

Impact of Prior Work Experience on Entrepreneurial Intention and Theory of Planned Behaviour in the Context of Pakistan

Li Wen Yuan¹, Sikander Ali Qalati^{1*}, Shuja Iqbal², Rana Yasir Hussain² and Shaibu Ali³

¹Department of Marketing, School of Management, Jiangsu University, Zhenjiang, Jiangsu, PR China

²Department of Management, School of Management, Jiangsu University, Zhenjiang, Jiangsu, PR China

³Department of Management, School of Finance, Jiangsu University, Zhenjiang, Jiangsu, PR China

Abstract

The present study aims to investigate the impact of prior work experience influence the entrepreneurial intension in the context of Pakistan. Where 58% population lies in the age of 20-30 years, 45-45% people hold Bachelor and Master degree. 58% people have experience in private firms. Theory of planned behaviour and Kolb's experiential learning theory examined in the study. The sample of 438 represents the population of Pakistan. Study used the PLS-SEM 3.2.7, and the techniques used involves PLS algorithm, bootstrapping, scales used witnessed by using Fornell-Larcker validity and most sensitive techniques HTMT Ratio. The study constructed the four hypothesis in light of resents literature along with the theoretical support. Moreover, study founded the positive relationship between prior work experiences, with entrepreneurial intension. In addition, components of the theory of planned behaviour also played a significant role.

Keywords: Entrepreneurial intention; Prior work experience; Entrepreneurial self-efficacy; Perceived behavioural control; Perceived family support

Introduction

An economy of developing countries is facing tough time to boost GDP, Pakistan is one of them. Current situation states that the 58% literacy rate is still stagnant Alvi [1] inflation rate increased to 5.9%. Zaidi [2] 31.8% devaluation of rupees [3], the unemployment rate increased to 8.0% [4]. In addition, small and medium enterprise contributes 40% to GDP of Pakistan [5]. It's the time to play a role of role model to serve the country. Despite of dependence on the Government to produce jobs, decrease in taxes and an interest rate, young generation of Pakistan required to indulge in an entrepreneurial activity. The economy can get success by focusing on entrepreneurial activities, it's vital to focus on the determinants which motivate entrepreneurial intensions [6]. EI is concerned with attitudes, subjective norms (support from family, siblings, environment, Government, etc.), and perceived behavioural control [7].

Most of the countries, their Governments, policy makers as well as scholars realized that entrepreneurship plays a vital role in in economic growth and promote the employment, and act as catalyst for the betterment of society [8,9]. Entrepreneurship is considering a facilitator for the growth of the economy, and gives a competitive edge to the developed countries [10,11]. Furthermore, Parker [12] beliefs that it's the main determinants which fight with societal hindrance and the term unemployment. Diaz-Garcia, et al. [13], Lindh and Thorgren [14] believe that E is the major element in the economies of developed and developing countries.

Basu and Virick [15] believe that the E creates huge openings for persons to attain freedom and provide assistance to the economy in the form of employment, improvement in productivity, modernization, and economic development. Goetz, et al. [16] investigated that E positive influence on the economy, not only in the form of salary, jobs, novelty, but it also have added in the growth of per capita income and help out to fight with poverty. Beeka and Rimmington [17], Buang [18] stated that E is one of the motivating factors for youngster and graduates. According to Mwasalwiba [19], graduates are facing tough time in having jobs, due to limited offerings, and tough criteria's set by companies, which left graduates to have self-employment. Furthermore,

Lourenco, et al. [20] investigated that companies hire those applicants who have an entrepreneurial mind set, skills which make them cost effective. Hence, it's vital to understand the determinants which influence individuals to indulge into starting a new venture. According to Ismail et al. [21], apart from individual qualities, there are numerous factors which playing role of boosting the E.

Lu and Millington [22], Zellweger et al. [23] states that it's vital to investigate the factors which influence the graduates towards entrepreneurial intentions. McStay [24] stated that prior work experiences affect the decision-making and performance of firms. Peterman and Kennedy [25] explored the opulence results between PWE and attitude towards business. Kolvereid [26], stated that individuals having PWE have greater intensions towards business as compared to fresher's. Mazzarol [27] also found that PWE has positive effects on EI. In addition, other findings relate to the sector, he investigated that individuals who have worked in private sector have greater influence towards the venture as compared to employees of government. Cholosta, et al. [28], Shook, et al. [29] also found the relationship between PWE with EI. As far as particular qualities, a contemporary research proposed that "although researchers have devoted considerable effort to identifying characteristics, traits, values, affective states, and cognitive styles that are associated with entrepreneurial success, there is less research about taking work experience as an independent variable it also support venture creation remain elusive" [25]. Shane [30] also believes that having past insights, information about problems, customers, competitors, also enable us have avail better opportunities, as well as influence our EI.

***Corresponding author:** Sikander Ali Qalati, Department of Marketing, School of Management, Jiangsu University, 301 Xuefu Road, Jingkou District, Zhenjiang, Jiangsu, PR China, Tel: +8618652831373; E-mail: sidqalati@gmail.com

Received December 10, 2018; **Accepted** April 15, 2019; **Published** April 23, 2019

Citation: Yuan LW, Qalati SA, Iqbal S, Hussain RY, Ali S (2019) Impact of Prior Work Experience on Entrepreneurial Intention and Theory of Planned Behaviour in the Context of Pakistan. J Entrepren Organiz Manag 8: 268. doi: [10.4172/2169-026X.1000268](https://doi.org/10.4172/2169-026X.1000268)

Copyright: © 2019 Yuan LW, et al. This is an open-access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

Although there is a lot of research work on personality traits, social support, trainings, competencies, role model in order to know the entrepreneurship intension, but there is less literature on impact of prior work experience on entrepreneurship intension. Is there a relationship between past working experience, and the attitude toward start-up of business, subjective norms and perceived behavioural control? In the context of Pakistan. Present study involved the prior work experience as an independent variable which was slightly used in the literature along with the theory of planned behaviour and entrepreneurial intension as the dependent variable. The study was conducted in the context of Pakistan. The study has been conducted by using closed ended questionnaire, convenient method of sampling used, and partial least square techniques has been adapted to measure the scale.

Literature Review

Theoretical background

The Theory of Planned Behaviour (TPB) by Ajzen [31], lets us apprehend intensions keeping in view both factors social and personal. TPB states that behavioural achievement depends on both motivation (intention) and ability (behavioural control). According to the theory, there are three independent of intensions. Attitude, perceived support (subjective norms) and perceived behavioural control (Self efficacy) [32].

Attitude: Involve the degree to which a person has a positive or negative assessment of the conduct of attention. It requires a deliberate of the results of acting the conduct.

