

Report On

Holistic Relational Study between Entrepreneurial Intentions and Personality Traits.

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**UNIVERSITY SCHOOL OF MANAGEMENT &
ENTREPRENEURSHIP**

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May 2021

CERTIFICATE

This is to certify that Aviral Apurva (2K19/BMBA/03) and Dikshita Jain (2K19/BMBA/08) are bona fide students of University School of Management and Entrepreneurship, Delhi and have successfully completed the project work as prescribed by the Delhi Technological University in the partial fulfillment of the requirement of Master Of Business Administration (MBA) , Business Analytics Program for the academic year 2018-2020.

Project Guide
Mr. VK Sharma

DECLARATION

We, the undersigned, hereby declare that the project report entitled, **OVERVIEW OF ENTREPRENEURIAL INTENTS AND PERSONALITY TRAITS**, submitted by us to the Delhi Technological University (Formerly DCE), in partial fulfillment of the requirement for the award of degree of Master of Business Administration (MBA), Business Analytics. This Project which is undertaken under the guidance of Mr. V.K. Sharma , is our original work and the conclusions drawn therein are based on the material collected by ourselves.

The Report submitted is our own work and has not been duplicated from any other source.

Place: New Delhi

Date: May, 2021

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ACKNOWLEDGEMENT

A Successful Project is the result of teamwork and coordination that includes not only the group of developers who put forth the ideas, logic and efforts but also those who guide them. So, at the completion of the project, we feel obliged to extend our gratitude towards all those who made valuable contributions throughout our training period.

We are thankful for all the knowledge, Guidance and support imparted by Dr. Amit Mookerjee at any time we needed.

At the end just as significantly, we would like to express our sincere thanks to Mr. V.K. Sharma, Dr. Deepti Aggrawal and all the other staff members who have provided us excellent knowledge and support throughout our Post Graduation.

We are very much thankful to our parents, brother/sister and friends for their continuous support.

ABSTRACT

This research was done to know the dependence of personality traits on the entrepreneur intentions of an individual. Personality traits differ from individual to individual and reflect a person's characteristics, patterns of thoughts and feelings. Therefore, to be an entrepreneur these personality traits of an individual may impact. Entrepreneurial intention is when a person moves towards the direction of becoming an entrepreneur. Thus, this research was done to know the relationship between personality traits and entrepreneurial intention. For the same qualitative as well as quantitative research was carried out.

In case of quantitative research, a survey was conducted among MBA students of Delhi NCR and analysis was done on 120 participants. The result from this research was that all personality traits showed positive correlation with the entrepreneurial intentions except for neuroticism which showed an inverse relationship . In case of qualitative research a telephonic interview was conducted for about 21 entrepreneurs at different stages of entrepreneurship (nascent, mid and seasoned). Their opinions and state of mind was noted and analysed. Therefore, it can be said that different dimensions of personality traits have a positive effect on the entrepreneurial intentions of an individual.

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CHAPTER 1

INTRODUCTION

1.1 Entrepreneurship

First of all before undertaking this project we need to be very sure what entrepreneurship is. Entrepreneurship is basically a career path that an individual takes when they decide to become a job creator rather than becoming a person who seeks the job. Entrepreneurs are very important aspects and elements of a nation because they are the ones which shape the core of a nation from the perspective of financial as well as developmental growth of a nation. Entrepreneurial journey is considered one of the most rigorous as well as challenging paths to take because there are a lot of uncertainties that are involved in this roadmap. That is why there are very few people who choose this as their career path and take on the challenges that come with it. Entrepreneurship is not a process that a person follows, it's a mindset of an individual to become a problem solver by creating solutions to already existing problems in the society or any landscape rather than just pointing out towards the problems that exist in the society.

Being an entrepreneur requires a lot of things at once, for example a person needs to be a problem solver, empathetic leader as well as a person who can drive the change or motivation of change within its team to tackle the problem and find a solution for it. That is why there are a lot of importance that is associated with entrepreneurship, I'm of these importances are:

- **Entrepreneurs are the ones who create jobs-** this is important because we know that foreign progress of a nation it's very very important to provide jobs and opportunities to the younger crowd and talent of the nation that is why entrepreneurs are the key element of the society as they create this opportunity maybe on a large scale or a small scale for the masses in the society.
- **Entrepreneurs are the ones who innovate** - this is important to understand because the conventional challenges and the problems that the society face these entrepreneurs are the ones who innovate by leveraging existing technologies as well as various out-of-the-box approaches to solve that particular problem of the society and overcome the challenge.

Why it's very important for entrepreneurs to innovate and keep on thinking out of the box to find a solution.

- **Entrepreneurs are the one who can create change or aspire to create change-** this means that it is very important for entrepreneurs to become good leaders because based on their leadership they will be able to bring in the change that the society needs as well as under their leadership different people can also aspire to become change makers by becoming innovators and entrepreneurs to create opportunities as well as get into the domain of entrepreneurship.
- **Entrepreneurs cater to the financial health of the nation-** it is very important to also note that the entrepreneurs are the one who, with creating a lot of opportunities, create a scenario of development of the nation financially. This is true in today's world because as the globalisation has happened with the industries, even a small business owner sitting from one nation can run its operations in different countries which will promote and boost the financial economy of the nation in a broader perspective.

1.2 Personality Traits-

Personality traits are the basic characteristics of an individual which when combined together gives an overall personality structure of an individual. There are multiple types of personality traits that are there in the most common ones are being extrovert, being introvert or being open or being agreeable in nature et cetera. This is very important to understand from an individual's perspective because if a person understands about their personality traits they can know how they are psychologically inclined towards their strengths as well as weaknesses. There are multiple types of personalities that are there and the most famous ones are Myer Briggs type indicator as well as the big five trait model. The big five personality trait model is the one which we will be undertaking in our analysis because it talks about five main types of personality that an individual is constituted of. These personality traits are-

- **Openness-** this personality trait talks about how open an individual is which means that there are multiple dimensions of being open from the perspective of an individual. For example a person can be open to new experiences as well as a person could be open towards

meeting new people and making new friends this type of personality trait is known as openness.

- The advantage of this type of personality trait is that these people are very creative and also focus on tackling new challenges and they are open for new experiences.
 - The disadvantages of these traits are that the people with this dominating trait dislike changes that can arise and also these people tend to have a more practical approach rather than a more theoretical one so they dislike the theoretical approach.
- **Conscientiousness**- this is a type of personality trait which talks from the perspective of a person being more mindful as well as organised in nature. The people who have dominance of this trait are the people who plan ahead and also they care about what the side-effects of their behaviour would be and how it will affect the ones that are around them. These people are very inclined towards their goal and try to achieve them in a much organised way.
 - Advantage of this trait is that these people tend to spend a lot of time planning but they want to get the plan right so that they can achieve it in a single go and efficiently. These people are also the ones who want to finish the work that is given to them as quickly as possible without procrastinating around it.
 - Disadvantage of this trait is that people are inclined towards becoming very perfectionist which might become a hindrance for them to achieve their goal efficiently and with mindfulness.
 - **Extroversion**- this is a trait which gives the characteristics to an individual who has a dominance of this trait that the person will be a social person, a very talkative person and also likes to be more assertive. The people with the dominance of the trait derive their energy from social structure and when people are around them they feel much more excited and energised.
 - The advantage of this trait is that these people tend to more likely start a conversation with other beings which is a kind of being open to people for new experiences. These people also due to this trait are able to create much more friends than the counterpart of the introvert.

- The disadvantage that is associated with this trait is that the people who have the dominance of this trait do not think before they speak which can land them in a situation of distress and problems.
- **Agreeableness-** this type of trait makes the person or an individual who has the dominance of this become much more kind and affectionate towards the people as well as the work that they are trying to do. This trait also pushes the individual to readily become agreeable to a particular notion that is given to them. The people who are dominating the street are the ones who are competitive and sometimes they can even manipulate their way to win in a particular challenge or a situation.
 - The advantage that is associated with agreeableness is that these people have high interest in other people and they also care about the people that are around them. Empathy is something that these people do care for,
 - The disadvantage of this trait is that becoming readily agreeable to a certain notion can land them in a problematic situation and also as they are being manipulative that is again a situation which can hamper their relationship with the people around them as well as hamper the task that they are trying to achieve.
- **Neuroticism-** this trait is rather negative on the spectrum of the big five personality model because it talks about the negative aspects of individuals such as becoming sad or showcasing different mood swings as well as pointing towards one's emotional instability. The people who are having a dominating trait of neuroticism tend to become more irritated easily and feel anxiety in challenging situations if they are put into.
 - The advantage of this trait is not very much but from the perspective of having experience with a lot of stress and when we are talking about entrepreneurship which is a journey of a lot of stress this straight can somewhere down the line helps in a positive connotation also.
 - Disadvantage of this trait is that people can change their mood very rapidly based on the situation that they are put into which can become really problematic for the people around them as well as the work that they are trying to accomplish.

1.3 Entrepreneurial Intentions (EI)

In a very generic sense it refers to an individual's intention to undertake entrepreneurial actions. It refers to a state of mind wherein a person is inclined to set up a new venture. It also refers to the efforts a person would make to carry out entrepreneurial behaviour. It is a personal thing and differs from individual to individual.

It is important to know the same as to understand the risk taking ability of the individuals and how innovative they can be. It is essential as entrepreneurship plays a major role in driving the economy. It is essential for any country to have more entrepreneurs in order to increase the overall Gross Domestic Product.

Therefore, its of utmost importance to know the intentions of individuals and accordingly take necessary actions to increase the overall Entrepreneurial Intentions.

CHAPTER 2

LITERATURE REVIEW

Karabulut, A. T. (2016) in his paper intended to find out the relationship between different personality traits on the on-screen or intentions of individuals. There are several dimensions of personality traits of them: locus of control need for achievement distortions and entrepreneurial alertness few of them. In this paper the authors adopted a research on the 480 graduate students in the region of Turkey there were several statistical analyses done such as factor this is a multiple regression. It was to prove that these portraits significantly affect the entrepreneurial intentions and the results suggested that all of them have a positive effect on the entrepreneurial intention. Thus, they established the fact that personality traits have a positive effect on the entrepreneurial intention therefore for potential entrepreneurs personality traits must be improved to be successful.

The role of Self Efficacy also plays an important role for an individual's entrepreneurial intentions. One's belief in themselves makes them more prone to taking risks of entrepreneurship. Wang, J. H. et al (2016) found out the relationship between personality traits and entrepreneurship intentions with the help of self-efficacy which partially supported the both. They use the big five traits model of personality to know they want to plan intentions of the agriculture students with the mediation of self-efficacy. They found out that the four personality traits supported the entrepreneurial intention whereas negative emotion exerts a negative effect on the entrepreneurial intention.

Liang (2015) also mentioned in the paper the effect of personality difference that helps in shaping the entrepreneurial intention of an individual. The research was done on 274 students of two universities in the region of Taiwan. The results showed that openness and conscientiousness have a positive impact on both the dimensions of entrepreneurial intentions. Whereas agreeable less negatively influences the entrepreneur or the preparation of an individual.

Another study done by Altinay, L. et al (2012) on the big five personality traits along with self efficacy are used to find out the entrepreneurial Intentions. The research was done on the basis of

students from Turkey as they were about to make their career choices. A survey was conducted on a seven point scale for them to read the options given. Out of all, when we met her 40s said qualitative study was done to know the relationships between the same. The results indicate a high level of entrepreneurial intention in those people who are open to experience and or extrovert. Thus, the big five personality traits and self-efficacy determine 66 percent and 74% of the entrepreneur intentions of the study. Study also determines that out of every variable says efficacy if high lead to much higher level of ownership not intention.

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This study by Ismail (2009) aimed to find out the relationship between the factors that significantly affect the entrepreneurial intentions of the students in Malaysia. For the same the data was collected of the 123 students on a voluntary basis. The statistical analysis was carried out on the data collected through the questionnaire. The results suggested that on the basis of the regression analysis there is a significant impact of personality traits on the entrepreneurial intention of an individual.

Ferreira (2012) highlighted the need for a psychological and behavioural approach in order to determine the entrepreneurial intention. It aimed at finding the variables that significantly influences the entrepreneurial intentions among the students. For the same structural modelling was used it was done using SPSS software. The results suggest that 62.2 % of variance in entrepreneurial intentions can be explained by the personality trait model. Major highlights of this

people force the concept in fact that both psychological as well as the behavioural models significantly effect on the entrepreneurial intentions of Individuals.

The study by Jing, L. et al (2012) that the mind is the impact of personality traits on the technological intentions of an individual using entrepreneurship and the entrepreneurial attitude as a supportive variable. In order to determine the same questionnaire was given among seven universities. The results show the openness, extraversion and conscientiousness of positive influence on entrepreneurial intent. As negative emotions have a negative influence on the entrepreneurship of individual. They also suggested that entrepreneurial intentions are must at the university and school level for students to learn the same. At this stage the students can understand the factors, the risks and the opportunities associated with entrepreneurship.

