

THE ROLES OF SUBJECTIVE NORM, ATTITUDE AND PERCEIVED
BEHAVIOR CONTROL TOWARDS ENTREPRENEURIAL TEMPORAL
INTENTION IN PAKISTAN

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BEHAVIOR CONTROL TOWARDS ENTREPRENEURIAL TEMPORAL
INTENTION IN PAKISTAN

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DEDICATION

To my teacher “Dr. Suzilawati Kamarudin”

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My utmost gratitude to Almighty Allah (SWT) for His blessings and for granting me the ability, strength, and endurance to complete this thesis successfully.

I am very much thankful to my distinguished supervisor, Dr. Suzilawati Kamarudin, whose precise and precious supervision drove me towards the completion of this thesis.

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ABSTRACT

Entrepreneurial activities are limited in developing countries, which indicates a lack of entrepreneurial intention and behavior. The intention is a strong predictor of behavior. It is necessary to develop the intention of youth, specific to multiple time intervals. Among youth, women play a vital role to support the economy in turbulence situations. However, women consider themselves less appropriate for entrepreneurial activities as compared to men. The role of women in entrepreneurial activities is more crucial for a factor-driven country like Pakistan. However, many women are reluctant to participate in economic activities and are less likely to act as a productive human resource in Pakistan. To increase women's participation in entrepreneurial activities, there is a lack of evidence to understand the development process of entrepreneurial temporal intention. Thus, it is more important to examine the psychological factors considering the near and distant future that influences women's entrepreneurial intention. Accordingly, the study aims to measure the influence of attitude, subjective norm, and perceived behavior control on entrepreneurial near-time and distant-time intention of women in Pakistan. This study uses and integrates the theory of planned behavior and temporal construal theory by suggesting entrepreneurial intention in near-time and distant-time intervals. Further, this study examines the mediating role of attitude, perceived behavior control, and entrepreneurial near-time intention between subjective norm and entrepreneurial distant-time intention. Quantitative research with a cross-sectional survey design was adopted. A self-administrative questionnaire was circulated in the universities of Pakistan, where women were enrolled in the business education degree program. A total of 365 questionnaires were collected. Structural equation modeling-partial least square (SEM-PLS) technique is used to analyze the proposed hypotheses. This study found that entrepreneurial near-time intention has a significant influence on entrepreneurial distant-time intention. Additionally, there is a significant influence of attitude, subjective norm, perceived behavior control on entrepreneurial near-time intention. Moreover, subjective norm and perceived behavior control have a non-significant effect on entrepreneurial distant-time intention, although this effect is mediated through entrepreneurial near-time intention. This study helped to understand women's behavioral intention towards entrepreneurship considering near and distant future factor to design intervention, training programs, and reform policy for the workforce. The study contribution is integrating the theory of planned behavior and temporal construal theory by measuring entrepreneurial temporal intention.

ABSTRAK

Kegiatan keusahawanan adalah terbatas di negara-negara membangun, ini menunjukkan kurangnya niat dan tingkah laku keusahawanan. Niat adalah peramal tingkah laku, maka amatlah perlu untuk mengembangkan niat belia, terutamanya mengikut selang masa yang berbeza. Di kalangan belia, wanita memainkan peranan yang penting untuk menyokong ekonomi terutama dalam keadaan ekonomi yang tidak stabil. Namun, wanita menganggap diri mereka kurang sesuai untuk menjalankan aktiviti keusahawanan berbanding kaum lelaki. Kajian mendapati, peranan wanita dalam aktiviti keusahawanan adalah lebih penting dalam negara yang berasaskan faktor seperti Pakistan. Ramai wanita didapati enggan mengambil bahagian dalam aktiviti ekonomi untuk menggerakkan sumber daya manusia yang lebih produktif di Pakistan. Walaubagaimanapun, terdapat kekurangan bukti untuk memahami proses pengembangan niat keusahawanan bagi meningkatkan penyertaan wanita dalam aktiviti keusahawanan. Oleh itu, adalah penting untuk mengkaji faktor psikologi yang mempertimbangkan ramalan masa depan yang mempengaruhi niat keusahawanan wanita. Kajian ini bertujuan untuk mengukur pengaruh sikap, norma subjektif, dan kawalan tingkah laku yang dirasakan terhadap niat keusahawanan wanita dalam masa terdekat dan masa hadapan. Kajian ini menggunakan dan mengintegrasikan teori tingkah laku terancang dan teori konstruktif masa dengan mencadangkan niat keusahawanan dalam masa terdekat dan masa hadapan. Selanjutnya, kajian ini meneliti peranan perantara sikap, kawalan tingkah laku yang dirasakan, dan niat keusahawanan dalam masa terdekat di antara norma subjektif dan niat keusahawanan pada masa hadapan. Penyelidikan kuantitatif dengan reka bentuk tinjauan keratan rentas telah digunakan. Satu soal selidik yang dikendalikan sendiri telah diedarkan kepada wanita yang mendaftar dalam program ijazah pendidikan perniagaan di universiti-universiti di Pakistan. Sebanyak 365 soal selidik telah dikumpulkan. Teknik pemodelan persamaan struktur-kuasa dua terkecil separa (SEM-PLS) digunakan untuk menganalisis hipotesis yang dicadangkan. Kajian ini mendapati bahawa niat dalam masa terdekat terhadap keusahawanan mempunyai pengaruh yang signifikan terhadap niat keusahawanan pada masa hadapan. Selain itu, terdapat pengaruh yang signifikan dari sikap, norma subjektif, kawalan tingkah laku yang dirasakan pada niat keusahawanan dalam masa terdekat. Norma subjektif dan kawalan tingkah laku yang dirasakan mempunyai kesan yang tidak signifikan terhadap niat keusahawanan pada masa hadapan, walaupun kesan ini dimediasi oleh niat keusahawanan dalam masa terdekat. Kajian ini penting kerana ia membantu memahami niat tingkah laku wanita terhadap keusahawanan dengan mempertimbangkan faktor masa terdekat dan masa hadapan terutamanya bagi merancang intervensi, program latihan, dan dasar pembaharuan untuk tenaga kerja. Kajian ini juga menyumbang dalam mengintegrasikan teori tingkah laku terancang dan teori konstruktif masa dalam aspek pengukuran niat keusahawanan.

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LIST OF ABBREVIATIONS

AVE	-	Average Variance Extracted
ATT	-	Attitude
CR	-	Construct Reliability
ETI	-	Entrepreneurial Temporal Intention
ENTI	-	Entrepreneurial Near-time Intention
EDTI	-	Entrepreneurial Distant-time Intention
EE_YES	-	Entrepreneurial Education-YES
EE_NO	-	Entrepreneurial Education-NO
EN_YES	-	Entrepreneurial Network-YES
EN_NO	-	Entrepreneurial Network-NO
f^2	-	Effect size
HTMT	-	The Heterotrait-Monotrait ratio of correlations
PLS-SEM	-	Partial Least Square-Structural Equation Model
PBC	-	Perceived Behavior Control
PDB_YES	-	Parents Doing Business-YES
PDB_NO	-	Parents Doing Business-NO
Q^2	-	Predictive Relevance
R^2	-	Coefficient of Determination
SN	-	Subjective Norm
TPB	-	Theory of Planned Behavior
TCT	-	Temporal Construal Theory
VIF	-	Variance Inflation Factor

LIST OF SYMBOLS

β	-	Beta
$p^{(1\dots n)} - p^{(2\dots n)}$	-	Path-coefficient of group “1” vs group “2” vs group “n”
p	-	Significance level

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CHAPTER 1

INTRODUCTION

1.1 Introduction

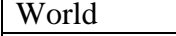
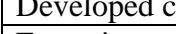
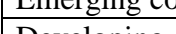
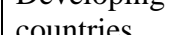
This chapter covers the concept of entrepreneurship and entrepreneurial intention, their significant contribution to the economic activities around the world, and a specific focus on Pakistan's women entrepreneurial activities. Entrepreneurship is considered a pivotal component to uplift the economy, improve social well-being, and end poverty for developed and developing countries. Thus, the recent research studies significantly contributed to individuals' effective engagement towards entrepreneurial activities and studied the behavioral aspects. This chapter discusses the factors related to the entrepreneurship and their significance to uplift the economy in Pakistan. Several factors have been discussed to identify the theoretical and practical research gaps related to women entrepreneurship in Pakistan.

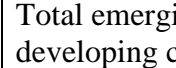
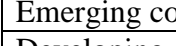
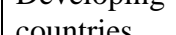
The study's background mainly focused on women's issues to be entrepreneurs in developing countries, especially in Pakistan. The supportive facts and figures have been taken from the global entrepreneurship monitor reports, Pakistan's economic survey, government reports, and research papers. This information has compiled to understand the clear picture of Pakistan's social and economic dynamics while considering the female workforce engagement in productive activities. The proceeding section is followed by the rationale and discussion on the current scenario to identify the theoretical implication, problem statement, and future study area, supported by the literature. The problem statement leads to formulating the research motivation, research questions, objectives, and hypothesis. The study scope, significance, and operational definition of the constructs are covered in the last section of this chapter.

