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# An Empirical Analysis of Entrepreneurial Intention Amongst Students In Uttar Pradesh

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## Abstract

*This research paper analyses factors that impact entrepreneurial intention among graduate and postgraduate students enrolled in professional courses at government and private institutes in the state of Uttar Pradesh. The objective of this study is to analyze whether the student's academic background, demographic profile and family background impact various factors that affect entrepreneurial intention. The study was conducted during 2015-16 on a sample of 460 student respondents across various cities of Uttar Pradesh.The results of the analysis indicate that students of male gender, belonging to higher income, in older age groups, having work experience, enrolled in government institutes, belonging to business background and enrolled at postgraduate level are more likely to consider entrepreneurship as a more attractive career option, perceive that it is easier to start and do business, have more positive perception about family and societal support they receive in entrepreneurial career choice, are more open to risks and are more confident about their entrepreneurial skills and knowledge . The students having work experience, enrolled in government institutes, and belonging to business background are more likely to find availability of capital as a constraint in entrepreneurial career. The students belonging to older age groups, having work experience and enrolled in government institutes are more likely to consider availability of land/premise and resources as a constraint in entrepreneurial choice. The findings of this study will be instrumental in understanding and in designing policy imperatives for promoting entrepreneurship in the state.*

**Key Words:** Entrepreneurial intention, Students, Demographic factors, Family background, Educational background.

## I. Introduction

Entrepreneurship can be explained as the process of creation of an enterprise. It can also be explained as the act of identifying opportunities and to be able to exploit them. Creativity, innovation, dynamism, leadership, teambuilding, goal orientation and achievement orientation can be identified as characteristics of an entrepreneur. Entrepreneurship has innumerable benefits to economies like poverty reduction, employment generation and contribution to production and increased national income (Charantimath, 2005). Increased level of entrepreneurship has also been associated with creation of jobs and economic efficiencies.

In response to the recognition of innumerable socio-economic benefits of entrepreneurship, governments all over the countries have formulated and executed various policies for entrepreneurship development. Since it has been explained through research that entrepreneurship is driven by intentions (Henley 2007), exploring the factors affecting entrepreneurial intentions can provide inputs for development policies of the enterprise. Thus this study will seek to assess entrepreneurial intentions of graduate and post graduate students in the state of Uttar Pradesh through a structured survey questionnaire. Policy makers, educational institutes and various agencies working for entrepreneurship development can utilize the findings of the study. The subsequent section briefly presents the review of related literature on the theory of planned behavior and entrepreneurial intention model followed by research objectives, research methodology, data analysis and discussions followed by conclusions.

## II. Literature Review

Intention can be construed, as a state of mind in which a person's attention is channelized toward attaining a specific goal. Psychological literature has established that

intentions are the main antecedents or predictors of planned behaviors (Krueger et al., 2000, p.411). According to Henley (2007) entrepreneurship is an intentional activity.

Shapero's (1975) model of 'Entrepreneurial Event' describes how the perceptions of individuals can be the predictors of intentions. According to Bird (1988) both personal and contextual variables affect entrepreneurial intentions. Entrepreneurial intentions can be understood with the help of psychological theory of planned behavior propounded by Ajzen (1991). The central factor in Ajzen's (1991) "Theory of Planned Behavior" is the individuals' intentions to perform a specific behavior. Intentions are assumed to be the motivations propelling certain kinds of behavior. Thus, stronger the intention to perform certain behavior, more likely it will be performed. Ajzen's (1991) considers three factors, which are instrumental in changing the intention and influencing the behaviors. The first factor is one's attitude towards a behavior. Some students may have a positive intention towards entrepreneurship as a career while some may have negative perception about the same. The second factor relates to the subjective norm, which refers to the influence of the environment on stimulating or restricting some kinds of behaviors. The last factor is perceived behavioral control, which denotes the perception of ease or difficulty of performing certain kinds of behaviors. These factors influences intentions and thereby, are instrumental in predicting certain kinds of behaviors. This theory acts as the foundation for devising various models on assessing entrepreneurial intentions.