Yukongdi, V. (2017) wanted to study the entrepreneurial intention and the academic curriculum in order to determine the entrepreneurs. The study helps in finding out the also not an intensity in the student and for the same a questionnaire was conducted in Thailand using stratified random sampling . The results highlighted that for over 12 nationalities the Thai people were the maths. For the analysis multiple regression was used that highlighted that the tendency to take rest has a significant positive impact on the entrepreneurial intentions of an individual. It also highlighted that locus of control is also very important and has a positive right to know the intention of an individual. There are other significant analyses from the study that job autonomy also impacts entrepreneurial intentions in the positive way. The environment to run any business and the educational program also very well impact the entrepreneurial intention of an individual.

In this study, Frago, R. (2020) highlighted the different factors that affect on Entrepreneurial intentions of the students of Brazil and Portugal. They wanted to analyse how various factors like personality, training, education, self efficacy and others affect the intentions to be an entrepreneur and start a new venture. For the same survey was conducted of the 600 students studying at the University in these two areas using a cross-section design. The results determine that these factors are of significant importance and strongly determine the entrepreneurial intention of an individual. However social recognition and place of country are of not much importance on the entrepreneurial intention of an individual.

Ozaralli et al (2016) in this paper highlighted the factors affecting entrepreneurial intentions. In the study two types of students are taken for comparison and better understanding they are US and Turkish students. The analysis was done using the survey and on the spaces. This result from the statistical analysis shows that both have related answers on the subject. Both the students show a low level of entrepreneurial intention at present. Though both have significant favourable attitudes of being an entrepreneur. They also highlighted that comparatively Turkish students have more entrepreneurial intentions than the US students.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 Quantitative Study

3.1.1 Data Collection:

In order to study the impact of different personality traits on the entrepreneurial intent of every student of Delhi NCR we conducted a survey. It was a primary data collection technique in which we gathered data of about 120 students. An online Google Form was floated as per convenience sampling and the data was obtained. The survey had three broad sections namely the demographics, questions on personality traits and questions on entrepreneurial intent. Overall it was a 10 minutes survey.

In total there were 42 questions that the respondent had to answer. A Brief introduction was given at the top of the questionnaire to make it convenient for the respondent. The answers had to be done using a five point Likert scale.

3.1.2 Measurement

To measure his personality traits as well as the entrepreneurial intentions we relied upon the already existing structured questionnaires. Olive P. John and Christopher J. Soto's questionnaire was taken up for the measurement of Personality traits. In case of the entrepreneurial intention which had six questions associated with the same one measured using the scorecard given by the original authors Francisco Linen and Yi-wen Chan.

3.1.3 Variables

The study had five independent variables and one dependent variable in the study.

1. Dependent Variable:

The dependent variable was the entrepreneurial intent of the students pursuing MBA. This has been taken from the questionnaires given by Linen and Chen and the same was measured using the Likert Scale.

2. Independent Variables:

In order to measure the relationship of this dependant variable, there were five independent variables name:

1. Extroversion- IV1

2. Conscientiousness- IV2

3. Agreeableness- IV3

4. Neuroticism- IV4

5. Openness- IV 5

3.1.4 Tools and Techniques

The data collection was done using the Google forms and the results were analysed using the R language.

In all there were 2 statistical techniques that were used to analyse the data:

1. Reliability Analysis: It is done to know the internal consistency between the questions of the questionnaires that were asked to fill by the respondents. It is measured by the Cronbach's Alpha

2. Correlation Analysis: it is done to check the strength and direction between the relationships of our independent and dependent variables.

3.2 Qualitative Study

For the purpose of this study we wanted to also know a holistic view of how people on ground think about entrepreneurship. So we wanted to do this qualitative research in depth to get an overall

understanding of what people's mindset are when they are talking about entrepreneurship and their entrepreneurial intentions associated with it. This is very important to undertake because there are a lot of Studies that have been done till now but those are mostly quantitative research methods. There are no to less number of qualitative research that has been done and it is very important because it gives a holistic view rather than just relying on the numbers for further insights. Because entrepreneurship is a very distinct career choice and there are a lot of factors that are associated with it so that's why it's very important to understand that what really happens on ground and how this person feel from the perspective of their personality traits and how their traits as well and entrepreneurial intention pushes them towards moving in the direction of entrepreneurship.

3.2.1 Interviews

To gather this data we took the route of telephonic interviews because of the pandemic and the restrictions that are associated with it that one cannot move in lock down. Telephonic interviews were the best option for us because a lot of entrepreneurs wanted to talk to the people who are residing very far off from where we were. Interviews are a way to collect Data which has a lot of advantages that are associated with it. For example when interviews are conducted it gives much more in-depth scope of answers that the respondent can respond to as well as it gives enough room for the interviewee to ask questions which they can get in-depth answers to. Basically the interviews are conducted such that it gives one's insights, feelings, and in-depth emotions that are associated with the questions that are asked to them. This is why telephonic interviews were chosen as a method for the qualitative research part of our project.

3.2.2 Telephonic Interview

Telephonic interviews are a means to gather data while doing qualitative research. This helps in gathering data over the air using technologies like internet or cellular call. Telephonic interviews are considered to be a very efficient way of conducting interview research because there are multiple advantages that are associated with it. These advantages are:

- These are very cost-effective because doing a call over the internet or cellular calls are very cheap today and this can be done at a massive scale with a very minimal cost.
- To conduct the interviews there is not a lot of data that is required, only the number of the respondent is required to initiate the whole process of gathering the data over telephone.
- Telephonic interviews give a much more personalised touch while talking to the respondent as it gives room to the person who is asking the question of what kind of thought process the respondent is thinking about right now.
- Also in times of crisis like Covid this method becomes very important because people cannot step outside due to the lock down restrictions and it's the most and the safest way to gather data while talking to the respondent personally.

However there are certain disadvantages that are also associated while performing a telephonic interview to do the survey. Some of these disadvantages are-

- Because we are holding a telephonic interview which means that we cannot personally see the respondent and cannot capture emotions to the greater extent. For example if a question is a little emotional we cannot see the facial expression of the respondent which may or may not affect our overall analysis that we are trying to do.
- Sometimes we only rely on the respondent picking up their phones and we all know that there are a lot of times and chances that someone misses their telephone call which can hamper the overall data collection integrity of the project.

3.3 Hypothesis

Because we wanted to understand every aspect of personality traits that might be affecting the entrepreneurial intentions of an individual, we formulated five hypothesis scenarios that we wanted to test with the quantitative data that was captured and gathered by us for this project.

HYPOTHESIS 1:

HO:	No significant relationship between Extroversion & Entrepreneurial Intentions
-----	---

HA:	Significant relationship between Extroversion & Entrepreneurial Intentions
-----	--

HYPOTHESIS 2:

HO:	No significant relationship between Agreeableness & Entrepreneurial Intentions
HA:	Significant relationship between Agreeableness & Entrepreneurial Intentions

HYPOTHESIS 3:

HO:	No significant relationship between Conscientiousness & Entrepreneurial Intentions
HA:	Significant relationship between Conscientiousness & Entrepreneurial Intentions

HYPOTHESIS 4:

HO:	No significant relationship between Openness & Entrepreneurial Intentions
HA:	Significant relationship between Openness & Entrepreneurial Intentions

HYPOTHESIS 5:

HO:	No significant relationship between Neuroticism & Entrepreneurial Intentions
HA:	Significant relationship between Neuroticism & Entrepreneurial Intentions

CHAPTER 4

DATA COLLECTION AND ANALYSIS

4.1 Quantitative Analysis

4.1.1 The Questionnaire

The questionnaire asked three different sections for the respondents to fill in.

The Section 1 talks about the personal details of the MBA students which comprises six items that were the name of the respondent, the gender of the respondent, the age, the father's occupation and the mother's occupation.

The section 2 comprises the question in order to know the personality traits of the individuals. It comprises 30 questions that were intended to know the personality traits using the big five personality trait model. It contains questions like, "I am someone who tends to be quiet", " I am someone who is compassionate" etc.

Section 3 intends to know the entrepreneurial intentions of the students. It consisted of six questions dedicated to the same. It contains questions like "I am ready to do anything to be an entrepreneur", "my professional goal is to be an entrepreneur" etc.

4.1.2 Analysis

The analysis was performed using the R language.

4.1.2.1. Reliability Analysis:

The input commands for reliability between different questions of the sections of the questionnaire are:

```

library(psych)
#For Questions on Personality Traits
data1<-MPD[4:33]
alpha(data1, check.keys = TRUE)
#For Questions on Entrepreneurial Intentions
data2<-MPD[34:38]
alpha(data2)

```

Results:

1. The output for reliability in Personality Traits Section:

```

> alpha(data1)

Reliability analysis
Call: alpha(x = data1)

raw_alpha std.alpha G6(smc) average_r S/N ase mean sd median_r
0.81 0.82 0.82 0.39 4.4 0.038 2.9 0.6 0.42

lower alpha upper 95% confidence boundaries
0.74 0.81 0.89

Reliability if an item is dropped:
raw_alpha std.alpha G6(smc) average_r S/N alpha se var.r med.r
SE1 0.78 0.78 0.78 0.37 3.5 0.047 0.0250 0.41
SE2 0.83 0.83 0.82 0.46 5.0 0.035 0.0066 0.44
SE3 0.77 0.78 0.77 0.36 3.4 0.048 0.0195 0.42
SE4 0.80 0.80 0.79 0.40 4.0 0.042 0.0159 0.43
SE5 0.79 0.79 0.79 0.39 3.8 0.044 0.0232 0.43
SE6 0.76 0.76 0.76 0.35 3.2 0.051 0.0193 0.41
SE7 0.79 0.79 0.79 0.39 3.8 0.044 0.0211 0.41

Item statistics
n raw.r std.r r.cor r.drop mean sd
SE1 54 0.75 0.75 0.69 0.63 3.0 0.88
SE2 54 0.48 0.48 0.34 0.29 2.7 0.88
SE3 54 0.76 0.76 0.72 0.65 3.2 0.85
SE4 54 0.68 0.66 0.60 0.52 2.9 0.99
SE5 54 0.67 0.69 0.61 0.55 2.9 0.72
SE6 54 0.81 0.80 0.79 0.71 2.8 0.93
SE7 54 0.68 0.69 0.62 0.54 2.9 0.85

Non missing response frequency for each item
1 2 3 4 miss
SE1 0.09 0.09 0.52 0.30 0
SE2 0.13 0.19 0.54 0.15 0
SE3 0.02 0.22 0.31 0.44 0
SE4 0.11 0.22 0.35 0.31 0
SE5 0.02 0.24 0.54 0.20 0
SE6 0.09 0.24 0.41 0.26 0
SE7 0.07 0.19 0.50 0.24 0

```

Interpretation: The result for Reliability for Personality Tests came out to be 0.81 proving that the statements are reliable and acceptable above the value of 0.7.

2. The output for reliability in Entrepreneurial Intentions Section:

```
Reliability analysis
Call: alpha(x = data2)

raw_alpha std.alpha G6(smc) average_r S/N ase mean sd median_r
0.75 0.76 0.78 0.34 3.1 0.054 2.9 0.63 0.36

lower alpha upper 95% confidence boundaries
0.64 0.75 0.85

Reliability if an item is dropped:
raw_alpha std.alpha G6(smc) average_r S/N alpha se var.r med.r
EI1 0.66 0.68 0.69 0.29 2.1 0.074 0.029 0.27
EI2 0.72 0.73 0.72 0.35 2.7 0.060 0.024 0.39
EI3 0.78 0.78 0.79 0.42 3.6 0.048 0.020 0.42
EI4 0.67 0.68 0.68 0.30 2.2 0.070 0.032 0.25
EI5 0.73 0.74 0.74 0.36 2.8 0.060 0.027 0.35
EI6 0.69 0.70 0.71 0.31 2.3 0.067 0.032 0.31

Item statistics
n raw.r std.r r.cor r.drop mean sd
EI1 54 0.79 0.78 0.75 0.65 2.9 1.02
EI2 54 0.66 0.64 0.57 0.44 2.5 1.06
EI3 54 0.50 0.48 0.30 0.25 2.8 1.02
EI4 54 0.76 0.76 0.73 0.63 2.9 0.85
EI5 54 0.61 0.63 0.52 0.43 3.0 0.88
EI6 54 0.72 0.74 0.68 0.58 3.2 0.84

Non missing response frequency for each item
1 2 3 4 miss
EI1 0.13 0.20 0.35 0.31 0
EI2 0.24 0.24 0.33 0.19 0
EI3 0.15 0.20 0.37 0.28 0
EI4 0.04 0.31 0.39 0.26 0
EI5 0.07 0.15 0.46 0.31 0
EI6 0.06 0.09 0.43 0.43 0
```

Interpretation:

The result for Reliability for Entrepreneurial Intentions came out to be 0.75 proving that the statements are reliable and acceptable above the value of 0.7.

