

## Assessing the Impact of Entrepreneurship Status on Career Intention of University Graduates in Sindh, Pakistan

Sajid Hussain Mirani<sup>1</sup>, Dr. Syed Muneer Ahmed Shah<sup>2</sup>, Dr. Syed Noor Shah<sup>3</sup>

### ABSTRACT

This study reveals the inclination level of university graduates towards entrepreneurial attitudes and intentions for career development through higher education institutes (HEI) in Sindh, Pakistan. Present study measuring the collateral relationships between leadership characteristics, seriousness of entrepreneurial and entrepreneurial capacity predicting the entrepreneurial intentions in university graduates of different disciplines in Sindh province. The fundamental objectives of this study to analysis the involvement of degree awarding institution in entrepreneurship advancement of engineering, medical and business graduates. The relevant theoretical and practical implication of entrepreneurial intentions model is more focused on self-employment culture and hypothesized study of different variable viable to bridge the research gap between institutions and graduate's perception. In sum up, this study concerns with value creation factor of socioeconomic development of society. This study portrait the practical and theoretical implementation of the entrepreneurial intention model and materializing the entrepreneurship process in higher education institutes.

**Keywords:** Entrepreneurial Intention, Higher Education Institute, Leadership Behavior, Decision Making.

### INTRODUCTION

Present study connects the research gap between the entrepreneurial behavior of university graduates and practices of higher educational institutes in Sindh province of Pakistan. Basically, universities of Sindh province are striving for developing the entrepreneurship behavior, shaping entrepreneurial approach and business capabilities in graduates of higher educational institutes (HEI) in Pakistan.

This study addresses the interest parameters of university graduates for new start up and focused on the establishment of new business clusters economical deprived areas of Sindh province in Pakistan. Inclination level of final year graduates of universities, particularly business, medical and engineering graduates are investigated for entrepreneurial in higher educational institutes' capabilities in Sindh province.

This chapter reflects the theme of current research including background of entrepreneurship, contribution higher educational institutes academia in promotion of entrepreneurship society, research objectives are discussed in this chapter.

### Background and Scope of the Study

In 19th century, international business competition attracts the global market through knowledge economy and innovative

model. Entrepreneurial model of world developed the new business doctrine and business incubators for self-employment in society. In 1934, "**Joseph Schumpeter**", a famous socio-economist coined the entrepreneurship practices in business society. Schumpeterian model connects the linkage of knowledge transformation and knowledge diffusion practices in business market through university (Helpman, Krugman, & Krugman, 1989). Schumpeterian philosophy developed sense of the economic competition through commercialized models (Barreto, 2013) The roots word entrepreneurship is derived French language which contributes by Jacques Bes Bruslons in 1723, which means "ownership" of a new start-up (Christiansen & Kirby, 2003) This entrepreneurship model initiates the different innovative opportunities for university graduates. Across the history, in mid of 19<sup>th</sup> century the entrepreneurship practices known as the human attribute in market competition while with passage of time entrepreneurship shifted toward managerial and environmental competency in literature (Islam & Mamun, 2000). Entrepreneurial economy emphasized on the development of new enterprise and business trends (Kuratko D. F., 2005).

### Research Objectives

- To measure mediating effect of decision making between leadership and entrepreneurship intention the university graduates in Sindh province
- To investigate the preferences level of medical, engineering and business university graduates towards entrepreneurship in Sindh province
- To investigate the association between leadership and entrepreneurship intention the university graduates in Sindh province

### Hypotheses

- H1. University graduate perceived leadership behavior positively related to entrepreneurship
- H2. University graduate perceived the higher inclination of entrepreneurship interest and leadership through mediating the decision-making character

### LITERATURE REVIEW

The entrepreneurship word is coined in business literature by French language - "entrepreneur" which means, to "undertake" (Desai, Garrity, Keshishian, Zipursky, & Zinn, 1999). The purpose was economic stability in socioeconomic process. The developing countries usually indulged in multiple socioeconomic challenges such as globalization, societal

