Behavior and personal factor affecting on entrepreneurial intentions

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Abstract

The core objective of this paper and all factors move around the intentions. Research aims is to observe the relationship traits of personality and behavior planned theory towards the entrepreneurial intention with having gender as a moderator. This study has been done under the shade of our country. The respondent for this study was selected the hub of the country and city of lights Karachi which is the backbone of Pakistan. We targeting the youth to investigate their thoughts and data have been gathered through different past studies as well as our roaming social sites with having the linkages to towards the senior persons. To get the results we have been analyzed the 380 samples. For the reason of multiple regression variables to obtain the objectives of the research we analyzed the author's data. By having report, we ready to know that personality traits and efficacy have no significance impact on entrepreneurial intention but the behavior planned theory has been associated as a factor which have significance impact on the intention. The current study suggested that the entrepreneurs consider the behavior planned theory factor.

Keywords: Entrepreneurial intention, Behavior planned theory, Personality traits, Self-efficacy, Gender.

Introduction

Overview and back ground:

Entrepreneurship plays a distinction role in the worldwide economic expansion (Phillips & Keeble, 1990) by this effort we get many opportunities i.e. business and new jobs availability in market and even though increase the level of return through advanced technology (Hindle & Rushworth, 2000). Examiners are curiously taking interest to learn the economic and social significance (Ahmed, 2010). When our matter of subject is developing countries, there is an impressive youth which leads to the entrepreneurial activities (Awogbenle & Iwuamadi, 2010) we eliminate the poverty ratio and cut down the unemployment through providing self-employment. By considering the Pakistani peoples, most of them students choose entrepreneurship as a profession and it quite helpful to earn some extra money; with the help of innovation we spread an entrepreneur activity which is the initial entrepreneur's trait (Ali, 2011).

Through the entrepreneurial intention people are willing to do the business something which makes differ from others and run a business with flying colors (Sondari & Guerrero, 2014) By birth some people have a personality trait and somehow it attains the values towards the entrepreneurial decision-making. The past studies covered the various personality constructs regarding the entrepreneurship, and numerous traits have been associated to the enterprise intention (Olakitan, 2014).Some expert's researcher has used the personality traits as a tool (Big Five personality) classification which includes agreeableness, neuroticism, conscientiousness, extraversion and openness which helps to foresee intention of entrepreneurs and at end we get the best (Akanbi, 2013).The ongoing study, personality traits are measured through the Big Five personality, we remove the gap in this study which directly effect of the five big personality traits onwards intention of entrepreneurs (Ryan, 1970) self-efficacy is relatively identify the intention which leads to be an entrepreneur. Every individual's belief is familiar as self-efficacy which is in his/ her capacity to accomplish behaviors that is essential to produce specific performance and considerable influence on research towards entrepreneurial intention (Wilson, Kickul & Marlino, 2007) and it is also a fundamental point of entrepreneurial considerations (Fitzsimmons & Douglas, 2011).

Entrepreneurial aims are key obligations for every community. In order to behavior planned theory, every single person is willing and putting the effort which leads to formed by factors, containing subjective norms, perceived behavioral control and attitudes towards behavior (Ajzen, 1991). Numerous scholars have been applied TPB in many other contexts, but it is rarely in our country (Bangash & Naeem, 2014). It was implemented through the theoretical framework in various Pakistani universities by behavior planned theory. The hypothesis provides the solution for policy maker, government as well as for our youth. It might be added to relevant works for the emerging countries and also to be the part in research regarding the behavior planned theory.

Problem Statement:

Entrepreneurship has been played actively part in order to global economic stability (Phillips & Keeble, 1990) by this we get many new business ventures and job opportunities for our youth and it works to increase the technological advancement (Kuip & Verheul, 2004). On the basis of business creation many Pakistani students are willing to pursue as a profession and it is great source of earning, moreover Pakistani students are involved to promote the entrepreneurial activities by using the innovative and putting the different ideas to be entrepreneurs (Ali, 2011). As per behavior planned theory, your willingness is formed by these components, containing perceived behavioral control, attitudes towards behavior and subjective norms (Ajzen, 1991). (Sondari & Guerrero, 2014) Describe that entrepreneurial aims are an imagination that people wants to develop their own ventures. Having traits of personality are relatively done by raise awareness, social interaction and develop norms to take better decision. Consider the past studies, we studied the various personalities associated the business intention and build their name in entrepreneurship (Olakitan, 2014). Now we are looking forward the relationship among the personality traits, self-efficacy, gender and behavior planned theory on entrepreneurship which moves towards the Entrepreneurial Intention.