Subjective norms: Involve the acceptance of behaviour in the society. It entails the family, colleague, friends, siblings, and of those important to us support the behaviour or not.

PBC: Perceived behavioural control is the insight of the comfort or trouble required in acting particular behaviour. It diverges keeping the circumstances and movements, which outcomes, insights of interactive mechanism conditional on state. PBC was advanced, and shaped the swing after the Theory of Reasoned Action to the Theory of Planned Behaviour [33].

In the study of entrepreneurship, it's vital to know about the attitude as because it results the insights of acceptability and also stimuli entrepreneurial intentions. While perceived behavioural control has also that much importance it declare the insights the person has of either the ability to control the situations which leads to entrepreneurial intension [34]. As per Becker's theory, a human capital is the vital factor which supports the creation of intellectual abilities, counting attitudes and acuity of aptitudes [35], while, as per Coleman [36], societal capital, perceived support (SN) is consider a vital factor in the formation of human capital [37].

Prior work experience (PWE)

Kolb's experiential learning theory define experiential learning as "the process whereby knowledge is created through the transformation of experience" [38]. Everyone has a story and a past. Some stories are worse than others. According to Gomes [39] we can't change the things which happened in the past, but we can alter some of the portion in the future taking past as standards. Hence our prior experience will assist to shape today. There are three types of pre-launched experience, most of entrepreneur have behind their successful businesses first they have worked in the same industry, second related industry and third frequent user of the product [40].

Prior work experience can be defined in numerous ways in general; it is any experience a person gain while working in a specific field or occupation. As per disclosure of prospects, UK past work exposure is important for having a bright career [41]. Furthermore, it entails that, no worries work is whether for a short time or longer work exposure always liked by employers and it will aids you in gaining future jobs. Family ties are valuable, but not essential, in establishing transnational ventures [42]. According to Gielnik et al. [43] people over 40 years, having wider PWE related to entrepreneurial as compared to younger people. In addition Liguori, et al. [44] stated that PWE positively influence the self-efficacy as well as entrepreneurial expectation. While Fatoki [45] finds that University students having PWE has the greater level of EI versus students having no exposure. However, the difference is not statistically significant. According to Barringer and Jones [46] the engrossment in the creation of diverse businesses also offers chance of having insights of the perils and glitches allied with new firms. Entrepreneurial exposure is key elements connected with contributions and part of entrepreneur in new firm establishment [47]. Precisely, insightful prior knowledge's can offers a competitive edge to possessions and meanwhile subsidize to individual conclusion about the likelihood of his/her creating a new venture.

H₁: Prior work experience is positively related to entrepreneurial intention.

Entrepreneur intension (EI)

There are numerous definition and thoughts about EI. According to Tkachev and Kolvereid [48], EI is a parson readiness to indulge in entrepreneurial action, or to be an entrepreneur. Entrepreneurial conduct is a process that reveals continuously for the world [30]. While as per Choo and Wong [49], EI is the tool which enables us to fulfil the aim of firm establishment. EI can also be well-defined as a mindful response and belief by those who wants either to start a new venture or want to become in future. Bird [7] define EI as a feeling or mood which entails towards entrepreneurial conduct. Van-Gelderen [50] believes that EI's are fundamental to entrepreneurship development since they are the main reasons for starting new ventures.

Past work exposure of a new venture or being an entrepreneur boosts EI, although over inconsequentially [51]. Not that much focus has been put on prior work exposure, which centrals to advanced stages of educational attainment [52]. They notify the bright side of prior work experience, hold that a grip on work can be increased by having a greater level of exposure for that task [53].

Conceptual and Hypothesis

Albeit TPB has been used many of the scholars for different research, but this theory is rarely used to know the effects of the PWE impact of EI, this study emphasis are about discovering the influence of prior work experience. PWE not only block to grab the opportunity, to gain a competitive edge as well as new career with ease, but also surge performance, improve the insights to resolve the problems, an addition to the creation of new venture and also provide support to entrepreneurial behaviour [54]. PWE estimated to have a positive influence towards EI [55].

ATBS and its mediating role

There is numerous definition of an attitude; Ajzen [32] believes that "it is a disposition to respond favourably or unfavourably to an object, person, institution, or event." In addition, Ajzen [31] hold that distinctive feature of an attitude is its evaluative (pro-con, pleasant-

unpleasant) nature. According to Usman and Yennita [56] findings, there is a greater influence of attitude along with the subjective norms of international student in Turkey. Furthermore, the greater the optimistic attitude towards an act greater level of EI will be to implement that act [57]. Zapkau et al. [58] found the positive mediation, relationship among PWE and EI.

According to Kautonen et al. [55], Parker [59] it was found that PWE influence attitude towards starting new venture. Dyer [60] also found that persons having PWE favour the entrepreneurial life. Furthermore PWE permits persons to analyse the individual significances of initiating a venture [61]. There are numerous factors which influence attitudes towards any behaviour [62]. Theory of career choice states that person's views about a job is effect of prior work exposure, also the insights of the attitudes and estimation of perceived support (society, family, friends) toward the job. Such opinions and knowledge's, exposure, effect attitudes to a specific occupation and finally the profession best that those persons mark.

According to Rynes et al. [63] firms appoint individuals taking PWE as a basis, they use it as one of major parameter, they beliefs that people having prior experience perform better. According to Fragoso et al. [64] findings, ESE along with the personality trait as well as entrepreneurial attitude are the important determinants of EI. In addition, Kim-Soon et al. [65] indicated that attitude and subjective norms are rated at good level to influence EI, while PBC rated at a very good level to impact EI. Thus,

H₂: Relationship between PWE and EI is mediated by ATBS.

PFS and its mediating role

According to Ajzen [32], TPB states that perceived support of family, friends, society, siblings, offer the personal standards that entrepreneurs may practice to decide. If their EI to initiate to start new venture is recognized and supported by others believed important by them. Conferring to the contemplative assessment procedure, vital persons or group's converse reviews of the person's conduct, such reviews recycled by the individual to comprehend who they are, and how they act [66]. Essential analysis of replicated evaluation spreads this line of cognitive, and advocates that replicated considerations are clarified by the person's personal self-insights. Therefore, persons having PWE, experiences are set out by themselves by using knowledge, skills, and uses the reviews and standard happens to others.

According to Douglas and Shepherd [67], PWE affects the perceived family support towards initiating the business. MacMillan [68] states that societal contacts provide assistance to those having prior work experience related to business. According to Purba [69], findings along with the personality factors subjective norms also have a vital influence on EI of students. Kautonen et al. [55] found that environment where people work played the role of norms in between PWI and EI.

Furthermore, Ajzen [34] reviewed methodology advises that only those individuals have greater chances of EI, those have strong beliefs about themselves and perceived support from family, friends, etc. Dyer [70] recommends that those who don't have family support they become disheartened and eventually not continue to open new venture.