<sup>1</sup> Shah Abdul Latif University Khairpur

<sup>2</sup> Shah Abdul Latif University Khairpur

<sup>3</sup> Shah Abdul Latif University Khairpur

structure and market competition. Entrepreneurship constitutes socioeconomic factor for development and pushed the economy toward creation of new business ideas in the modern world (Phillips, Roberts, Ingham, & Whittle, 1990). Modern economists concluded that in the domain of business, entrepreneurship practices activate the sense of achievement for personal target. The promotion and advancement of entrepreneurship based on social principle of satisfaction. Social aspect of entrepreneurship believed on the social restructuring of different ethnic groups in society through innovative business (Golash-Boza & Jr, 2008). (SCHUMPETER, 1934) believed that entrepreneurship is an economic force of creative destruction and promote the culture of self-employment (Reynolds, 1999). The entrepreneurship education remained the part of economic literature since 17th century. In 1947 Harvard University introduced the graduate course in entrepreneurship (Katz, 2003). Entrepreneurship Development Programs (EDPs) has been taught in all level of education for the economic development of society (Loucks, 1988). Entrepreneurship courses rapidly increases the success rate of business and become the major course of business education in all over the world (Loucks, 1988). Entrepreneurship education has a prominent role in knowledge economies and entire socioeconomic development of world recently depends on entrepreneurial education (Entrepreneurship education exchanges the business knowledge and skills to university graduates for starting new business (Cho, 1998). Entrepreneurship courses developed the confidence level and interest level of university graduate for entrepreneurs (Dyer & Handler, 1994). Lower ratio of entrepreneurial education has a positive relationship with entrepreneurial intentions of university graduates (Lüthje, Christian, & Franke, 2004). Policy makers highlight the crucial role of entrepreneurship as economic shift factor of economic development and institutional development of society. Primary purpose of entrepreneurship education in university to develop the entrepreneurial capacities of graduates (Commission, 2008). Entrepreneurship education developed the culture of self-employment and business innovation in country (Sergeant and Crawford, 2004). Entrepreneurial education introduced the concept of business innovation and business incubators in university (Yuan & Lin, 2006). The positive impact of entrepreneurship courses at universities enhanced the perceived feasibility level and perceived attractiveness level of university graduate of new venture (Tkachev & Kolvereid, 1999). Education model of entrepreneurship enrich the managerial skill of university graduates for the business advancement.

### **Entrepreneurship intention**

Economist examined the entrepreneurship intention in multiple dimensional contexts especially personal and situational factors hampered the attitudes and intentional level of university graduate. Entrepreneurship intention remained core research factors element for promotion of entrepreneurship culture in university graduates and proper evaluation of entrepreneurial intention intensify the importance entrepreneurship research inside the higher education institutes.

Entrepreneurial intentional modify the conceptual and behavioral model of graduates which leads through leadership trends and decision-making capabilities of graduates. Entrepreneurship Intention derived the level of seriousness in individuals to shaping business behavior to perform entrepreneurship activities in society. (Yar Hamidi, Wennberg, & Berglund, 2008) examined that entrepreneurial intention concerns cognitive and emotional aspect of university graduate for entrepreneurial activities and business experiences towards future. (Coduras, Urbano, Rojas, & Martínez, 2008) analyzed that for development of entrepreneurial interest significantly concerned with institutional assistance for conducive culture for entrepreneurial qualities in university graduates. Entrepreneurial society developed through the learning culture in which individual capabilities of university graduates sharpen to face uncertainty and business decision (Hassani, 2013). Entrepreneurship highlights the business expertise of university graduates for business innovation and incubation of business ideas for setting down own business (Aronsson, Crandall, & Juutinen, 2004). Entrepreneurial concern with individual commitments for new business activities with new ideas and innovation (Krueger, 1993) are influenced by many factors (Küttim, Kallaste, Venesaar, & Kiis, 2014). Research recommend that entrepreneurship depend on planned and intentional behavior of university graduate and empirically showed positive concern between attitudes and intentions for business development (Kim & Hunter, 1993).