4.1.2.2. Correlation Analysis:

The input commands for the correlation analysis between the dependent variable and the five independent variables are:

Results

1.The output for Correlation between entrepreneurial intentions and extroversion.

```
> ##Correlation Analysis  
> # Correlation between Entrepreneurial Intentions & Extroversion  
> cor.test(MPD$EI,MPD$EXTROVERSION)
```

Pearson's product-moment correlation

```
data: MPD$EI and MPD$EXTROVERSION  
t = 2.7433, df = 117, p-value = 0.007041  
alternative hypothesis: true correlation is not equal to 0  
95 percent confidence interval:  
 0.06888734 0.40778605  
sample estimates:  
      cor  
0.2458347
```

Interpretation: The correlation between the entrepreneurial intentions and extroversion is 0.245. It indicates a low positive correlation between the two variables. It means that on increase/decrease of extroversion, the entrepreneurial intentions will also increase/decrease.

2.The output for Correlation between entrepreneurial intentions and openness.

```
> # Correlation between Entrepreneurial Intentions & Openness  
> cor.test(MPD$EI,MPD$OPENNESS)
```

Pearson's product-moment correlation

```
data: MPD$EI and MPD$OPENNESS  
t = 1.1633, df = 117, p-value = 0.2471  
alternative hypothesis: true correlation is not equal to 0  
95 percent confidence interval:  
 -0.07450167 0.28150533  
sample estimates:  
      cor  
0.1069278
```

Interpretation: The correlation between the entrepreneurial intentions and openness is 0.1069. It indicates a low positive correlation between the two variables. It means that on increase/decrease of extroversion, the entrepreneurial intentions will also increase/decrease.

3. The output for Correlation between entrepreneurial intentions and Neuroticism.

```
> # Correlation between Entrepreneurial Intentions & Neuroticism
> cor.test(MPD$EI,MPD$NEUROTICISM)

Pearson's product-moment correlation

data: MPD$EI and MPD$NEUROTICISM
t = -1.095, df = 117, p-value = 0.2758
alternative hypothesis: true correlation is not equal to 0
95 percent confidence interval:
 -0.27571717  0.08073914
sample estimates:
      cor
-0.1007201
```

Interpretation: The correlation between entrepreneurial intentions and neuroticism is -0.1007. It indicates a low negative correlation between the two variables. It indicates an inverse relationship between the two variables.

4. The output for Correlation between entrepreneurial intentions and Agreeableness

```
> # Correlation between Entrepreneurial Intentions & Agreeableness
> cor.test(MPD$EI,MPD$AGREEABLENESS)
```

Pearson's product-moment correlation

```
data: MPD$EI and MPD$AGREEABLENESS
t = 1.6027, df = 117, p-value = 0.1117
alternative hypothesis: true correlation is not equal to 0
95 percent confidence interval:
 -0.03433623  0.31816710
sample estimates:
      cor
0.1465651
```

Interpretation: The correlation between the entrepreneurial intentions and openness is 0.1465. It indicates a low positive correlation between the two variables. It means that on increase/decrease of extroversion, the entrepreneurial intentions will also increase/decrease.

5. The output for Correlation between entrepreneurial intentions and openness

```
> # Correlation between Entrepreneurial Intentions & Openness
> cor.test(MPD$EI,MPD$OPENNESS)
```

Pearson's product-moment correlation

```
data: MPD$EI and MPD$OPENNESS
t = 1.1633, df = 117, p-value = 0.2471
alternative hypothesis: true correlation is not equal to 0
95 percent confidence interval:
 -0.07450167  0.28150533
sample estimates:
      cor
0.1069278
```

Interpretation: The correlation between the entrepreneurial intentions and openness is 0.1465. It indicates a low positive correlation between the two variables. It means that on increase/decrease of extroversion, the entrepreneurial intentions will also increase/decrease.

4.2 Qualitative analysis

4.2.1 Who Are we targeting-

This survey is targeted towards real-life entrepreneurs which are already in the field with their entrepreneurial career. This will help us get the holistic view from the perspective of how these different user segments think about entrepreneurial intentions and it getting affected by personality traits of an individual.

4.2.2 Questions for the survey-

There will be multiple questions that will be framed for this interview study because we are catering to a different type of user segments based on their years of experience with entrepreneurship. This is very important because we wanted to capture the different mindset that the entrepreneurs have in their different stages of the career. Entrepreneurship is a very volatile career path which means that there are a lot of ups and downs that come in the life of an entrepreneur which more is their career accordingly. So to understand this study much more holistically we wanted to Capture insights from three different types of entrepreneurs that we categorised as -

1. (0-3 Years Experienced) are classified as “Nascent Entrepreneurs”
2. (3-6 Years Experienced) are classified as “Mid-Term Entrepreneur”
3. Individuals with more than 7 years of experience are classified as “Business Owners”.

4.2.3 : Interview Response Script

Table No-10: Interview Response Script

S.NO	RESPONDENT TYPE	RESPONSE
1	Nascent Entrepreneurs	This respondent was in their early stage of entrepreneurship and shared that according to them personality traits do help in understanding one's strengths and weaknesses so that they can improve on the work that they are trying to accomplish. They also suggested that a

		friendly nature and extrovert is also very important in your early stage because that gives the room for the individual to be more proactive and extra words to words gathering more clients/users for their business. They also said that emotional stability can be a deciding factor in some cases but according to them it's not highly dependent on entrepreneurial intentions.
2	Mid-Term Entrepreneur	This respondent was in their mid-stage of entrepreneurship and they strongly pointed out that personality traits do matter for an entrepreneur because it tells them what they are capable of and what are their strengths in terms of openness and being extrovert which is a very important factor in entrepreneurship. They also suggested that one has to have a friendly nature to become a good entrepreneur because this is what leads to a great business development process. According to them they suggested that an entrepreneur should know about their personality traits and utilise them as a tool to work on their weaknesses and to harness their strong points.
3	Business Owners	This entrepreneur was categorised in a business owner stage because he had more than 10 years of experience being an entrepreneur with multiple ventures and according to them they now feel that personality does in fact make a difference in how a person approaches entrepreneurship and their intention towards it. Specifically they suggested that being open creative and extrovert is desired characteristics of an entrepreneur but it's not the only ones and even if people are weak in this area as they can still compensate with other traits of them in which they are

		strong it's just that people should know what they are good at and what they have to work on to become an entrepreneur.
4	Mid-Term Entrepreneur	This respondent was a mid-term entrepreneur with five years of experience and strongly suggested that personality does matter in entrepreneurship as it tells what kind of leader you would become. According to them there are different types of leaders that a person can take on and being an entrepreneur is all about leadership. They suggested that there is no single and concrete characteristic which is there that should be present in an entrepreneur but the entrepreneur should at least know what they are strong in and what are their weaknesses.
5	Nascent Entrepreneurs	This entrepreneur was a budding entrepreneur and suggested that personality is not directly related to one's entrepreneurial intentions because they feel like anybody can be an entrepreneur and according to them one can utilise whatever kind of personality trait they have towards their own good. According to this respondent he said that being extrovert and full of enthusiasm is the only key to becoming an entrepreneur. Rest all can vary according to the kind of business that you tried to work on.
6	Mid-Term Entrepreneur	This respondent was again a mid-term entrepreneur with six years of experience and suggested that they have never thought of doing a personality trait check of themselves and they feel like it's not exactly related to the entrepreneurial intentions according to them intentions for more towards getting recognised fame as well as the financial incentives associated with entrepreneurship. They feel that yes,

		openness and being extroverted is also very important for an entrepreneur to be successful.
7	Mid-Term Entrepreneur	This respondent suggested that personality traits of an individual tells how a person would react in a certain scenario and being an entrepreneur is all about being in scenarios where you are not comfortable and so according to them being open and being extrovert and being emotionally strong are key characteristics for becoming a good entrepreneur but these are not the only ones which are deciding factors of an individual or becoming a successful entrepreneur.
8	Nascent Entrepreneurs	This respondent said that they are not aware about the personality traits but definitely feel the kind of person an individual is highly influenced by what kind of leader or an entrepreneur or a person will become. According to them anyone can become an entrepreneur but having certain key characteristics will be a deciding Factor of how great or successful the entrepreneur will be.
9	Nascent Entrepreneurs	According to this respondent they believe that personality traits highly influence the kind of entrepreneur and individual will become. And according to them it's also very important to know about the personality traits and the kind of business that the entrepreneur is trying to build because they believe that these two are also very correlated in nature because every industry has their own unique requirement and there are some personality traits which are best suited for semi industries rather than others. According to them, being emotionally stable is one characteristic that goes through any industry because entrepreneurship can

		become very challenging at times.
10	Mid-Term Entrepreneur	According to this respondent they said they are well aware of the different types of personality traits which are there and they are also where about what kind of personality trait they are off and this said that they believe personality traits highly influenced the kind of success and efficiency the entrepreneur will get once they get to know about their own strengths and weakness. .According to this respondent he suggested that being open and extrovert with strong emotional stability is a key factor of making sure that one becomes the most efficient entrepreneur but they are not the deciding factors of whether the entrepreneur will be successful or not.
11	Mid-Term Entrepreneur	This respondent had an experience of 6.5 years and was an entrepreneur with multiple companies. This respondent suggested that personality traits sometimes come handy for different individuals to know what they are good at and what are their weaknesses so that they can stay away from them and make decisions accordingly. According to this respondent, being emotionally stable is very important but being an extrovert would be deciding key for a good entrepreneur is not the notion that this respondent believes in. They also believe that there are introverted people who are doing really well as an entrepreneur because it's not always about going out and becoming extroverts. There are entrepreneurs who were behind the desk and that too very efficiently.
12	Business Owners	This respondent was a full-fledged business owner who started out as an entrepreneur 12 years back. This

		<p>individual suggested that personality traits are very important to understand what kind of person that individual is and based on that they will have their own strengths and weaknesses. According to this respondent, being an entrepreneur is dependent on how strong and emotionally stable an individual is because there are a lot of ups and downs in the life of an entrepreneur and the individual should be able to keep up with them. Being extroverted is also something that they believe in because at the early stage one needs to be quick on feet and curious to meet new people for business development or for learning.</p>
13	Mid-Term Entrepreneur	<p>This respondent had five years of experience with two entrepreneurial ventures and according to these individual personality traits or not exactly the deciding factors of entrepreneurial intentions because according to them anybody can become entrepreneur but there are certain characteristics that do define what kind of entrepreneur the individual will become. According to them, being open, being transparent and being extroverted can come handy when an individual is on an entrepreneurial journey but these are not something that one should rely on and definitely work towards their own strengths to harness them and become an entrepreneur nonetheless.</p>
14	Business Owner	<p>This individual was a seasoned businessman who started out as an entrepreneur with 16 years of experience they suggested that the entrepreneurial intentions are highly related to the personality traits or characteristics that an individual has according to this respondent there are some characteristics based on some personality traits which are</p>

		<p>superior than other when it comes to entrepreneurship because according to him entrepreneurship is a little different than a regular job where a lot of challenges are thrown at the individual every single day and there are some characteristics based on personalities which can help the individual tackle these challenges and come out as a strong entrepreneur. According to this respondent being extrovert is not the deciding factor but being emotionally stable is.</p>
15	Nascent Entrepreneur	<p>This entrepreneur was just starting out with their business with one year of experience and full of enthusiasm according to this respondent they don't see that there is direct relationship between a persons personality traits and characteristics to their entrepreneurial intentions because according to them anybody can become an entrepreneur it's just that they need to understand what they are good at and what they are weak and so that they can work towards that. Individuals also suggested that everyone should know about their personality traits but should not blindly rely on them because it's not the real depiction of an individual in the real world.</p>
16	Mid-Term Entrepreneur	<p>This respondent was a mid term entrepreneur with four years of experience with then venture and they suggest that it's very important for an entrepreneur to know about the personality trait that they possess because it gives them the idea of what their strengths are so that they can leverage them and also what their weaknesses are so that they can work towards it. According to this respondent, being open and extrovert is also very important for becoming a good</p>

		entrepreneur but these are not the only characteristics that are required for becoming an entrepreneur there are multiple more than this.
17	Mid-Term Entrepreneur	This respondent was a Mid-Level entrepreneur which means that they were in their mid-career of entrepreneurship and they shared that they personally feel that entrepreneurial traits do matter in the beginning of an entrepreneur's career. Which means that when an entrepreneur is starting out with their career, that is a time where personality traits become a catalyst for that person to power through the challenges that come initially. But later down the line they don't think that personality traits matter that much as they have not seen their personality traits affecting them now as they were doing before.
18	Nascent Entrepreneur	This entrepreneur was an early entrepreneur and he suggested that personality traits do in fact play a very important role in an entrepreneur journey because people can take use of their personality traits and move ahead with the challenges that an entrepreneur faces in their entrepreneurial journey. This is very important because it gives them the sense of power of where they can exceed and where they have to work towards in their overall personality.
19	Business Owner	This entrepreneur was a business owner with more than 10 years of experience and he suggested that personality traits does in fact make a difference when you are in the journey of creating your own business because they feel like there are multiple types of businesses that can be created and it totally depends on the kind of person and their personality

		traits to make sure that those traits are aligned with the thought process as well as the requirements of the field from that an entrepreneur psychologically.
20	Nascent Entrepreneur	This respondent was again an early stage entrepreneur and they suggested that they don't feel like the personality traits does in fact matter because anybody can become an entrepreneur. They took an example of a person being an extrovert and an introvert and they suggested that both of them have the capability to become an entrepreneur because there are multiple types of businesses that can be created and every business requires a different kind of personality trait.
21	Mid-Term Entrepreneur	This respondent was a nascent entrepreneur and suggested that yes one should know about their personality traits while going into entrepreneurship because it gives them that understanding where their trends lie as well as where their weaknesses are such that they can work on their weaknesses so that it does not hamper their entrepreneurial journey. They also suggested that because entrepreneurial journey is a very hard journey that's why knowing yourself psychologically as well as physiologically it's a very good way to start an entrepreneurial journey because you have a clear mindset of what you are getting into and what that field requires from you as well as your intent is towards performing the things that are required in this career path.