Miralles et al. [71] found that knowledge of entrepreneurship, which is part of work experience positively, affects the EI by having social norms as a mediator. In universal, greater the perceived support greater will be EI towards new venture/firm/business. Thus,

H₃: Relationship between PWE and EI is mediated by PFS.

PBC and its mediating role

PBC is the insight of the comfort or trouble required in acting particular behaviour [34]. As per Bandura [72], PBC is the insight of means, but this can't be separate from the person's insights of comfort/struggle in the accomplishment of an assignment. People entitled to indulge in those activities which they beliefs they can complete [72]. Self-efficacy consider as the brilliant degree of PBC, meanwhile the notch to which an individual passes self-assurance in their skill to open a venture is straight forwardly associated with their supposed control in implementing that conduct [32]. As it is broad term, it include self-efficacy is grounded on persons' insight of own skills, talents, and capability to accomplish specific jobs, as well as its mirror individual's self-reliance in his/her identifiable aptitude to flourish in such jobs [72]. As per Chen et al. [73], SE is the person's self-assurance in his or her skill to thrive in entrepreneurial activities.

Zapkau et al. [58] found the positive mediation, relationship among PWE and EI. PWE has positive effects on PBC which leads to starting a new business [61]. Brenner et al. [74] found that past experience gives permission to learn skills in order to start a new business. According to Boyd and Vozikis [75], ESE effects varieties, ambitions, and struggle, as well as determine when business persons look problems. As per Bell [76] findings, among six determinants, self-efficacy is an important predictor of EI. In addition Esfandiara et al. [77] beliefs ESE along with the attitude and feasibility have greater impact on EI, while holding that PFS don't have influence on EI.

In addition Liguori et al. [44] used self-efficacy and found that it mediate between the individual's input (PWE) and output (EI). Miralles et al. [71] explored the positive mediation, relationship among entrepreneurial knowledge and entrepreneurial intension. More interestingly, Wilson et al. [78] found that SE is an important factor to know why some persons are motivated and some are not. According to Kickul et al. [79] results persons having greater level of SE practice and disclose a greater level of EI. Carr and Sequeira [80] finally reveals that those who passes greater level of self-confidence they will enjoy greater success in the entrepreneurial activities, process, and intensions. Thus,

H₄: Relationship between PWE and EI is mediated by PBC.

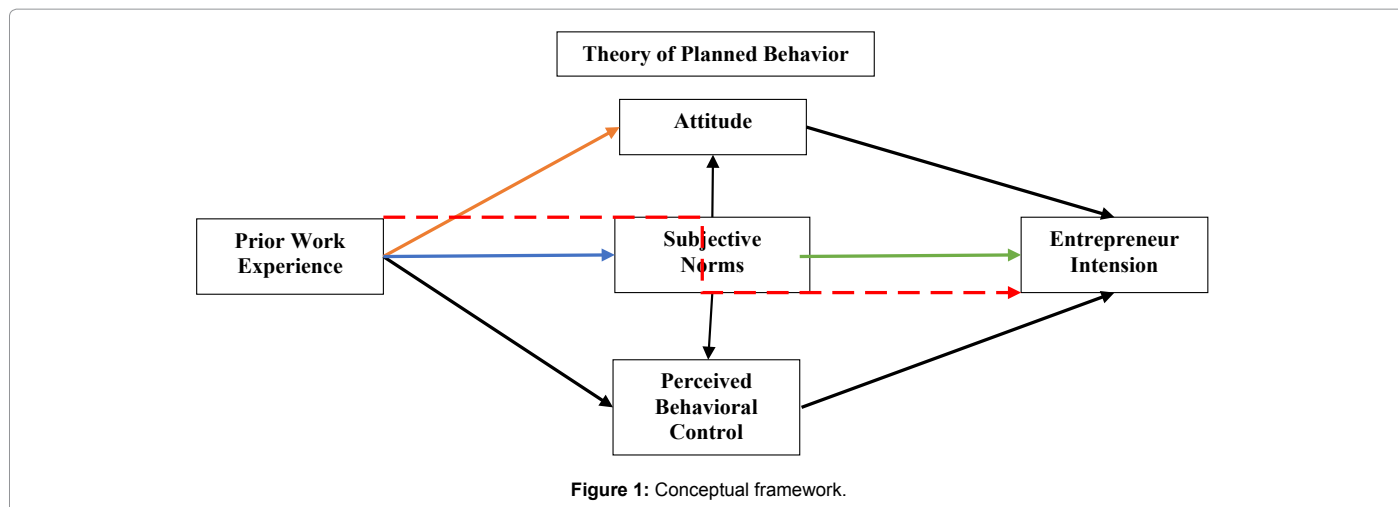
The Figure 1 exhibits the conceptual framework of the study; it shows the linkages between variables. The red dotted line shows the direct link between PWE and EI (Figure 1).

Research Methodology

Sample

The convenience-based method of sampling has been used. In instrument closed ended questionnaire has been used. In sample overall 438 (n=438) respondents have filled the questionnaire. A questionnaire has been shared with friends and universities by using different channels including E-mail, We Chat, What's App and Facebook. In order to foster a response rate, Google form has been generated for an ease of respondent. Meanwhile, respondents have all option, either to complete survey online, or fill and send back via E-mail. This study was conducted in the context of Pakistan.

The Table 1 states the demographic information on respondents, out of 438 respondents, 52% respondents were male, the rest of them female. 58% respondents lie in the age of 21-30 years; this figure exhibited the youngsters ratio is higher in the country of Pakistan. 45% respondents have jobs in the private sector, 20% students either have worked in the form of internships, part time, or continuing study after



Controls	Gender		Age					Working sector		
	Male	Female	10-20	21-30	31-40	41-50	41-50	Government	Private	Student
Variance	227 (52%)	211 (48%)	48 (11%)	253 (58%)	99 (23%)	27 (6%)	11 (2%)	152 (35%)	197 (45%)	89 (20%)
Controls	Education			Experience (No. of years)						
	Intermediate	Bachelors	Masters	PhD	1-5	6-10	11-15	16-20	>20	
Variance	14 (3%)	196 (45%)	198 (45%)	30 (7%)	252 (57.5%)	95 (21.5%)	21 (5%)	42 (9.5%)	28 (6.5%)	

Variables: Total; N=438
 Note: During conversion into % round method used.

Table 1: Demographical information.

having 1 or 2 years of experience. Moreover, 45% respondents have Bachelor levels of education, and 45% have Master level; these figures show that literacy figure is going to be improved. Furthermore, 57.5% respondents have 1-5 years of experience, followed by 21.5% having 6-10 years.