Objective:

The basic purpose of this study is that we are focusing the important elements that influences on entrepreneurial intentions. Some factors have an indirect effect on entrepreneurship that is situational and personal variables which is influencing through key attitudes. The relationship which comes towards the entrepreneurial intention from the gender, self-efficacy, personality traits, and theory of planned behavior. When individuals want to do something and showing the interest or putting the effort in particular way it has been done under the entrepreneurial intention. By this study we are able to analysis the key factors and how the other variables influence towards the entrepreneurship intention.

Research scope and importance:

This exploration is being conducted to analysis the elements which effect the study of entrepreneurship intention. The study which are doing we can see the effects of theory of planned behavior (TPB), gender, self-efficacy and five big personality traits impacts on entrepreneurship intention. It is going to be done under the students of Pakistan.

Literature Review

Entrepreneurial Intention:

Entrepreneurial aims elaborate that is something which is possess a business and after the struggle later on becoming the self-employed. Entrepreneurial intentions also reflected as the particular dimensions which have to lead the venture creations. Entrepreneurs are the asset of any country or society. They played the dynamic part to help the economic system and do creative things in order to strong the growth ratio. Entrepreneur is open and free minded their aim just to attain the ultimate result which comes with the profit margin. They putting their efforts to get the best end and they do not scare to take the risk because they think more risk more profit. They just believe their own dreams which they want to come true. They make their self-flexible, which is easy to change the track, either for its self-interest or generating the profit (Fauchart & Gruber, 2011).

As per the level of differentiation drive every bird avoids flying to the closer of the rest of all because if it's not avoid it might be smash so in the same way the new initiator or the creator tries to develop different business from the others and it also quite eliminate the chances of a collision (Formica, Postigo & Tamborini, 2002).

Factors towards the Entrepreneurial intention:

Having a psychological perspective, behavior planned theory moves around the practice and they believe system. The theory was proposed to describe the all impose behaviors where the people having the ability to exercise the self-regulation. The behavior planned theory putting the shape of self-efficacy belief having a framework. It distinguishes among the three types of beliefs; perceived behavioral control, attitudes towards behavior and subjective norms attitude towards (Ajzen, 1991).

Attitude towards behavior:

This drives to the point where an individual has admired or adverse estimation of the manner of interest. It relies on some sort of believe system and expectations regarding individual impacts of consequences results which comes from the behavior. On the first hand, we gather those critical outcomes of our behavior by a target group. After that we measure the subjects' expectation's outcome and their perceived probability of happening (Krueger & Carsrud, 2000). In order to having the entrepreneurship variable, the past study covered reflects the view which have positive and significance relationship between attitudes towards the intentions (Kolvereid, 1996).

Subjective norms:

The subjective norms drive to a person's belief and it also helpful to check whether maximum people agree or disagree of the behavior. In the subjective norms we have an own perception to the others i.e. reference group and colleagues, after knowing it we are able to say either he or she execute the practice or not (Cameron, 2012). It is a factor which we call the social factor known as subjective norm; it plays an essential part for the purpose of creating an entrepreneurial intention which helps to examine a behavior (Ajzen, 1991).After going through various studies we find significance influence of norms on the entrepreneurs intentions (Tkachev & Kolvereid, 1999), but on the next hand some sort of studies is driving have no significance impact of norms on the intentions (Linan and Chen 2009).

Perceived behavioral control:

It relates to mankind opinion having their abilities to practice specific manner. In a social psychologist perspective, they found the variation between the controls of a person has over an actions and the set of control that they think they have. The point to which you believe you can control the consequence of an event is known as behavioral perceived control. It is final conductor of entrepreneurial intention was not the part of reasoned action theory. In general terms, the most favorable practice and the norms in order to manner and greatest behavioral perceived control, strongest would be the intention of a single to conduct the manner (Ajzen, 1987). Having past studies analysis drives the significance positive connection between behavioral perceived control and an entrepreneur's intention.

H1. The hypothesis helps to us that attitude towards behavior have positive and significance association with intentions.

H2. The assumptions give result norms have positive and significance connection towards the intentions.

H3. The proposal tells us behavioral perceived control have positive and significance relation to entrepreneur's intention.

Five personality traits:

The traits reveal the people's characteristic i.e. behaviors, feelings and their thoughts. The purpose of personality traits involves uniformity and constancy, for suppose someone who gets the high score on a specific personality trait like Extraversion is probable to be friendly in different conditions and over time. It is mostly extensive used method of personality trait is known as Five-Factor Model. This system familiar as OCEAN which is: Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism. It plays an energetic role which drives the entrepreneurial decision-making and the past researches has observed the various different sort of

personality build in construction of innovators and traits also has associated to aims (Olakitan, 2014).

