

THE PREDICTIVE EFFECT OF ENTREPRENEURSHIP TRAINING ON ENTREPRENEURIAL INTENTION AND ITS INFLUENCING STRENGTH ON POTENTIAL ENTREPRENEURS

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ABSTRACT

Entrepreneur potentiality is the ability of an individual who is with Entrepreneurial intention to produce the intended plan. Question on the stage at which someone with entrepreneurial intention arrives at its potentiality is the concern of this study. Researching that will help to probe into the potential acceptance of the possibility of becoming an entrepreneur. Ninety corps members drawn from a sample of Nigerian orientation camp aged 20 and 30 years (M = 25.82 years, SD = 2.30) participated in the study. Data was collected by means of a self-report question within one-week training on three different entrepreneurship courses. The questionnaire used includes a group of questions related to demographic characteristics, entrepreneur efficacy and Individual entrepreneurial Intention Scale for measuring the studied variables. Purposive and cluster sampling techniques were used for effective data collection. Descriptive and Anova statistics were used for data analysis. The result showed that Entrepreneurship Training and Age predicted Entrepreneurial intention. It also evidenced that Entrepreneurship Training, Gender, Age, and Entrepreneurial Intention exert much influence on Potential Entrepreneur. The implication of the study was discussed, and recommendation for further studies was made.

Keyword: Entrepreneurship Training, Intention, Efficacy, Potential Entrepreneurs.

This study investigated the effect of Entrepreneurship Training on Entrepreneurship Intention and their influencing strength on Potential Entrepreneur.

1.0 INTRODUCTION

An intent to establish a business is a formed decision behind becoming an entrepreneur, while entrepreneurial potentiality is the peak of the potential disposition of that formed decision starting from its creation stages to its proceeding activities. Entrepreneurship training serving as a propelling factor of entrepreneurial intention and its influencing strength to an active conscious potential entrepreneur is the motive of this study. Entrepreneurial Intention (EI) in this study, is a variable suspected to have a complex propelling factors that may influence its formation, just as Bell, (2019) found that attitude to risk is one of the propelling predictors of EI. The intention, as a formed motive for behaviour, refers to a desire and a self-preparation to start a behaviour. Ajzen, (1991) asserts that intention could be seen

as a self-predictor of behaviour. This means that behaviour proceeds an already formed intention. The concern of this study is to determine at what stage can someone with entrepreneurial intention exert his/her entrepreneurial potential? Alberto, Urszula, Francisco, and Lukasz (2019) opined that entrepreneurial intentions determined entrepreneurial behaviour. Thus, we want to understand if this behaviour is the practical aspect of entrepreneurship. Though, Edmund (2009) equate this behaviour as the self-conscious intention to create a venture which has gone above from the time when someone is starting to develop in character the entrepreneurial plan to an advanced stage of concrete actions. Therefore reaching this potential possible stage could be tagged as its efficacy because the aspiring individual has seen him/her self in its peak of involving actively in those setting that could engender entrepreneurship. Thus, EI is precisely defined as self-acceptance, and conviction to plan on how to initiate a business as a result of various entrepreneurial exposure (Edmund, 2009), while entrepreneurial efficacy is the potential capability to implement the convicted plan.

1.1 Entrepreneurship Training and Entrepreneurship Intention

Entrepreneurship training consists of a program aimed at inculcating quality skills and experiences to its aspiring. Entrepreneurship training according to Linan, (2004) refers to any program aimed at creating entrepreneurial awareness and inculcating entrepreneurial intention and skills to its aspiring entrepreneurs. Standing on the theory of human capital and entrepreneurial self-efficacy, it could be assumed that human capital initiated through training activate the intentionality to start a venture. Human capital in the other hand is viewed as the skills and knowledge gained through training (Becker, 1975; Chao, & James, 2014). Thus, an individual's entrepreneurial intention may likely to increase in its efficacy as a result of entrepreneurship training, and the need to accomplish the intent plan would as well increase. Using the entrepreneurial self-efficacy theory, an individual who had gained a lot of knowledge and skills through entrepreneurship training may likely have high potential capacity to form and implement a business plan. Therefore, entrepreneurship training is a variable suspected to be a factor that could propel an individual's entrepreneurial intention. This is because, it is now assumed that starting a business has an already planned intent, and that may be why entrepreneurship intention could be seen as a formed decision and desire to create a job, innovate, develop and initiate a venture utilizing human resources for the benefit of the self and society (Jean, Morlano, & Linan, 2010). Thus, entrepreneurship intention is then an individuals' formed plan and interest to be an entrepreneur (Krueger, Reilly, & Carsrud, 2000), referring to Ajzen theory of planned behaviour which explained that one of the self-predictor of actual behaviour is intention itself. This made the researcher ask this question: Will ET influence EI?

