected)	p-value (.05 level of significance)	Outcomes
CM → EI	0.595 (13.374)	(0.501,0.673)	0.000	Supported
CM → EP	0.167 (2.576)	(0.044,0.295)	0.010	Supported
EI → EP	0.567 (7.301)	(0.405,0.709)	0.000	Supported
SES → EI	0.151 (2.820)	(0.048,0.257)	0.005	Supported
SES → EP	0.170 (3.810)	(0.085,0.259)	0.000	Supported
<i>Note: "CM: Career Motivation; EP: Entrepreneurial Persistence; EI: Entrepreneurial Intentions; SES; Socio Economic Status</i>				

The indirect effect reported in Table 4.6 tests the mediator hypothesis. The mediation level is determined using VAF score. According to Hair et al. (2014), EI partially mediates the association between CM and EP at the VAF (Variance Accounted for) level of 66.93%. At the level of VAF, 33.33% of EI partially mediates the association between SES and EP.

Table 4.6. Significance of Structural Paths (Indirect Effects)

Structural Paths	Direct effect (T value)	Indirect effect	Total Effect	VAF%
SES → EI → EP	0.170 (3.810)	0.085 (2.588)	0.255 (5.228)	33.33%
CM → EI → EP	0.167 (2.576)	0.338 (6.537)	0.505 (9.780)	66.93%
<i>Note: "CM: Career Motivation; EP: Entrepreneurial Persistence; EI: Entrepreneurial Intentions; SES; Socio Economic Status</i>				

5. CONCLUSION

The present study extends the existing literature on entrepreneurial behavior by empirically investigating the impact of SES and CM on EP in presence of mediating mechanism of EI and providing support to the theory of planned behavior (TPB) for starting a new business venture among adults in Rawalpindi, Punjab, Pakistan. It is a vital prerequisite for entrepreneurs to exploit their business potential and realize economic gains and benefits (Caliendo et al, 2020). Overall, this study found good support for all hypotheses pertaining to direct and indirect effects. The findings show that SES and CM are significant predictors of EP. The results also depict that SES and CM are positively related to EI which in turn has a positive impact on EP therefore study hypotheses H1(a), H1(b) H2(a), and H2(b) are accepted. The study also illustrates that EI plays a mediating role between SES, CM, and EP, or EI significantly mediates between SES, CM, and EP, which supports our other hypotheses H4(a) and H4(b) This paper also identifies entrepreneurial persistence in new venture creation as a brilliant concept of interest for studying opportunities (Scotter& Garg2019).

5.1.Limitations & Future Research Directions

This research unties accesses for further future researchers in several ways. The meek one is the repetition of findings in other parallel settings and probable situations with different idiosyncrasies. This paper aims to help scholars have a comprehensive perspective of the link between socioeconomic status, career motivation, entrepreneurial intentions, and entrepreneurial persistence for the intensification of entrepreneurship in generating EG (Economic Growth) and ED (Economic Development) in the country. This study also found support for a mediating effect of entrepreneurial intentions in the association between socioeconomic status, career motivation, and entrepreneurial persistence, suggesting a pivotal role for affective processes in entrepreneurship. This study found that entrepreneurial intentions lead to entrepreneurial behavior. Policymakers should provide more feasible policies and other measures to support entrepreneurship and remove the existing barriers that increase the socioeconomic status and career motivation level of adults expanding the country's per capita income, economic growth, and

development. Gainful and supportable entrepreneurship is required worldwide for the growth of nations in the following decades for sustainable well-being.

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