Openness:

The propensity of openness is to appreciate new ideas, art, feelings, values and behaviors. It describes how accessible to come with new ideas. It generally defines the highbrow and attractively anxious with a keen sense of beauty. Individually they are high on OPEN aspect are not scare by the coming challenges and always ready to face it whether the condition is good or worse, they are imaginative, flexible, curios, untraditional and frequently show high degree of creativity (Yong, 2007).Openness to Experience aspects assesses individual features just like anxious and progressiveness which basically reflects the entrepreneur's enterprising spirit (Brice, 2002).

H4: Openness is creating negative association to intentions.

Extraversion:

Extraversion is a talkative, sociable and to enjoy others; it has a dominant way of style. Extraversion defines possess a positive and has a spirit of yes can-do, it seems at all times ready. Additionally, Extraverts are also hostile and involved to affiliate environments. An extravert is optimistic and directly connected to formation of Entrepreneurial Intentions (Brice, 2002).

H5: Extraversion is negative association to entrepreneurial intentions.

Agreeableness:

Agreeableness drives an own willingness and talent to occupy in social collaboration. Here is a tendency which is agreed to all as well as go far with others rather than to emphasize own perception and decision. Moreover, the propensity is to be very cooperative and helpful rather than apprehensive and aggressive concerning to others. Furthermore, easy to agree with others as well as understand the individual's values (Llewellyn & Wilson, 2003). Another perspective is that agreeableness relation takes in the capability to be virtuous listeners, have patience and always try to engage their self to spread the harmony as well as peace within the communal connections.

H6: Agreeableness negative related to intentions of entrepreneurs.

Conscientiousness:

Conscientiousness moves around time oriented, fulfilling all rules, follow the obligations and to be diligent. They never ever see the tag of lateness and usually punctual as well as maintain their own disciplined. Conscientiousness measures how they best to get it as well as evaluating the success that they practice. They have also some sort of hurdles for highly conscientious persons happen when strategies go crooked, or when they fail to face extremely high and generally self-

induced standards. On the other hand, person having low conscientiousness levels are fewer attain to delay satisfaction. We think that low conscientiousness; will prove that challenging to manage and we can see that they put themselves in critical situation (Llewellyn & Wilson, 2003). Conscientious person comes with the sense of humor and quite helpful regarding accomplishment and it also stimulate the loyalty at the work place. One more thing is that conscientiousness has been involved to make the relationship in a positive way for the purpose of long-term business survival.

H7: Conscientiousness has negative connection to intentions of entrepreneurs.

Neuroticism:

Neuroticism refers to get the unfriendly negative knowledge and feeling as well just likes unfriendly emotions such as nervousness, irritation, or despair. They are worrying regarding in very minor things and have a short temper person. Neuroticism is referring from the emotional strength as well as those who have usually emotions somehow belong to those who low score for neuroticism. Neuroticism moves around those people who have an emotional strength (Llewellyn & Wilson, 2003).

H8: NEURO is negative related to intentions of entrepreneurs.

Self-efficacy:

Self-efficacy describes the individual's beliefs, pattern of thought, emotional well-being and having actions. Many researchers reviewed and representing that self-efficacy fundamental test the higher level of efficacy, high accomplishments of performance (Bandura, 1982). After go through the study which had been covered that when individuals with have more self-efficacy leads to high so it is towards the high entrepreneurial intentions (Wang, 2002).
H9: The greater the thought of self-efficacy is negatively associated in context intentions of entrepreneurs. Having core context of study that having various instruments in gender effect on the performance, research explains in order to gender do a fundamental work.

The Role of Gender in Traits of Personality:

The context of sex when there is a difference in personality traits it has a strong impact and more robust in the way of other domains such as the way of delivering and expressing the thoughts, intellectual stability, self-confidence and attitude.
H10: Men low attain in EXTRAVV, AGGREE, NEURRO, CONNSC and OPENN than women. Women have a higher score in these five personality traits.

H11: In this study gender regulates the relation between thesebig five personality traits (EXTRAVV, AGGREE, NEURRO, CONNSC and OPENN) and entrepreneurial intentions.

The Role of Gender in Self-efficacy:

We already familiar the behavior and attitude of woman they are very shy away by the entrepreneurial activity rather than men due to the reason of having the low perceptiveness of efficacy in bringing some work from the task of entrepreneurial intentions. Furthermore, women already low often appear themselves as the future entrepreneurs (Verheul, 2010).After targeting the studies when we have young females they appear on a low efficacy in context of male stereotypically areas where have a narrow mind that is also associated towards the entrepreneurship (Marlino & Wilson, 2003). Moreover, gender somehow effect of moderating towards the shape of having a self-efficacy on intention of entrepreneurs. Then, it is suggested that

H12: Men are more optimistic, somehow women are pessimistic and less optimistic towards the self-efficacy (SE).
H13: Have relation involving the self-efficacy (SE) and intention of entrepreneurs(EI) has a moderator of gender.

