



Do Negativities Also Influence Entrepreneurship?

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Keywords:

Hopelessness;
Helplessness;
Haplessness;
Nepotism;
Entrepreneurial Intention



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Abstract: *Entrepreneurship is seen as the main factor of development and growth in all countries. Therefore, numerous studies related to entrepreneurship are performed. The studies aimed at the factors that affect entrepreneurship usually pursued the way that the occurrence of entrepreneurial intention is explained by positive premises. This study was carried out by starting from the idea that there can be negative factors influencing the entrepreneurial intention such as hopelessness, helplessness, haplessness, and nepotism. In this context, a survey was conducted with the students from universities located in the provinces in eastern Turkey. According to the results of the study, the feeling of hopelessness and haplessness has no influence over entrepreneurial intention. It is concluded that the feeling of helplessness affects the entrepreneurial intention adversely while nepotism influences it positively. In light of the findings, some recommendations were made to decision makers.*

1. INTRODUCTION

Entrepreneurship, which takes a pioneer role in the development level of countries, makes contributions to the solution of issues such as the fight against unemployment and equitable distribution of income and by ensuring technological innovation, rise in export and personal and territorial enrichment. Entrepreneurship has been shown to be a basic resource for social and political activity and economic progress of countries (Ceyhan, Yıltay & Batga, 2020), provided that numerous studies on this concept are conducted (Landström Landström, Harirchi & Åström 2012). In entrepreneurship research, they have stated that the term has several dimensions (Güven, 2019) and cannot be explained by a few simple factors (Toma, Grigore & Marinescu). In researching the concept, an attempt is made to determine why individuals become entrepreneurs, or what features entrepreneurs have (Demir, Yıldız & Fırat, 2020), and what are the factors influencing the intention of entrepreneurship (Filizöz & Yaraş, 2020). It was asserted that demographic factors have the influence over entrepreneurship (Çakın, 2019). Çiçek and Karakaş, (2020) stated that the factors influencing entrepreneurship are internal factors (the need for achievement, locus of control and self-sustainability) and external factors (access to capital, business and sector knowledge, social network and environment and entrepreneurship education). They however, ignored that some negative emotions such as hopelessness, helplessness, haplessness and nepotism can be between the factors influencing entrepreneurship.

Hopelessness is a negative state of emotion that expresses the negative perspective, unwillingness and decreased expectation on the future (Açıkgöz, 2019) and it can cause state of emotions such as helplessness (Tetik & Yurtsever, 2018). In individuals who feel helpless, the feeling of haplessness which is the opinion of being not able to utilize some significant advantages by the impact of bad experiences undergone in the past (McMahon, 1996) can arouse as well. Nepotism which is identified as favoritism and can appear in promotion, the process of the execution of work, pricing and moreover recruitment (Altıntaş, 2020), is subjected to more research day by

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day in the organizational field which is encountered in the individuals at the age of employment (Demirel & Savaş, 2017).

Although university education facilitates the access of individuals to a profession, being the number of university graduates is higher than the opportunities of employment can cause individuals to be unemployed even if they have a good education. Negative emotions such as hopelessness, helplessness, haplessness, and nepotism can arouse in the students who are aware of this negative situation due to the apprehension about being unemployed. Within the scope of this study, the students who receive education in the universities located in the provinces Mus, Bitlis, Van and Hakkari, in the eastern Turkey, were accessed. The detection of whether the negative opinions caused by the apprehensions about being unemployed have influence on entrepreneurial intention was studied. Unlike the studies which focus on the positive factors affecting entrepreneurial intention, due to the opinion that some negative factors can also be effective in entrepreneurial intention, it is expected that this study will contribute to literature.

2. ENTREPRENEURIAL INTENTION

Setting up a business, providing employment, creating social and economic enrichment are seen as a key factor in country economies' and are supported (Wong, Ho & Autio, 2005). Therefore, individuals decide to become an entrepreneur by pursuing their dreams instead of working for others' dreams (Bilgiseven & Kasımoğlu, 2020). Entrepreneurship, identified as the conversion of ideas into an action (Cengiz, 2018), is the result of a collection of factors (Raijman, 2001) and there are still uncertainties as to which components this term consists of (Landström et al., 2012). However, for entrepreneurship, without indulging in such as desperation, a definition can be made; "to aim at offering a product or service by combining production factors, and to create an organization by taking the possible risks as a result of all these activities" (Çiçek, 2016; Çiçek, 2018). In an entrepreneurial activity managed by external factors; family history, the position of the individual in a family, the professions of parents, his/her education and training can be the key determinant of entrepreneurial activity (Bird & Jelinek, 1989). As internal factors caused by an individual, elements such as the level of consciousness and anxiety, openness towards experience, extroversion, being compromising, the need for success, locus of control, tolerance against uncertainties, tendency to take a risk, creativeness and innovativeness, self-confidence and practical intelligence are counted (Derindağ, 2018). Intentions, on the other hand, are admitted as a key element in the decision of setting up a new business (Bird, 1988; Liñán & Chen, 2009).