1.2 Problem Background

An individual's capacity to develop, launch, and run a small scale business, called entrepreneurship, became a vital component of sustainable economic growth. Global Entrepreneurship Monitor (GEM) Report (2016-17) pointed out that entrepreneurs are now extensively considered as a primary driver to uplift the economy and well-being of the society (Herrington et al. 2017). The annual reports (2016-17) published by the International Labor Organization (ILO), United Nations Development Program (UNDP), World Bank (WB), Asian Development Bank (ADB), and International Monetary Fund (IMF) mentioned that entrepreneurship has a spark to accomplish the sustainable development goals specifically widespread employment and to end poverty (Olafsen and Cook, 2016; WESO, 2017; UNDP, 2016; ADB, 2016; IMF, 2016). The critical finding extracted from the GEM research study is that developing nations have strong intentions 30 percent to be part of entrepreneurial activities than developed countries which is 25 percent (Herrington et al. 2017). Entrepreneurs perceived that they have business opportunities and capabilities to start a new business. Thus, it is necessary to see whether they have the belief to act upon this. Researches indicate that the future economy will be based on globalization, technology, and digital currency; thus, the level of innovation and new job market creation will play a critical role in developing the economy and ensuring sustainable growth (Olafsen and Cook, 2016). The GEM report (2016-17) acknowledged that entrepreneurship is essential as it positively impacts the societies (Herrington et al. 2017).

Table 1.1: Unemployment and Poverty (2007-18)

Country grouping	Unemployment rate, 2007-18 (percentages)				Unemployment, 2016-18 (millions)		
	2007-2015	2016	2017	2018	2016	2017	2018
World		5.7	5.8	5.8	197.7	201.1	203.8
Developed countries		6.3	6.2	6.2	38.6	37.9	38.0
Emerging countries		5.6	5.7	5.7	143.4	147.0	149.2
Developing countries		5.6	5.5	5.5	15.7	16.1	16.6

Country grouping	Extreme and moderate working poverty rate, 2007-18 (percentages)				Extreme and moderate working poverty rate, 2016- 18 (millions)		
	2007-2015	2016	2017	2018	2016	2017	2018
Total emerging and developing countries		29.4	28.7	28.1	783.0	776.2	769.4
Emerging countries		25.0	24.3	23.7	599.3	589.9	580.3
Developing countries		69.0	67.9	66.7	183.6	186.3	189.0

Note: Figures for 2017 and 2018 are projections.

Source: ILO's Trends Econometric Models, November 2016 (WESO, 2017)

From the last decade, globalization and technological advancement bring change in business operations, support economic development, and develop new business approaches. Despite the fact, the unemployment and poverty rates are not showing a significant change from 2007 to 2016. As per ILO analysis 2016, the emerging and developing countries' job crisis is not likely to end in the short-run (Table 1.1) (WESO, 2017). Considering the recession's impact, nations will face a tough time minimizing the unemployment and poverty rate. The economies must pay worthy attention towards quality growth via involving people being part of economic development activities. In addition to that, economies solely depend on the male labor workforce less likely to boost the economy through female involvement in entrepreneurial activities, which is overlooked (WESO, 2017; Olafsen and Cook, 2016; IMF 2016). GEM report 2016-17 depicts that women entrepreneurs are more inclined to avail of the opportunities than the male counterpart. The policymakers prefer to narrow the gender gap and engaged people in entrepreneurial activities in all

the economies. There is a need to focus on entrepreneurship development as it plays a vital role in job creation and innovation. The global perspective of women's work has been affected by several dimensions: inequality at the workplace, narrow range of occupations, socio-cultural norms, and underpaid (ILO, 2016). The female labor force in Southern Asia countries is 28.5 percent, which is at the lowest scale, and 82 percent of women are in vulnerable employment. However, the vulnerability in the female workforce is very high in Southern Asia compared to the other Pacific. Principally, gender equality offers equal work opportunities to males and females, and social protection will make progress to achieve sustainable development goals (WESO, 2017; ILO, 2016). The inequality issues women face in developing countries like Pakistan can be addressed if the well-designed policies and entrepreneurial activities occur. On average, the Asia region population is highly educated, yet people are reluctant to take a risk and change their attitude towards entrepreneurial activities (Acs et al., 2017).

In analysing the link between entrepreneurship and economic growth (Figure 1.1), entrepreneurship's impact comes at three levels: individual, firm, and macro (Wennekers and Thurik, 1999). The fundamental link of entrepreneurship is associated with psychological endowments, which comprise individual attitudes, skills, and actions towards entrepreneurial activities (Olafsen and Cook, 2016; Carree and Thurik, 2010). The psychological traits play an important role in building the intention to be an entrepreneur via the existing knowledge, mentor support, and entrepreneurial networks. Understanding the factors related to entrepreneurial success is aligned with the beliefs, desire to learn, and form a strong network in line with entrepreneurial activities. The entrepreneurial intention is a part of individual psychological traits that comprise the openness to share experience, extraversion, and risk-taking abilities (Saeed et al. 2013). The Gallup (EP10) entrepreneurial profile indicates that relationship-builder has a high propensity to have a strong intention to be an entrepreneur (Badal and Streur, 2014). This provides a valid argument that education and networking can significantly impact people's engagement towards entrepreneurship (Herrington et al. 2017). To see gender equality for entrepreneurship activities, male and female contribution has a difference in number.

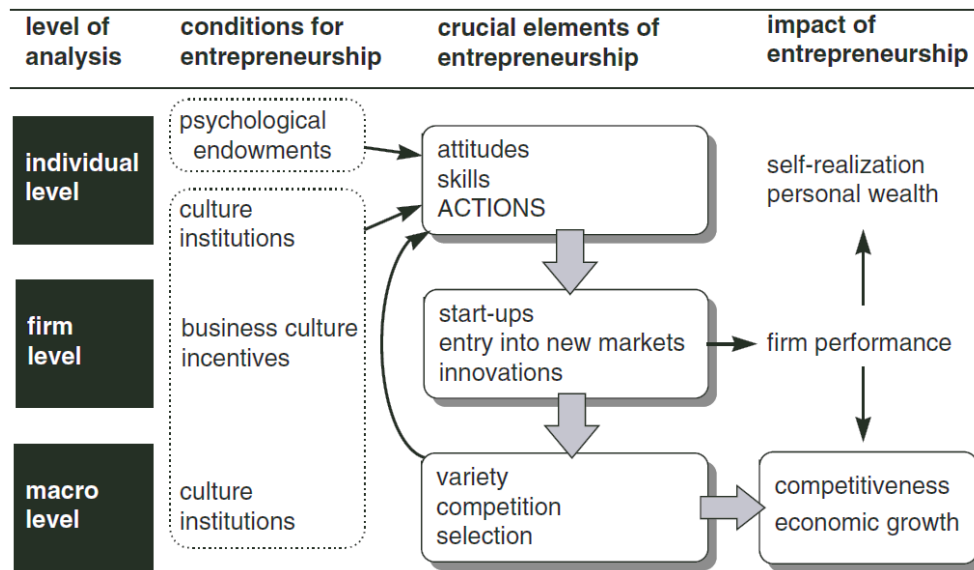


Figure 1.1: Framework: Linking Entrepreneurship to Economic Growth
 Source: (Wennekers and Thurik, 1999) and cited by (Olafsen, and Cook, 2016; Carree and Thurik, 2010)

There is a social dilemma that women consider themselves less appropriate for entrepreneurial activities than men (Langowitz and Minniti, 2007). There is a lack of understanding that needs to be clarified about the women's perspective towards entrepreneurship using social and psychological parameters (Alsop and Heinsohn, 2005). The external factors mainly contribute to women's engagement in business activities, while behavioral intentions still play a vital role in ensuring self-realization (Diener and Biswas-Diener, 2005; Carree and Thurik, 2010). Considering the facts and current needs of the time, there is a need to study the women's entrepreneurial beliefs and agency to contribute to work for women under sustainable development goals (WESO, 2017; Basharat and Abbas, 2016; Zaidi and Farooq, 2016). A plethora of research studies has focused on entrepreneurship research in the context of demographic and geographic perspective. In recent decades, developed and developing countries worldwide have studied and initiated the entrepreneurial support programs to uplift the economy under the domain of the entrepreneurial ecosystem (Spigel, 2015). Entrepreneurship is essential for social and economic development in which entrepreneurs' role has gained significant recognition in terms of job creation and innovation (Shah and Soomro, 2017; Henley, 2017; Hallam et al., 2016; Valliere, 2017; St-jean, 2017; Ács, 2017; Fayolle and Linan, 2014).