### **RESEARCH DESIGN**

This research trying to examine the independent variables such as business leadership, decision making capabilities, entrepreneurship attitude and the dependent variable entrepreneurship intention.

The survey questionnaire personally distributed to the university graduates of higher education institutes in Sindh province, Pakistan. Personal contact and institution support through proper channel accelerate data collection process and get access in deferent campuses of higher education institutes. Data collection segment of current research was scheduled at every institute and informed to every participant. Literature review revealed the research between the empirically statistics and entrepreneurial intentions in different institutes and cities. Entire research was scheduled, procedure was designed to facilitates researcher and minimize the limitations for research investigation. (Sekaran, 2000) deductive method and research hypothesis initiate from literature review and theoretical framework. Current survey designed on the ground of deductive approach and recommendation through research model.

After identification of research gap in literature researcher initiate toward second step of conceptual model for empirical testing. Conceptual model pertains the several variables concerning with entrepreneurship intention. Entrepreneurship intention and attitude model was developed based on TPB.

**Table 1: Demographic Characteristic of University Graduates**

NAME	OPTION	FREQUENCY	PERCENTAGE	TOTAL
<b>GENDER</b>				
	Male	244	55.5	<b>100.0</b>
	Female	196	44.5	
<b>AGE</b>				
	19-25	323	73.4	<b>100.0</b>
	25-35	116	26.4	
	35-45	1	.2	
<b>DISCIPLINE</b>				
	Medical	121	27.5	<b>100.0</b>
	Engineering	88	20.0	
	Business	231	52.5	
<b>CITY</b>				
	Karachi	290	65.9	<b>100.0</b>
	Hyderabad	40	9.1	
	Benazir Abad	30	6.8	
	Khairpur	30	6.8	
	Sukkur	20	4.5	
	Larkana	30	6.8	
<b>Future plan</b>				
	Start own Business	204	46.4	<b>100.0</b>
	Job	218	49.5	
	Family Business	18	4.1	
<b>Location</b>				
	Urban	350	79.5	<b>100.0</b>
	Rural	90	20.5	
<b>University</b>				
	Public	230	52.3	<b>100.0</b>
	Private	210	47.7	

**Source: Survey Results**

Positivist philosophy approach of research carried for the data collection and the survey questionnaire basic tool of the positivist methodology (Miller, 2003). The research instrument designed on basis of Likert scale because it signaling to batter empirical results of entrepreneurial.

**Research Instrument and Measurement Scale**

Entrepreneurial intention and entrepreneurial attitude globally measured through the empirical model and Likert scale is internationally applied in social and business societies due high reliability ratio expected from respondents. (Miller and Brewer, 2003) Questionnaire designed scientific ground and consist of following section. Section A- representing the demographic variables which reflecting the information regarding personality concerns of questions (1-7) like gender, age, education, future about the entrepreneurship.

Demographic profile of university graduates was consisting of different research factor such as the gender, age, disciple, city, types of university and future of university graduates. Data collection examined the multiple response rates of male graduate almost 55% and 45% percentage of female graduate of higher education institutes in Sindh.

In this study University graduates were categories according to the degree programs that offered by the higher institutes in Sindh. The highest percentage 52% of business graduates were involved in this study and next percentage almost 27% and 21% concerned with medical and engineering graduates of universities.

This research study also analyzed the impact of infrastructure and perceived feasibility for the university graduates. This study explored the percentage of university graduates which belongs to the different cities especially the highest percentage was 65% Karachi graduates , second highest percentage 9% belongs to the

city Hyderabad and 6% percentage,6% percentage,4% percentage,6% percentage belongs to Benazir Abad , Khairpur, Sukkur and Larkana respectively.