CHAPTER 5

RESULTS & CONCLUSION

5.1 Quantitative Analysis

5.1.1 Results

1. Reliability Analysis

Parameter	Cronbach's Alpha
Personality Traits	0.81
Entrepreneurial Intents	0.75

The Cronbach Alpha for both the sections are greater than 0.7 it means that the questions are internally consistent and thus are reliable.

2. Correlation Analysis

Parameter	Correlation
Extroversion & EI	0.245
Agreeableness & EI	0.146
Conscientiousness & EI	0.116
Neuroticism & EI	-0.100

Open Mindedness & EI	0.1069
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The correlation analysis suggests that all personality traits are significantly low positively correlated with Entrepreneurial Intentions. However, Neuroticism is negatively correlated with Entrepreneurial Intentions.

5.1.2 Conclusion

From this study we can conclude that the entrepreneurial intention is significantly positively correlated with personality traits of an individual. Entrepreneurial intentions which tells how one person's mind towards being an entrepreneur. The personality of an individual is usefully determined by the big five personality traits. From the study it is given that openness, conscientiousness, extraversion and agreeableness are positively correlated with the entrepreneurial intentions. It suggests that if values of these variables increase or decrease the behaviour of the entrepreneurial intention will be in a similar manner. However it is different for Neuroticism, it has an inverse relationship with the entrepreneurial intentions of individuals.

1. Extroversion: it is the most important dimension of the personality trait and has positive correlation with the entrepreneur's intention. It indicates that people who are high in the same have high entrepreneurial intentions. It means that people are much more social and outgoing; they generally have subconsciously more intentions of becoming an entrepreneur than the ones who are shy and introverted.

2. Conscientiousness: it also has positive correlation with entrepreneurial intention and thus means that people who are high in it have much more entrepreneurial intentions. It indicates that people who are must for thoughtfulness and are oriented towards that goal have high chances of having entrepreneurial intentions.

3. Agreeableness: In this dimension of personality, people are more cooperative and less manipulative. People with high agreeableness have high entrepreneurial intentions which was

proven by this study. Also we can say that trust and kindness if high makes an individual inclined towards entrepreneurship.

4. Neuroticism: it is the personality trait which is having negative correlation with the entrepreneurial intention of an individual. So people who are not emotionally stable and usually very moody have less tendency of having Entrepreneurial intentions.

5. Openness: it also has a positive correlation with the entrepreneurs and intentions of an individual. This means that people having high openness, that is people with wide imagination and broader interest tend to have more entrepreneurial intentions.

5.2 Qualitative Analysis

5.2.1 Results and Conclusions -

Upon conducting the research there were a total of 21 respondents that were included in this qualitative research study. And the breakdown is as follows:

Respondent Types	No. of Respondents
Nascent Entrepreneur	7
Mid-Term Entrepreneur	10
Business Owners	4

This research came to know about the personality traits of the already existing entrepreneurs. These entrepreneurs are already running their own venture and it will be helpful to know how their personality traits have been impacting them into this field. For the same we have conducted telephone interviews of different types of entrepreneurs (that is nascent, mid and business owners). This qualitative research helps us to know the mindset of the people on ground. From this study we got to know from the experiences and insights of these entrepreneurs that for nascent

entrepreneurs personality traits that affect their entrepreneurial intent are of less significance. These budding entrepreneurs believe that instead of these personality traits actions are the thing which is of utmost importance. Whereas mid and seasoned entrepreneurs think that the right balance of personality traits definitely impact one on their entrepreneurial journey. As an entrepreneur grows from nascent to seasoned and their personality traits also change with time initially there are much more curious impulsive outgoing anxious about their decisions. But over time there is a drastic shift in their own traits; they become practical, more organised , empathetic and calm. Thus, to sum up every individual is different and possesses a different set of traits and nothing can be taken as an ideal set of traits essential for entrepreneurship. However, the right balance of every personality trait helps ones in their entrepreneurial journey.

Finally the nuggets of wisdom that was shared by most of the entrepreneurs was that the personality traits may or may not matter at a later stage in an entrepreneurial journey but it definitely matters when one is starting out as an entrepreneur because the journey of becoming an entrepreneur is a little hard and challenging at the same time. It requires a person's mindset that can be shifted with the different challenges that are thrown to them and how they can tackle them. Das when an entrepreneur is entering into this space it is always very good to know their personal strengths and weaknesses from the perspective of their personality traits. Because this will give them an understanding of what their strengths are and how they can utilise their strengths to power through the challenges that are coming as well as they should be aware about the weaknesses that they have which should be worked upon or taken care of so that it does not become an hindrance to a successful career in entrepreneurship.

CHAPTER 6

RECOMMENDATIONS & LIMITATIONS

6.1 Quantitative Analysis

6.1.1 Limitations of the study:

The study has certain limitations in spite of all the best efforts done. The limitations of the study opens the gate for future scope that could be done in the same field. The limitations are:

- The study was limited to the Delhi NCR region only and therefore find analysis would be done. It means that for better results the scope of research is to be broadened.
- This study was only done to know the insights of MBA students. It was done just to know from the perspective of the MBA students the effect of personality traits on the entrepreneurial intentions.
- In this research convenience sampling was used due to limited availability of time and resources. Thus for more accuracy random sampling is to be done.
- The sample size taken in this research was just 120 students which is very small. The sample size chosen is much lesser than the overall population of MBA students in Delhi NCR. Therefore the insights drawn may not accurately give the picture of population
- There are only five personality traits taken in order to find their relationship with the entrepreneurial intentions. Therefore there could be more variables that could significantly impact the entrepreneurial intentions of an individual.

6.1.2 Recommendations and Future Scope:

From this study we were able to gain much deeper insights on the subject. But, In the light of the above mentioned limitation there comes the future of scopes for the study. The study is limited and thus gives us room for future scope.

- The sample size of the study should be increased further to gain better insight. 120 students is a very small number compared to the overall MBA students present thus for better accuracy larger sample size must be taken.
- To avoid the biases that could happen due to convenience sampling. The research must conduct proper random sampling for better insights.
- The study should be expanded to pan India as to gain insights of the students residing outside Delhi. This broader sample may give much more deeper and better insights and therefore will be able to increase accuracy.
- More variables related to entrepreneurial intentions must be included. There are many more personality traits apart from these five which could give better results.

6.2 Qualitative Analysis

6.2.1 Limitations of the study-

This study was very important to understand the ground realities of entrepreneurs and what their mindset is about how the personality traits influence entrepreneurial intentions if they do. Through this study we were able to reach some entrepreneurs in our personal connection with various levels of experiences and categorised by nascent, mid-term, business owners. Although the study revealed a lot of insights it definitely had some limitations to it. These limitations are:

- The total number of interviews that were done were based on personal connections and the number of the participants of the study was 21 which does not give the overall picture of different kinds of entrepreneurs.
- The chosen people also did not represent all the industries that are there in the Indian economy so this also does not help us understand the insights from the minds of entrepreneurs from each and every industry but it only caters to some certain industries to which the participants belonged to.
- The study was done over telephonic calls because of unavoidable circumstances of Covid crisis which prohibited in person meetings. This is a limitation because telephonic

interviews have their own limitations to the kind of insights that the interviewee can gather from the participants as well as some logistics issues also.

- Having an interview mode of doing the study has its own limitations in terms of viruses which can arise at the time of gathering the data or understanding the insights from the sessions.
- These viruses if not taken into consideration and worked upon can induce some skewness in the analysis and can hamper the integrity of the outcome.

6.2.2 Recommendations and Future Scopes-

The study gave a really good insight on how the entrepreneurs think that personality traits influence entrepreneurial intentions for good and for bad. This study gave a lot of meaningful wisdom and nuggets of inspiration for the people who want to get into this journey of entrepreneurship who might be in their early stage or or later stage. Some of the recommendations that can be drawn from this study are:

- The study can be conducted in a wider demographic and user type population. Which means that different industries should be included in the study to get a holistic view of entrepreneurship in every industry that is there throughout the nation which will give the study much more integrity as well as concrete understanding of the connection of entrepreneurial intentions with the personality traits of the individual.
- The study should also be done in the form of in person interviews because that can give a lot of good insights which are limited due to the study being done over a telephonic call and also the study can be conducted in a form of roundtable conference bringing entrepreneurs in the study together and then brainstorming this notion of how the personality traits and its characteristics have influenced their entrepreneurial journey.

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ANNEXURE

QUESTIONNAIRE

Dear Respondent,

This questionnaire is a part of my academic research, titled “**Holistic Relational Study between Entrepreneurial Intentions and Personality Traits.**” which will be submitted in fulfillment of the requirements for the award of the degree of MBA under DTU. Your responses are needed for the completion of the survey. The responses are for academic purposes so kindly fill it out with utmost integrity and truthfulness.

Read each question carefully and mark the appropriate response. It will only take 5 minutes.

Thanking You

Aviral Apurva & Dikshita Jain

Name (Optional) :

Nature of the College : Private Public

Gender : Male Female

Age (Year) : 20-25 26-30

Father's Occupation : Self Employed Services

Mother's Occupation : Self Employed Services House Wife

Please fill the questionnaire according to guidance mentioned below:

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Please tick the suitable option depending upon your opinion

SECTION-2						
ROLE OF PERSONALITY TRAIT TO BECOME AN ENTREPRENEUR						
S.NO	STATEMENT	1	2	3	4	5
1	I am someone who tends to be quiet.					
2	I am someone who is compassionate, has a soft heart.					
3	I am someone who tends to be disorganized.					
4	I am someone who worries a lot.					
5	I am someone who is fascinated by art, music or literature.					
6	I am someone who is dominant, acts as a leader.					
7	I am someone who is sometimes rude to others.					
8	I am someone who has difficulty getting started on tasks.					
9	I am someone who tends to feel depressed, blue.					
10	I am someone who has little interest in abstract ideas.					
11	I am someone who is full of energy.					
12	I am someone who assumes the best about people.					
13	I am someone who is reliable, and can always be counted on. <input type="checkbox"/>					

14	I am someone who is emotionally stable, not easily upset.					
15	I am someone who is original, comes up with new ideas.					
16	I am someone who is outgoing, sociable.					
17	I am someone who can be cold and uncaring.					
18	I am someone who keeps things neat and tidy.					
19	I am someone who is relaxed, handles stress well.					
20	I am someone who has few artistic interests.					
21	I am someone who prefers to have others take charge.					<input type="checkbox"/>
22	I am someone who is respectful, treats others with respect.					
23	I am someone who is persistent, works until the task is finished.					
24	I am someone who feels secure, comfortable with myself.					
25	I am someone who is complex, a deep thinker.					
26	I am someone who is less active than other people.					
27	I am someone who tends to find fault with others.					
28	I am someone who can be somewhat careless.					
29	I am someone who is temperamental, gets emotional easily.					
30	I am someone who has little creativity.					

Please fill the questionnaire according to guidance mentioned below:

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Please tick the suitable option depending upon your opinion

SECTION-3						
ENTREPRENEURSHIP INTENDS OF MANAGEMENT STUDENTS						
S.NO	STATEMENT	1	2	3	4	5
1	I am ready to do anything to be an entrepreneur					
2	My professional goal is to become an entrepreneur					
3	I will make every effort to start and run my own firm					
4	I am determined to create a firm in future					
5	I have very seriously thought of starting a firm/business					
6	I have the firm intention to start a firm some day					



Final Major Project Report (Aviral & Dikshita).pdf

May 31, 2021

9986 words / 52991 characters

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Sources Overview

5%

OVERALL SIMILARITY

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Report On

**Holistic Relational Study between Entrepreneurial
Intentions and Personality Traits.**

Submitted By :

Aviral Apurva (2K19/BMBA/03)

Dikshita Jain (2K19/BMBA/08)

Under the Guidance of:

Mr. VK Sharma



**UNIVERSITY SCHOOL OF MANAGEMENT &
ENTREPRENEURSHIP**

Delhi Technological University

May 2021

CERTIFICATE

This is to certify that Aviral Apurva (2K19/BMBA/03) and Dikshita Jain (2K19/BMBA/08) are bona fide students of University School of Management and Entrepreneurship, Delhi and have successfully completed the project work as prescribed by the Delhi Technological University in the partial fulfillment of the requirement of Master Of Business Administration (MBA) , Business Analytics Program for the academic year 2018-2020.