1.2.1 Country Context – Pakistan

The global entrepreneurship index (2018) indicated that Pakistan's 26th rank in the Asia Pacific, which is on the third lowest position with a 16 percent global entrepreneurship index among all the 28 countries (Acs et al., 2017). In contrast, Pakistan's global entrepreneurship rank is 120 out of 137 countries (Figure 1.2), with the most substantial area (product innovation) and weakest area (risk acceptance).

The Global Competitiveness Report (2017-18) indicated the critical situation for the women labor force in Pakistan, which ranked fourth-lowest (132 out of 137) in the world (Schwab and Sala-i-Martin, 2017). As per Pakistan census report (2017) and United Nation (2017) estimates, Pakistan comes at sixth rank with 207 million population with 2.4 percent annual growth rate in the world, of which women comprise of 48.8 percent of the people, of which 64 percent women belong to rural areas and 36 percent women are living in the urban areas of Pakistan. Approximately one million students are enrolled in the different universities of Pakistan, in which 47 percent are women. However, 62 percent of women graduates and 55 percent of women medical graduates do not prefer to be part of the labor workforce. A small percentage of women engaged in leadership and management positions, which is merely 2 percent. The women's labor workforce is around 22.2 percent in Pakistan, while most of them are informal. Women's involvement has been slightly increased in the informal sector, while the formal sector remained stagnant for the last decade (GOP, 2014).

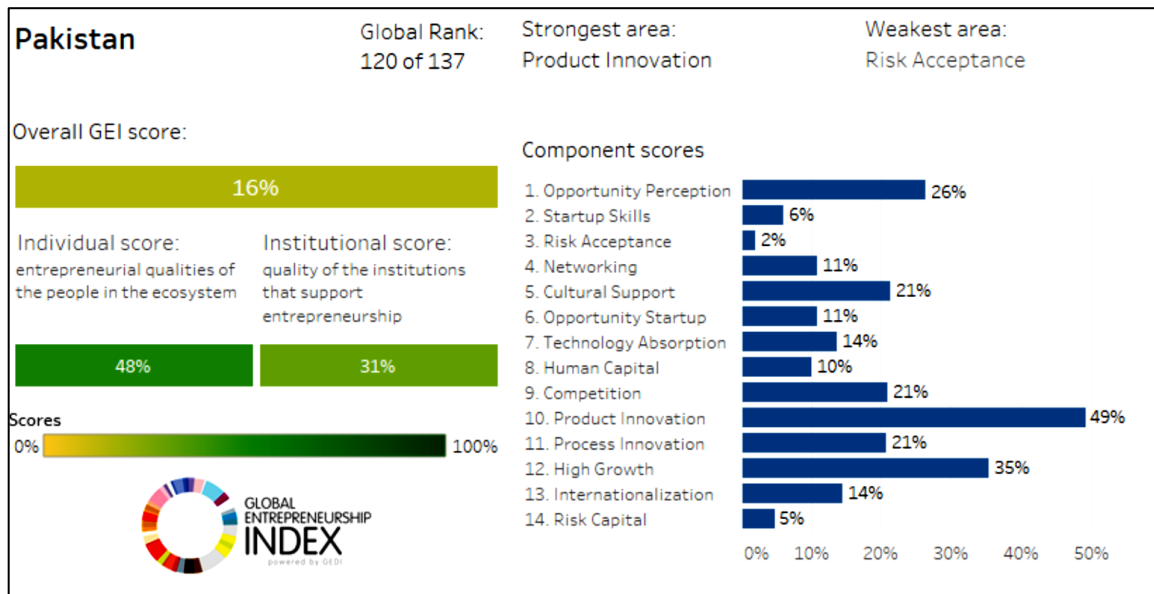


Figure 1.2: Pakistan Global Entrepreneurship Index (2018)
 Source: Global Entrepreneurship Index 2018, (Acs et al., 2017)

The global entrepreneurship index (2018) is based on the entrepreneurial ecosystem (Figure 1.3) that embedded an individual's attitude, abilities, and aspirations. The actions performed by an individual to create a venture bring the ecosystem in motion. Entrepreneurial intention is primarily based on the social norms and attitudes that sensitize the individual to become an entrepreneur (Acs et al., 2014; Acs et al., 2017). The report released by The Global Entrepreneurship and Development Institute, Washington, D.C., the USA in November 2017 indicate the area of improvements for Pakistan are start-up skills, risk acceptance by entrepreneurs in line with the positive attitude, aspiration, and networking to grab the business opportunity in the market if specifically designed the entrepreneurship framework.

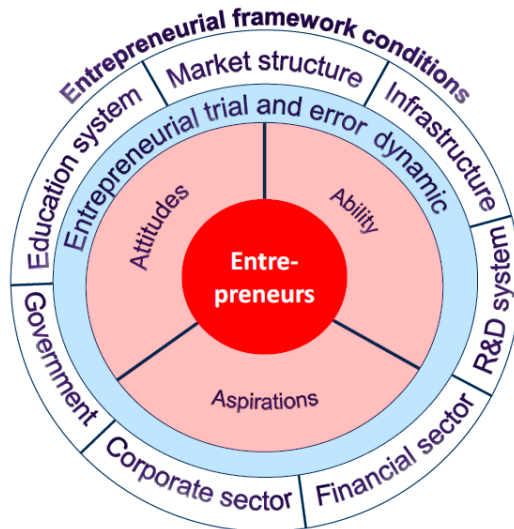


Figure 1.3: Entrepreneurial Ecosystem Configuration
 Source: Global Entrepreneurship Index 2018, (Acs et al., 2017)

The facts and figures of the global entrepreneurship monitor report (2012) indicated 31.24 percent working for the age population in Pakistan, including people running a small business, expressed thoughts about fear of failure to stop them from starting a business. People who think positively about entrepreneurial activity are less than the average number of developing countries in Asia. In Pakistan, the business established rate is three times more substantial by males with a positive attitude than females (Table 1.2) (Qureshi and Mian, 2012).

Table 1.2: Pakistan Entrepreneurship Indicators (2012)

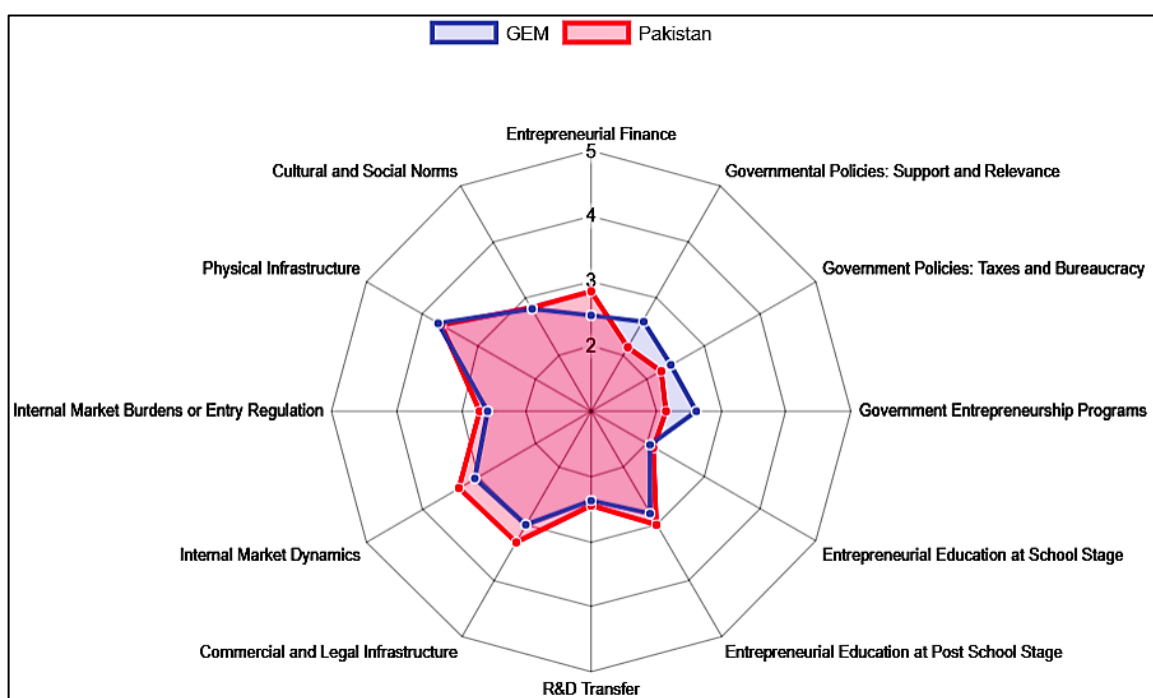
No	Indicators	Percent in Pakistan
1	Achieve high status and respect after starting a new business	68 %
2	Necessity to start early stage entrepreneurship activity	53 %
3	Innovation driven	38 %
4	Fear of failure in case start of new business	29 %
5	Opportunity to start early stage entrepreneurship activity	24 %
6	Entrepreneurship activity by male	21 %
7	Entrepreneurship activity by female	1 %
8	Established business ownership by male	6 %
9	Established business ownership by female	2 %

Source: (Qureshi and Mian, 2012)

The Global Entrepreneurship Monitor Report (2012) indicated expert ratings of the entrepreneurial ecosystem based on the 12 indicators which exhibit the country profile based on the social, economic, and market dynamics (Figure 1.4). The supportive entrepreneurial hands in Pakistan are legislation, internal market dynamics, commercial and physical infrastructure. These three indicators are very supportive and sufficient in terms of entrepreneurship development in Pakistan. Moreover, Pakistan's physical infrastructure will give a competitive advantage to create the entrepreneurial market in the e-commerce and reform industry. Four entrepreneurial indicators in Pakistan need attention from institutions, i.e., education for entrepreneurship during and after school, research and development transfer, and government entrepreneurship programs.