The major part of this study was the explored the interest level of entrepreneurship amongst the university graduates in higher education institutes of Sindh province. In the process of data collection, the researcher examined the almost 46% percent of total population of university graduates were inclined toward starting the own business after completion of graduation. But data regarding to future indicating that the highest ratio almost 49% were interested in doing job rather to start own business in Sindh province.

Two most important portion of this research was concerned with the geographical local and types of university. The 79% percent of respondents of this research belongs to the urban location in this study and rest of 20% were belongs to the rural cities of Sindh province. This study constitutes the role of public and private in development of entrepreneurial culture and this data category the 52% participant belongs to the public sector and 47% were private university graduates in higher education institutes of Sindh province.

**Entrepreneurship in Institutional Perspective**

This study examined the existing entrepreneurial variation in university graduates and highlights the major role of education in development of entrepreneurial society. This study identifies that (112) business graduates of our universities were positively inclined towards entrepreneurship as compare to medical and engineering graduates in Sindh province. In this study also examined the very less (18) numbers of university graduates were interested towards family business due to inappropriate orientation of business in society.

**Table 2: Entrepreneurship in Institutional Perspective**

		Types of Disciples			Total
		Medical	Engineering	Business	
Future of graduate	Start own Business	48	44	112	204
	Job	69	39	110	218
	Family Business	4	5	9	18
<b>Total</b>		<b>121</b>	<b>88</b>	<b>231</b>	<b>440</b>

**Source: Survey Results**

**Decision Making**

Decision making construct was consist of thirteen items in present study on entrepreneurship. The alpha value (0.632) of decision-making construct was significant in nature and pertains the normal distribution of data ranging between (2.1 to 2.6).

**Table 3: Decision Making**

	N	Cronbach's Alpha	Mean	Std. Deviation	Variance Statistic	Skewness	Kurtosis
DM1	440	0.632	2.19	.851	.724	.337	-.368
DM2	440		2.24	.907	.823	.600	.394
DM3	440		2.18	.888	.788	.474	-.244
DM4	440		2.12	.871	.759	.465	-.218
DM5	440		2.25	.872	.760	.291	-.376
DM6	440		2.20	.829	.687	.374	-.206
DM7	440		2.21	.872	.761	.420	.051
DM8	440		2.24	.894	.799	.444	-.043
DM9	440		2.17	.866	.751	.555	.273
DM10	440		2.12	.810	.656	.376	-.182
DM11	440		2.27	.888	.788	.395	-.150
DM12	440		2.18	.896	.802	.375	-.593
DM13	440		2.24	.888	.788	.456	-.082
Valid N (listwise)	440						

**Entrepreneurship Intention**

Entire research study was based on the entrepreneurship intention construct. Entrepreneurship intention was consisting of eleven items and range started from 1=5(agree to strongly

Construct	Chi-Square	df	P	CMIN/DF	RMSEA	NFI	CFI	GFI
DM	1066.2	524	.000	2**3 2.035	< 0.05 0.049	> 0.09 0.921	>0.09 0.974	0.90 1.000

disagree) and researcher measured the alpha value almost 0.672 for internal consistency of construct. Scale values were between the (2.14 to 2.36) which was appropriate for the internal consistency of construct for analysis of further research.

**Table 4: Entrepreneurial Intention**

	Cronbach's		Std.				
	Statistic	Alpha	Statistic	Deviation	Variance	Skewness	Kurtosis
EI1	440	0.672	2.22	.867	.752	.374	-.270
EI2	440		2.33	.840	.706	.394	.083
EI3	440		2.36	.855	.731	.320	-.170
EI4	440		2.39	.866	.749	.332	-.137
EI5	440		2.33	.915	.838	.381	-.238
EI6	440		2.25	.820	.672	.277	-.273
EI7	440		2.26	.863	.745	.302	-.321
EI8	440		2.22	.851	.725	.291	-.197
EI9	440		2.35	.936	.876	.511	.020
EI10	440		2.26	.899	.807	.526	.105
EI11	440		2.14	.872	.761	.566	.058