Many research has shown that training would play many roles in the entrepreneurial intention for the fact that, continuous exposure to the skills and the importance or advantages of entrepreneurship could trigger a novice to develop the interest and intention of becoming an entrepreneur. Among those research, none has looked into that using participants in different entrepreneur exposure/training in a planned setting especially in the Nigerian context.

The research was done by Tae, Shanshan, Chao, and James (2014) on entrepreneurship education and entrepreneurial intentions using meta-analyses of 73 studies with a total sample

size of 37, 285 individuals. They found a significant correlation between entrepreneurship education and entrepreneurial intentions ($\hat{r}=.143$). Ade, Yuliani, and Hendra, (2019) conducted a study on personality traits exploring entrepreneurial self-efficacy and financial capability as a role in the entrepreneurial objective. Using 112 students and SPLS statistics. Their findings show that personality traits and entrepreneurial self-efficacy influenced entrepreneurial goal. Yasir, Ye, Angel, & Muhammad (2019) examined a 'moderated mediation model' covering the nexus between entrepreneurial self-efficacy (ESE) and entrepreneurial intentions (EI) by comparing an emerging market (China) and a mature market (Spain). Using a survey-based methodology, 808 students participated. Structural equation modelling (SEM) and confirmatory factor analysis (CFA) were used to test their hypotheses. The results indicate that entrepreneurial creativity and attitudes towards entrepreneurship positively mediate the relationship between entrepreneurial self-efficacy and intention. Alberto, et. al (2019) who designed a causal model of the formation of the entrepreneurial intention among young adults in Spain and Poland used the Structural Equation Modeling (PLS) methodology, and the results show that subjective variables (beliefs, social norms, values) initiate the chain of effects that influence the action variables (motivation, self-efficacy, intention). Bell, (2019) tried to quantify four key entrepreneurial characteristics (proactiveness, attitude to risk, innovativeness, and self-efficacy) as a predictor of students' entrepreneurial intention (EI). Using a survey and Principle component analysis, correlation analysis and multiple hierarchical regression analysis to analyze the data from 1185 students. The result has shown that Attitude to risk was the strongest predictor of students EI. Though this literature proves its relationship, among all, non conducted their study using entrepreneurship training setting to determine if the intention would increase in its intensity to determine its efficacy as a result of training and acquisition of various skills. This leads to the second research question as in Will ET and EI exert a positive influence on EP?

1.2 Entrepreneurial Intention and Entrepreneurial Potentiality

Different literature has endorsed the fact that entrepreneurial intention is associated with entrepreneurial efficacy (Yasir, Ye, Angel, & Muhammad, 2019; Sahin, Karadag, & Tuncer, 2019; Edmund, 2009), and inefficacy for the facts that entrepreneurial efficacy is the potential acceptance of the possibility to create a new venture at some stage in the future, and then, having accepted such a possibility. Those with an entrepreneurial inefficacy do not possess the entrepreneurial potential disposable capability and may either not yet have gotten much entrepreneurial intention to consider setting up a new venture (Edmund, 2009). They may also have considered the possibility, but, for various reasons, rejected it. The present concern here as said before is to understand at what stage does someone with entrepreneurial intention arrive at its potentiality. Most research has been done extensively collaborating some socio-demographic variables as antecedents of entrepreneurial intention. Only a few kinds of literature considered these demographic variables and entrepreneurial intention as a determinant of entrepreneurial efficacy. Just as the research of Ade, Vuliani, and Hendra (2019) try to distinguish entrepreneurial intention into high and low, and then collaborate its predictive relationship with entrepreneurial efficacy. Their result revealed a positive relationship between high entrepreneurial intention and that of entrepreneurial self-efficacy. The research of Mario, Heiko, and Arndt (2010) found out that demographic variables such as age and gender made a weak explanation on entrepreneurial intention. Using the existing