The government of Pakistan has recognized the primary concern related to the female workforce in the Pakistan Strategic Vision 2025, to increase the rate from 24 percent to 45 percent (GOP, 2015). The women's role as an independent workforce has become a lead contributor to global and national development. The Sustainable Development Goals (2015) pointed out the significance of women's and girls' empowerment through giving a leading role in domestic work, add value to unpaid

labor and become a productive resource for the nation. Specifically, women's microenterprises' participation plays a significant role in socio-economic empowerment (Jan and Hayat, 2010; Saurabh, 2012; Tunon, 2007). Women's economic empowerment is essential because it is a crucial driver for poverty alleviation, achieving rights, and contributing more to community and national economy (United Nations, 2014).



[Scale: 1=highly insufficient, 5=highly sufficient]
Figure 1.4: The Entrepreneurial Ecosystem Pakistan
 Source: Global Entrepreneurship Monitor Report 2012, (Qureshi and Mian, 2012)

The women's economic empowerment (WEE) index is based on the participation and agency which has been calculated via capturing five domains 1) education 2) decision making 3) labor force participation 4) health, and 5) political participation. In Pakistan, the WEE index (range from 0 to 1) is less than 0.40, which urges the need to do more for women and address the gaps via making comprehensive strategies (Zaidi and Farooq, 2016). As per Pakistan Microfinance Review 2015, the microfinance sector is continuously struggling to provide financial support for women or low-income strata in the rural community (Basharat and Abbas, 2016), but the

contribution is not enough to achieve sustainable development goals (Zaidi and Farooq, 2016). Although Microfinance Performance in Pakistan (1999-2005) report indicates the significant progress made in providing loan facilities to communities, a structural flaw persists while microfinance providers were inefficient to provide easy access to finance low-income strata of the population (Shah, 2010). Microfinance institutions have been focused on women in Pakistan to provide credit. Still, it's a risky initiative for them to give a business setup unless they have surety to get credit back (Basharat and Abbas, 2016). Besides, women's engagement in entrepreneurial activities needs to be increased from one percent to a significant level, consider 48.8 percent of the total population in Pakistan (Qureshi and Mian, 2012). The women entrepreneurship index depicts the lowest rank, 77 out of 77, with the global entrepreneurship score 15.2 out of 100 in Pakistan. The comparison ranking between The Gender-GEDI (2014) and the FEI (2015) for Pakistan shows a negative change from 68 ranks (2014) to 69 ranks (2015).

Thus, the underutilization of women's potential needs urgent attention from policymakers and regulators. The women entrepreneurship indicators for individual-level show the highest score for “willingness to start” and “innovativeness” by females in Pakistan. However, institutional level indicators show the lowest score for “labor force parity” and “internet and networks” thereby, there is a need to sensitize the female work force in Pakistan and set a new trend for behavior change (Terjesen and Lloyd, 2015). As per the Human Development Index report (2015), Pakistan ranked low 147 out of 180 countries, and women have disproportionately high presentation levels among the poor (UNDP, 2015; Yaseen and Ahmed, 2016). Women run enterprises in the garments, handicrafts, and decorative industries.

1.3 Problem Statement

Understanding the entrepreneur behavioral intention that comes from an agency and action to conceptualize of business model, individual intention provide support to engage in the entrepreneurial activity (Bird, 1988; Basharat and Abbas, 2016; Diener and Biswas-Diener, 2005; Kabeer, 1999; Lin, 2008; Malhotra and Schuler, 2005; Narayan, 2005; Zaidi and Farooq, 2016). Entrepreneurial intention towards future business activity has identified as an essential construct in the academic literature and studied individual's intention as an antecedent towards the action (Ajzen, 1985, 1991, 2011; Shapero and Sokol, 1982; St-jean et al., 2017; St-Jean and Mathieu 2015; Bagozzi et al., 1989; Tsai et al., 2014).

From the point of theory building, there is a need to investigate the full theory of planned behavior model with the temporal construal theory (an individual mental state to what extent entrepreneurial action will be performed on time spectrum) to measure the entrepreneurial near-time and distant-time intention to determine the individual those intending to be an entrepreneur in near and distant future. In addition to that, entrepreneurship studies have been less focused on measuring the difference of expected outcomes of entrepreneurial intention in the near and distant future (Hallam et al. 2016). Considering the literature, the entrepreneurial intention has not been thoroughly studied at a different point in time as a part of the psychological distance between the entrepreneurial intent and expected outcomes (Bird 1992; Fayolle and Linan, 2014; Hallam et al. 2016; Nasar et al., 2018). Although, a portion of researchers has measured the entrepreneurial intention without specifying the maturity of entrepreneur intent at a particular time scale (Peterman and Kennedy, 2003; Shah and Soomro, 2017; Batool et al. 2015; Zhao et al., 2005; Tipu and Arain, 2011), while others calculated the overall entrepreneurial intention regardless of considering the temporal construal to measure intention that will occur in near-future and distant-future (Hallam et al. 2016; Kirkley, 2016; Arrighetti, 2016; Valliere, 2017). In this regard, the theory of planned behavior (Ajzen, 1985) is widely used in several research areas such as consumer buying behavior, tourism, health-seeking behavior, ethical and risk-oriented behavior (Ajzen, 1991; Ajzen and Driver, 1991; Albarracin

et al., 2001; Blue, 1995; Fishbein and Ajzen, 1975; French et al., 2005; Godin and Kok, 1996; Montaña and Kasprzyk, 2008; Flannery and May, 2000; Quinlan et al., 2006), also cited by researchers to study the entrepreneurial intention as per their contextual perspective (Shah and Soomro, 2017; St-jean et al., 2017; Ács, 2017; Henley et al., 2017). Although research methods used to study entrepreneurship may be less supportive of uncovering the societal and institutional issues and its dimensions (Parker, 2010), thereby, uncertainty prevails when it comes to active engagement of the individual towards entrepreneurial activity via building intentions on temporal construal (Hallam et al., 2016).

Examining the literature, three entrepreneurial intention models have tested widely in the different countries, i.e., 1) entrepreneurial event model by Shapero (Shapero and Sokol, 1982); 2) implementing entrepreneurial ideas model by (Bird, 1988); and 3) theory of planned behavior by (Ajzen, 1991). Contemporarily, the widely accepted cognitive framework for the intention is based on the theory of planned behavior, which has been validated in different areas with three antecedents of intentions. First, attitude towards behavior which linked to the personal outcomes; second, subjective norm which related to the peer's influence; third, perceived behavior control, which connected to the individual perceptions of feasibility to perform actions (Fishbein and Ajzen, 1975; Ajzen and Driver, 1991; Ajzen, 1985; Ajzen, 2011b; Ajzen, 1991; Montaña and Kasprzyk, 2008). However, this model still needs to be validated in line with the temporal construal to understand the entrepreneurial intention on new theoretical paths and their supportive construct (Fayolle and Linan, 2014; Hallam et al. 2016; Tornikoski and Maalaoui, 2019). Hence, it is evident that expected outcomes depend on the time interval, which affects the individual perception in terms of getting desired results (Montaña and Kasprzyk, 2008; Triandis, 1980; Ainslie, 1975). In view, expectancy theory clarifies the relation between the conscious choices and expected outcomes associated with behavioral intentions (Porter and Lawler, 1968; Pinder, 1984). Moreover, the temporal construal theory has explored that individual perceptions about expected outcomes are aligned with the time and subject to change (Liberman and Trope, 1998). Past research studies about behavioral intention models are linked to the expected outcomes at some point in the future. However, the entrepreneurship concept still needs to be studied and

evaluated using a robust framework as of the new applications and specifications emerged (Krueger, 2009; Hallam et al., 2016). The empirically tested entrepreneurial intention models based on the theory of planned behavior and cognitive psychology made a significant contribution in the literature, while those concepts limited to the study settings and composed of multiple questions (Fayolle et al., 2014).