Intention was defined as the movement intended for an individual's aims, the way of reaching a target and the focal point of mind (Bird, 1988) and accepted as the best predictor of planned behavior (Krueger & Carsrud, 1993). Entrepreneurial intention, on the other hand, states the will and determination of an individual to do a business belonging to the individual itself (Sönmez, 2019). Entrepreneurial intention determines the birth, direction, shape and goal of an enterprise. It influences the survival, development, growth and change of an enterprise (Bird, 1988). Although entrepreneurship is composed of many complex factors and cannot be explained solely by intention (Orbell, Hodgkins & Sheeran vd., 1997), it is admitted that the decision of entrepreneurial behavior is possible with the emergence of entrepreneurial intention (Douglas, 2013) and the level of entrepreneurial intention enhances the possibility of behavior (Liñán & Santos, 2007). The Theory of Planned Behaviour (Ajzen, 1991) and The Entrepreneurial Event Model (Shapero, 1984) are conceptual frameworks which are used to model the premises and

consequences of entrepreneurial intention. Although these theories uphold their validity, they may not be sufficient in explaining the entrepreneurial intention (Meoli et al., 2020). The recent considerable alterations in the labor market gave rise to the transformation of traditional organization structures and work environments and caused individuals to reconsider their career goals (Sullivan & Baruch, 2009). That entrepreneurship became a popular career option (Edelman, Manolova, Shirokova & Tsukanova, 2016) can be seen as the inadequacy of these theories in explaining entrepreneurial intention.

Entrepreneurship as a career choice brings an obligation to be creative and have an excellent problem-solving ability along as well (Abdulwahab & Al-Damen, 2015). That an individual chooses entrepreneurship instead of working in a corporate structure despite these difficulties has some reasons (Bilgiseven & Kasımoğlu, 2020). The biggest reason for an entrepreneurial event is a change in an individual's life. For example, an individual's loss of job, midlife crisis or the intention of taking a risk after his/her financial situation becomes safer and past experiences can be counted (Elfving, Brännback & Carsrud, 2009; Albert Shapero & Sokol, 1982). In addition to these, reasons such as providing self-employment (Souitaris, Zerbinati & Al-Laham, 2007), the desire for profit and income, the idea of social reputation, the desire for pursuing dreams, the unreliability of current profession or job dissatisfaction, the mission to realize an opinion or a goal, having a high self-confidence, providing employment for family members, the desire for doing business independently or that there is no other option can be a prerequisite for entrepreneurship (Kılınç & Kanayıran, 2020). Although there is a considerable interest towards the specification of entrepreneurial intention (Dohse & Walter, 2012), that there is no consensus on what can the positive and negative premises affecting the entrepreneurship be (Duran, 2018) makes the research on the premises of entrepreneurial intention significant (Douglas, 2013).

3. THE NEGATIVE FACTORS WHICH CAN INFLUENCE ENTREPRENEURIAL INTENTION

3.1. Hopelessness

The individuals trying to catch up with the radical changes in social life can face some psychological issues while exerting more effort (Barutçu & Çöllü, 2020). One of the negative states of emotion that this changing environment brings along is the feeling of hopelessness (Bayrak Ayaş, 2016). Hopelessness, which is a perspective towards life, is defined as the negative expectation in achieving a goal (Melges, 1969), the degree of pessimism about the future (O'Connor, Connery & Cheyne, 2000) and the loss of motivation (Gençöz, Vatan & Lester, 2006). Fundamentally, hopelessness is the belief that the future will be unpleasant due to the experiences gained in the past. For this reason, purposelessness about the future and negative opinions can appear in an individual (Özmen, Çoşman & Kökçü, 2016). Hopelessness can influence the life of an individual adversely (Bayrak Ayaş, 2016) and raise issues such as depression and mental breakdown (Aydın, Erdoğan, Yurdakul & Eker 2013). The rise in the level of an individual's hopelessness may adversely affect achievement, creativeness, problem-solving and the ability of transferring experiences into life, along with individuals, it may constitute dangers that can influence the society as well (Gökçe & Dilmaç, 2020).