models of practical initiation of a new business, Ajzen's (1991) model of planned behaviour offer theoretical guidance supporting the intent to start a new venture and not the efficacy of the creation stages and proceeding activities. Though, in the development of Theory of Planned Behaviour in Ajzen, (2002), he asserts that self-efficacy is seen as one of the actions of suggested behavioural control, which pointed out the practical guidance of entrepreneurial potentiality. Thus, whenever the intention is formed, the behaviour is expected. Therefore, entrepreneurial intention triggers the actual entrepreneurship efficacy as said earlier.

Conversely, Self-efficacy is referred to as beliefs in an individual's capability to create a business and continue on its active proceeding action required in the production of goods and services (Bandura, 1989). Thus, entrepreneurial efficacy (EE) could be defined as the degree to which an individual believes on his/her capability to start a venture and continue running it despite the difficulty and challenges that might come as an entrepreneur (Mcgee, Peterson, Mueller, & Sequeira, 2009).

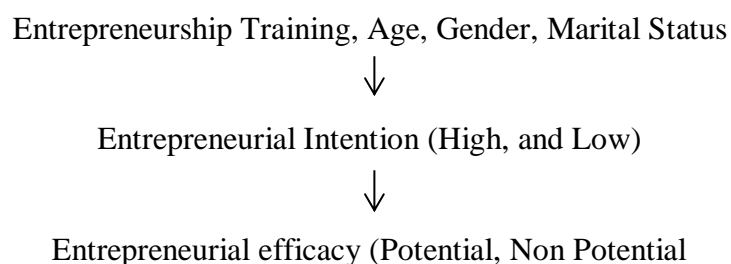
With this few literatures reviewed so far, the following hypothesis was raised by the researchers;

1. Age, Gender, and Marital status will significantly predict Entrepreneurial Intention.
2. Entrepreneurship Training will significantly predict Entrepreneurial Intention and Potential Entrepreneur.
3. Entrepreneurship training, Entrepreneurial intention, Age, Gender, and Marital status will significantly predict Potential Entrepreneurs.

2.0 THE PRESENT STUDY

The present study sought to examine if entrepreneurship training can predict EI and whether the EI can show a significant predictive effect on Entrepreneurial potentiality. In order to achieve this, we use a direct contact of corps members in their entrepreneurship training setting, to assess their entrepreneurial intention at the end of the training. This was done with the assumption that participants' response during the class will actually elicit their accurate intention to become an entrepreneur. Researching on some demographical factors that could propel entrepreneurial intention were also considered in this research. Studying those suspected variables such as age, gender, marital status, and entrepreneurship training could help to understand its impact on entrepreneurial intention and of becoming an entrepreneur (i.e. EE).

CONCEPTUAL MODEL



3.0 METHODOLOGY AND DESIGN

This research explores the associate parts of 90 corps members drawn from a sample of Nigerian Orientation camp. Quasi-experimental design and purposive, random and cluster sampling techniques were used to collect data. The questionnaire we used include a group of questions related to demographic characteristics, entrepreneurial efficacy, and Individual Entrepreneurial Intention Scale developed by Edmund (2009). The sets of this questionnaire were administered in the training set after a one-week training on three different courses (Cosmetology, crop production, and Tailoring). Questions on potential entrepreneur were gathered and classified based on the alternative we offered the respondents (i.e, potential entrepreneurs, and non-potential entrepreneurs). "Potential" entrepreneurs refer to those who will report their certainty of becoming an entrepreneur. "Non-Potential" entrepreneurs refer to those who will report their uncertainty of becoming an entrepreneur. The entrepreneurial intention was classified into High and Low.