Krueger (1993) developed a model based on Shapero's (1975) model of 'Entrepreneurial Event' in which approximately 50% of the variance in entrepreneurial intentions can be explained by desirability, feasibility, and propensity to act. Boyd and Vozikis (1994) incorporated the concept of self-efficacy to the Bird's theory (1988). Davidson (1995) added 'Entrepreneurial Conviction' to the "Theory of planned behavior" by Ajzen's (1991). The model of entrepreneurial intent from Lüthje and Franke (2003, p.138) explains that entrepreneurial intentions are largely influenced by one's attitude towards entrepreneurship, perceived environmental barriers and support. Risk taking and internal locus of control were recognized as most important personality trait affecting entrepreneurial intentions. There are various factors that influence entrepreneurship intention such as desire to become an entrepreneur, personality traits, entrepreneurs' skills and capabilities and self-efficacy etc.

There are four main sets of factors influencing entrepreneurial intentions. The first set of factor is Personality/ Trait related factors (including self confidence, risk taking propensity, need for achievement, internal locus of control, innovativeness and autonomy), Contextual factors (including cultural, social, political and perceived support). Motivation related factors (like need for income, security and status) and Personal/ Background related factors (like age, gender, educational level, family background and business experience)( Al-Harrasi, A. S., Al-Zadjali, E. B., & Al-Salti, Z. S, 2014).

Family background, positive influence of parents & acquaintances and gender also influence decisions to become entrepreneurs (Storey, 1994; Matthews and Moser, 1996; Kolvereid, 1996).Student samples from educational institutes have been previously studied for exploring the relationship between perceived desirability and entrepreneurial intentions(such as Krueger, 1993; Krueger and Brazeal, 1994). Chen &Linan (2009) were pioneer in developing and testing the "Entrepreneurial intention questionnaire". Their questionnaire was structured into six sections having statements assessing perception of respondents pertaining to perceived behavioral control, subjective norm, personal attitude, human capital and demographic factors. The responses were recorded on a Likert scale. Their instrument was found to be applicable to cross-cultural contexts.

## III. Objectives Of The Study

- In general the research aims to empirically analyze selected factors affecting entrepreneurial intention of graduate and postgraduate students in the state of Uttar Pradesh.
- To specifically analyze whether gender, areas of study, family occupation, age, type of institute (government or private), work experience and family income of students impact entrepreneurial intentions of students in the state of Uttar Pradesh.

## IV. Research Methodology

The empirical analysis has been utilized for assessing the entrepreneurial intentions of graduate and postgraduate students enrolled in government and non-government institutes in the state of Uttar Pradesh during the year 2015-16. Judgement sampling method was used to select the respondents in order to administer the Entrepreneurial Intention Questionnaire. The Entrepreneurial Intention Questionnaire (EIQ) was adapted from the questionnaire used by Linan and Chen (2009). The questionnaire included questions related to personal attitudes, perceived behavioral control, subjective norm and various demographic factors. The responses were recorded on a five point Likert scale with 1 denoting strongly disagree and 5 denoting strongly agree. A sample of 500 students was targeted through e-mail and personal interactions, out of which 460 complete responses were obtained with response rate of 92%. The data was analyzed using SPSS(version 20). In order to explore the entrepreneurial intention of respondents a descriptive analysis was done followed by testing of hypothesis through Kruskal Wallis and Mann Whitney tests since the data was not satisfying the assumptions of normality..

## V. Data analysis and discussion

### 5.1. Descriptive analysis

There were students enrolled in variety of courses. 31.3% students were enrolled in B. Tech programs. Majority of the respondents (55.2%) were aged between 18-22 years. Majority of the respondents were enrolled in private institutes (53.0%). 63.7% of the respondents had no work experience. 46.5% were females and 64.6% belonged to salaried family background.The elaborated analysis is depicted in Table I.