Measures

Prior work experience: We adapted 4 items from the work of Miralles et al. [71] to measure the prior work experience. The scale was based on human capital theory [81]. This scale has been used in several studies such as Baron [82], Dimov [83]. The construct validity and reliability of the scales was measured by PLS-3.0 algorithm techniques. It has a value of *Cronbach Alpha: 0.932*, and *Composite Reliability: 0.952*.

Attitudes towards business start-up: In order to satisfy ATBS 4 point scale was used to measure this variable. The scale was developed by Linan and Chen [37] and used by Taun et al. [84], Tsai, et al. [85] and Miralles et al. [71]. The construct validity and reliability of the scale was measured by using PLS-3.0 algorithm techniques. The scale has a value of *Cronbach Alpha: 0.82*, and *Composite Reliability: 0.893*.

Perceived family support: We adapted 6 items to assess PFS variable. We adapted 6 items scale from the work of Miralles et al. [71]. The scale was developed by Linan and Chen [37] used by Tsai, et al. [85]. The construct validity and reliability of the scale was measured through PLS-3.0 algorithm techniques. The values *Cronbach Alpha: 0.896* and *Composite Reliability: 0.92*.

Perceived behavioural control: In order to measure the PBC 5 item scale has been used, scale items adapted from the work of Miralles et al. [71] to measure this variable. The scale was developed by Carr and Sequeira [80], Linan and Chen [37] and used by Tsai, et al. [85].

The construct validity and reliability of the scale was measured having *Cronbach Alpha: 0.947*, and *Composite Reliability: 0.959*.

Entrepreneurial intentions: In total 4 items scale was used to measure this variable. The scale was developed by Linan and Chen [37] used by Taun et al. [84], Tsai et al. [85] and Miralles et al. [71]. The construct validity and reliability of the scale was measured *Cronbach Alpha: 0.849*, and *Composite Reliability: 0.899*.

Analytical techniques

In this study technique of bootstrapping, as well as PLS partial least square modelling method has been used. The reasons behind the use of PLS 3.0 and techniques involve 1st widely received application of modelling [86,87]. 2nd in order to get detailed information about variables 3rd partial least square method is encountered well established method [88-91]. Hence, keeping in view the importance the Partial Least Square Software 3.0 used.

Results

The Table 2 depicts that as per the standards set by Nunnally [92], the *Cronbach alpha* coefficient must be greater than 0.7 and Hinton et al [93] suggested 04 levels of reliability, Level-1: excellent reliability falls within range of 0.9 and >, Level-2: high reliability in 0.7 to 0.9, Level-3: moderate from 0.5 to 0.7 and Level-4: low but also acceptable <0.5. Furthermore, as per Bagozzi and Yi [90] the numbers of AVE must be higher than 0.5. Hence, the variables used in this study fall in region of excellent reliability and validity (Table 3).

In the Table 3 value highlighted shows that the square root of AVE which should be greater than 0.5 rule of thumb set by Fornell and Larcker [94], hence in Table 2, this thing has been proven with AVE>0.5. Furthermore, in order to examine the discriminant validity they recommended that AVE should be greater than the correlation

	Items	Loadings ^a	AVE ^b	CR ^c	CA ^d
Prior work	QPWE1	0.938	0.832	0.952	0.932
Experience	QPWE2	0.945			
	QPWE3	0.933			
	QPWE4	0.827			
Attitude towards Business	QATBS1	0.878	0.735	0.893	0.82
Start-up	QATBS2	0.859			
Perceived family Support	QATBS3	0.834			
Support	QPS1	0.806	0.659	0.92	0.896
	QPS2	0.887			
	QPS3	0.73			
	QPS4	0.84			
	QPS5	0.828			
	QPS6	0.771			
Perceived Behavioural Control	QPBC1	0.92	0.825	0.959	0.947
Control	QPBC2	0.944			
	QPBC3	0.894			
	QPBC4	0.909			
	QPBC5	0.873			
Entrepreneurial Intentions	QEI1	0.873	0.691	0.899	0.849
Intensions	QEI2	0.763			
	QEI3	0.896			
	QEI4	0.785			

^aAll item loadings>0.5 indicates the indicator reliability [89].
^bAll average variance extracted (AVE)>0.5 indicates convergent reliability [90].
^cAll composite reliability (CR)>0.7 indicates internal consistency [91]
^dAll values of CA>0.7 which exhibits the standard set by Nunnally [92].

Table 2: Measurement model.

	ATBS	EI	PBC	PS	PWE
Attitude toward business start-up	0.857*				
Entrepreneurial Intentions	0.559	0.831*			
Perceived family Support	0.534	0.781	0.908*		
Perceived behavioural control	0.71	0.652	0.648	0.812*	
Prior work experience	0.601	0.621	0.824	0.641	0.912*

*The diagonals are the square root of AVE of the latent variables and indicate highest in column and row

Table 3: Discriminant validity (Fornell-Larcker criterion) [94].

among latent variables as depicted in Table 3. The value of AVE is higher in the particular column and row. It's proven that all the measure used in this study has a satisfactory level of discriminant validity (Table 4).

The Table 4 shows the values of HTMT criterion used to measure multi-collinearity; according to Gold et al. [95], Teo et al. [96] it should not higher than 0.9. The results shown in the table fulfil criteria, which mean that there was no any multi-collinearity among the constructs used.

Correlation analysis

The Table 5 given states the relationship between variables, 0.559 values show the positive relationship among ATBS and EI. Likewise 0.534 shows a positive relationship between ATBS with PBC; 0.71 positive relationships among ATBS and PFS; and 0.601 positive relationships between ATB and PWE. Likewise, all variables have positive relationship among them. The maximum positive relationship 0.824 was found between prior work experience and perceived behavioural control and minimum 0.534 was found between attitude towards business start-up and perceived behavioural control (Table 6).

The Table 6 shows the hypothesis analysis, along with their coefficient, standard deviation, t-value as well as p value and their significance.

	ATBS	EI	PBC	PFS	PWE
Attitude toward business start-up					
Entrepreneurial Intentions	0.674				
Perceived family Support	0.837	0.743			
Perceived behavioural control	0.602	0.863	0.685		
Prior work experience	0.685	0.698	0.694	0.877	

Table 4: Heterotrait-Monotrait Ratio (HTMT).

	ATBS	EI	PBC	PFS	PWE
Attitude toward business start-up	1	0.559	0.534	0.71	0.601
Entrepreneurial intentions	0.559	1	0.781	0.652	0.621
Perceived behavioural control	0.534	0.781	1	0.648	0.824
Perceived family Support	0.71	0.652	0.648	1	0.641
Prior work experience	0.601	0.621	0.824	0.641	1

Table 5: Latent variable correlations.