Dependent Variable (DV)

The study considered entrepreneurial efficacy as the subject under study while entrepreneurial intention as the influencing factor.

Independent variables (IV)

The study considered Entrepreneurship training, Age, Gender, and Marital status as the predictor variables of EI and PE.

3.0 DATA ANALYSIS

The study adopted descriptive statistics, and Anova to determine the statistical strength and level of significance of IVs on the DV, and also the influencing strength of EI on PE. The table below explained more of that.

Table 1: The variables, type of measurement and scales used for data collection.

Variable	Type	Scale
Dependent Entrepre. Efficacy	Dichotomous	Potential Entrepreneurs = 0, Non Potential Entrpre = 1.
Independent Entrepre. Intention	Likert	1= very untrue6= very true
Demographic Variables		
Age	Ratio	2240
Gender	Dichotomous	Male = 1, Female = 0
Marital Status	Dichotomous	Single =2, Married =1, Divorced = 3
Participation in E. Training	Training setting	All participants Cosmetology = 30, Crop production = 30, Tailoring = 30.

4.0 RESULT

Table: 2. Mean Scores and Standard deviation of Age, Gender, and Marital Status, on Entrepreneurial Intention (EI).

Variable	Mean	SD	N
Age:	1.2889	.45579	90
Marital Status: Married	1.2500	.50000	4
Single	1.2907	.45675	86
Gender: Male	1.2667	.44721	45
Female	1.3111	.46818	45

The table shows that the mean score of participants who are single (1.29) is slightly higher than that of those who are married (1.25) on EI. It also shows that the mean score of male participants (1.31) is slightly higher than that of female participants (1.26) on EI. However, ANOVA statistics was performed to determine if the observed differences among the groups were significant (see Table 3)

Table 3: ANOVA summary showing the effects of Age x Marital Status x Gender on EI.

Source of variance	Sum of square	df	Mean square	F	Sig
Age (A)	2.582	10	.258	1.282	**
Marital Status (B)	.006	1	.006	.030	ns
Gender (C)	.044	1	.044	.212	ns
AxBxC	.354	3	.118	.560	ns
Error	18.135	86	.211		
Total	18.489	89			

**Key: ** = Significant, $p < .05$
ns = not significant**

The result indicates that Age had a significant main effect on EI, $F(10, 86) = 1.282, p < .05$. Hypothesis 1 was thereby accepted at the side of Age characteristic. On the other hand, marital status and gender had no significant main effect on EI, $F(1, 86) = .030, ns$, and $.212, ns$. Thus, hypothesis 1 was disconfirmed at the side of Gender and Marital Status. The interaction effects for Age (A), Marital status (B), and Gender (C) was not significant, $F(3, 86) = .560, ns$.

Table: 4. Mean Scores and Standard deviation of Age, Gender, Marital Status, and Entrepreneurial Intention (EI) on Entrepreneurship Efficacy (PE).

Variable	Mean	SD	N
Age:	1.4111	.49479	90
Marital Status: Married	1.5000	.57735	4
Single	1.4070	.49415	86
Gender: Male	1.4667	.50452	45

	Female	1.3556	.48409	45
Entrepre Intent:	High	1.3125	.46718	64
	Low	1.6538	.48516	90

The table shows that the mean score of participants who are married (1.5000) is slightly higher than that of those who are single (1.41) on PE. It also shows that the mean score of male participants (1.47) is slightly higher than that of female participants (1.31) on PE. Also, the participants who score high in EI had a slightly lower mean score (1.31) on PE than that of those who score low (1.65) on PE. However, ANOVA statistics were performed to determine if the observed differences among the groups were significant (see Table 5)