From the point of practical approach and strengthen the entrepreneurial eco-system, the entrepreneurial intent models have examined with the categorical variables such as age, business education, gender, country, and experience with its mediation and moderation effect on the intention (Fayolle and Gailly, 2013; Kessler and Frank, 2009; Liñán and Rodríguez-Cohard, 2015; Kassean, 2015). The classification of these variables and factors like environment, culture, personality traits, leadership, entrepreneurial learning have their limitation and lack of generalizability in the context of element driven economies (Fellnhöfer et al., 2016; Herrington et al. 2017; St-jean et al., 2017; Saeed et al. .2013). Networking also plays a vital role to engage the entrepreneurs in the business activities, and these constructs with its dimensions have tested with entrepreneurial self-efficacy (Hallam et al., 2016; St-jean and Mathieu, 2015, St-jean et al., 2017; Memon et al., 2015; Herrington et al., 2017). Thus, fewer research studies have been conducted with individuals who have a business and non-business education to differentiate their entrepreneurial intentions within temporal construal. Networking has a strong influence on entrepreneurial intention (Klyver and Schøtt, 2011; St-Jean and Audet, 2013; Herrington et al., 2017), but these constructs still need to be tested and encompass the theory of planned behavior and theory of temporal construal.

From a global perspective, the fewer number of studies conducted on women to know the entrepreneurial intention considering near and distant future. Terjesen and Amoros (2010) pointed out that women entrepreneurs play a vital to accelerate the economy when the economy suffers and unable to use full potential. The female entrepreneurship level has been influenced by diverse factors regarding freedom to work, norms, and travel for business due to traditional family (Terjesen and Elam,

2012). Women entrepreneurial activities come up with specific economic welfare outcomes, job creation, innovative products, services, and processes. The situation of women in Pakistan is disheartening in terms of social, cultural, and economic perspectives. In Pakistan, women have to render dual responsibility, such as managing the home chores and look after the professional work, which creates a misbalance between men and women role (Gulzar et al., 2015). The report of the United Nation Secretary-General's High-Level Panel on women empowerment indicated that "*changing norms should be at the top of the 2030 Agenda to expand women's economic opportunities*" as of women-owned micro-enterprises are home-based and faced a tough time to access the credit, assets, and resources (Rivera et al., 2016). However, men as the role of entrepreneurs own more small or medium-sized enterprises compared to women across the globe. The Mastercard Index of Women Entrepreneurs (2017) highlighted that women entrepreneurs are driven by a strong desire to achieve something in their business and get success (MIWE, 2017). This report indicated that high-income countries provide better facilities, resources, and knowledge to women entrepreneurial activities.

The biggest constraint of women entrepreneurship is the lack of self-belief and fear of failure. The Female Entrepreneurship Index report (2015) indicated the top 10 countries have a good score range from 82.9 to 66.3 for United States, Australia, United Kingdom, Denmark, Netherlands, France, Iceland, Sweden, Finland, and Norway. However, improvement is needed as 61 percent of countries score below 50 out of 100 (Terjesen and Lloyd, 2015). The women entrepreneurship report 2016/2017 specified that the wholesale/retail market at the highest level in the Asia market and women entrepreneurial intentions increased by 16 percent from 2014 to 2016 globally (Kelley et al., 2017).

In Pakistan, a limited number of research studies conducted using the theory of planned behavior to measure the entrepreneurial intention, which is fixed in their scope and generalizability (Zaidi and Farooq, 2016; Shah and Soomro, 2017; Batool et al. 2015; Saeed et al. 2013). The majority of the studies have focused on the external factors instead of measuring the personal level intent that influences the

entrepreneurial eco-system (Tipu and Arain, 2011; Mahmood, 2011; Basharat and Abbas, 2016). There is still a need to work on women's presence in entrepreneurship activities to create systems, networks, and motivational platforms. Thereby, this study mainly focuses on the women in Pakistan and measures behavioral intentions on the temporal distance to find ways to activate the workforce into a productive human resource through entrepreneurial activities.

This research study covers the theoretical and practical research gaps in identifying the entrepreneurial intention on the scale of near-time and distant-time temporal construal. The entrepreneurship concept is yet to be adequately addressed using the temporal construal theory for measuring the women's entrepreneurial intentions in the time spectrum (Shook et al., 2003; Fayolle and Linan, 2014). This research study investigated the relationship of theory of planned behavior antecedents with entrepreneurial near-time and distant-time intentions of women in Pakistan.

1.4 Purpose of Study

Entrepreneurship plays a significant role in uplifting the economy, social well-being, and end poverty in the developed and developing economies. Hence, the role of women in entrepreneurial activities is more crucial for a factor-driven country like Pakistan. It is more important to examine the psychological factors considering the near and distant future that influence women's entrepreneurial intentions. Several research studies indicated that attitude, subjective norm, and self-efficacy has a direct influence on behavioral intention (Ajzen, 1991; Ajzen and Driver, 1991; Bandura, 1977; Bandura et al., 1980; Diener and Biswas-Diener, 2005; Fishbein and Ajzen, 1975; French et al., 2005; Godin and Kok, 1996; Malhotra and Schuler, 2005; Montaña and Kasprzyk, 2008; Basharat and Abbas, 2016; Diener and Biswas-Diener, 2005; Kabeer, 1999; Lin, 2008; Malhotra and Schuler, 2005; Narayan, 2005; Zaidi and Farooq, 2016).

This research study relates to entrepreneurial intention, mainly focuses on the near-time and distant-time temporal construal. Thereby, this research study aimed to investigate the relationship of attitude, subjective norm, and perceived behavior control with entrepreneurial near-time and distant-time intention of women in Pakistan.

1.5 Research Questions

Considering the problems addressed in the previous section related to entrepreneurial intention in the context of women in Pakistan, the below mentioned research questions are developed.

RQ1	Does entrepreneurial near-time intention influence entrepreneurial distant-time intention of women in Pakistan?
RQ2	Does attitude influence entrepreneurial near-time and distant-time intention of women in Pakistan?
RQ3	Does subjective norm influence attitude, perceived behavior control, entrepreneurial near-time and distant-time intention of women in Pakistan?
RQ4	Does perceived behavior control influence entrepreneurial near-time and distant-time intention of women in Pakistan?
RQ5	<p>a) Does entrepreneurial near-time intention mediate the relationship between attitude, subjective norm, perceived behavior control and entrepreneurial distant-time intention of women in Pakistan?</p> <p>b) Do attitude and perceived behavior control mediate the relationship between subjective norm and entrepreneurial near-time intention, and entrepreneurial distant-time intention of women in Pakistan?</p> <p>c) Do attitude and entrepreneurial near-time intention sequentially mediate the relationship between subjective norm and entrepreneurial distant-time intention of women in Pakistan?</p>

	d) Do perceived behavior control and entrepreneurial near-time intention sequentially mediate the relationship between subjective norm and entrepreneurial distant-time intention of women in Pakistan?
RQ6	Do multiple groups of women in Pakistan depict impact difference of entrepreneurial near-time intention on entrepreneurial distant-time intention?

1.6 Research Objectives

This study aims to develop the entrepreneurial temporal intention model to determine the individual intending to be an entrepreneur in the near and distant future, especially women in Pakistan. The research gaps stated in table 1.3 related to the attitude, subjective norm, perceived behavior control, entrepreneurial near-time, and distant-time intention compatible with six research questions and six research objectives along with their sub-segments. To test the significance level of the proposed model, 19 hypotheses were developed with their direct and indirect effect.

Table 1.3: Research Gaps, Research Questions, Research Objectives and Hypotheses

Research motivation	Research questions (RQ)	Research objectives (RO)	Hypothesis (H)
Lack of studies that have considered the temporal construal (near and distant future, i.e., entrepreneurial near-time and distant-time intention) in the context of women intended to be an entrepreneur in Pakistan	RQ1: Does entrepreneurial near-time intention influence entrepreneurial distant-time intention of women in Pakistan?	RO1: To examine the influence of entrepreneurial near-time intention on entrepreneurial distant-time intention of women in Pakistan	H1: Entrepreneurial near-time intention has significant effect on entrepreneurial distant-time intention of women in Pakistan

Table 1.4: (Continue)

<p>Lack of studies that have considered the attitude with temporal construal (near and distant future, i.e., entrepreneurial near-time and distant-time intention) in the context of women intended to be an entrepreneur in Pakistan</p>	<p>RQ2: Does attitude influence entrepreneurial near-time and distant-time intention of women in Pakistan?</p>	<p>RO2: To examine the influence of attitude on entrepreneurial near-time and distant-time intention of women in Pakistan</p>	<p>H2: Attitude has significant effect on entrepreneurial near-time intention of women in Pakistan H5: Attitude has significant effect on entrepreneurial distant-time intention of women in Pakistan</p>
<p>There are limited studies that investigate the subjective norm with temporal construal (near and distant future, i.e., entrepreneurial near-time and distant-time intention) and lack of studies in the context of women intended to be an entrepreneur in Pakistan</p>	<p>RQ3: Do subjective norm influence attitude, perceived behavior control, entrepreneurial near-time and distant-time intention of women in Pakistan?</p>	<p>RO3: To examine the influence of subjective norm on attitude, perceived behavior control, entrepreneurial near-time and distant-time intention of women in Pakistan</p>	<p>H3: Subjective norm has significant effect on entrepreneurial near-time intention of women in Pakistan H6: Subjective norm has significant effect on entrepreneurial distant-time intention of women in Pakistan H8: Subjective norm has significant effect on attitude of women to be an entrepreneur in Pakistan H9: Subjective norm has significant effect on perceived behavior control of women to be an entrepreneur in Pakistan</p>
<p>There are limited studies that investigate the perceived behavior control with temporal construal (near and distant future, i.e., entrepreneurial near-time and distant-time intention) and lack of studies in the context of women intended to be an entrepreneur in Pakistan</p>	<p>RQ4: Does perceived behavior control influence entrepreneurial near-time and distant-time intention of women in Pakistan?</p>	<p>RO4: To examine the influence of perceived behavior control on entrepreneurial near-time and distant-time intention of women in Pakistan</p>	<p>H4: Perceived behavior control has significant effect on entrepreneurial near-time intention of women in Pakistan H7: Perceived behavior control has significant effect on entrepreneurial distant-time intention of women in Pakistan</p>