Methodology of Research

Method of data technique:

We target our respondents from previews researcher what they has been done (Ajzen, 1991). Furthermore, looking forward to take appointment from senior's and experience person in this field of interest and those who affiliated to research background in the context of entrepreneurship. Basically a survey provide a way to get the information from random or specific person we done this by the filling questionnaire and through this effort we well aware to every single person thinking and approach of perception (Baruchh, 2008).We collect a data through online and offline approach. By using online approach, we utilize our social networks and resources to fill it and on the other hand distribution of questionnaire among the university students.

Sampling technique:

In this study the samples are made up through university students and somehow business professionals regarding the field of the study, behind the purpose it is a convenient sampling and quota sampling. The reason of convenient sampling and quota sampling are that because it is easy and accessible as well as it is done by to utilize the market resources from professional business persons who are well experienced and aware of it.

Sampling size:

The population of the study we target university student. The total population was 450 out of 380 were selected to the end result. Furthermore, there are thirty-four questions in our research paper and then we multiply it 10 after that the same size would be the 340 number of respondents. In the overall 380 number of respondents, according to sex was men 239 (63%) and woman 141 (37%) and most of the respondent age was 20-30 years with having the bachelor's and master's degree programs.

Instruments of data collection:

Instruction: Tick anyone option of the following:	**Strongly Agree**	**Agree**	**Neutral**	**Disagree**	**Strongly Disagree**
Attitude towards behavior (Heuer,2014)					
Start own business that allows you to: "To handle the hurdles"					
Preference own company rather choose career					
Try to do something which contributes for the society					
To exploit my own level of creativity					
Have favor own business rather be Employee					
Subjective norms (Heuer,2014)					
Aspire career as enterprise creator					
Believe the opinion of friends that about you creating a business					
How much do essential to you influence your decision to become innovator?					
Perceived behavioral control (Heuer,2014)					
Feel able to supervise people					
Exclusively up to me choose to innovative organization					
If I am going to establish corporation have control overall					
Entrepreneurial Intentions (Farrukh,2017)					
Making corporation in hope					
As innovator be an entrepreneur					
I want the freedom express myself in my own business					
Openness (Acaray,2017)					
Myself as to analyze happen observation					
As per my view person who loves numerous thinking					
Consider our self as an intellectual person					
Extraversion (Acaray,2017)					
Judge as communicable person					
Believe that innovative personality					
Think relaxing person and attracts towards attention					
Having shy and quiet type person					
Agreeableness (Acaray,2017)					

Ready to criticize as per the circumstances

Having arguments while there's need

Conscientiousness (Acaray,2017)

Consider our self-careful towards mankind

Be ready to rake responsibility

Motivates the other and never let down them

Connecting with certain rules and obligations

Neuroticism (Acaray,2017)