Project Guide
Mr. VK Sharma

DECLARATION

We, the ¹⁹undersigned, hereby declare that the project report entitled, **OVERVIEW OF ENTREPRENEURIAL INTENTS AND PERSONALITY TRAITS.**⁸ submitted by us to the Delhi Technological University (Formerly DCE), in partial fulfillment of the requirement for the award of degree of Master of Business Administration (MBA), Business Analytics. This Project which is undertaken under the guidance of Mr. V.K. Sharma, ²is our original work and the conclusions drawn therein are based on the material collected by ourselves.

The Report submitted is our own work and has not been duplicated from any other source.

Place: New Delhi

Date: May, 2021

Aviral Apurva (2K19/BMBA/03)

Dikshita Jain (2K19/BMBA/08)

ACKNOWLEDGEMENT

¹A Successful Project is the result of teamwork and coordination that includes not only the group of developers who put forth the ideas, logic and efforts but also those who guide them. So, at the completion of the project, we feel obliged to extend our gratitude towards all those who made valuable contributions throughout our training period.

We are thankful for all the knowledge, Guidance and support imparted by Dr. Amit Mookerjee² at any time we needed.

At the end just as significantly, we would like to express our sincere thanks to Mr. V.K. Sharma, Dr. Deepti Aggrawal⁶ and all the other staff members who have provided us excellent knowledge and support throughout our Post Graduation.

We are very much thankful to our parents, brother/sister and friends for their continuous support.

ABSTRACT

This research was done to know the dependence of personality traits on the entrepreneur intentions of an individual. Personality traits differ from individual to individual and reflect a person's characteristics, patterns of thoughts and feelings. Therefore, to be an entrepreneur these personality traits of an individual may impact. Entrepreneurial intention is when a person moves towards the direction of becoming an entrepreneur. Thus, ¹⁶ this research was done to know the relationship between personality traits and entrepreneurial intention. For the same qualitative as well as quantitative research was carried out.

In case of quantitative research, a survey was conducted among MBA students of Delhi NCR and analysis was done on 120 participants. The result from this research was that all personality traits showed positive correlation with the entrepreneurial intentions except for neuroticism which showed an inverse relationship. In case of qualitative research a telephonic interview was conducted for about 21 entrepreneurs at different stages of entrepreneurship (nascent, mid and seasoned). Their opinions and state of mind was noted and analysed. Therefore, ⁷ it can be said that different dimensions of personality traits have a positive effect on the entrepreneurial intentions of an individual.

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CHAPTER 1

INTRODUCTION

1.1 Entrepreneurship

First of all before undertaking this project we need to be very sure what entrepreneurship is. Entrepreneurship is basically a career path that an individual takes when they decide to become a job creator rather than becoming a person who seeks the job. Entrepreneurs are very important aspects and elements of a nation because they are the ones which shape the core of a nation from the perspective of financial as well as developmental growth of a nation. Entrepreneurial journey is considered one of the most rigorous as well as challenging paths to take because there are a lot of uncertainties that are involved in this roadmap. That is why there are very few people who choose this as their career path and take on the challenges that come with it. Entrepreneurship is not a process that a person follows, it's a mindset of an individual to become a problem solver by creating solutions to already existing problems in the society or any landscape rather than just pointing out towards the problems that exist in the society.

Being an entrepreneur requires a lot of things at once, for example a person needs to be a problem solver, empathetic leader as well as a person who can drive the change or motivation of change within its team to tackle the problem and find a solution for it. That is why there are a lot of importance that is associated with entrepreneurship, I'm of these importances are:

- **Entrepreneurs are the ones who create jobs-** this is important because we know that foreign progress of a nation it's very very important to provide jobs and opportunities to the younger crowd and talent of the nation that is why entrepreneurs are the key element of the society as they create this opportunity maybe on a large scale or a small scale for the masses in the society.
- **Entrepreneurs are the ones who innovate** - this is important to understand because the conventional challenges and the problems that the society face these entrepreneurs are the ones who innovate by leveraging existing technologies as well as various out-of-the-box approaches to solve that particular problem of the society and overcome the challenge.

Why it's very important for entrepreneurs to innovate and keep on thinking out of the box to find a solution.

- **Entrepreneurs are the one who can create change or aspire to create change-** this means that it is very important for entrepreneurs to become good leaders because based on their leadership they will be able to bring in the change that the society needs as well as under their leadership different people can also aspire to become change makers by becoming innovators and entrepreneurs to create opportunities as well as get into the domain of entrepreneurship.
- **Entrepreneurs cater to the financial health of the nation-** it is very important to also note that the entrepreneurs are the one who, with creating a lot of opportunities, create a scenario of development of the nation financially. This is true in today's world because as the globalisation has happened with the industries, even a small business owner sitting from one nation can run its operations in different countries which will promote and boost the financial economy of the nation in a broader perspective.

1.2 Personality Traits-

Personality traits are the basic characteristics of an individual which when combined together gives an overall personality structure of an individual. There are multiple types of personality traits that are there in the most common ones are being extrovert, being introvert or being open or being agreeable in nature et cetera. This is very important to understand from an individual's perspective because if a person understands about their personality traits they can know how they are psychologically inclined towards their strengths as well as weaknesses. There are multiple types of personalities that are there and the most famous ones are Myer Briggs type indicator as well as the big five trait model. The big five personality trait model is the one which we will be undertaking in our analysis because it talks about five main types of personality that an individual is constituted of. These personality traits are-

- **Openness-** this personality trait talks about how open an individual is which means that there are multiple dimensions of being open from the perspective of an individual. For example a person can be open to new experiences as well as a person could be open towards

meeting new people and making new friends this type of personality trait is known as openness.

- The advantage of this type of personality trait is that these people are very creative and also focus on tackling new challenges and they are open for new experiences.
 - The disadvantages of these traits are that the people with this dominating trait dislike changes that can arise and also these people tend to have a more practical approach rather than a more theoretical one so they dislike the theoretical approach.
- **Conscientiousness**- this is a type of personality trait which talks from the perspective of a person being more mindful as well as organised in nature. The people who have dominance of this trait are the people who plan ahead and also they care about what the side-effects of their behaviour would be and how it will affect the ones that are around them. These people are very inclined towards their goal and to achieve them in a much organised way.
 - Advantage of this trait is that these people tend to spend a lot of time planning but they want to get the plan right so that they can achieve it in a single go and efficiently. These people are also the ones who want to finish the work that is given to them as quickly as possible without procrastinating around it.
 - Disadvantage of this trait is that people are inclined towards becoming very perfectionist which might become a hindrance for them to achieve their goal efficiently and with mindfulness.
 - **Extroversion**- this is a trait which gives the characteristics to an individual who has a dominance of this trait that the person will be a social person, a very talkative person and also likes to be more assertive. The people with the dominance of the trait derive their energy from social structure and when people are around them they feel much more excited and energised.
 - The advantage of this trait is that these people tend to more likely start a conversation with other beings which is a kind of being open to people for new experiences. These people also due to this trait are able to create much more friends than the counterpart of the introvert.

- The disadvantage that is associated with this trait is that the people who have the dominance of this trait do not think before they speak which can land them in a situation of distress and problems.
- **Agreeableness-** this type of trait makes the person or an individual who has the dominance of this become much more kind and affectionate towards the people as well as the work that they are trying to do. This trait also pushes the individual to readily become agreeable to a particular notion that is given to them. The people who are dominating the street are the ones who are competitive and sometimes they can even manipulate their way to win in a particular challenge or a situation.
 - The advantage that is associated with agreeableness is that these people have high interest in other people and they also care about the people that are around them. Empathy is something that these people do care for,
 - The disadvantage of this trait is that becoming readily agreeable to a certain notion can land them in a problematic situation and also as they are being manipulative that is again a situation which can hamper their relationship with the people around them as well as hamper the task that they are trying to achieve.
- **Neuroticism-** this trait is rather negative on the spectrum of the big five personality model because it talks about the negative aspects of individuals such as becoming sad or showcasing different mood swings as well as pointing towards one's emotional instability. The people who are having a dominating trait of neuroticism tend to become more irritated easily and feel anxiety in challenging situations if they are put into.
 - The advantage of this trait is not very much but from the perspective of having experience with a lot of stress and when we are talking about entrepreneurship which is a journey of a lot of stress this straight can somewhere down the line helps in a positive connotation also.
 - Disadvantage of this trait is that people can change their mood very rapidly based on the situation that they are put into which can become really problematic for the people around them as well as the work that they are trying to accomplish.

1.3 Entrepreneurial Intentions (EI)

In a very generic sense it refers to an individual's intention to undertake entrepreneurial actions. It refers to a state of mind wherein a person is inclined to set up a new venture. It also refers to the efforts a person would make to carry out entrepreneurial behaviour. It is a personal thing and differs from individual to individual.

It is important to know the same as to understand the risk taking ability of the individuals and how innovative they can be. It is essential as entrepreneurship plays a major role in driving the economy. It is essential for any country to have more entrepreneurs in order to increase the overall Gross Domestic Product.

Therefore, its of utmost importance to know the intentions of individuals and accordingly take necessary actions to increase the overall Entrepreneurial Intentions.

CHAPTER 2

LITERATURE REVIEW

Karabulut, A. T. (2016) in his paper intended to find out the relationship between different personality traits on the on-screen or intentions of individuals. There are several ⁷ dimensions of personality traits of them: locus of control need for achievement distortions and entrepreneurial alertness few of them. In this paper the authors adopted a research on the 480 graduate students in the region of Turkey there were several statistical analyses done such as factor this is a multiple regression. It was to prove that these portraits significantly affect the entrepreneurial intentions and the results suggested that all of them have a positive effect on the entrepreneurial intention. Thus, they established the fact ²¹ that personality traits have a positive effect on the entrepreneurial intention therefore for potential entrepreneurs personality traits must be improved to be successful.

The role of Self Efficacy also plays an important role for an individual's entrepreneurial intentions. One's belief in themselves makes them more prone to taking risks of entrepreneurship. Wang, J. H. et al (2016) found out the ⁴ relationship between personality traits and entrepreneurship intentions with the help of self-efficacy which partially supported the both. They use the big five traits model of personality to know they want to plan intentions of the agriculture students with the mediation of self-efficacy. They found out that the four personality traits supported the entrepreneurial intention whereas negative emotion exerts a negative effect on the entrepreneurial intention.

Liang (2015) also mentioned in the paper the effect of personality difference that helps in shaping the entrepreneurial intention of an individual. The research was done on 274 students of two universities in the region of Taiwan. The results showed that openness and conscientiousness have a positive impact on both the dimensions of entrepreneurial intentions. Whereas agreeable less negatively influences the entrepreneur or the preparation of an individual.

Another study done by Altinay, L. et al (2012) on the big five personality traits along with self efficacy are used to find out the entrepreneurial Intentions. The research was done on the basis of

students from Turkey as they were about to make their career choices. A survey was conducted on a seven point scale for them to read the options given. Out of all, when we met her 40s said qualitative study was done to know the relationships between the same. The results indicate a high level of entrepreneurial intention in those people who are open to experience and or extrovert. Thus, the ⁴ big five personality traits and self-efficacy determine 66 percent and 74% of the entrepreneur intentions of the study. Study also determines that out of every variable says efficacy if high lead to much higher level of ownership not intention.

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This study by Ismail (2009) aimed to find out the relationship between the ¹⁴ factors that significantly affect the entrepreneurial intentions of the students in Malaysia. For the same the data was collected of the 123 students on a voluntary basis. The statistical analysis was carried out on the data collected through the questionnaire. The results suggested that on the basis of the regression analysis there ²² is a significant impact of personality traits on the entrepreneurial intention of an individual.

Ferreira (2012) highlighted the need for a psychological and behavioural approach in order to determine the entrepreneurial intention. It aimed at finding the variables that significantly influences the entrepreneurial intentions among the students. For the same structural modelling was used it was done using SPSS software. The results suggest that 62.2 % of variance in entrepreneurial intentions can be explained by the personality trait model. Major highlights of this

people force the concept in fact that both psychological as well as the behavioural models significantly effect on the entrepreneurial intentions of Individuals.