Table 1.5: (Continue)

<p>The intention models construct rely on the average, or straightforward measure may possess less explanatory power, thereby it is vital to use temporal construal (near and distant future, i.e., entrepreneurial near-time and distant-time intention) to get concrete findings of Ajzen's theory of planned behavior (Hallam et al. 2016)</p>	<p>RQ5a: Does entrepreneurial near-time intention mediate the relationship between attitude, subjective norm, perceived behavior control and entrepreneurial distant-time intention of women in Pakistan? RQ5b: Do attitude and perceived behavior control mediate the relationship between subjective norm and entrepreneurial near-time intention, and entrepreneurial distant-time intention of women in Pakistan? RQ5c: Do attitude and entrepreneurial near-time intention sequentially mediate the relationship between subjective norm and entrepreneurial distant-time intention of women in Pakistan? RQ5d: Do perceived behavior control and entrepreneurial near-time intention sequentially mediate the relationship between subjective norm and entrepreneurial distant-time intention of women in Pakistan?</p>	<p>RO5a: To examine the mediating effect of entrepreneurial near-time intention between attitude, subjective norm, perceived behavior control and entrepreneurial distant-time intention of women in Pakistan RO5b: To examine the mediating effect of attitude and perceived behavior control between subjective norm and entrepreneurial near-time intention, and entrepreneurial distant-time intention of women in Pakistan RO5c: To examine the sequentially mediating effect of attitude and entrepreneurial near-time intention between subjective norm and entrepreneurial distant-time intention of women in Pakistan RO5d: To examine the sequentially mediating effect of perceived</p>	<p>H10: Attitude mediates the relationship between subjective norm and entrepreneurial distant-time intention of women in Pakistan H11: Perceived behavior control mediates the relationship between subjective norm and entrepreneurial distant-time intention of women in Pakistan H12: Entrepreneurial near-time intention mediates the relationship between attitude and entrepreneurial distant-time intention of women in Pakistan H13: Attitude and entrepreneurial near-time intention mediate the relationship in sequence between subjective norm and entrepreneurial distant-time intention of women in Pakistan H14: Entrepreneurial near-time intention mediates the relationship between perceived behavior control and entrepreneurial distant-time intention of women in Pakistan H15: Perceived behavior control and entrepreneurial near-time intention mediate the relationship in sequence between subjective norm and entrepreneurial</p>
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		behavior control and entrepreneurial near-time intention between subjective norm and entrepreneurial distant-time intention	distant-time intention of women in Pakistan H16: Entrepreneurial near-time intention mediates the relationship between subjective norm and entrepreneurial distant-time intention of women in Pakistan H17: Attitude mediates the relationship between subjective norm and entrepreneurial near-time intention of women in Pakistan H18: Perceived behavior control mediates the relationship between subjective norm and entrepreneurial near-time intention of women in Pakistan
Lack of studies that have examined the group differences for entrepreneurial near-time and distant-time intention using the omnibus group test (use for more than two groups).	RQ6: Do multiple groups of women in Pakistan depict impact difference of entrepreneurial near-time intention on entrepreneurial distant-time intention those having status of entrepreneurial education, network and parents doing business, vice versa?	RO6: To examine the multiple groups of women in Pakistan with impact difference of entrepreneurial near-time intention on entrepreneurial distant-time intention those having status of entrepreneurial education, network and parents doing business, vice versa	H19: There is an impact difference of entrepreneurial near-time intention on entrepreneurial distant-time intention among groups those having status of entrepreneurial education, network and parents doing business, vice versa.

1.7 Scope of Research

The research study focuses on the issues related to women's behavioral intention towards entrepreneurship, considering the near and distant future in Pakistan.

From a theoretical perspective, a direct relationship is determined between the independent variables (attitude, subjective norm, and perceived behavior control) and dependent variables (entrepreneurial near-time and distant-time intention). This study also determines the mediation effects of entrepreneurial near-time intention on the relationship of attitude, subjective norm, and perceived behavior control with the entrepreneurial distant-time intention. This study also determines the mediation effects of attitude and perceived behavior control between subjective norm and entrepreneurial distant-time intention.

From the contextual perspective, this study is limited to the women attending business education from universities in Pakistan.

1.8 Significance of Research

Keeping in view the scarcity of research on time-bound entrepreneurial intention in Pakistan, the significance of the study falls under the domain of theoretical, empirical, and methodological perspectives.

First, this study contributes to the literature and knowledge of practitioners, academicians, and new researchers in entrepreneurship. From the theoretical perspective, the development of entrepreneurial temporal intention model comprises of attitude, subjective norm, perceived behavior control, entrepreneurial near-time, and distant-time intention, contribute to the knowledge in entrepreneurship domain by integrating the “Theory of Planned Behavior” and “Temporal Construal Theory” (Ajzen, 1985, 1991; Trope and Liberman, 2003).

Second, this research incorporates behavioral intentions on the temporal distance to find ways to activate the workforce into a productive human resource through entrepreneurial activities using appropriate strategies at the community and national levels. It is evident that three factors, attitude, subjective norm, and perceived behavior control (Ajzen, 1985, 1991, 2011a), exhibited the entrepreneurial near-time,

and distant-time intention could raise the response level. The influence of mediation of entrepreneurial near-time intention contributes to the literature. The composition of the theory of planned behavior and temporal construal theory has not been thoroughly and empirically studied even though several studies identified the relationship between entrepreneurial self-efficacy and temporal intention; and between entrepreneurial intention and country-specific business education indicators (Hallam et al., 2016; St-jean and Mitrano-Méda, 2016; Valliere 2017; Shah and Soomro, 2017; St-jean et al., 2017). This study is the first to examine entrepreneurial near-time and distant-time intention among women in Pakistan.

Third, from an empirical perspective, results would be very supportive to understand entrepreneurial temporal intention better. This study helps to understand women's behavioral intention towards entrepreneurship, considering the near and distant future in developing countries like Pakistan. The study findings are significant for the Pakistan government, institutions, and policymakers to develop effective plans for entrepreneurship technical training by focusing on developing entrepreneurial intention in near-time and distant-time. It is significant for public and private institutions to promote entrepreneurial activity and ensure continuous follow-up on developing entrepreneurial intention, especially for women.

Finally, the role of practitioners, mentors, educators, and nascent entrepreneurs may also gain new insights from the study. The concept of entrepreneurial temporal intention can help stabilize the link between intention-behavior to become an entrepreneur. Trainers can emphasize sustainable and continuous improvement on the entrepreneurial intention by disseminating knowledge with future entrepreneurs.

1.9 Operational Definition of Study Variables

The operational definition of the study variables, as mentioned below:

Entrepreneurial Intention: The entrepreneurial intention is originated from the entrepreneur word that reflects the mental state of an individual to direct personal attention and past experiences to perform necessary actions towards business concept (Bird, 1988; Sobel, 2008; Hallam et al. 2016; Acs et al. 2017). In this research study, the entrepreneurial intention has been categorized into near-time and distant-time intent under the temporal construal outcomes at two points of time near and distant future. The researcher investigates the entrepreneurial near-time and distant-time intention based on three antecedents: attitude, subjective norm, and perceived behavior control.

Entrepreneurial Near-time Intention: The state of mind in which an individual likes to take the initiative for entrepreneurial activities in the near future based on the personal attitude, societal norm, and agency factors. Most probably, this stage leads towards the entrepreneurial distant-time intention.

Entrepreneurial Distant-time Intention: The state of mind in which an individual likes to take the initiative for entrepreneurial activities in the distant future based on the personal attitude, societal norm, and agency factors. Most probably, this stage comes after the high rate of entrepreneurial near-time intention.

Attitude: In the context of entrepreneurial activity, attitude refers to the personal valuation of an individual that holds a positive or negative response to be an entrepreneur (Linan and Chen, 2009; Ajzen 2001). This research study has defined the individual personal response and valuation towards the entrepreneurial near-time and distant-time intention.