**Table I :Profile of the respondents.**

| VARIABLES | FREQUENCY | PERCENTAGE |
|---|---|---|
| **COURSE** | | |
| B.Tech | 144 | 31.3 |
| MBA/PGDBA | 98 | 21.3 |
| BBA/BMS | 60 | 13.0 |
| B.Pharma | 33 | 7.2 |
| M.Tech | 23 | 5.0 |
| Others | 102 | 22.2 |
| **AGE** | | |
| 18-22 | 254 | 55.2 |
| 23-27 | 137 | 29.8 |
| 28-32 | 47 | 10.2 |
| More than 32 | 22 | 4.8 |
| **TYPE OF INSTITUTE** | | |
| Government | 215 | 46.7 |
| Private | 244 | 53.0 |
| **WORK EXPERIENCE** | | |
| Yes | 167 | 36.3 |
| No | 293 | 63.7 |
| **GENDER** | | |
| Male | 246 | 53.5 |
| Female | 214 | 46.5 |
| **OCCUPATIONAL BACKGROUND** | | |
| Salaried | 297 | 64.6 |
| Self-employed/Business | 163 | 35.4 |
| **FAMILY INCOME** | | |
| Upto 5 Lakhs INR | 154 | 33.5 |
| More than 5-10 Lakhs INR | 130 | 28.3 |
| More than 10 Lakh INR | 176 | 38.3 |

Source: Primary data analysis

Further descriptive analysis of the responses pertaining to various factors affecting entrepreneurial intentions has been enumerated in Table II.

According to the descriptive statistics, respondents:

- Were undecided about attractiveness of entrepreneurship as a career option (Mean=3.4)
- Perceived that starting and running business will not be easy (Mean=2.4)
- Perceived that friends and family would not support them in entrepreneurial choice (Mean=2.5)
- Were risk averse (Mean=2.6)
- Were undecided about their skills and knowledge (Mean=3)
- Perceived availability of capital (Mean=3.8), land/premise (Mean=3.7), and resource availability (Mean=3.7) as constraint in entrepreneurs

**Table II: Descriptive Statistics**

| | N | Minimum | Maximum | Mean | Std. Deviation |
|---|---|---|---|---|---|
| Career as an entrepreneur sounds attractive to me | 460 | 1.00 | 5.00 | 3.4435 | 1.61793 |
| Starting and running a business will be easy for me | 460 | 1.00 | 5.00 | 2.4804 | 1.45133 |
| My friends and family would support my decision of starting my own venture | 460 | 1.00 | 5.00 | 2.5304 | 1.43302 |
| I am ready to take risks associated with starting and running my business | 460 | 1.00 | 5.00 | 2.6891 | 1.48232 |
| I have the required skills & knowledge to start my own business | 460 | 1.00 | 5.00 | 3.0522 | 1.33721 |
| Availability of capital will be the major constraint if I plan to start my business | 460 | 1.00 | 5.00 | 3.8109 | .97300 |
| Availability of suitable land/premise will be a major constraint for starting my business | 460 | 1.00 | 5.00 | 3.7413 | 1.00567 |
| Procurement of resources will be a constraint for starting and operating my business. | 460 | 1.00 | 5.00 | 3.7152 | 1.01588 |

Source: Primary Data Analysis

The value of Cronbach's alpha was 0.856, which indicated that the scale was reliable (Annexure I).The data was subjected for normality tests and the results of Kolmogorov-Smirnov and Shapiro-Wilk tests indicated that data was not normal (Annexure II).So for testing of hypothesis non-parametric test (Kruskal –Wallis test and Mann Whitney tests) was used.

## 5.2 Impact Of Family Income On Entrepreneurial Intention Of Students

The respondents in the study belonged to a diverse range of income groups ranging from less than 5 Lakh Indian Rupees per annum to more than 10 Lakhs Indian Rupees per annum. The results of Krsukal Wallis test have been presented in Table III. Most of the entrepreneurs rely on their personal savings and informal sources of funds to start their ventures.

Kruskal Wallis tests (Table III) and Post Hoc Analysis through Mann Whitney test(Table IV) revealed the following results:

Those with annual family income of more than 5 Lakhs INR in comparison to those having less than 5 Lakhs INR:

- Perceive entrepreneurship as a more attractive career option (p=.000, Mean Rank=244.27/203.13)
- Perceive that it is easier starting and running business (p=.000, Mean Rank=235.27/221.03)
- More optimistic about family and societal support (p=.000, Mean Rank=238.20/226.02)
- More open to risks(p=.000, mean rank= 231.82/227.87)
- More confident about their entrepreneurial skills(p=.000, Mean Rank=232.83/225.86)

## 5.3 Impact of Type of Course on Entrepreneurial Intentions of Students

The respondents were enrolled in different courses ranging from Undergraduate to postgraduate professional courses. The results of the Kruskal Wallis Tests are summarized in Table III.