The study by Jing, L. et al (2012) that the mind is the impact of personality traits on the technological intentions of an individual using entrepreneurship and the entrepreneurial attitude as a supportive variable. In order to determine the same questionnaire was given among seven universities. The results show the openness, extraversion and conscientiousness of positive influence on entrepreneurial intent. As negative emotions have a negative influence on the entrepreneurship of individual. They also suggested that entrepreneurial intentions are must at the university and school level for students to learn the same. At this stage the students can understand the factors, the risks and the opportunities associated with entrepreneurship.

Yukongdi, V. (2017) wanted to study the entrepreneurial intention and the academic curriculum in order to determine the entrepreneurs. The study helps in finding out the also not an intensity in the student and for the same a questionnaire was conducted in Thailand using stratified random sampling . The results highlighted that for over 12 nationalities the Thai people were the maths. For the analysis multiple regression was used that highlighted that the tendency to take rest has a significant positive impact on the entrepreneurial intentions of an individual. It also highlighted that locus of control is also very important and has a positive right to know the intention of an individual. There are other significant analyses from the study that job autonomy also impacts entrepreneurial intentions in the positive way. The environment to run any business and the educational program also very well impact the entrepreneurial intention of an individual.

In this study, Fragoso, R. (2020) highlighted the different factors that affect on Entrepreneurial intentions of the students of Brazil and Portugal. They wanted to analyse how various factors like personality, training, education, self efficacy and others affect the intentions to be an entrepreneur and start a new venture. For the same survey was conducted of the 600 students studying at the University in these two areas using a cross-section design. The results determine that these factors are of significant importance and strongly determine the entrepreneurial intention of an individual. However social recognition and place of country are of not much importance on the entrepreneurial intention of an individual.

Ozaralli et al (2016) in this paper highlighted the factors affecting entrepreneurial intentions. In the study two types of students are taken for comparison and better understanding they are US and Turkish students. The analysis was done using the survey and on the spaces. This result from the statistical analysis shows that both have related answers on the subject. Both the students show a low level of entrepreneurial intention at present. Though both have significant favourable attitudes of being an entrepreneur. They also highlighted that comparatively Turkish students have more entrepreneurial intentions than the US students.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 Quantitative Study

3.1.1 Data Collection:

¹³ In order to study the impact of different personality traits on the entrepreneurial intent of every student of Delhi NCR we conducted a survey. It was a primary data collection technique in which we gathered data of about 120 students. An online Google Form was floated as per convenience sampling and the data was obtained. The survey had three broad sections namely the demographics, questions on personality traits and questions on entrepreneurial intent. Overall it was a 10 minutes survey.

In total there were 42 questions that the respondent had to answer. A Brief introduction was given at the top of the questionnaire to make it convenient for the respondent. The answers had to be done using a five point Likert scale.

3.1.2 Measurement

To measure his personality traits as well as the entrepreneurial intentions we relied upon the already existing structured questionnaires. Olive P. John and Christopher J. Soto's questionnaire was taken up for the measurement of Personality traits. In case of the entrepreneurial intention which had six questions associated with the same one measured using the scorecard given by the original authors Francisco Linen and Yi-wen Chan.

3.1.3 Variables

The study had five independent variables and one dependent variable in the study.

1. Dependent Variable:

The dependent variable was the entrepreneurial intent of the students pursuing MBA. This has been taken from the questionnaires given by Linen and Chen and the same was measured using the Likert Scale.

2. Independent Variables:

In order to measure the relationship of this dependant variable, there were five independent variables name:

1. Extroversion- IV1

2. Conscientiousness- IV2

3. Agreeableness- IV3

4. Neuroticism- IV4

5. Openness- IV 5

3.1.4 Tools and Techniques

The data collection was done using the Google forms and the results were analysed using the R language.

In all there were 2 statistical techniques that were used to analyse the data:

1. Reliability Analysis: It is done to know the internal consistency between the questions of the questionnaires that were asked to fill by the respondents. It is measured by the Cronbach's Alpha

2. Correlation Analysis: it is done to check the strength and direction between the relationships of our independent and dependent variables.

3.2 Qualitative Study

For the purpose of this study we wanted to also know a holistic view of how people on ground think about entrepreneurship. So we wanted to do this qualitative research in depth to get an overall

understanding of what people's mindset are when they are talking about entrepreneurship and their entrepreneurial intentions associated with it. This is very important to undertake because there are a lot of Studies that have been done till now but those are mostly quantitative research methods. There are no to less number of qualitative research that has been done and it is very important because it gives a holistic view rather than just relying on the numbers for further insights. Because entrepreneurship is a very distinct career choice and there are a lot of factors that are associated with it so that's why it's very important to understand that what really happens on ground and how this person feel from the perspective of their personality traits and how their traits as well and entrepreneurial intention pushes them towards moving in the direction of entrepreneurship.

3.2.1 Interviews

To gather this data we took the route of telephonic interviews because of the pandemic and the restrictions that are associated with it that one cannot move in lock down. Telephonic interviews were the best option for us because a lot of entrepreneurs wanted to talk to the people who are residing very far off from where we were. Interviews are a way to collect Data which has a lot of advantages that are associated with it. For example when interviews are conducted it gives much more in-depth scope of answers that the respondent can respond to as well as it gives enough room for the interviewee to ask questions which they can get in-depth answers to. Basically the interviews are conducted such that it gives one's insights, feelings, and in-depth emotions that are associated with the questions that are asked to them. This is why telephonic interviews were chosen as a method for the qualitative research part of our project.

3.2.2 Telephonic Interview

Telephonic interviews are a means to gather data while doing qualitative research. This helps in gathering data over the air using technologies like internet or cellular call. Telephonic interviews are considered to be a very efficient way of conducting interview research because there are multiple advantages that are associated with it. These advantages are:

- These are very cost-effective because doing a call over the internet or cellular calls are very cheap today and this can be done at a massive scale with a very minimal cost.
- To conduct the interviews there is not a lot of data that is required, only the number of the respondent is required to initiate the whole process of gathering the data over telephone.
- Telephonic interviews give a much more personalised touch while talking to the respondent as it gives room to the person who is asking the question of what kind of thought process the respondent is thinking about right now.
- Also in times of crisis like Covid this method becomes very important because people cannot step outside due to the lock down restrictions and it's the most and the safest way to gather data while talking to the respondent personally.

However there are certain disadvantages that are also associated while performing a telephonic interview to do the survey. Some of these disadvantages are-

- Because we are holding a telephonic interview which means that we cannot personally see the respondent and cannot capture emotions to the greater extent. For example if a question is a little emotional we cannot see the facial expression of the respondent which may or may not affect our overall analysis that we are trying to do.
- Sometimes we only rely on the respondent picking up their phones and we all know that there are a lot of times and chances that someone misses their telephone call which can hamper the overall data collection integrity of the project.

3.3 Hypothesis

Because we wanted to understand every aspect of personality traits that might be affecting the entrepreneurial intentions of an individual, we formulated five hypothesis scenarios that we wanted to test with the quantitative data that was captured and gathered by us for this project.

HYPOTHESIS 1:

HO:	No significant relationship between Extroversion & Entrepreneurial Intentions
-----	---

HA:	Significant relationship between Extroversion & Entrepreneurial Intentions
-----	--

⁹ HYPOTHESIS 2:

HO:	No significant relationship between Agreeableness & Entrepreneurial Intentions
HA:	Significant relationship between Agreeableness & Entrepreneurial Intentions

⁹ HYPOTHESIS 3:

HO:	No significant relationship between Conscientiousness & Entrepreneurial Intentions
HA:	Significant relationship between Conscientiousness & Entrepreneurial Intentions

HYPOTHESIS 4:

HO:	No significant relationship between Openness & Entrepreneurial Intentions
HA:	Significant relationship between Openness & Entrepreneurial Intentions

HYPOTHESIS 5:

HO:	No significant relationship between Neuroticism & Entrepreneurial Intentions
HA:	Significant relationship between Neuroticism & Entrepreneurial Intentions

23 CHAPTER 4

DATA COLLECTION AND ANALYSIS

4.1 Quantitative Analysis

4.1.1 The Questionnaire

The questionnaire asked three different sections for the respondents to fill in.

The Section 1 talks about the personal details of the MBA students which comprises six items that were the name of the respondent, the gender of the respondent, the age, the father's occupation and the mother's occupation.

The section 2 comprises the question in order to know the personality traits of the individuals. It comprises 30 questions that were intended to know the personality traits using the big five personality trait model. It contains questions like, "I am someone who tends to be quiet", "I am someone who is compassionate" etc.

Section 3 intends to know the entrepreneurial intentions of the students. It consisted of six questions dedicated to the same. It contains questions like "I am ready to do anything to be an entrepreneur", "my professional goal is to be an entrepreneur" etc.

4.1.2 Analysis

The analysis was performed using the R language.

4.1.2.1. Reliability Analysis:

The input commands for reliability between different questions of the sections of the questionnaire are:

```

library(psych)
#For Questions on Personality Traits
data1<-MPD[4:33]
alpha(data1, check.keys = TRUE)
#For Questions on Entrepreneurial Intentions
data2<-MPD[34:38]
alpha(data2)

```

Results:

1. The output for reliability in Personality Traits Section:

```

> alpha(data1)

Reliability analysis
Call: alpha(x = data1)

raw_alpha std.alpha G6(smc) average_r S/N ase mean sd median_r
0.81 0.82 0.82 0.39 4.4 0.038 2.9 0.6 0.42

lower alpha upper 95% confidence boundaries
0.74 0.81 0.89

Reliability if an item is dropped:
raw_alpha std.alpha G6(smc) average_r S/N alpha se var.r med.r
SE1 0.78 0.78 0.78 0.37 3.5 0.047 0.0250 0.41
SE2 0.83 0.83 0.82 0.46 5.0 0.035 0.0066 0.44
SE3 0.77 0.78 0.77 0.36 3.4 0.048 0.0195 0.42
SE4 0.80 0.80 0.79 0.40 4.0 0.042 0.0159 0.43
SE5 0.79 0.79 0.79 0.39 3.8 0.044 0.0232 0.43
SE6 0.76 0.76 0.76 0.35 3.2 0.051 0.0193 0.41
SE7 0.79 0.79 0.79 0.39 3.8 0.044 0.0211 0.41

Item statistics
n raw.r std.r r.cor r.drop mean sd
SE1 54 0.75 0.75 0.69 0.63 3.0 0.88
SE2 54 0.48 0.48 0.34 0.29 2.7 0.88
SE3 54 0.76 0.76 0.72 0.65 3.2 0.85
SE4 54 0.68 0.66 0.60 0.52 2.9 0.99
SE5 54 0.67 0.69 0.61 0.55 2.9 0.72
SE6 54 0.81 0.80 0.79 0.71 2.8 0.93
SE7 54 0.68 0.69 0.62 0.54 2.9 0.85

Non missing response frequency for each item
1 2 3 4 miss
SE1 0.09 0.09 0.52 0.30 0
SE2 0.13 0.19 0.54 0.15 0
SE3 0.02 0.22 0.31 0.44 0
SE4 0.11 0.22 0.35 0.31 0
SE5 0.02 0.24 0.54 0.20 0
SE6 0.09 0.24 0.41 0.26 0
SE7 0.07 0.19 0.50 0.24 0

```

Interpretation: The result for Reliability for Personality Tests came out to be 0.81 proving that the statements are reliable and acceptable above the value of 0.7.

2. The output for reliability in Entrepreneurial Intentions Section:

```

Reliability analysis
Call: alpha(x = data2)

raw_alpha std.alpha G6(smc) average_r S/N ase mean sd median_r
0.75 0.76 0.78 0.34 3.1 0.054 2.9 0.63 0.36

lower alpha upper 95% confidence boundaries
0.64 0.75 0.85

Reliability if an item is dropped:
raw_alpha std.alpha G6(smc) average_r S/N alpha se var.r med.r
EI1 0.66 0.68 0.69 0.29 2.1 0.074 0.029 0.27
EI2 0.72 0.73 0.72 0.35 2.7 0.060 0.024 0.39
EI3 0.78 0.78 0.79 0.42 3.6 0.048 0.020 0.42
EI4 0.67 0.68 0.68 0.30 2.2 0.070 0.032 0.25
EI5 0.73 0.74 0.74 0.36 2.8 0.060 0.027 0.35
EI6 0.69 0.70 0.71 0.31 2.3 0.067 0.032 0.31

Item statistics
n raw.r std.r r.cor r.drop mean sd
EI1 54 0.79 0.78 0.75 0.65 2.9 1.02
EI2 54 0.66 0.64 0.57 0.44 2.5 1.06
EI3 54 0.50 0.48 0.30 0.25 2.8 1.02
EI4 54 0.76 0.76 0.73 0.63 2.9 0.85
EI5 54 0.61 0.63 0.52 0.43 3.0 0.88
EI6 54 0.72 0.74 0.68 0.58 3.2 0.84

Non missing response frequency for each item
1 2 3 4 miss
EI1 0.13 0.20 0.35 0.31 0
EI2 0.24 0.24 0.33 0.19 0
EI3 0.15 0.20 0.37 0.28 0
EI4 0.04 0.31 0.39 0.26 0
EI5 0.07 0.15 0.46 0.31 0
EI6 0.06 0.09 0.43 0.43 0

```

Interpretation:

The result for Reliability for Entrepreneurial Intentions came out to be 0.75 proving that the statements are reliable and acceptable above the value of 0.7.