Initially, H₁ constructed that PWE positively related to EI. The results provided in Table 6 have revealed a significant positive relationship among PWE and EI having positive coefficient 0.680, t=37.677, p value: 0.000 <0.01. Hence results supported the H₁. The study supported the work conducted by Fatoki [45], Lee and Tsang [47], Liguori, et al. [44].

Secondly H₂ developed for the mediating role played by ATBS between PWE and EI. The result also reported a positive relationship with positive coefficient 0.063, t value 2.175, and p value 0.007<0.01. Thus H₂ was also supported the studies conducted by Fragozo et al. [64], Kim-Soon et al. [65] and Usman and Yennita [56].

Thirdly H₃ was constructed that perceived family support mediate between PWE and EI. The results founded with positive coefficient 0.499, t value 20.158 and p value 0.000<0.01. Hence H₃ was supported, the studies conducted by Kautonen et al. [55], Miralles et al. [71], Purba [69].

Finally H₄ was about mediation of PBC among PWE and EI. The positive results and value of beta 0.119, t value 4, and p value 0.000<0.01 also supported the H₄. Hence the hypothesis supported and the work conducted by Bell [76], Esfandiara et al. [77], Miralles et al. [71], Liguori, et al. [44] (Table 7).

The Table 7 reveals the assessments of R² which is called the coefficient of determination [97]. It explains the variation in dependent variable which incurs because of one or more independent variable or the proportion defined by the independent variables [98]. The value of ATBS 0.362 (36.2%) states that 36.2% in ATBS were defined by PWE. 0.652 (65.2%) variation in EI is defined by PWE along with other variables. 0.679 (67.9%) variation in perceived family support defined by the prior work experience. In last, 0.411 (41.1%) changes in perceived behavioural control were defined by the prior work experience.

Structural model

The bootstrapping technique used for Figure 2, it shows the path coefficients along with their level of significance. All paths have positive coefficients, and were founded significant with p value 0.000 <0.01.

Discussion and Conclusion

The main aim of study was to investigate the impact of prior work experience on entrepreneurial intension in the light of the theory of planned behaviour. The results supported the positive relationship between prior work experience and entrepreneurial intension [15,21,

Hypothesis	Beta	s. d	t-value	p value	Decision
H ₁ : Prior work experience>Entrepreneurial intentions	0.680	0.018	37.677	0.000**	Supported
H ₂ : Prior work experience>Attitudes towards business start-up> Entrepreneurial intentions	0.063	0.023	2.715	0.007**	Supported
H ₃ : Prior work experience>Perceived behavioural Control> Entrepreneurial intentions	0.499	0.025	20.159	0.000**	Supported
H ₄ : Prior work experience>Perceived family support> Entrepreneurial intentions	0.119	0.03	4.000	0.000**	Supported

Note: **p<0.01(one-tailed test)

Table 6: Hypothesis analysis.

	R Square*	Adjusted R Square	Beta	s. d	t-value	p value	Decision
Attitude toward business start-up	0.362	0.36	0.362	0.04	9.062	0.000	Supported
Entrepreneurial intentions	0.652	0.649	0.652	0.021	30.812	0.000	Supported
Perceived family support	0.679	0.678	0.679	0.026	26.525	0.000	Supported
Perceived behavioural control	0.411	0.41	0.411	0.027	15.41	0.000	Supported

Note: *In PLS-SEM R² with values of 0.67 considered substantial, 0.33 considered moderate and 0.19 as weak [97].

Table 7: Analysis of R².

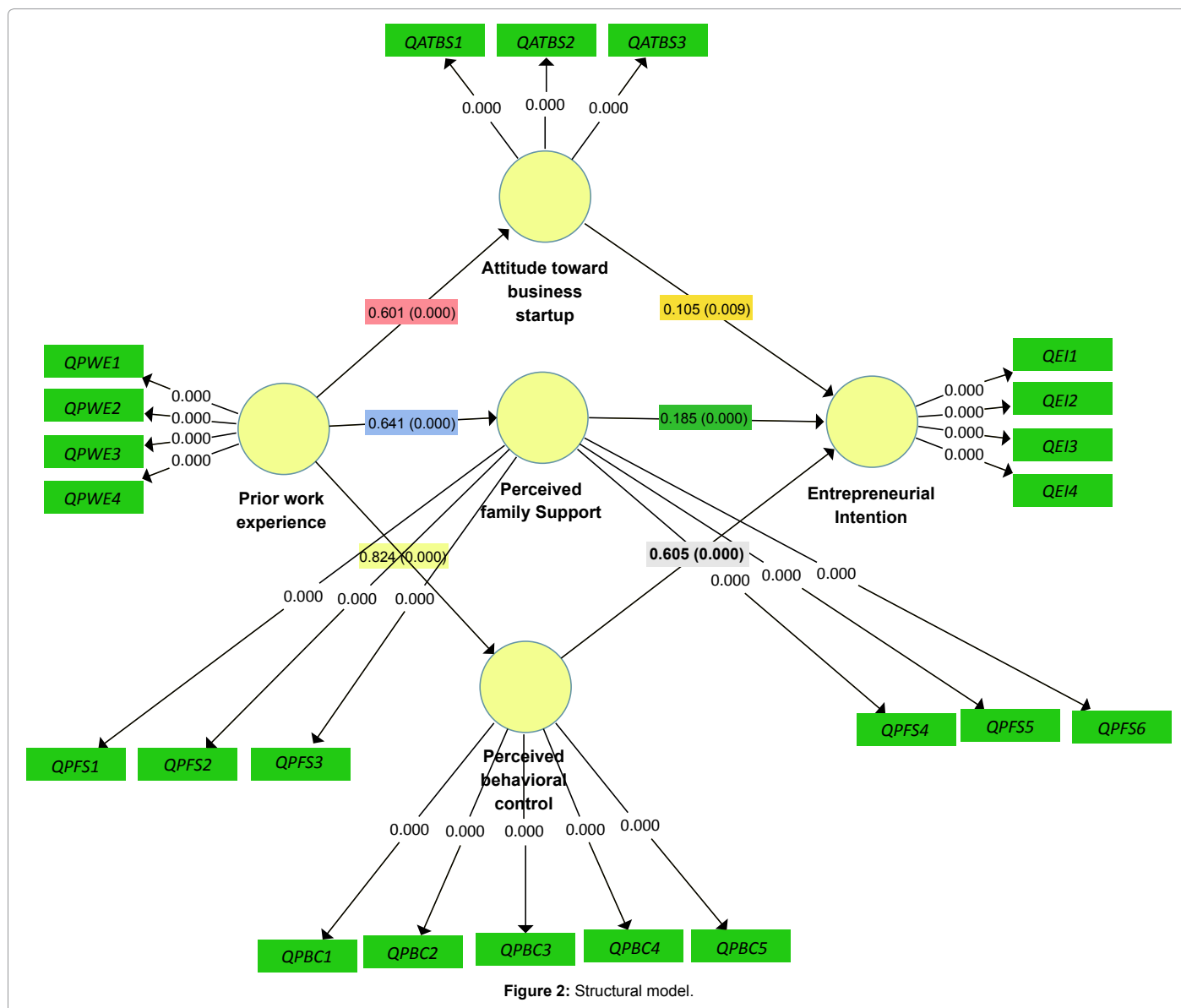


Figure 2: Structural model.