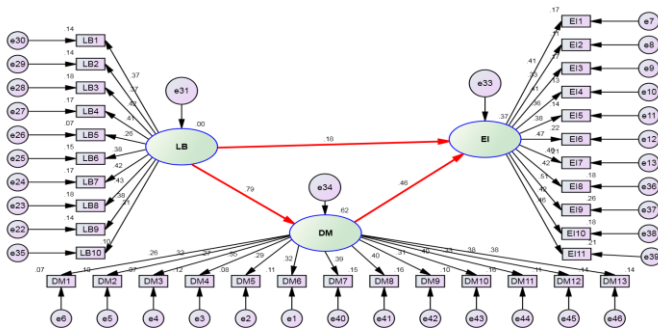
**Leadership Behavior**

Leadership behavior was latent variable of present study and this construct consist of almost ten items. The statistical evaluation measured the internal consistency of items which mostly near to (0.619) and distribution of data was inclined between 2.1 to 2.3 in table.

**Table 1: Leadership Behavior**

	Cronbach'		Std.				
	Statistic	Alpha	Mean	Deviation	Variance	Skewness	Kurtosis
LB1	440	0.619	2.26	.918	.843	.587	.214
LB2	440		2.19	.862	.743	.330	-.324
LB3	440		2.25	.876	.767	.289	-.492
LB4	440		2.19	.874	.764	.611	.400
LB5	440		2.18	.862	.743	.537	.276
LB6	440		2.27	.925	.856	.485	-.173
LB7	440		2.22	.937	.878	.648	.187
LB8	440		2.22	.909	.827	.596	.222
LB9	440		2.33	.883	.780	.392	-.146
LB10	440		2.22	.896	.802	.503	.193
Valid N (listwise)	440						

**Mediating Role of Decision Making Between Leadership and Entrepreneurship Intention Standardized Research Model**



**Figure 1: Mediating role of Decision Making Between Leadership and Entrepreneurship Intention**

**Table 6: Mediating role of Decision Making Between Leadership and Entrepreneurship Intention**

Structural Path analysis measured the decision making (DM) as mediating variable between leadership behavior and entrepreneurship intention and tested the goodness of model fit. The statistical RMSEA value was indicating the model fit of (0.049) and significantly goodness of model fit. NFI (Incremental Fit Indices) (NFI = 0.921, CMIN/DF= 2.035, CFI =0.974, GFI = 1.00). The derived result of present mediator model explored the significant role of decision making in promotion of entrepreneurship culture through leadership characteristic education in higher education institutions of sindh, Pakistan.

**KMO (Kaiser-Meyer-Olkin) and Eigen Values**

KMO was statistical technique which predicting the factors accuracy and its implication into measurement model. KMO measured the factors on designed parameter value must be higher than (0.6). In this study entire latent variable were categories into higher value of KMO which suggested significant level of factors for research model.

**Table 7: KMO & Eigen Values**

S. No	CONSTRUCT	KMO	EIGEN VALUE	CHI-SQUARE
3	Decision making	.671	2.41	.000
4	Leadership	.733	2.27	.000
7	Entrepreneurial intention	.805	2.80	.000

**Hypotheses 4 (LB----->EI)**

University graduate perceived leadership behavior positively related to entrepreneurship

Result:  $\beta$ : 0.045 t- value: 0.878 p value: 0.380

Status: not supported

Leadership behavior was hypothesized to relate positively to career (H4) intentions in entrepreneurship. A non-significant relationship was existed between perceived leadership behavior and entrepreneurial intentions. Results identify that the university graduates have less capabilities for entrepreneurial decision to perform entrepreneurial activities.

The current study explored that the DM was inversely related to graduates' intentions to entrepreneurship intention (H4). The inverse relationship addressed the fact that graduate' perceptions of (DM) has less priorities in the university education program. Entrepreneurship intention model rely on the rational and scientific decision-making approach of university graduates. Prior research identifies the impact level of decision-making attribute in university graduates and role of business education in exploiting the market opportunities through rational decision (Peterman & Kennedy, 2003).