4.1.2.2. Correlation Analysis:

The input commands for the correlation analysis between the dependent variable and the five independent variables are:

Results

1. The output for Correlation between entrepreneurial intentions and extroversion.

```
> ##Correlation Analysis
> # Correlation between Entrepreneurial Intentions & Extroversion
> cor.test(MPD$EI,MPD$EXTROVERSION)
```

Pearson's product-moment correlation

```
data: MPD$EI and MPD$EXTROVERSION
t = 2.7433, df = 117, p-value = 0.007041
alternative hypothesis: true correlation is not equal to 0
95 percent confidence interval:
 0.06888734 0.40778605
sample estimates:
      cor
0.2458347
```

Interpretation: The correlation between the entrepreneurial intentions and extroversion is 0.245. It indicates a low positive correlation between the two variables. It means that on increase/decrease of extroversion, the entrepreneurial intentions will also increase/decrease.

2. The output for Correlation between entrepreneurial intentions and openness.

```
> # Correlation between Entrepreneurial Intentions & Openness
> cor.test(MPD$EI,MPD$OPENNESS)
```

Pearson's product-moment correlation

```
data: MPD$EI and MPD$OPENNESS
t = 1.1633, df = 117, p-value = 0.2471
alternative hypothesis: true correlation is not equal to 0
95 percent confidence interval:
-0.07450167 0.28150533
sample estimates:
      cor
0.1069278
```

Interpretation: The correlation between the entrepreneurial intentions and openness is 0.1069. It indicates a low positive correlation between the two variables. It means that on increase/decrease of extroversion, the entrepreneurial intentions will also increase/decrease.

3. The output for Correlation between entrepreneurial intentions and Neuroticism.

```
> # Correlation between Entrepreneurial Intentions & Neuroticism
> cor.test(MPD$EI,MPD$NEUROTICISM)

Pearson's product-moment correlation

data:  MPD$EI and MPD$NEUROTICISM
t = -1.095, df = 117, p-value = 0.2758
alternative hypothesis: true correlation is not equal to 0
95 percent confidence interval:
 -0.27571717  0.08073914
sample estimates:
      cor
-0.1007201
```

Interpretation: The correlation between entrepreneurial intentions and neuroticism is -0.1007. It indicates a low negative correlation between the two variables. It indicates an inverse relationship between the two variables.

4. The output for Correlation between entrepreneurial intentions and Agreeableness

```
> # Correlation between Entrepreneurial Intentions & Agreeableness
> cor.test(MPD$EI,MPD$AGREEABLENESS)
```

Pearson's product-moment correlation

```
data: MPD$EI and MPD$AGREEABLENESS
t = 1.6027, df = 117, p-value = 0.1117
alternative hypothesis: true correlation is not equal to 0
95 percent confidence interval:
 -0.03433623  0.31816710
sample estimates:
      cor
0.1465651
```

Interpretation: The correlation between the entrepreneurial intentions and openness is 0.1465. It indicates a low positive correlation between the two variables. It means that on increase/decrease of extroversion, the entrepreneurial intentions will also increase/decrease.

5. The output for ³Correlation between entrepreneurial intentions and openness

```
> # Correlation between Entrepreneurial Intentions & Openness
> cor.test(MPD$EI,MPD$OPENNESS)
```

Pearson's product-moment correlation

```
data: MPD$EI and MPD$OPENNESS
t = 1.1633, df = 117, p-value = 0.2471
alternative hypothesis: true correlation is not equal to 0
95 percent confidence interval:
 -0.07450167  0.28150533
sample estimates:
      cor
0.1069278
```

Interpretation: The correlation between the entrepreneurial intentions and openness is 0.1465. It indicates a low positive correlation between the two variables. It means that on increase/decrease of extroversion, the entrepreneurial intentions will also increase/decrease.

4.2 Qualitative analysis

4.2.1 Who Are we targeting-

This survey is targeted towards real-life entrepreneurs which are already in the field with their entrepreneurial career. This will help us get the holistic view from the perspective of how these different user segments think about entrepreneurial intentions and it getting affected by personality traits of an individual.

4.2.2 Questions for the survey-

There will be multiple questions that will be framed for this interview study because we are catering to a different type of user segments based on their years of experience with entrepreneurship. This is very important because we wanted to capture the different mindset that the entrepreneurs have in their different stages of the career. Entrepreneurship is a very volatile career path which means that there are a lot of ups and downs that come in the life of an entrepreneur which more is their career accordingly. So to understand this study much more holistically we wanted to Capture insights from three different types of entrepreneurs that we categorised as -

1. (0-3 Years Experienced) are classified as “Nascent Entrepreneurs”
2. (3-6 Years Experienced) are classified as “Mid-Term Entrepreneur”
3. Individuals with more than 7 years of experience are classified as “Business Owners”.

4.2.3 : Interview Response Script

Table No-10: Interview Response Script

S.NO	RESPONDENT TYPE	RESPONSE
1	Nascent Entrepreneurs	This respondent was in their early stage of entrepreneurship and shared that according to them personality traits do help in understanding one's strengths and weaknesses so that they can improve on the work that they are trying to accomplish. They also suggested that a

		friendly nature and extrovert is also very important in your early stage because that gives the room for the individual to be more proactive and extra words to words gathering more clients/users for their business. They also said that emotional stability can be a deciding factor in some cases but according to them it's not highly dependent on entrepreneurial intentions.
2	Mid-Term Entrepreneur	This respondent was in their mid-stage of entrepreneurship and they strongly pointed out that personality traits do matter for an entrepreneur because it tells them what they are capable of and what are their strengths in terms of openness and being extrovert which is a very important factor in entrepreneurship. They also suggested that one has to have a friendly nature to become a good entrepreneur because this is what leads to a great business development process. According to them they suggested that an entrepreneur should know about their personality traits and utilise them as a tool to work on their weaknesses and to harness their strong points.
3	Business Owners	This entrepreneur was categorised in a business owner stage because he had more than 10 years of experience being an entrepreneur with multiple ventures and according to them they now feel that personality does in fact make a difference in how a person approaches entrepreneurship and their intention towards it. Specifically they suggested that being open creative and extrovert is desired characteristics of an entrepreneur but it's not the only ones and even if people are weak in this area as they can still compensate with other traits of them in which they are

		strong it's just that people should know what they are good at and what they have to work on to become an entrepreneur.
4	Mid-Term Entrepreneur	This respondent was a mid-term entrepreneur with five years of experience and strongly suggested that personality does matter in entrepreneurship as it tells what kind of leader you would become. According to them there are different types of leaders that a person can take on and being an entrepreneur is all about leadership. They suggested that there is no single and concrete characteristic which is there that should be present in an entrepreneur but the entrepreneur should at least know what they are strong in and what are their weaknesses.
5	Nascent Entrepreneurs	This entrepreneur was a budding entrepreneur and suggested that personality is not directly related to one's entrepreneurial intentions because they feel like anybody can be an entrepreneur and according to them one can utilise whatever kind of personality trait they have towards their own good. According to this respondent he said that being extrovert and full of enthusiasm is the only key to becoming an entrepreneur. Rest all can vary according to the kind of business that you tried to work on.
6	Mid-Term Entrepreneur	This respondent was again a mid-term entrepreneur with six years of experience and suggested that they have never thought of doing a personality trait check of themselves and they feel like it's not exactly related to the entrepreneurial intentions according to them intentions for more towards getting recognised fame as well as the financial incentives associated with entrepreneurship. They feel that yes,

		openness and being extroverted is also very important for an entrepreneur to be successful.
7	Mid-Term Entrepreneur	This respondent suggested that personality traits of an individual tells how a person would react in a certain scenario and being an entrepreneur is all about being in scenarios where you are not comfortable and so according to them being open and being extrovert and being emotionally strong are key characteristics for becoming a good entrepreneur but these are not the only ones which are deciding factors of an individual or becoming a successful entrepreneur.
8	Nascent Entrepreneurs	This respondent said that they are not aware about the personality traits but definitely feel the kind of person an individual is highly influenced by what kind of leader or an entrepreneur or a person will become. According to them anyone can become an entrepreneur but having certain key characteristics will be a deciding Factor of how great or successful the entrepreneur will be.
9	Nascent Entrepreneurs	According to this respondent they believe that personality traits highly influence the kind of entrepreneur and individual will become. And according to them it's also very important to know about the personality traits and the kind of business that the entrepreneur is trying to build because they believe that these two are also very correlated in nature because every industry has their own unique requirement and there are some personality traits which are best suited for semi industries rather than others. According to them, being emotionally stable is one characteristic that goes through any industry because entrepreneurship can

		become very challenging at times.
10	Mid-Term Entrepreneur	According to this respondent they said they are well aware of the different types of personality traits which are there and they are also where about what kind of personality trait they are off and this said that they believe personality traits highly influenced the kind of success and efficiency the entrepreneur will get once they get to know about their own strengths and weakness. .According to this respondent he suggested that being open and extrovert with strong emotional stability is a key factor of making sure that one becomes the most efficient entrepreneur but they are not the deciding factors of whether the entrepreneur will be successful or not.
11	Mid-Term Entrepreneur	This respondent had an experience of 6.5 years and was an entrepreneur with multiple companies. This respondent suggested that personality traits sometimes come handy for different individuals to know what they are good at and what are their weaknesses so that they can stay away from them and make decisions accordingly. According to this respondent, being emotionally stable is very important but being an extrovert would be deciding key for a good entrepreneur is not the notion that this respondent believes in. They also believe that there are introverted people who are doing really well as an entrepreneur because it's not always about going out and becoming extroverts. There are entrepreneurs who were behind the desk and that too very efficiently.
12	Business Owners	This respondent was a full-fledged business owner who started out as an entrepreneur 12 years back. This

		<p>individual suggested that personality traits are very important to understand what kind of person that individual is and based on that they will have their own strengths and weaknesses. According to this respondent, being an entrepreneur is dependent on how strong and emotionally stable an individual is because there are a lot of ups and downs in the life of an entrepreneur and the individual should be able to keep up with them. Being extroverted is also something that they believe in because at the early stage one needs to be quick on feet and curious to meet new people for business development or for learning.</p>
13	Mid-Term Entrepreneur	<p>This respondent had five years of experience with two entrepreneurial ventures and according to these individual personality traits or not exactly the deciding factors of entrepreneurial intentions because according to them anybody can become entrepreneur but there are certain characteristics that do define what kind of entrepreneur the individual will become. According to them, being open, being transparent and being extroverted can come handy when an individual is on an entrepreneurial journey but these are not something that one should rely on and definitely work towards their own strengths to harness them and become an entrepreneur nonetheless.</p>
14	Business Owner	<p>This individual was a seasoned businessman who started out as an entrepreneur with 16 years of experience they suggested that the entrepreneurial intentions are highly related to the personality traits or characteristics that an individual has according to this respondent there are some characteristics based on some personality traits which are</p>

		superior than other when it comes to entrepreneurship because according to him entrepreneurship is a little different than a regular job where a lot of challenges are thrown at the individual every single day and there are some characteristics based on personalities which can help the individual tackle these challenges and come out as a strong entrepreneur. According to this respondent being extrovert is not the deciding factor but being emotionally stable is.
15	Nascent Entrepreneur	This entrepreneur was just starting out with their business with one year of experience and full of enthusiasm according to this respondent they don't see that there is direct relationship between a persons personality traits and characteristics to their entrepreneurial intentions because according to them anybody can become an entrepreneur it's just that they need to understand what they are good at and what they are weak and so that they can work towards that. Individuals also suggested that everyone should know about their personality traits but should not blindly rely on them because it's not the real depiction of an individual in the real world.
16	Mid-Term Entrepreneur	This respondent was a mid term entrepreneur with four years of experience with then venture and they suggest that it's very important for an entrepreneur to know about the personality trait that they possess because it gives them the idea of what their strengths are so that they can leverage them and also what their weaknesses are so that they can work towards it. According to this respondent, being open and extrovert is also very important for becoming a good

		entrepreneur but these are not the only characteristics that are required for becoming an entrepreneur there are multiple more than this.
17	Mid-Term Entrepreneur	This respondent was a Mid-Level entrepreneur which means that they were in their mid-career of entrepreneurship and they shared that they personally feel that entrepreneurial traits do matter in the beginning of an entrepreneur's career. Which means that when an entrepreneur is starting out with their career, that is a time where personality traits become a catalyst for that person to power through the challenges that come initially. But later down the line they don't think that personality traits matter that much as they have not seen their personality traits affecting them now as they were doing before.
18	Nascent Entrepreneur	This entrepreneur was an early entrepreneur and he suggested that personality traits do in fact play a very important role in an entrepreneur journey because people can take use of their personality traits and move ahead with the challenges that an entrepreneur faces in their entrepreneurial journey. This is very important because it gives them the sense of power of where they can exceed and where they have to work towards in their overall personality.
19	Business Owner	This entrepreneur was a business owner with more than 10 years of experience and he suggested that personality traits does in fact make a difference when you are in the journey of creating your own business because they feel like there are multiple types of businesses that can be created and it totally depends on the kind of person and their personality

		traits to make sure that those traits are aligned with the thought process as well as the requirements of the field from that an entrepreneur psychologically.
20	Nascent Entrepreneur	This respondent was again an early stage entrepreneur and they suggested that they don't feel like the personality traits does in fact matter because anybody can become an entrepreneur. They took an example of a person being an extrovert and an introvert and they suggested that both of them have the capability to become an entrepreneur because there are multiple types of businesses that can be created and every business requires a different kind of personality trait.
21	Mid-Term Entrepreneur	This respondent was a nascent entrepreneur and suggested that yes one should know about their personality traits while going into entrepreneurship because it gives them that understanding where their trends lie as well as where their weaknesses are such that they can work on their weaknesses so that it does not hamper their entrepreneurial journey. They also suggested that because entrepreneurial journey is a very hard journey that's why knowing yourself psychologically as well as physiologically it's a very good way to start an entrepreneurial journey because you have a clear mindset of what you are getting into and what that field requires from you as well as your intent is towards performing the things that are required in this career path.