22,42,44,45,64,76,77,99]. In addition the components of TPB attitude towards business start-up, perceived family support, and perceived behavioural control also positively acts as mediator between PWE and EI [17,28,53,58,65,67,71,100].

This study has numerous applications which can support both theory and practice. Firstly, study conducted in Pakistan, results reveals that 58% respondent's lies in the age of 21-30 years, a country having a more youth population can have greater chances of growth in the economy [101]. Hence it helps Government as well as Government institutions like small and medium enterprise development authority, perform the task of registration and to develop policies for new firms and allocate resources among them. Secondly, study filled the gap of the weak mediation effect of perceived family support between PWE and EI [100]. Thirdly, study provides insights to financial institutions to develop policies for providing loans, to individuals for starting a new venture. Fourthly, it provides insights to institutions to offer entrepreneurship related trainings, as well as workshops. Fifthly, study indicates the wide gap between the young generation and Government policies; there should be an incubation centre in different provinces throughout the Pakistan so that the potential of youth will be utilized. Finally, Universities offer entrepreneurship degree courses, so that youth will get wider knowledge, entrepreneurial activities, and start-up of business.

Limitations and Future Directions

This study was conducted in the context of Pakistan. Study can be generalized into other countries and culture. Cross sectional study can be conducted, to investigate the further, directions and influence of individuals having experiences. Study can be conducted in other developing and less developed countries. This study can be explored further with various variables, including family business exposures, entrepreneurial education, quality of experience, chances of conversion of experience into business. Moderating role of gender can be assessed by the study to investigate the ratio of female vs male in to context of Pakistan. Entrepreneurial intension does not mean start-up of business, but it exhibits the chances, and wished which may lead to new ventures. There are numerous factors which play role of hindrance, including government regulations, uncertainty of failure, finance, cost of technology and others start a business.

References

1. Alvi M (2008) Pakistan's Literacy Rate Stands at 58pc. *International The News*.
2. Zaidi HH (2018) With Economic Expansion, Pakistan Facing Jobless Growth.
3. Siddiqui S (2018) Monetary Policy: SBP Hikes Key Interest Rate by 150 Basis Points to 10%.
4. Rana S (2018) Core Inflation Jumps to Four-Year High at 8%.
5. Seth NJ, Tahir S, Zafar F, Anas M (2017) Opportunities for SMEs Under China Pakistan Economic Corridor (CPEC) An Exploratory Study. *SME Observer* 7: 1-24.
6. Vinogradov E, Kolvereid L, Timoshenko K (2013) Predicting Entrepreneurial Intentions when Satisfactory Employment Opportunities Are Scarce. *Education Training* 55: 719-737.
7. Bird B (1988) Implementing Entrepreneurial Ideas, The Case of Intension. *Academy Management Review* 13: 442-454.
8. Mari M, Poggesi S, De Vita L (2016) Family Embeddedness and Business Performance: Evidences From Women-Owned Firms. *Management Decision* 54: 476-500.
9. Song L, Winkler C (2014) China's Trans-Regional Entrepreneurship: A Panel Data Analysis of 31 Provinces. *Journal of Entrepreneurship in Emerging Economies* 6: 202-222.
10. Acs ZJ, Szerb L (2007) Entrepreneurship, Economic Growth and Public Policy. *Small Business Economics* 28: 109-122.
11. Audretsch DB, Erik E, Susanne W (2005) University Spillovers and New Firm Location. *Research Policy* 34: 1113-1122.
12. Parker SC (2018) *The Economics of Entrepreneurship*. Cambridge, Cambridge University Press.
13. Diaz-Garcia C, Gonzalez-Moreno A, Saez-Martinez FJ (2015) Eco-Innovation: Insights from a Literature Review *Innovation. Policy and Practice* 14: 6-23.
14. Lindh I, Thorgren S (2016) Entrepreneurship Education: The Role of Local Business. *Entrepreneurship and Regional Development* 28: 313-336.
15. Basu A, Virick M (2008) Assessing Entrepreneurial Intentions Amongst Students. A Comparative Study. *National Collegiate Inventors and Innovators Alliance*.
16. Goetz SJ, Fleming DA, Rupasingha A (2012) The Economic Impacts of Self-Employment. *Journal of Agricultural and Applied Economics* 44: 315-321.
17. Beeka BH, Rimmington M (2011) Entrepreneurship as a Career Option for African Youths. *Journal of Development Entrepreneurship* 16: 145-164.
18. Buang NA (2011) Entrepreneurship Career Paths of Graduate Entrepreneurs in Malaysia. *Research Journal of Applied Sciences* 6: 282-289.
19. Mwasalwiba E (2010) Entrepreneurship Education: A Review of Its Objectives, Teaching Methods, and Impact Indicators. *Education Training* 52: 20-47.
20. Lourenco F, Taylor TG, Taylor DW (2013) Integrating Education for Entrepreneurship in Multiple Faculties in "Half-The-Time" To Enhance Graduate Entrepreneurship. *Journal of Small Business and Enterprise Development* 20: 503 -525.
21. Ismail M, Khalid SA, Othman M, Jusoff HK, Rahman AN, et al. (2009) Entrepreneurial Intention Among Malaysian Undergraduates. *International Journal of Business and Management* 4: 54-60.
22. Lu W, Millington JK, Wang W (2011) Determinants of Entrepreneurial Intention among College Students in China and USA. *Journal of Global Entrepreneurship Research* 1: 35-44.
23. Zellweger T, Sieger P, Halter F (2011) Should I Stay or Should I Go? Career Choice Intentions of Students With Family Business Background. *Journal of Business Venturing* 26: 521-536.
24. McStay D (2008) An Investigation of Undergraduate Student Self-Employment Intention and the Impact of Entrepreneurship Education and Previous Entrepreneurial Experience. *School of Business Bond University*.
25. Peterman NE, Kennedy J (2003) Enterprise Education Influencing Students' Perceptions of Entrepreneurship. *Entrepreneurship Theory and Practice* 28: 129-144.
26. Kolvereid L (1996) Prediction of Employment Status Choice Intention. *Entrepreneurship Theory and Practice* 21: 47-58.
27. Mazzarol T, Volery T, Doss N, Thein V (1999) Factors Influencing Small Business Start-Ups: A Comparison with Previous Research. *International Journal of Entrepreneurial Behavior and Research* 5: 48-63.
28. Cholosta S, Patzelt H, Klein SB, Dormann C (2012) Parental Role Models and the Decision to Become Self-Employed: The Moderating Effect of Personality. *Small Business Economics* 38: 121-138.
29. Shook CL, Priem Richard L, McGee JE (2003) Venture Creation and the Enterprising Individual: A Review and Synthesis. *Journal of Management* 29: 379-399.
30. Shane S (2000) Prior knowledge and the Discovery of Entrepreneurial Opportunities. *Organization Science* 11: 448-469.
31. Ajzen I (2009) *Attitudes, Personality and Behavior*. Homewood, IL, USA, Dorsey Press.
32. Ajzen I (1991) The Theory of Planned Behavior. *Organ Behav Hum Decis Process* 50: 179-211.
33. LaMorte W (2018) *School of Public Health*.
34. Ajzen I (2002) Perceived Behavioural Control, Self-Efficacy, Locus of Control, and the Theory of Planned Behaviour. *Journal of Applied Social Psychology* 32: 665-683.