Post hoc analysis was done through Mann Whitney tests and the results can be summarized in Table IV as: Postgraduates in comparison to undergraduates

- Perceive entrepreneurship as a more attractive career option (p=.000, Mean Rank=249.03/213.06)

- Perceive its easier starting and running business (p=.000, Mean Rank=263.86/199.11)
- More open to risks(p=.000, mean rank=264.78/198.25)
- More optimistic about family and societal support (p=.000, Mean Rank=226.26/200.62)
- More confident about their entrepreneurial skills(p=.000, Mean Rank=256.75/205.80)

## 5.4 Impact Of Age On Entrepreneurial Intentions Of Students.

The study covered graduate and postgraduate students and hence the students were in the age group of 18 to 32 years and above. The detailed analysis is summarized in Table III.

Post hoc analysis through Mann Whitney tests (Table IV) reveal that those above 27 years in comparison to those below 27 years:

- Perceive entrepreneurship to be an attractive career option (p=.007,Mean rank=264.91/224.43)
- Perceive that it is easier starting and running business (p=.000,Mean rank=280.28/221.71)
- Optimistic perception about family and societal support (p=.000, mean rank=270.14/223.51)
- More open to risks (p=.000, mean rank=278.33/222.06)
- More optimistic about their entrepreneurial skills (p=.000, mean rank=277.31/222.24)
- Find land /premise (p=.007, mean rank=241.62/228.54) and resource availability (p=.036, mean rank= 233.46/229.98) as a constraint.

**Table III : Results of Kruskal Wallis Tests**

| | Family income | | | Type of course | | | Age | | |
|---|---|---|---|---|---|---|---|---|---|
| **Hypothesis** | **Chi-Square** | **Df** | **Asymp. Sig.** | **Chi-Square** | **Df** | **Asym p. Sig.** | **Chi-Square** | **Df** | **Asym p. Sig.** |
| Attractiveness of entrepreneurship as a **career option** | 17.853 | 2 | .000 | 23.494 | 5 | .000 | 12.232 | 3 | .007 |
| Ease of starting and running business. | 55.019 | 2 | .000 | 38.962 | 5 | .000 | 31.311 | 3 | .000 |
| **Family and societal support** | 58.061 | 2 | .000 | 41.339 | 5 | .000 | 19.635 | 3 | .000 |
| Propensity to **take risks** | 71.833 | 2 | .000 | 40.654 | 5 | .000 | 21.546 | 3 | .000 |
| **Skills & knowledge** to become an entrepreneur. | 46.953 | 2 | .000 | 27.289 | 5 | .000 | 22.083 | 3 | .000 |
| **Capital** as a major constraint in entrepreneurial career choice. | 3.298 | 2 | .069 | 5.104 | 5 | .403 | 6.886 | 3 | .076 |
| Availability of suitable **land/premise** as a constraint | 2.650 | 2 | .104 | 6.700 | 5 | .244 | 12.070 | 3 | .007 |
| **Resource availability** as a constraint for starting and operating business. | 3.684 | 2 | .055 | 5.298 | 5 | .381 | 8.546 | 3 | .036 |

| | Family income 1= below 5 Lakhs INR annually, 2= Above 5 Lakhs INR annually | | Course (1=U.G &2=P.G) | | Age 1=below 27 years and 2= above 27 years | |
|---|---|---|---|---|---|---|
| **Hypothesis** | | **Mean Rank** | | **Mean Rank** | | **Mean Rank** |
| Attractiveness of entrepreneurship as a **career option** | 1 | 203.13 | 1 | 213.06 | 1 | 224.43 |
| | 2 | 244.27 | 2 | 249.03 | 2 | 264.91 |
| Ease of starting and running business. | 1 | 221.03 | 1 | 199.11 | 1 | 221.71 |
| | 2 | 235.27 | 2 | 263.86 | 2 | 280.28 |
| **Family and societal support** required to be an entrepreneur. | 1 | 226.02 | 1 | 198.25 | 1 | 223.51 |
| | 2 | 238.20 | 2 | 264.78 | 2 | 270.14 |
| Propensity to **take risks** associated with starting and running business. | 1 | 227.87 | 1 | 200.62 | 1 | 222.06 |
| | 2 | 231.82 | 2 | 262.26 | 2 | 278.33 |
| **Skills & knowledge** to become an entrepreneur. | 1 | 225.86 | 1 | 205.80 | 1 | 222.24 |
| | 2 | 232.83 | 2 | 256.75 | 2 | 277.31 |
| **Capital** as a major constraint in entrepreneurial career choice. | 1 | NS | 1 | NS | 1 | NS |
| | 2 | NS | 2 | NS | 2 | NS |
| Availability of suitable **land/premise** as a major constraint in entrepreneurial career choice. | 1<br>2 | NS<br>NS | 1<br>2 | NS<br>NS | 1<br>2 | 228.54<br>241.62 |
| **IResource availability** as a constraint for starting and operating business. | 1 | NS | 1 | NS | 1 | 229.98 |
| | 2 | NS | 2 | NS | 2 | 233.46 |