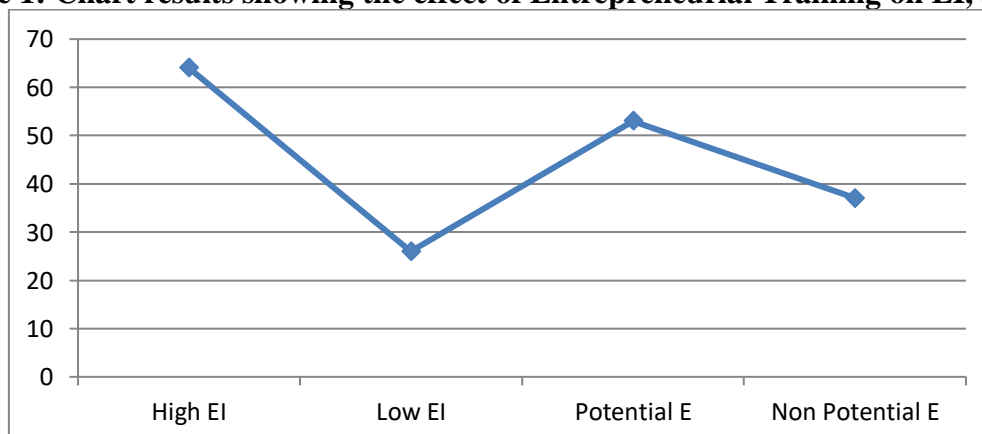
Table 5: ANOVA summary showing the effects of Age x Marital Status x Gender x EI on PE.

Source of variance	Sum of square	df	Mean square	F	Sig
Age (A)	2.760	10	2.276	1.146	**
Marital Status (B)	.033	1	.033	.134	ns
Gender (C)	.278	1	.278	1.136	**
EI (D)	2.154	1	2.154	9.655	**
AxBxCxD	3.368	4	.842	3.885	**
Error	18.421	85	.217		
Total	21.789	89			

Key: ** = Significant, p<.05
ns = not significant

The result indicates that Age had a significant main effect on PE, $F(10, 85) = 1.146, p < .05$. Hypothesis 3 was thereby accepted on the side of Age characteristic. On the other hand, marital status had no significant main effect on PE, $F(1, 85) = .134$. And Gender had a significant main effect on PE, $F(1, 85) = 1.136$. Thus, hypothesis 1 was confirmed on the side of Gender. EI had a significant main effect on PE, $F(1, 85) = 9.655$. The interaction effects for Age (A), Marital status (B), Gender (C) and EI (D) was significant, $F(3, 85) = 3.885$. Thus, the third hypothesis was confirmed.

Figure 1: Chart results showing the effect of Entrepreneurial Training on EI, and EE



The chart showed that Entrepreneurship training exerts much influence on EI and PE. Those found potential entrepreneurs were 53 in number, while those found non-potential were 37. Also, the training exerts influence on EI. Hence, those that score high in IEIS (Individual Entrepreneurial Intention Scale) were 64, while those that score Low were 26 in number. Thus, hypothesis 2 was accepted.

5.0 DISCUSSION

The result of this study clearly indicated that Potential Entrepreneur is influenced by Entrepreneurship Training. Thus 53 participants out of the total number of respondents that were exposed into three different categories of training were found, potential entrepreneurs. The training also predicted Entrepreneurial intention as the majority that reported of becoming entrepreneurs as shown in figure 1 above increased by 53 against 37. Thus, those that score high in EI are found more in Entrepreneurship potential alternative than those that scored low. Thus, hypothesis 3 was accepted. This finding is not inconsistent with the finding of Mario, et. al. (2010), who reported that entrepreneurship education exerts weak influence on entrepreneurial intention. The finding also revealed that Entrepreneurship intention is also influenced by some demographic variables. As can be observed from table 3, Age shows a statistically significant difference on EI, $F(10,96) = 1.282, p < .05$. This result accepted the first hypothesis, though gender and marital status did not exert any significant effect, $F(1,86) = .212, p < .05, ns$; $F(1,86) = .030, p < .05, ns$ respectively. This finding is in congruence with that of Mario, et. al (2010).