35. Becker G (1964) *Human Capital Theory*. New York, Columbia University Press.
36. Coleman JS (1988) Social Capital in the Creation of Human Capital. *American Journal of Sociology* 94: S95-S120.
37. Linan F, Chen YW (2009) Development and Cross-Cultural Application of a Specific Instrument to Measure Entrepreneurial Intentions. *Entrepreneurship Theory and Practice* 33(3): 593-618.
38. Kolb DA (1984) *Experiential Learning Experience as the Source of Learning and Development*. Englewood Cliffs NJ Prentice-Hall.
39. Gomes K (2013) Past Experiences Help Change the Future. *Srilanka, Sunday Observer*.
40. Glauser M (2016) 3 Types of Experiences That Will Help Your Startup Succeed.
41. Prospects (2019) Work experience and internships.
42. Anuradha B (2018) Prior Startup Experience, Social Networks, and Transitional Entrepreneurship in Silicon Valley.
43. Gielnik M, Zacher H, Wang M (2018) Age in the Entrepreneurial Process The Role of Future Time Perspective and Prior Entrepreneurial Experience. *J Appl Psychol* 103: 1067-1085.
44. Liguori EW, Bendickson JS, McDowell WC (2017) Revisiting Entrepreneurial Intentions: A Social Cognitive Career Theory Approach. *Int Entrep Manag J* 14: 67-78.
45. Fatoki O (2014) The Entrepreneurial Intention of Undergraduate Students in South Africa The Influences of Entrepreneurship Education and Previous Work Experience. *Mediterranean Journal of Social Sciences* 5: 294-299.
46. Barringer BR, Jones FFN (2005) A Quantitative Content Analysis of the Characteristics of Rapid-Growth Firms and Their Founders. *Journal of Business Venturing* 20: 663-687.
47. Lee DY, Tsang EWK (2001) The Effects of Entrepreneurial Personality, Background and Network Activities on Venture Growth. *Journal of Management Studies* 38: 583-602.
48. Tkachev A, Kolvereid L (1999) Self-Employment Intentions Among Russian Students. *Entrepreneurship & Regional Development* 11: 269-280.
49. Choo S, Wong M (2006) Entrepreneurial Intention: Triggers and Barriers to New Venture Creations in Singapore. *Singapore Management Review* 28: 47.
50. Van Gelderen MB (2008) Explaining Entrepreneurial Intentions By Means of the Theory of Planned Behaviour. *Career Development International* 13: 538-559.
51. Nguyen C (2018) Demographic Factors, Family Background and Prior Self-Employment on Entrepreneurial Intention-Vietnamese Business Students are Different: Why? *Journal of Global Entrepreneurship Research* 8: 1-17.
52. Dreher FG, Ryan CK (2000) Prior Work Experience and Academic Achievement Among First-Year MBA Students. *Research in Higher Education* 41: 505-525.
53. Dokko G, Wilk SL, Rothbard NP (2009) Unpacking Prior Experience How Career History Affects Job Performance. *Organization Science* 20: 51-68.
54. Borman WC, Hanson MA, Oppler SH, Pulakos ED, White LA (1993) Role of Early Supervisory Experience in Supervisor Performance. *Journal of Applied Psychology* 78: 443-449.
55. Kautonen T, Luoto S, Tornikoski ET (2011) Influence of Work History on Entrepreneurial Intentions in Prime Age and Third Age a Preliminary Study. *International Small Business Journal: Researching Entrepreneurship* 28: 583-601.
56. Usman B, Yennita (2019) Understanding the Entrepreneurial Intention Among International Students in Turkey. *Journal of Global Entrepreneurship Research* 9: 1-21.
57. Armitage JC, Conner M (2001) Efficacy of the Theory of Planned Behaviour: A Meta-Analytic Review. *British Journal of Social Psychology* 40: 471-499.
58. Zapkau FB, Schwens C, Steinmetz H, Kbst R (2014) Disentangling the Effect of Prior Entrepreneurial Exposure on Entrepreneurial Intension. *Journal of Business Research* 68: 639-653.
59. Parker S (2004) *The Economics of Self-Employment and Entrepreneurship*. Cambridge University Press.
60. Dyer JWG (1994) Towards a Theory of Entrepreneurial Careers. *Entrepreneurship Theory & Practice* 19: 7-21.
61. Scherer RF, Adams JS, Wiebe FA (1989) Developing Entrepreneurial Behaviours: A Social Learning Theory Perspective. *Journal of Organizational Change Management* 2: 16-27.
62. Dick TP, Rallis SF (1991) Factors and Influences on High School Student's Career Choices. *Journal for Research in Mathematics Education* 22: 281-292.
63. Rynes SL, Orliitzky MO, Bretz RD (1997) Experienced Hiring Versus College Recruiting: Practices and Emerging Trends. *Personnel Psychology* 50: 309-339.
64. Fragoso R, Junior WR, Xavier A (2019) Determinant Factors of Entrepreneurial Intention Among University Students in Brazil and Portugal. *Journal of Small Business & Entrepreneurship*. DOI: 10.1080/08276331.2018.1551459
65. Kim-Soon N, Ahmad AR, Ibrahim NN (2019) Understanding the Motivation that Shapes Entrepreneurship Career Intention. *Entrepreneurship-Development Tendencies and Empirical Approach*, pp: 291-308.
66. Shrauger J, Schoeneman T (1979) Symbolic Interactionist View of Self-Concept: Through the Looking Glass Darkly. *Psychological Bulletin* 86: 549-573.
67. Douglas E, Shepherd D (2000) Entrepreneurship As A Utility Maximizing Response. *Journal of Business Venturing* 15: 231-251.
68. MacMillan I (1986) To Really Learn About Entrepreneurship, Let's Study Habitual Entrepreneurs. *Journal of Business Venturing* 1: 241-243.
69. Purba R (2019) Entrepreneurial Intention of Sari Mutiara Indonesia University Student in Medan. *Journal of Accounting Auditing and Business* 2: 1-7.
70. Dyer JWG (1992) The Entrepreneurial Experience: Confronting Career Dilemmas of the Start-up Executive. *The Jossey-Bass Management Series*.
71. Miralles F, Giones F, Riverola C (2015) Evaluating the Impact of Prior Experience in Entrepreneurial Intention. *Int Entrep Manag J* 12: 791-813.
72. Bandura A (1989) Regulation of Cognitive Processes Through Perceived Self-Efficacy. *Dev Psychol* 25: 729-735.
73. Chen CC, Greene PG, Crick A (1998) Does Entrepreneurial Self-Efficacy Distinguish Entrepreneurs From Managers? *Journal of Business Venturing* 13: 295-316.
74. Brenner O, Pringle C, Greenhaus J (1991) Perceived Fulfillment of Organizational Employment Versus Entrepreneurship: Work Values and Career Intentions of Business College Graduates. *Journal of Small Business Management* 29: 62-74.
75. Boyd N, Vozikis G (1994) The Influence of Self-Efficacy on the Development of Entrepreneurial Intentions and Actions. *Entrepreneurship Theory and Practice* 18: 63-77.
76. Bell R (2019) Predicting Entrepreneurial Intention Across the University. *Education Training*.
77. Esfandiara K, Mohamad ST, Prattc S, Altinay L (2017) Understanding Entrepreneurial Intentions: A Developed Integrated Structural Model Approach. *Journal of Business Research* 94: 172-182.
78. Wilson F, Kickul J, Marlino D (2007) Gender, Entrepreneurial Self-Efficacy, and Entrepreneurial Career Intentions: Implications For Entrepreneurship Education. *Entrepreneurship, Theory and Practice* 31: 387-406.
79. Kickul J, Wilson F, Marlino D, Barbosa S (2008) Are Mis-Alignments of Perceptions and Self-Efficacy Causing Gender Gaps in Entrepreneurial Intention Among Our Nation's TEENS? *Journal of Small Business and Enterprise Development* 15: 321-335.
80. Carr JC, Sequeira JM (2007) Prior Family Business Exposure as Intergenerational Influence and Entrepreneurial Intent A Theory of Planned Behavior Approach. *Journal of Business Research* 60: 1090-1098.
81. Becker GS (1975) *Human Capital (2ndedn)*. Chicago, Chicago University Press.
82. Baron RA (2009) Effectual Versus Predictive Logics in Entrepreneurial Decision Making: Differences Between Experts and Novices Does Experience in Starting New Ventures Change the Way Entrepreneurs Think? Perhaps, but for now, Caution is Essential. *Journal of Business Venturing* 24: 310-315.
83. Dimov D (2010) Nascent Entrepreneurs and Venture Emergence: Opportunity Confidence, Human Capital, and Early Planning. *Journal of Management Studies* 47: 1123-1153.
84. Taun N, Ha D, Thao V, Anh D, Long N (2019) Factors Affecting Entrepreneurial Intentions Among Youths in Vietnam. *Children and Youth Services Review* 99: 186-193.