Subjective norm: In the context of entrepreneurial activity, the subjective norm refer to the perceived social pressure faced by an individual towards the entrepreneurial intention that reference people would agree on to carry out or not (Linan and Chen, 2009; Ajzen, 2001). In this research study, the subjective norm has defined the individual decision to become an entrepreneur with the consent of reference people towards the entrepreneurial near-time and distant-time intention.

Perceived behavior control: In the context of entrepreneurial activity, perceived behavior control refers to individual perception while considering to become an entrepreneur is easy or difficult (Linan and Chen, 2009; Ajzen 2002). In this research study, perceived behavior control has defined the individual perception and controllability to consider easiness and difficulty while becoming an entrepreneur following the entrepreneurial near-time and distant-time intention.

1.10 Organization of Research

This research comprises of five chapters:

Chapter 1 covers the introduction of the study domain: the basic concept of entrepreneurship and linked with economic growth, overcome poverty, women empowerment through entrepreneurship, country context, and challenges. The problem statement, research objectives, research questions with its expected contributions are also covered in this chapter.

Chapter 2 covers the published literature related to the domain of the study, the background to examine the challenges and potential solution as recommended by the scholars thoroughly. The discussion section is presented at the end of the chapter, based on the recommended solution by scholars.

Chapter 3 covers the methodology, which builds a rationale for this study, considering the research paradigm will be employed. The pilot test of instruments, processes, design, data collection, and analysis techniques are included in this chapter.

Chapter 4 presents the statistical analysis results based on the research framework and estimates the structural equation modeling (SEM) technique to study the model's fitness based on the in-depth examination of data.

Chapter 5 combines the critical findings of the qualitative examination of the data. This section also indicates the holistic image of the entrepreneurial issue in

Pakistan that needs to be addressed by the institutions to activate the female workforce. This chapter also covers the discussion, research implications, summary of key findings, limitation, and future research.

1.11 Summary

The rationale of the study is described in this chapter covering the background, research gaps, problem statement, and associated research objectives. Research motivation is also covered in this chapter, which needs to be covered and fill the literature gap. This chapter also elaborates on the significance and purpose of the study, considering women's work engagement in Pakistan.

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Appendix A : Questionnaire

Intent to be an Entrepreneur in the Future

You've been selected to take part in an important survey for your country aimed to know about people opinion to be an entrepreneur in the future. This questionnaire is part of doctoral research. You are requested to mark your first thought after reading the statements in the questionnaire. The form should take no longer than 5 minutes to complete. We really appreciate your time. Your participation is completely voluntary and all the information collected will be kept private and confidential. Thank you in advance for completing it.

Section 1: Basic Information

Q1. Are you currently studying in the university?

- Yes No

Q1.1 If you are currently studying at university, please mention the name along with the country.

Name of university: _____

Q2. Are you currently enrolled in the university for business administration degree?

- Yes No

Q.3 Have you ever studied entrepreneurship subject in the university?

- Yes No

Q4. Are you currently doing a business?

- Yes (If Yes, move to Section 3, Q27) No

Q5. Are your parents/guardian currently doing any kind of business?

- Yes No

Q6. Are you working somewhere to earn money?

- Yes No

Section 2: Attitude, Norm, Perceived Behavior Control and Intention to be an entrepreneur

Please mark circle on your responses for each statement on the scale 7 (strongly agree) to scale 1 (strongly disagree).

Attitudes toward entrepreneurship (ATE)

Q7. Being an entrepreneur implies more advantages than disadvantages to me

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q8. A career as an entrepreneur is attractive to me

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q9. If I had the opportunity and resources, I'd like to start a company

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q10. Being an entrepreneur would entail great satisfaction for me

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q11. Among various options, I would rather be an entrepreneur

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q12. I believe that if I will start my business, I will certainly succeed

Subjective Norm (SN)

Q13. I believe that people think, I should pursue a career as an entrepreneur

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q14. My friends see entrepreneurship as a logical choice for me

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q15. My parents are positively oriented toward a career as an entrepreneur

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Perceived Behavior Control (PBC)

Q16. To start a company and keep it working would be easy for me

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q17. I am prepared to start a viable company

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q18. I can control the creation process of a new company

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q19. I know the necessary practical details to start a company

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q20. I know how to develop an entrepreneurial project

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q21. If I tried to start a company, I would have a high probability of succeeding

Entrepreneurial near-time intention (ENTI)

Q22. I am determined to create a company in the future

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q23. After my graduation, I intend to create my own company or business

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Entrepreneurial distant-time intention (EDTI)

Q24. I have a very serious thought about starting my own company

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Q25. I intend someday to start my own company or business

Strongly agree	7	6	5	4	3	2	1	Strongly disagree
----------------	---	---	---	---	---	---	---	-------------------

Entrepreneurial Network (EN)

Q26. Do you personally know an entrepreneur who started a business within two years?

- Yes No

Section 3: Demographic information

Q27. What age range do you fall into?

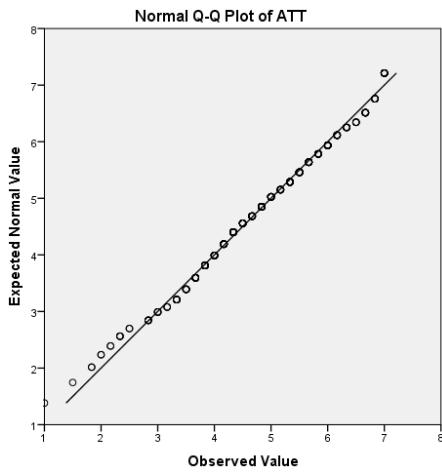
- 18-22yrs 22-26yrs 26-30yrs Above 30yrs

-: End of Survey :-

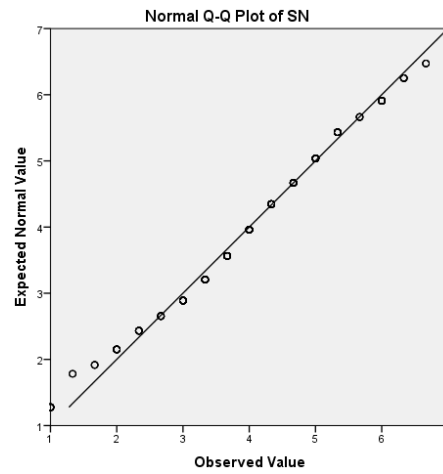
Please let us know if you have any query or concerns on email:
aasimnasar@gmail.com