**Hypotheses 7 (LB----->DM----->EI)**

University graduate perceived the higher inclination of entrepreneurship interest and leadership through mediating the decision-making character

Result:  $\beta$ : -0.144 t- value: -2.821 p value: \*\*\*\*

status: supported

This hypothesized structural model (7) that examined the goodness of entrepreneurial model fit in picture no. This study

explored the positive inclination of entrepreneurial interest construct (exogenous) in (H7) through mediating role of decision making and leadership (endogenous) variables. This research highlights the positive relationships between exogenous variables and endogenous variables of entrepreneurial model.

Leadership variable is related to entrepreneurship intentions through mediating role of decision making in this research study. This empirical evidence suggests that university graduates highly perceived leadership factor toward entrepreneurship intention by predict the impact of decision making in higher education institutes in Sindh. These empirical results confirm linkages between the graduates' entrepreneurial intentions with the Shapero-Krueger intentions model.

### CONCLUSION

Today, global economy indulged in deep trouble due to the increasing trends of economic recession, inflation, unemployment and poverty. Worldly renowned social scientists are engaged to bridge the gap between unemployment and business model for economic growth. This study is basically concerned with entrepreneurial model of intention under the topic of **“Assessing the Impact of Entrepreneurship Status on Career Intention of University Graduates in Sindh, Pakistan”** was conducted in HEI of Sindh, Pakistan. The major objective of this research was to analysis the factors that shaping the graduates' intention towards entrepreneurship. Selected methodology of current study was concern with positivist approach and quantitative in nature toward empirical analysis. Data was analysis through statistical package for social sciences (SPSS) version 21.0. This is consisting of theoretical and practical implication of intended entrepreneurship intention model in higher education institutes (HEI) and study also identified the research gap in domain of entrepreneurship in Sindh province. The structured questionnaire was applied to test the hypotheses of model of higher education institutions .to meet the requirements of research work a survey questionnaire has been distributed in university graduates of Sindh. Results of this study predicting the impact of entrepreneurial education on entrepreneurship intention model (Ajzen,1987; Krueger, 1993; Shapero,1982). These findings further exploring different thoughts and space for future research on entrepreneurial intention theory.

The basic purpose of the present research work was to measure the entrepreneurial interest of university graduates toward entrepreneurial interest model concern with the leadership behavior, entrepreneurial inclination, entrepreneurial capabilities and entrepreneurial intentions of university graduates from higher education institutes in Sindh, Pakistan. Positive correlation was identifying between leadership, entrepreneurial inclination, and entrepreneurial interest amongst the university graduates. University graduates usually achieved the significance ratio towards the entrepreneurial leadership, entrepreneurial attitude toward entrepreneurship for entrepreneurial intentions of starting own business in near future.

This entrepreneurial research revealing the positive relationships between exogenous constructs specially leadership behavior and entrepreneurial intensity.

The outcomes of results focused on prospective of university graduates into campus on the ground of business attitudes, entrepreneurial intensity, and leadership behavior. Future research identifies the teaching strategies for developing entrepreneurship through appropriate teaching methodology. Recommendations for Universities

- Entrepreneurial activities and curriculum may introduce in agriculture and technical institutes of higher education institutions
- Entrepreneurship activities and model practices must be incorporate in university education and in entrepreneurship teaching
- Entrepreneurship incubator should be introduced in all disciples of higher educational institutes in Sindh province.