85. Tsai KH, Chang HC, Peng C (2014) Extending the Link Between Entrepreneurial Self-Efficacy and Intention: A Moderated Mediation Model. *Int Entrep Manag J* 12: 445-463.
86. Hair J, Sarstedt M, Ringle CM (2012) An Assessment of the Use of Partial Least Squares Structural Equation Modeling in Marketing Research. *Journal of the Academy of Marketing Science* 40: 414-433.
87. Umrani W, Kura K, Ahmed U (2018) Corporate Entrepreneurship and Business Performance The Moderating Role of Organizational Culture in Selected Banks in Pakistan. *PSU Research Review* 2: 59-80.
88. McDonald R (1996) Path Analysis With Composite Variables. *Multivariate Behavioral Research* 31: 239-270.
89. Chin WW (2010) How to Write Up and Report PLS Analyses. In: Vinzi EV, Chin W, Henseler J, Wang H (eds.) *Handbook of Partial Least Squares*. Springer, Berlin, Heidelberg, Springer Handbooks of Computational Statistics, pp: 655-690.
90. Bagozzi RP, Yi Y (1988) On the Evaluation of Structural Equation Models. *Journal of the Academy of Marketing Science* 16: 74-94.
91. Gefen D, Straub D, Boudreau MC (2000) Structural Equation Modeling and Regression Guidelines for Research Practice. *Communications of the Association for Information Systems* 4: 1-77.
92. Nunnally JC (1975) Psychometric Theory-25 Years Ago and Now. *Educational Researcher* 4: 7-21.
93. Hinton PR, Brownlow C, McMurray I (2004) *SPSS Explained*. Routledge.
94. Fornell C, Larcker FD (1981) Evaluating Structural Equation Models with Unobservable Variables and Measurement Error. *Journal of Marketing Research* 18: 39-50.
95. Gold A, Malhotra A, Segars A (2001) Knowledge Management: An Organizational Capabilities Perspective. *Journal of Management Information Systems* 18: 185-214.
96. Teo TSH, Srivastava SC, Jiang L (2008) Trust and Electronic Government Success an Empirical Study. *Journal of Management Information Systems* 25: 99-132.
97. Chin WW (1998) The Partial Least Squares Approach for Structural Equation Modeling. In: Marcoulides GA (ed.), *Methodology for business and management. Modern methods for business research*. Mahwah, NJ, USA, Lawrence Erlbaum Associates Publishers, pp: 295-336.
98. Hair JF, Black WC, Babin BJ, Anderson RE, Tatham, RL (2010) SEM: An introduction. *Multivariate Data Analysis: A global perspective (7th edn)*, Upper Saddle River, NJ, Prentice Hall, pp: 629-686.
99. Chaudhary R (2017) Demographic Factors, Personality and Entrepreneurial Inclination A Study Among Indian University Students. *Education Training* 59: 171-187.
100. Entrialgo M, Iglesias V (2017) Are the Intension to Entrepreneurship of Men and Women Shaped Differently? The Impact of Entrepreneurial Role Model Exposure and Entrepreneurship Education. *Entrepreneurship Research Journal* 8(1): 1-14.
101. Ji R (2018) Why Young People Have an Advantage in Entrepreneurship.