Conversely, the second hypothesis which stated that ET will significantly predict EI and PE was confirmed in figure 2. The findings reviewed that Entrepreneurship training exerts much influence on EI, and PE. Those found potential entrepreneurs were 53 in number, while those found Non-potential were 37. Also, the training exerts influence on EI. Hence, those that score high in IEIS (Individual Entrepreneurial Intention Scale) were 64, while those that score Low were 26 in number. Surprisingly, the participants who score high in EI had a slightly lower mean score (1.31) on PE than that of those who score low (1.65) on PE. This finding is not in consistency with that of Ade, et, al. (2019) who revealed a positive relationship between high entrepreneurial intention with entrepreneurial self-efficacy. Hence, the finding supported some of the empirical studies reviewed in this study. Studies of Tae, Shanshan, et. al (2014) on entrepreneurship education and entrepreneurial intentions found a significant correlation between entrepreneurship education and entrepreneurial intentions. Yasir, et. al. (2019) who examined a moderated mediation model covering the nexus between entrepreneurial self-efficacy (ESE) and entrepreneurial intentions (EI) found that entrepreneurial creativity and attitudes towards entrepreneurship positively mediate the relationship between entrepreneurial self-efficacy and intention. Also Alberto, et. al (2019) who designed a causal model of the formation of the entrepreneurial intention among young adults found out that subjective variables such as (beliefs, social norms, values) initiate the chain of effects that influence the action variables (motivation, self-efficacy, intention).

Intentionality varies in its level which made some entrepreneurial characteristics to exert influence on it. Such variable as Entrepreneurial training can influence an individual's plan of life events. Moreover, these studies show that having an entrepreneurial intention is not the same as exerting entrepreneurial efficacy. Entrepreneurship intention is a decision, while the

efficacy is the potential capability to implement the decision. Potential Entrepreneurs are those who are sure to become entrepreneurs when the necessary conditions exist. Thus, Entrepreneurial efficacy is the ability to achieve, to produce the intended plan effectively. In the other hand, it is more of using an opportunity well without wasting time.

6.0 THE IMPLICATION OF THE STUDY

The result of this study suggests that gender and marital status did not influence Entrepreneurial intention. This is to say that the pattern of correlation between different levels of Entrepreneurial intention was similar for both demographic variables. This could be linked to different intentionality in life plan or event. Again, single women or men may not often found much reason behind initiating a career as they may still be under parental care or custody. This is a specific area where entrepreneurship education should cover.

Entrepreneurship education or training should take a more active approach to inculcate self-determination as it could help in many personal choices and in taking business risk among young people.

7.0 LIMITATION

The sample size used could not be said to have been truly representative of the corps member population of Nigeria who has Entrepreneurial efficacy regardless of different Entrepreneurial intention. The study covered only one state indicating that generalization should be made with caution. Thus, further studies should be made across the state. An attempt by this research to discover the differences among marital status variable has been relatively unsuccessful. This could be as a result of unequal sample on that variable. In the future investigation, studies should take into consideration the equitable size of marital status and other socio-economic variables that could propel Entrepreneurial intention and its potential exertion.

8.0 SUMMARY/CONCLUSION

The phenomenon researched on was the effect of entrepreneurship training on entrepreneurial intention and its influencing strength on potential entrepreneurs. Some demographic characteristics such as Age, Gender, and Marital status was considered. To achieve these, data was collected by means of self-report test, groups of questions related to demographic characteristics, and Individual Entrepreneurial Intention Scale developed by Edmund, (2009). The study was conducted in three different entrepreneurship training setting. Descriptive and ANOVA statistics were used for data analysis.

Entrepreneurship training was found to exerts relatively influence on EI and PE. Entrepreneurial Intention, in the other hand, did not actually predict the active conscious potential entrepreneurs. It shows that EI, either high or low does not determine an entrepreneur. Thus, EI is a formed decision out of exposure and desire to become an entrepreneur. Hence, the certainty behind becoming an entrepreneur depends mostly on the individual's potential capability to implement the decision. Therefore, having EI is quite different to potential entrepreneurs.

Moreover, ET and Age were found to influence EI, while, ET, EI, Age, and Gender was found to influence Entrepreneurship potentiality.

In conclusion, despite the small sample size, the study did enable us to get insight that though the use of training exerts much influence on EI and PE, the further sample size is hope to shed further light on this phenomenon.

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