**Table IV :Results of Mann Whitney Tests** NS= Not Significant **Source: Primary Data Analysis**

### 5.5 Impact of Work Experience n Entrepreneurial Intentions Of Students

Respondents in the study were both experienced and without any work experience. The detailed analysis is depicted in Table V and Table VI. Those with work experience in comparison to those inexperienced perceive:

- Optimistic perception about family and societal support (p=.000,Mean Rank= 291.63/195.66)
- More open to risks (p=.000,Mean Rank=303.49/188.90)
- More optimistic about entrepreneurial skills (p=.000, Mean rank=295.81/193.27)
- Entrepreneurship to be a more attractive career option (p=.000, Mean Rank =279.76/202.42)
- Find capital (p=.001, Mean rank= 256.72/215.55), land /premise (p=.000,Mean rank=258.69/214.43) and resource availability (p=.002,Mean rank= 255.14/216.45) as a constraint

### 5.6 Impact of Gender On Entrepreneurial Intention Of Students

In order to find out the variations in entrepreneurial intentions of students belonging to different genders, Mann Whitney tests were conducted. The detailed analysis is depicted in Table V and Table VI. The results of Mann Whitney test can be summarized as:

- Males were significantly more attracted towards entrepreneurship as compared to females (p=.000,Mean rank =253.83/203.68)
- Males in comparison to females found it easier to start and run business (p=.000,Mean rank =271.79/183.04)
- Males in comparison to females were more affirmative about support of friends and family in their entrepreneurial career (p=.000, Mean rank =272.92/181.73)
- Females were more conservative about risks in comparison to males(p=.000,Mean rank =176/277.91)
- Males in comparison to females were more confident about their entrepreneurial skills(p=.000,Mean rank =269.03/186.21)

### 5.7 Impact Of Family Occupational Background On Entrepreneurial Intention Of Students

Respondents in the study were both from salaried and business background. The detailed results of Mann Whitney tests are presented in Table V and Table VI. Those belonging to self-employed/business background in comparison to salaried ones:

- Were more attracted towards entrepreneurship (p=.000,Mean Rank =299.44/192.67)
- Found it easier to start and run business (p=.000,Mean Rank =297.02/193.99)
- More affirmative of the support received by friends and family(p=.000,Mean Rank =296.71/194.16)
- More open to risks(p=.000, Mean Rank=286.96/199.51)
- More confident about their entrepreneurial skills (p=.000,Mean Rank=281.13/202.72)
- Considered availability of capital tougher ( p=.014,Mean Rank=250.13/219.73)

### 5.8 Impact Of Type Of Institute (Government Or Private) On Entrepreneurial Intentions Of Students

As per post hoc analysispresented in Table V and Table VI, statistically those enrolled in government institutes in comparison to private institutes perceive:

- Entrepreneurship to be a more attractive career option (p=.003,Mean Rank =213.59/148.62)

- Starting and running business easier (P=.000,Mean Rank=257.09/206.13)
- Optimistic perception about family and societal support (p=.000,Mean Rank=252.40/210.26)
- More open to risks (p=.000,Mean Rank=253.41/209.38)
- More optimistic about their entrepreneurial skills.(p-.000, Mean rank=253.37/209.41)
- Find capital (p=.038,Mean rank=243.06/218.49), land /premise ( p=.012,Mean rank=247.75/216.12)and resource availability (p=.021 ,Mean rank= 244.60/217.13) as a constraint