### REFERENCES

- Aronsson, G., Crandall, M., & Juutinen, P. (2004). A tour of the theory of absolutely minimizing functions. *Bulletin of the American mathematical society*, 41(4), 439-505.
- Barreto, H. (2013). The Entrepreneur in Micro-economic Theory. *The Entrepreneur in Microeconomic Theory*, 1-160.
- Cho, M.-H. (1998). Ownership structure, investment, and the corporate value: An empirical analysis. *Journal of Financial Economics*, Volume 47, Issue 1, 103-121.
- Christiansen, M. H., & Kirby, S. (2003). *Language evolution*. OUP Oxford.
- Coduras, A., Urbano, D., Rojas, Á., & Martínez, S. (2008). The relationship between university support to entrepreneurship with entrepreneurial activity in Spain: A GEM data based analysis. *International Advances in Economic Research*, 14(4), 395-406.
- Commission, N. K. (2008). *Entrepreneurship in India*. National Knowledge Commission.
- Desai, C., Garrity, P., Keshishian, H., Zipursky, S., & Zinn, K. (1999). The Drosophila SH2-SH3 adapter protein Dock is expressed in embryonic axons and facilitates synapse formation by the RP3 motoneuron. *Development* 126(7), 1527-1535.
- Dyer, W. G., & Handler, W. (1994). *Entrepreneurship and Family Business: Exploring the Connections*. *Entrepreneurship Theory and Practice*, 19(1), 71-83.
- Golash-Boza, T., & Jr, W. D. (2008). Latino racial choices: the effects of skin colour and discrimination on Latinos' and Latinas' racial self-identifications. *Ethnic and Racial Studies*, 31:5, 899-934.
- Hassani, S. (2013). *Mathematical physics: a modern introduction to its foundations*. Springer Science & Business Media.
- Helpman, E., Krugman, P. R., & Krugman, P. (1989). *Trade policy and market structure*. MIT Press.
- Islam, N., & Mamun, M. Z. (2000). *Entrepreneurship Development: An Operational Approach: Text and Cases with Special Reference to Bangladesh*. Bangladesh: University Press, Limited.

- Katz, R. S. (2003). Political data in 2002. *European Journal of Political Research*, 42, 873-879.
- Kim, M. S., & Hunter, J. E. (1993). Relationships among attitudes, behavioral intentions, and behavior: A meta-analysis of past research, part 2. *Communication research*, 20(3), 331-364.
- Krueger, A. O. (1993). Virtuous and vicious circles in economic development. *The American Economic Review*, 83(2), 351-355.
- Kuratko, D. F. (2005). The emergence of entrepreneurship education: Development, trends, and challenges. *Entrepreneurship theory and practice*, 29(5), 577-597.
- Kuratko, D. F.-5. (n.d.).
- Küttim, M., Kallaste, M., Venesaar, U., & Kiis, A. (2014). Entrepreneurship education at university level and students' entrepreneurial intentions. *Procedia-Social and Behavioral Sciences*, 110, 658-668.
- Loucks, K. (1988). *Training Entrepreneurs for Small business Creation: Lessons from experience*". Geneva: ILO.
- Lüthje, Christian, & Franke, N. (2004). Entrepreneurial Intentions of Business Students: A Benchmarking Study. *International Journal of Innovation and Technology Management*, 1 (3), 269-288.
- Phillips, R., Roberts, I., Ingham, P., & Whittle, J. (1990). The *Drosophila* segment polarity gene *patched* is involved in a position-signalling mechanism in imaginal discs. *Development* 110, 105-114.
- Reynolds, P. (1999). *Global Entrepreneurship Monitor*.
- SCHUMPETER, J. (1934). *The theory of economic development: an inquiry into profits, capital, credit, interest and the business cycle*. Harvard Economic Studies, Vol. 46.
- Sekaran, U. (2000). *Research for Business: A Skill-Building Approach*. John Wiley.
- Tkachev, A., & Kolvereid, L. (1999). Self-employment intentions among Russian students. *Entrepreneurship & Regional Development*, 11(3), 269-280.
- Yar Hamidi, D., Wennberg, K., & Berglund, H. (2008). Creativity in entrepreneurship education. *Journal of small business and enterprise development*, 15(2), 304-320.
- Yuan, M., & Lin, Y. (2006). Model selection and estimation in regression with grouped variables. *Journal of the Royal Statistical Society: Series B (Statistical Methodology)*, 68(1), 49-67.