CHAPTER 5

RESULTS & CONCLUSION

5.1 Quantitative Analysis

5.1.1 Results

1. Reliability Analysis

Parameter	Cronbach's Alpha
Personality Traits	0.81
Entrepreneurial Intentions	0.75

The Cronbach Alpha for both the sections are ²⁵ greater than 0.7 it means that the questions are internally consistent and thus are reliable.

2. Correlation Analysis

Parameter	Correlation
Extroversion & EI	0.245
Agreeableness & EI	0.146
Conscientiousness & EI	0.116
Neuroticism & EI	-0.100

Open Mindedness & EI	0.1069
----------------------	--------

The correlation analysis suggests that all personality traits are significantly low positively correlated with Entrepreneurial Intentions. However, Neuroticism is negatively correlated with Entrepreneurial Intentions.

5.1.2 Conclusion

From this study we can conclude that the entrepreneurial intention is significantly positively correlated with personality traits of an individual. Entrepreneurial intentions which tells how one person's mind towards being an entrepreneur. The personality of an individual is usefully determined by the big five personality traits. From the study it is given that openness, conscientiousness, extraversion and agreeableness are positively correlated with the entrepreneurial intentions. It suggests that if values of these variables increase or decrease the behaviour of the entrepreneurial intention will be in a similar manner. However it is different for Neuroticism, it has an inverse relationship with the entrepreneurial intentions of individuals.

1. Extroversion: it is the most important dimension of the personality trait and has positive correlation with the entrepreneur's intention. It indicates that people who are high in the same have high entrepreneurial intentions. It means that people are much more social and outgoing; they generally have subconsciously more intentions of becoming an entrepreneur than the ones who are shy and introverted.

2. Conscientiousness: it also has positive correlation with entrepreneurial intention and thus means that people who are high in it have much more entrepreneurial intentions. It indicates that people who are must for thoughtfulness and are oriented towards that goal have high chances of having entrepreneurial intentions.

3. Agreeableness: In this dimension of personality, people are more cooperative and less manipulative. People with high agreeableness have high entrepreneurial intentions which was

proven by this study. Also we can say that trust and kindness if high makes an individual inclined towards entrepreneurship.

4. Neuroticism: it is the personality trait which is having negative correlation with the entrepreneurial intention of an individual. So people who are not emotionally stable and usually very moody have less tendency of having Entrepreneurial intentions.

5. Openness: it also has a positive correlation with the entrepreneurs and intentions of an individual. This means that people having high openness, that is people with wide imagination and broader interest tend to have more entrepreneurial intentions.

5.2 Qualitative Analysis

5.2.1 Results and Conclusions -

Upon conducting the research there were a total of 21 respondents that were included in this qualitative research study. And the breakdown is as follows:

Respondent Types	No. of Respondents
Nascent Entrepreneur	7
Mid-Term Entrepreneur	10
Business Owners	4

This research came to know about the personality traits of the already existing entrepreneurs. These entrepreneurs are already running their own venture and it will be helpful to know how their personality traits have been impacting them into this field. For the same we have conducted telephone interviews of different types of entrepreneurs (that is nascent, mid and business owners). This qualitative research helps us to know the mindset of the people on ground. From this study we got to know from the experiences and insights of these entrepreneurs that for nascent

entrepreneurs personality traits that affect their entrepreneurial intent are of less significance. These budding entrepreneurs believe that instead of these personality traits actions are the thing which is of utmost importance. Whereas mid and seasoned entrepreneurs think that the right balance of personality traits definitely impact one on their entrepreneurial journey. As an entrepreneur grows from nascent to seasoned and their personality traits also change with time initially there are much more curious impulsive outgoing anxious about their decisions. But over time there is a drastic shift in their own traits; they become practical, more organised , empathetic and calm. Thus, to sum up every individual is different and possesses a different set of traits and nothing can be taken as an ideal set of traits essential for entrepreneurship. However, the right balance of every personality trait helps ones in their entrepreneurial journey.

Finally the nuggets of wisdom that was shared by most of the entrepreneurs was that the personality traits may or may not matter at a later stage in an entrepreneurial journey but it definitely matters when one is starting out as an entrepreneur because the journey of becoming an entrepreneur is a little hard and challenging at the same time. It requires a person's mindset that can be shifted with the different challenges that are thrown to them and how they can tackle them. Das when an entrepreneur is entering into this space it is always very good to know their personal strengths and weaknesses from the perspective of their personality traits. Because this will give them an understanding of what their strengths are and how they can utilise their strengths to power through the challenges that are coming as well as they should be aware about the weaknesses that they have which should be worked upon or taken care of so that it does not become an hindrance to a successful career in entrepreneurship.

CHAPTER 6

RECOMMENDATIONS & LIMITATIONS

6.1 Quantitative Analysis

6.1.1 Limitations of the study:

The study has certain limitations in spite of all the best efforts done. The limitations of the study opens the gate for future scope that could be done in the same field. The limitations are:

- The study was limited to the Delhi NCR region only and therefore find analysis would be done. It means that for better results the scope of research is to be broadened.
- This study was only done to know the insights of MBA students. It was done just to know from the perspective of the MBA students the effect of personality traits on the entrepreneurial intentions.
- In this research convenience sampling was used due to limited availability of time and resources. Thus for more accuracy random sampling is to be done.
- The sample size taken in this research was just 120 students which is very small. The sample size chosen is much lesser than the overall population of MBA students in Delhi NCR. Therefore the insights drawn may not accurately give the picture of population
- There are only five personality traits taken in order to find their relationship with the entrepreneurial intentions. Therefore there could be more variables that could significantly impact the entrepreneurial intentions of an individual.

6.1.2 Recommendations and Future Scope:

From this study we were able to gain much deeper insights on the subject. But, In the light of the above mentioned limitation there comes the future of scopes for the study. The study is limited and thus gives us room for future scope.

- The sample size of the study should be increased further to gain better insight. 120 students is a very small number compared to the overall MBA students present thus for better accuracy larger sample size must be taken.
- To avoid the biases that could happen due to convenience sampling. The research must conduct proper random sampling for better insights.
- The study should be expanded to pan India as to gain insights of the students residing outside Delhi. This broader sample may give much more deeper and better insights and therefore will be able to increase accuracy.
- More variables related to entrepreneurial intentions must be included. There are many more personality traits apart from these five which could give better results.

6.2 Qualitative Analysis

6.2.1 Limitations of the study-

This study was very important to understand the ground realities of entrepreneurs and what their mindset is about how the personality traits influence entrepreneurial intentions if they do. Through this study we were able to reach some entrepreneurs in our personal connection with various levels of experiences and categorised by nascent, mid-term, business owners. Although the study revealed a lot of insights it definitely had some limitations to it. These limitations are:

- The total number of interviews that were done were based on personal connections and the number of the participants of the study was 21 which does not give the overall picture of different kinds of entrepreneurs.
- The chosen people also did not represent all the industries that are there in the Indian economy so this also does not help us understand the insights from the minds of entrepreneurs from each and every industry but it only caters to some certain industries to which the participants belonged to.
- The study was done over telephonic calls because of unavoidable circumstances of Covid crisis which prohibited in person meetings. This is a limitation because telephonic

interviews have their own limitations to the kind of insights that the interviewee can gather from the participants as well as some logistics issues also.

- Having an interview mode of doing the study has its own limitations in terms of viruses which can arise at the time of gathering the data or understanding the insights from the sessions.
- These viruses if not taken into consideration and worked upon can induce some skewness in the analysis and can hamper the integrity of the outcome.

6.2.2 Recommendations and Future Scopes-

The study gave a really good insight on how the entrepreneurs think that personality traits influence entrepreneurial intentions for good and for bad. This study gave a lot of meaningful wisdom and nuggets of inspiration for the people who want to get into this journey of entrepreneurship who might be in their early stage or or later stage. Some of the recommendations that can be drawn from this study are:

- The study can be conducted in a wider demographic and user type population. Which means that different industries should be included in the study to get a holistic view of entrepreneurship in every industry that is there throughout the nation which will give the study much more integrity as well as concrete understanding of the connection of entrepreneurial intentions with the personality traits of the individual.
- The study should also be done in the form of in person interviews because that can give a lot of good insights which are limited due to the study being done over a telephonic call and also the study can be conducted in a form of roundtable conference bringing entrepreneurs in the study together and then brainstorming this notion of how the personality traits and its characteristics have influenced their entrepreneurial journey.

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ANNEXURE

QUESTIONNAIRE

Dear Respondent,

This questionnaire is a part of my academic research, titled “**Holistic Relational Study between Entrepreneurial Intentions and Personality Traits.**” which will be submitted in fulfillment of the requirements for the award of the degree of MBA under DTU. Your responses are needed for the completion of the survey. The responses are for academic purposes so kindly fill it out with utmost integrity and truthfulness.

Read each question carefully and mark the appropriate response. It will only take 5 minutes.

Thanking You

Aviral Apurva & Dikshita Jain

Name (Optional) :

Nature of the College : Private Public

Gender : Male Female

Age (Year) : 20-25 26-30

Father's Occupation : Self Employed Services

Mother's Occupation : Self Employed Services House Wife

Please fill the questionnaire according to guidance mentioned below:

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Please tick the suitable option depending upon your opinion

SECTION-2						
ROLE OF PERSONALITY TRAIT TO BECOME AN ENTREPRENEUR						
S.NO	STATEMENT	1	2	3	4	5
1	I am someone who tends to be quiet.					
2	I am someone who is compassionate, has a soft heart.					
3	I am someone who tends to be disorganized.					
4	I am someone who worries a lot.					
5	I am someone who is fascinated by art, music or literature.					
6	I am someone who is dominant, acts as a leader.					
7	I am someone who is sometimes rude to others.					
8	I am someone who has difficulty getting started on tasks.					
9	I am someone who tends to feel depressed, blue.					
10	I am someone who has little interest in abstract ideas.					
11	I am someone who is full of energy.					
12	I am someone who assumes the best about people.					
13	I am someone who is reliable, and can always be counted on. <input type="checkbox"/>					

14	I am someone who is emotionally stable, not easily upset.					
15	I am someone who is original, comes up with new ideas.					
16	I am someone who is outgoing, sociable.					
17	I am someone who can be cold and uncaring.					
18	I am someone who keeps things neat and tidy.					
19	I am someone who is relaxed, handles stress well.					
20	I am someone who has few artistic interests.					
21	I am someone who prefers to have others take charge.					<input type="checkbox"/>
22	I am someone who is respectful, treats others with respect.					
23	I am someone who is persistent, works until the task is finished.					
24	I am someone who feels secure, comfortable with myself.					
25	I am someone who is complex, a deep thinker.					
26	I am someone who is less active than other people.					
27	I am someone who tends to find fault with others.					
28	I am someone who can be somewhat careless.					
29	I am someone who is temperamental, gets emotional easily.					
30	I am someone who has little creativity.					

Please fill the questionnaire according to guidance mentioned below:

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Please tick the suitable option depending upon your opinion

SECTION-3						
ENTREPRENEURSHIP INTENDS OF MANAGEMENT STUDENTS						
S.NO	STATEMENT	1	2	3	4	5
1	I am ready to do anything to be an entrepreneur					
2	My professional goal is to become an entrepreneur					
3	I will make every effort to start and run my own firm					
4	I am determined to create a firm in future					
5	I have very seriously thought of starting a firm/business					
6	I have the firm intention to start a firm some day					