Tense to think where approval of need

Having no satisfaction whatever did work

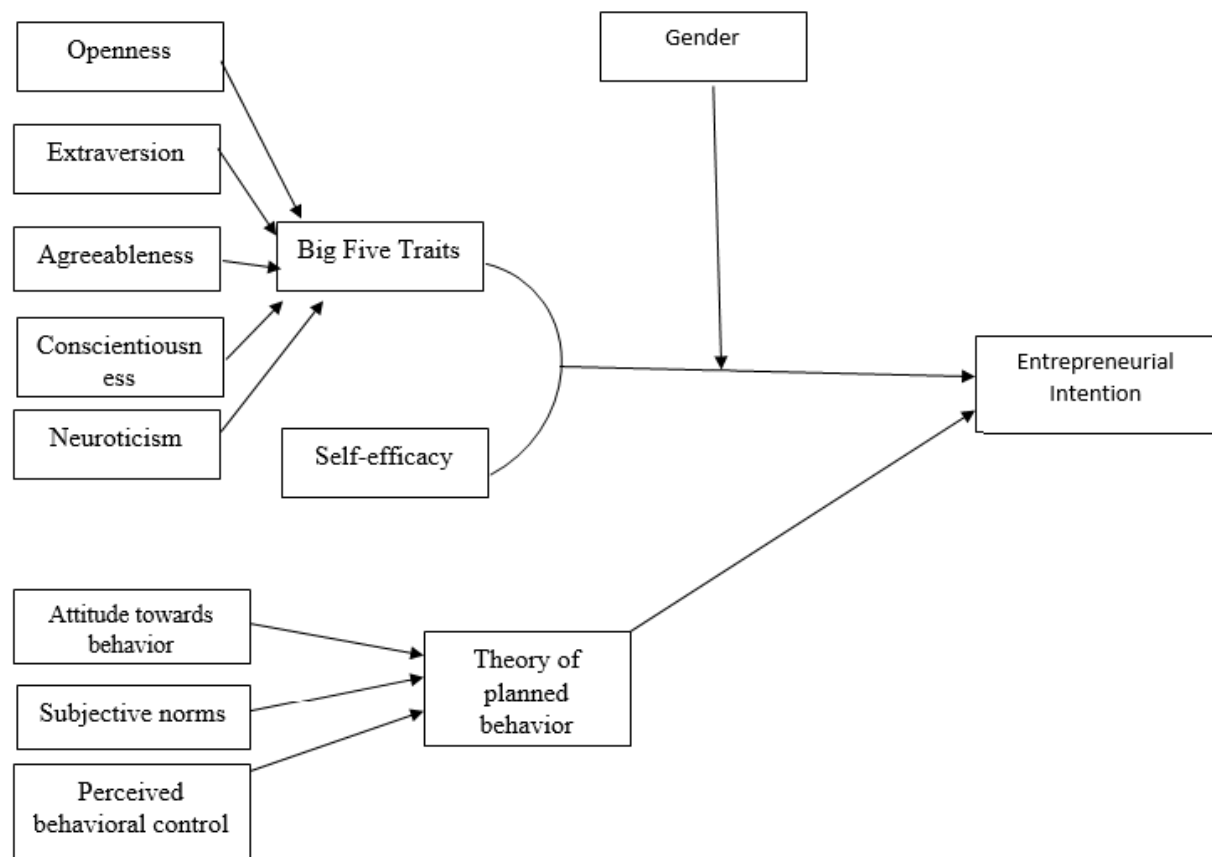More patient whatever condition have

Self-efficacy (Farrukh,2017)

Confident that I deal efficiently with sudden happening

I can handle all difficulties and able to solve it

When I am in rainy days, I usually believe to resolve it

Research Model

Statistical Technique:

In this study there are implications of software and some sort of statistical techniques which is CFA, moderation, model fit and modification testing. We are using various statistical techniques that help to provide quantitative observation which evaluate sudden happenings about populations that are based on sample size. Statistical techniques include t tests, analysis of variance [ANOVA], chi square tests as well as non- parametric tests. Moderator model testing is used behind the reason there is a moderator in our study which is gender, gender is the moderator in our research paper. Moreover, for the purpose of test the significance of the model applying various sort of software such as SPSS and AMOS to get the end result of the respondents.

Results and analysis

Descriptive Statistics:

Gender	Frequency	Percentages
Male	239	63%
Female	141	37%
Age		
Below 20 years	87	23%
21 to 30 Year	158	41%
31 to 40 Year	86	23%
Above 50	49	13%
House Household		
Below 25000	77	20.2%
25000-50000	115	30`.2%
50000-100000	138	36.3%
Above 100000	50	13.1%
Qualification		
Below Intermediate	91	24%
Bachelor	175	46%
Master	95	25%
Diploma certificate and other	57	15%
Other		

The area under discussion which we have chosen for our study is Behavior and Personal factor affecting on Entrepreneurial intentions. To the purpose of gathered the information from different sources for this study we utilized the online Google medium as well as personal resources. There are four demographics dimensions which have chosen to analyze the population. In initial there was a demography gender which having 63% of male and 37% of female in the sample size of this study. The other demography was age which is 23% below the age of 20, 41% below the age of 30, 23% below the age of 40 and 13% above the age of 50. The percentage of young age or youth is higher than rest of all. The another demography was level of income first one was below

25000 which was 20.2%, 25000 to 50000 was 30.2%, 50000 to 100000 was 36.3%, above 100000 was 13.1% the demographic condition represents that mostly sample size belongs to the middle class families. In the last demography was the level of qualification below the intermediate was 24%, having bachelors 46%, holding master's degree was 25%, having certain diplomas and certification was 15%the demographic situation represents that mostly sample size belongs to the well-educated families behind the reason is that we gathered the data collection from the universities and included those places where the population was qualified and well aware.

CFA TEST

Construct/Indicators	Standardized Factor Loading (CFA-AMOS)	Construct Reliability		Construct Validity		
		Cronbach's alpha	Composite Reliability (CR)	Construct Validity Average Variance Extracted (AVE)	Discriminant Validity Maximum Shared Variance (MSV)	Average Shared Variance (ASV)
Entrepreneurial Intentions:		0.882	0.818	0.601	0.4356	0.24
EII 1	0.85					
EII 2	0.75					
EII 3	0.72					
Attitude towards behavior:		0.932	0.887	0.612	0.3025	0.1904
ATB 1	0.80					
ATB 2	0.80					
ATB 3	0.76					
ATB 4	0.78					
ATB 5	0.77					
Subjective norms		0.882	0.833	0.625	0.4761	0.2649
SN 1	0.84					
SN 2	0.76					
SN 3	0.77					
Perceived behavioral control		0.890	0.906	0.764	0.36	0.2111
PBCC 1	0.92					
PBCC 2	0.84					
PBCC 3	0.86					
Openness		0.893	0.852	0.657	0.4356	0.2142
O1	0.86					
O2	0.78					
O3	0.79					
Extraversion		0.916	0.901	0.694	0.4761	0.2533
E1	0.79					
E2	0.86					
E3	0.83					