Appendix B : Q-Q plots

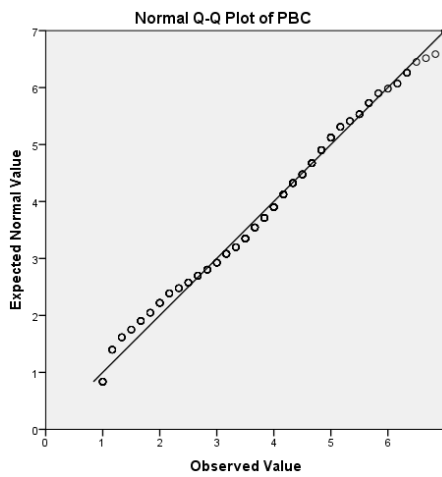
Attitude



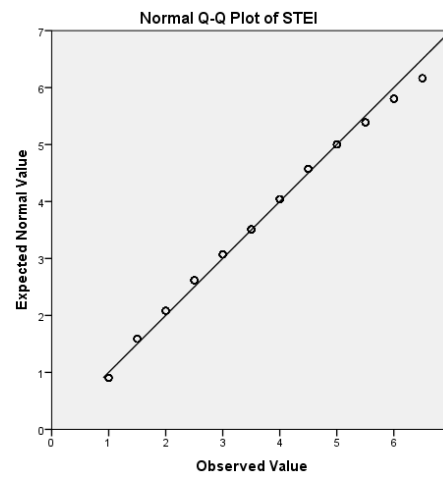
Subjective Norm



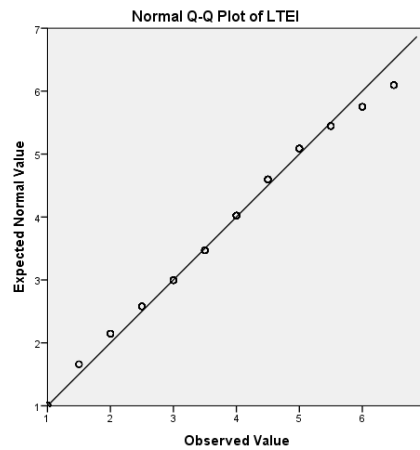
Perceived Behavior Control



Entrepreneurial near-time intention

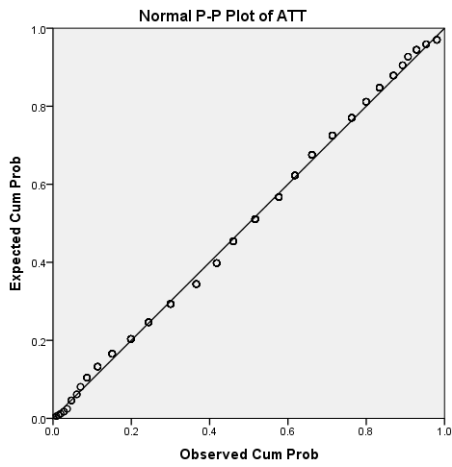


Entrepreneurial Distant-time intention

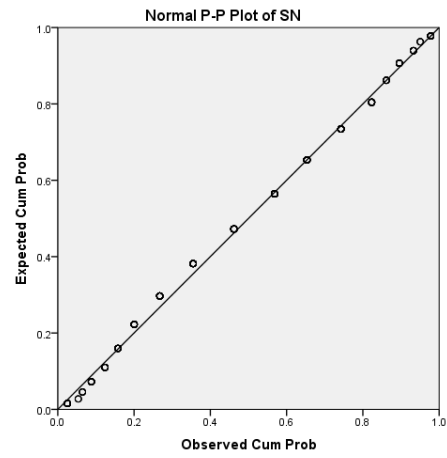


Appendix C : P-P plots

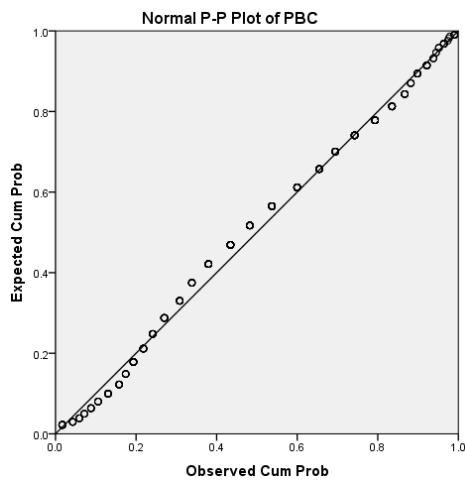
Attitude



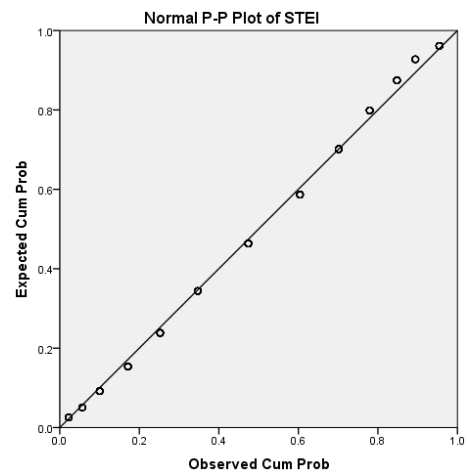
Subjective Norm



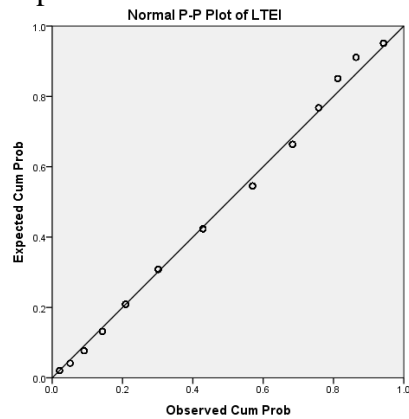
Perceived Behavior Control



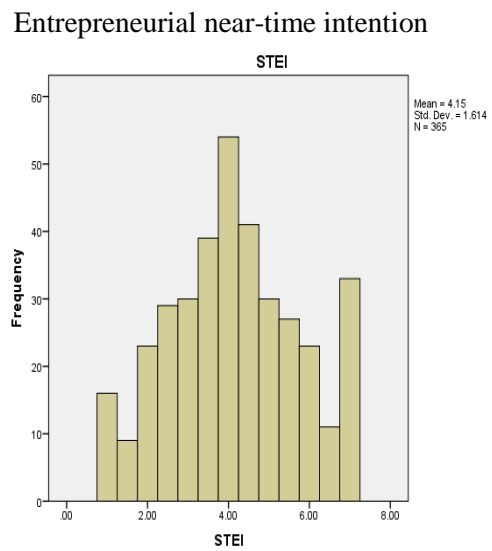
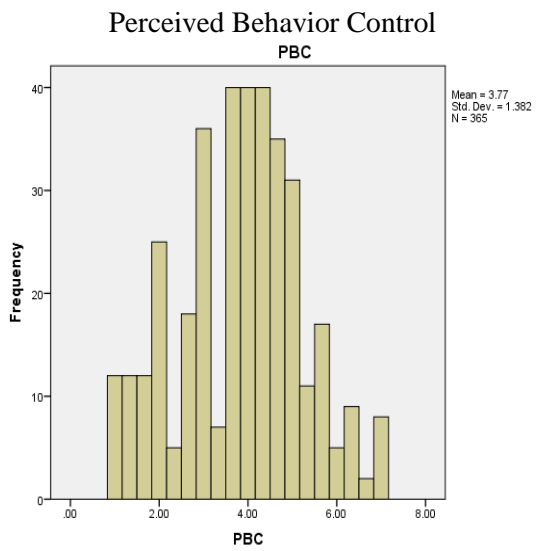
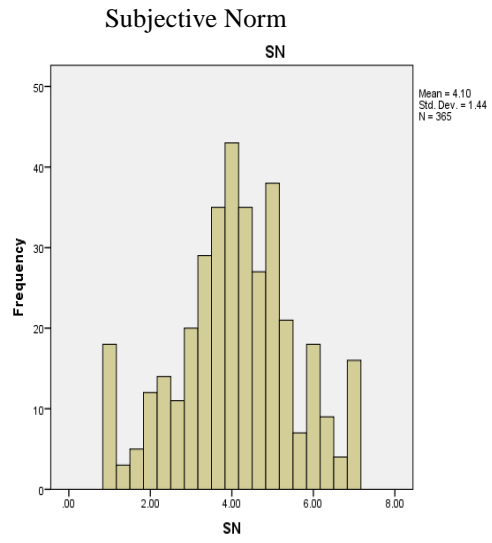
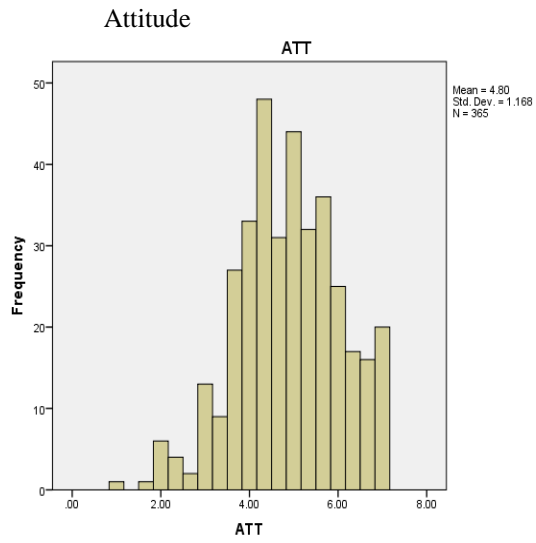
Entrepreneurial near-time intention



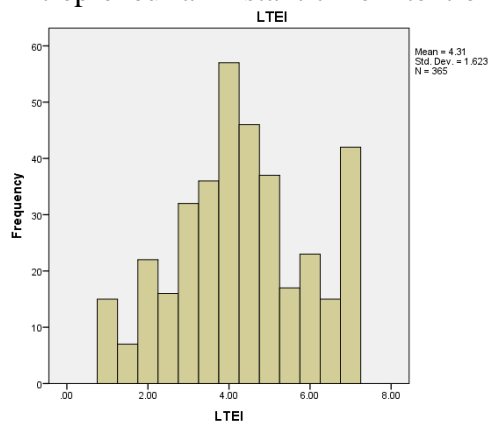
Entrepreneurial Distant-time intention



Appendix D : Histogram



Entrepreneurial Distant-time intention



PUBLICATIONS

- Nasar, A.; Kamarudin, S.; Rizal, A.M.; Ngoc, V.T.B.; Shoaib, S.M. (2019) Short-Term and Long-Term Entrepreneurial Intention Comparison between Pakistan and Vietnam. *Sustainability*, 11, 6529.
<https://doi.org/10.3390/su11236529> [Q2, ISI and Scopus Index, Impact factor 2.592]
- Nasar, A., Kamarudin, S., Rizal, A. M., and Omar, R. A. (2018) Conceptual Framework for Understanding Entrepreneurial Intention and Behavior in Near and Distant Future”, 5th International Conference on New Ideas in Management, Economics and Accounting, Paris, France, pp. 53-60.
- Nasar, A., Kamarudin, S., Nohuddin, P. N. E., Rizal, A. M. and Husin, M. M., (2017) “Critical reflections: women empowerment in the context of Pakistan”, in International Conference on Management in Emerging Markets and International Conference on Innovation in Business and Strategy, Bali, Indonesia, 26 - 28 July 2017.