## VI. Conclusions

The results of the analysis indicate that students of male gender, belonging to higher income, older age groups, having work experience, enrolled in government institutes, belonging to business background and enrolled at postgraduate level find entrepreneurship to be a more attractive career option, perceive that it is easier to start and do business, have more positive perception about family and societal support they receive in entrepreneurial career choice, are more open to risks involved in entrepreneurship and are more confident about their entrepreneurial skills and knowledge . The students having work experience, enrolled in government institutes and belonging to business background are more likely to find availability of capital as a constraint in entrepreneurial career. The students belonging to older age groups, having work experience and enrolled in government institutes are more likely to consider availability of land/premise and resources as a constraint in entrepreneurial choice. Family income determines the financial capability of the potential entrepreneur and so impacts entrepreneurial intentions of students. The findings are similar to the findings of Kothari H.C 2013 and Talas E., Celik A. K. & Oral I. O. 2013. Increased levels of education impact entrepreneurial intentions as also observed by Ahmed et al, 2010,Gözek and Akbay,2012.Those in older ages are more likely to take up entrepreneurship as career as can be substantiated by the works of Lévesque & Minniti, 2006; Parker, 2009; Tervo, 2014. Students having an entrepreneurial background are more inclined towards entrepreneurship. Father's profession also is an influencing factor in making career choice (Kothari H.C. 2013). Those with self employed fathers affect their attitudes towards entrepreneurship (Krueger, 1993) Males are found to be higher on the scale of self employment and entrepreneurial intentions, also deciphered through the works of Sanchez et al 2014 and Wilson, Marlino & Kickul 2004 and women are traditionally perceived to be risk averse also supported by Watson and Robinson 2003. Prior work experience do affect entrepreneurial intention of students which is also confirmed by the works of Mazzarol et al. 1999, Ahmed et al 2010, Fatoki, O. 2014.

The findings of the study need to be explored further to inculcate an entrepreneurial mindset of the students of Uttar Pradesh .It is imperative for the policy makers to ensure that students of different family background, gender and income levels are targeted through a comprehensive framework for promotion of entrepreneurial mindset in students. Prominent constraints like accessibility to resources and capital must be addressed through concrete steps so that more youths are encouraged to venture into entrepreneurial realm.

**Table VI: Results of Mann Whitney Tests**

| | Work experience (1= Yes 2= No) | | Course (1=Male &2=Female ) | | Background I=salaried 2= business | | Type of institute (1=Government,2= Private) | |
|---|---|---|---|---|---|---|---|---|
| **Hypothesis** | | **Mean Rank** | | **Mean Rank** | | **Mean Rank** | | **Mean Rank** |
| Attractiveness of entrepreneurship as a **career option** | 1 | 279.76 | 1 | 253.83 | 1 | 192.67 | 1 | 248.62 |
| | 2 | 202.42 | 2 | 203.68 | 2 | 299.44 | 2 | 213.59 |
| Ease of starting and running business. | 1 | 289.46 | 1 | 271.79 | 1 | 193.99 | 1 | 257.09 |
| | 2 | 196.89 | 2 | 183.04 | 2 | 297.02 | 2 | 206.13 |
| **Family and societal support** required to be an entrepreneur. | 1 | 291.63 | 1 | 272.92 | 1 | 194.16 | 1 | 252.40 |
| | 2 | 195.66 | 2 | 181.73 | 2 | 296.71 | 2 | 210.26 |
| Propensity to **take risks** associated with starting and running business. | 1 | 303.49 | 1 | 277.91 | 1 | 199.51 | 1 | 253.41 |
| | 2 | 188.90 | 2 | 176.00 | 2 | 286.96 | 2 | 209.38 |
| **Skills & knowledge** to become an entrepreneur. | 1 | 295.81 | 1 | 269.03 | 1 | 202.72 | 1 | 253.37 |
| | 2 | 193.27 | 2 | 186.21 | 2 | 281.13 | 2 | 209.41 |
| **Capital** as a major constraint in entrepreneurial career choice. | 1 | 256.72 | 1 | NS | 1 | 219.73 | 1 | 243.06 |
| | 2 | 215.55 | 2 | NS | 2 | 250.13 | 2 | 218.49 |
| Availability of suitable **land/premise** as a major constraint in entrepreneurial career choice. | 1 | 258.69 | 1 | NS | 1 | NS | 1 | 245.75 |
| | 2 | 214.43 | 2 | NS | 2 | NS | 2 | 216.12 |
| **1Resource availability** as a constraint for starting and operating business. | 1 | 255.14 | 1 | NS | 1 | NS | 1 | 244.60 |
| | 2 | 216.45 | 2 | NS | 2 | NS | 2 | 217.13 |