E4	0.85					
Agreeableness		0.758	0.811	0.682	0.3481	0.1915
A1	0.79					
A2	0.86					
Conscientiousness		0.929	0.914	0.727	0.3249	0.2000
CC1	0.85					
CC2	0.83					
CC3	0.85					
CC4	0.88					
Neuroticism		0.923	0.882	0.652	0.36	0.1580
N1	0.78					
N2	0.82					
N3	0.82					
N4	0.81					
Self-efficacy		0.897	0.890	0.729	0.36	0.2614
SE1	0.86					
SE2	0.82					
SE3	0.88					

Initially we get the CFA AMOSS value from the testing afterwards we gathered the value of Cronbach's alpha which we received from SPSS. Moreover, when we performed the test of confirmatory factor analysis [CFA] which provides Composite Reliability (CR) amount of variables which is greater than 0.70 it reached the set target. It helps to predict the next results will be strong. In average variance extracted [AVE] values variables which is higher than 0.50 which represents that the AVE are positive among the variables. Furthermore, In Maximum Shared Variance [MSV] values of variables are below the values of the average variance extracted [AVE] which means the variable as per the standard. Afterwards, average shared variance [ASV] is lesser than average variance extracted (AVE) it represents all variables differ from other and mark up the standard values and having a strong impact. The more as per the standard, the more we predict the positive results.

Confirmatory Factor Analysis (CFA)
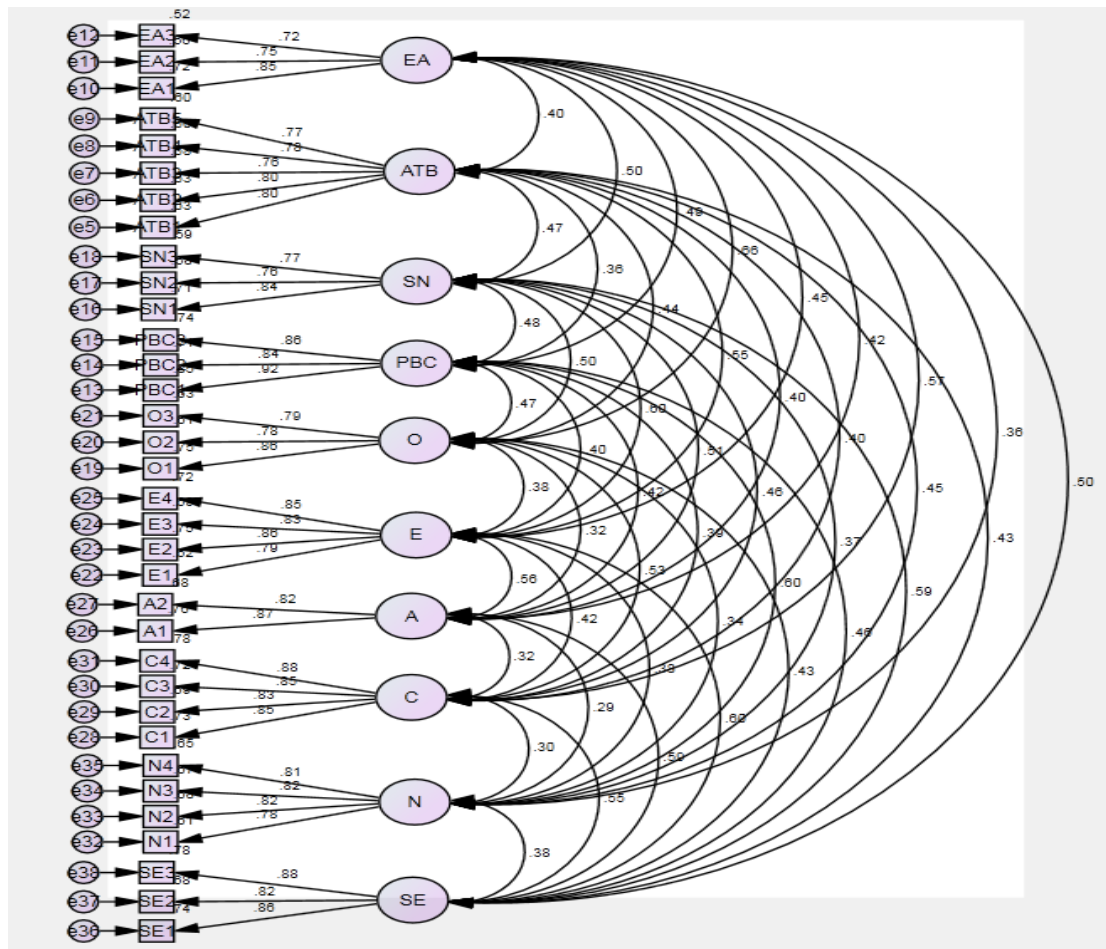
That shows the correlations among the question and variables are valid means variables question tells with their own variables question no other variables and also check the consistency in the data and if they did not match the correct value that means they have an error in model and data collection.

Model fitness:

For the purpose to measure the standard of the model or criteria set to check the model fitness. In this research paper has been taken the indices of model fitness which are available here as chi-square/df value, p value, and adjusted fit index values [AGFI], goodness of fit [GFI], Tuckers-Lewis index [TLI], comparative fit index [CFI] and root mean approximation of error [RMSEA]. The value all indices accepted except the GFI and AGFI

| Model Fit Index	Values
CHI- SQUARE/DF	1.803
P.VALUE	0.00
GFI	0.880
AGFI	0.852
CFI	0.954
TLI	0.946
RMSEA	0.046

After having model fitness test through the AMOS we gathered the following results. The Chi-Squire value is 1.803 which is less than 3 of mean it is accepted. In P value is 000 it also meets the standard of our study. The Goodness of Fit Index [GFI] as well as Adjusted Goodness of Fit Index [AGFI] both are not as per standard which is greater than 0.90 and on the other side Root error of approximation [RMSEA] is proper in order to our study standard which is lesser than the required value of 0.08. At the end comparative fit index [CFI] and tucker lewis index [TLI] both amounts are higher 0.90 which is positive to get the purpose of the appropriate result. GFI and AGFI values are lesser than 0.90 so the model fitness test shows that our model is not fit to achieve the results so we should do the modification of the model fit.

Modification in model fitness:

Model Fit Index	Values
CHI- SQUARE/DF	1.738
P.VALUE	0.00
GFI	0.905
AGFI	0.901
CFI	0.958
TLI	0.951
RMSEA	0.044

After the modification indices performed to Modified the Model following changes occurs and then remaining values which was not as per the standard it comes above the standard. GFI and AGFI both values are above the 0.90 standard values which mean that at this time our model is fit to predict the results.

Hypothesis Testing:
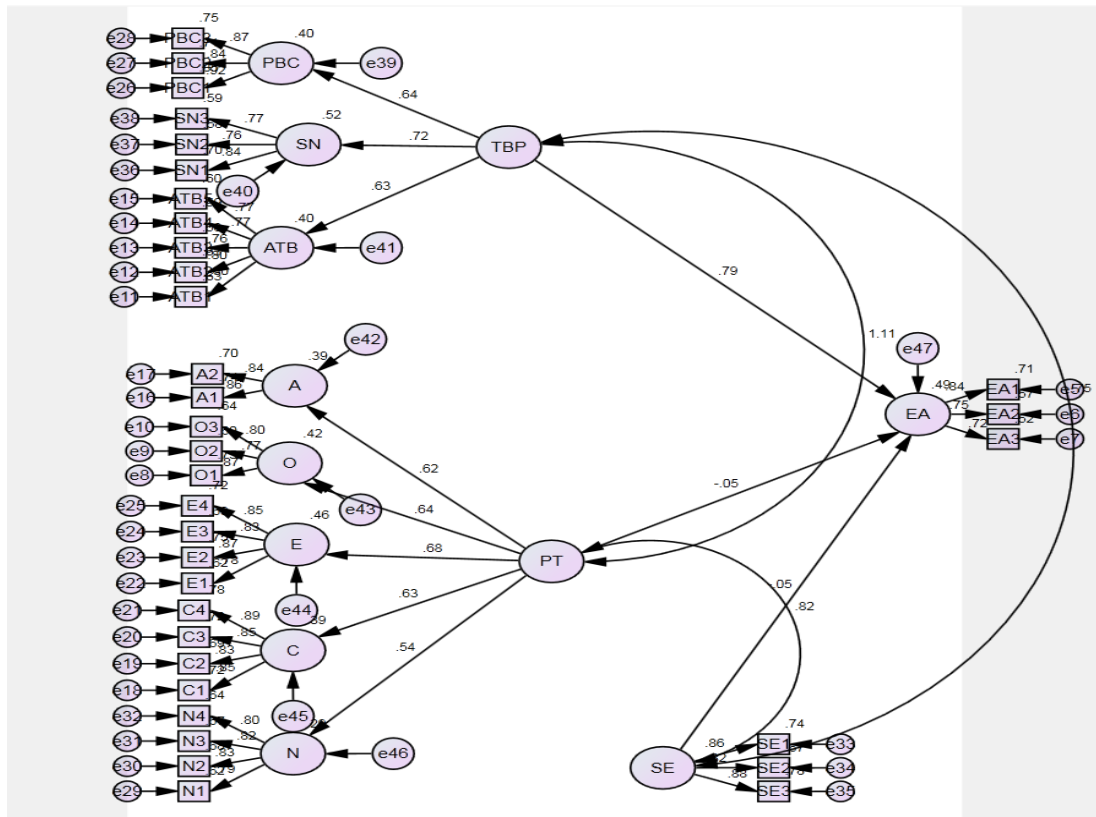
Structural Path:

Direct Relations	B	P-Value	Results
Perceived Behavior Control → Theory of planned behavior	0.64	0.001	Accepted
Subjective Norms → Theory of planned behaviour	0.72	0.001	Accepted
Attitude towards behavior→ Theory of planned behaviour	0.63	0.001	Accepted
Agreeableness→Personality	0.62	0.001	Accepted
Openness→ Personality	0.64	0.001	Accepted
Extraversion→ Personality	0.68	0.001	Accepted
Conscientiousness→ Personality	0.63	0.001	Accepted
Neuroticism→ Personality	0.54	0.001	Accepted
Theory of planned behavior→Entrepreneurial Intention	0.79	0.001	Accepted
Personality traits→Entrepreneurial Intention	0.05	0.842	Rejected
Self - efficacy→Entrepreneurial Intention	0.18	0.675	Rejected

After conducting structural path analysis proves sub variables of Behavior planned theory having a significance relationship towards the Behavior planned theory. In addition, behavioral perceived control, subjective norms and attitude towards the intentions having a significance impacts on Behavior planned theory. Moreover, Behavior planned theory also has significant impact on entrepreneurial intentions (EI). Furthermore, in Personality Traits sub variables have

significance impact on Personality Traits (PT). Agreeableness (A), Openness (O), Extraversion (E), Conscientiousness (C) and Neuroticism (N) has significant impacts on Personality Traits (PT) but the end results represent that the Personality Traits (PT) have no significance impression on Entrepreneurial Intentions.

Moderation:

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.444	.184		7.863	.000
	GENDER	-.045	.087	-.025	-.520	.603
	SEFF	.338	.038	.422	8.789	.000

In this table the t value of entrepreneurial intentions and self-efficacy are significance as well as meet the significance value as per the standard and on the other hand gender t value is -.520 and significance value is .603 it is not as per the standard and having the null hypothesis that is rejected.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.533	.213		7.197	.000
	GENDER	-.061	.089	-.034	-.685	.494
	SEFF	.306	.055	.382	5.593	.000
	MOD1	-.050	.060	-.055	-.825	.410

a. Dependent Variable: EA

In this table the t value of entrepreneurial intentions and self-efficacy are significance as well as meet the significance value as per the standard and on the other hand gender t value is -.685 and significance value is .494 it is not as per the standard and having the null hypothesis that is rejected as well moderation have no impact on the variables.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.357	.192		1.862	.063
	GENDER	.049	.077	.027	.639	.523
	PFAC	.725	.050	.613	14.478	.000

a. Dependent Variable: EA

In this table the t value of entrepreneurial intentions is significance but significance value is not significant and gender and personality both t values are rejected. The personality trait significance value is as per the standard but gender still having null hypothesis and is again rejected.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.431	.204		2.110	.036
	GENDER	.040	.077	.022	.512	.609
	ΓΓΑC	.696	.057	.509	12.164	.000
	MOD	.045	.043	.049	1.052	.293

a. Dependent Variable: EA

In this study, the gender is the moderator and gender has no significance value before and after. In our research paper gender have no impact either it is with personality traits or self-efficacy. There is no significance it happens due to the sample size.

Conclusion, discussion and recommendations

Conclusion and discussion:

In our study we distributed the random sampling of 450 out of 380 were selected to end result which helps to provide the suitable sample size in order to research satisfied with the result which we want as well as represents the model fit and one indices we need to work and the modification of the model fitness. After that we get the significance relationship that means behavior planned theory and personality trait directly associated towards the entrepreneurial intentions. In context of our assumption that the all direct and indirect variables are perfect but personality traits and self-efficacy variables have weak relation in paper. At end, we see the role of moderator has no impact on this study.

Limitations and recommendations:

This study has been accomplished within very short time frame by the population of students and some seniors. Due to the shortage of the time period we did the convenient sampling method and one more thing is that we are not go far away in order to get the data collection due to have a limited resource. It is suggested that the future researcher is advised to expand the model and including other variables as well as more geographies which helps to the positive impact on the model. In order to the future studies, it will apply the more unique and more various sample in

the context of age, income, qualification and ethnicity associated may reveal better self-efficacy (SE) between the gender men and women. At the end entire observations completed.

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