Source: Primary Data Analysis

| | Work experience | | | Gender | | | Family occupation | | | Type of institute | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Hypothesis** | Mann-Whitney U | Z | Asymp. Sig. (2-tailed) | **Mann-Whitney U** | **Z** | **Asymp. Sig. (2-tailed)** | Mann-Whitney U | Z | Asymp. Sig. (2-tailed) | Mann-Whitney U | Z | Asymp Sig. (2-tailed) |
| Attractiveness of entrepreneurship as a **career option** | 16239.000 | -6.282 | .000 | 20582.500 | -4.225 | .000 | 12969.000 | -8.626 | .000 | 22226.000 | -2.956 | .003 |
| Ease of starting and running business. | 14618.500 | -7.459 | .000 | 16165.000 | -7.417 | .000 | 13362.000 | -8.258 | .000 | 20405.500 | -4.266 | .000 |
| **Family and societal support** required to be an entrepreneur. | 14257.500 | -7.731 | .000 | 15886.000 | -7.620 | .000 | 13413.500 | -8.217 | .000 | 21413.000 | -3.526 | .000 |
| Propensity to **take risks** associated with starting and running business. | 12275.500 | -9.189 | .000 | 14659.500 | -8.475 | .000 | 15002.500 | -6.974 | .000 | 21197.500 | -3.668 | .000 |
| **Skills & knowledge** to become an entrepreneur. | 13558.500 | -8.179 | .000 | 16843.500 | -6.852 | .000 | 15953.500 | -6.221 | .000 | 21206.000 | -3.642 | .000 |
| **Capital** as a constraint in entrepreneurial career choice. | 20086.500 | -3.355 | .001 | 23863.500 | -1.816 | .069 | 21005.500 | -2.465 | .014 | 23422.500 | -2.080 | .038 |
| Availability of **land/premise** as a constraint in entrepreneurial career choice. | 19757.000 | -3.593 | .000 | 24109.500 | -1.628 | .104 | 21778.000 | -1.862 | .063 | 22843.500 | -2.499 | .012 |
| **Resource availability** as a constraint for starting and operating business. | 20150.000 | -3.139 | .002 | 23711.500 | -1.919 | .055 | 21709.500 | -1.914 | .056 | 23090.000 | -2.315 | .021 |

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**ANNEXURE I :Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .856 | 8 |

**ANNEXURE II :Tests of Normality**

| | Kolmogorov-Smirnov[a] | | | Shapiro-Wilk | | |
|---|---|---|---|---|---|---|
| | Statistic | Df | Sig. | Statistic | df | Sig. |
| Career as an entrepreneur sounds attractive to me | .280 | 460 | .000 | .772 | 460 | .000 |
| Starting and running a business will be easy for me | .233 | 460 | .000 | .837 | 460 | .000 |
| My friends and family would support my decision of starting my own venture | .235 | 460 | .000 | .846 | 460 | .000 |
| I am ready to take risks associated with starting and running my business | .218 | 460 | .000 | .845 | 460 | .000 |
| I have the required skills & knowledge to start my own business | .191 | 460 | .000 | .885 | 460 | .000 |
| Availability of capital will be the major constraint if I plan to start my business | .193 | 460 | .000 | .858 | 460 | .000 |

| | Kolmogorov-Smirnov[a] | | | Shapiro-Wilk | | |
|---|---|---|---|---|---|---|
| | Statistic | Df | Sig. | Statistic | df | Sig. |
| Availability of suitable land/premise will be a major constraint for starting my business | .186 | 460 | .000 | .874 | 460 | .000 |
| Procurement of resources will be a constraint for starting and operating my business. | .185 | 460 | .000 | .877 | 460 | .000 |

a. Lilliefors Significance Correction

Source: Primary Data analysis