Knowing the individuals' hopelessness level, expectations towards the labor market and hope for employment assumes a significance (Ergüt, 2020). Hope is the vitality of an individual and is necessary in every condition since the individuals with hope devise plans related to the fu-

ture by dreaming (Tetik & Yurtsever, 2018). However, individuals cannot always cling to their hopes and the apprehension about being not able to find a job can carry an individual into hopelessness and the lack of options (Tekin Tayfun & Korkmaz, 2016). One of the prerequisites of entrepreneurship may arise in the individuals considering that there is no other option (Kılınc & Kanayiran, 2020). Starting from this situation, we posited following hypothesis:

H₁: The emotional state of hopelessness influences entrepreneurial intention positively.

3.2. Helplessness

Helplessness is one of the commonalities in life, starting from infancy and up to our indispensable awareness which is death, and it is the most unbearable one among all emotions that people experience (Hoffer & Buie, 2016). Up to now, there is no consensus on helplessness, which is defined as feeling, emotion, state of mind, situation and syndrome as a sign of behavioral disorder and a certain personal trait, in terms of psychological conceptualization (Nosenko & Sokur, 2016). The hopelessness that appears in business and social life (Üstün, 2001) is being able not to defend an individual itself, able to do nothing to help itself, being powerful or weak (Arieli & Ataria, 2018), the emotion, thought and behaviors' complexity syndrome (Carlson & Blackwell, 1978). Despite knowing that he/she possesses an ability to do it, an individual may feel helpless when he/she intends to do something due to his/her deficiency in practice (Arieli & Ataria, 2018). Those who feel helpless may not always be the individuals whose knowledge, skill and capabilities show less competence in accordance with the others (Strømme, 2012). By asking for help from other people or learning novel information related to fields in which they lack, they can compensate for the absence of their abilities (Heckhausen & Heckhausen, 2018). The individuals with the feeling of helplessness are able to develop new skills with the support gained by others. Starting from this situation, the second hypothesis we formed is as follows:

H₂: The emotional state of helplessness influences entrepreneurial intention positively.

3.3. Haplessness

Haplessness, which is a situation influencing not only individuals' everyday lives, but also their career choices (İlgaz Yıldırım & Toker, 2017), can also bring some adverse emotions along (Dodes, 1990). It is most likely that one of these emotions is haplessness. Haplessness, which is the reflection of the adverse situations faced in the past (Murayama & Miura, 2016), is the idea that life and the events taking place are controlled by chance and destiny (Lester, 2001). It comes out with the idea that individuals are deprived of some advantages (Mcmahan, 1996) and the question that is "Why me?" (Janoff-Bulman, 1998).

The impacts of the opinion of haplessness which is considerably prevalent in a society (Jalan, Sinha & Ulus, 2014) are required to get evaluated in all aspects (Kaufman, 1998). Individuals desiring to gain a respectable status in a society (İnce, 2018) and get rid of the negative situations such as haplessness and those who consider themselves as hapless in terms of finding a job are able to apply for distinct ways of employment in business life. Starting from this situation, the hypothesis we posited is as follows:

H₃: The emotional state of haplessness influences entrepreneurial intention positively.

3.4. Nepotism

Individuals may resort to some unethical practices that can make their opponents fall behind with the consideration of finding a job and moreover getting employed with better opportunities (Erkekli & Yavuz, 2020). Nepotism, which is defined as an administrative disease (Tunçbilek & Akkuş, 2017) and encountered frequently in everyday life, is one of these practices (Dilek, Özdirek & Kesgingöz, 2019). Nepotism, that can be seen in different forms and levels in societies and organizations (Yücel & Özkalan, 2014), is a management practice in which without considering qualification and merit (İşçi, Taştan & Kozal, 2013), status such as kith and kin, friendship, partisanship, political affinity and being a compatriot are taken into account (Akar, 2020) in an individual's employment, promotion or the determination of working conditions (Çalık & Naktiyok, 2018), and it does not comport with professionalism (Uncu & Şalvarcı Türeli, 2017).

In nepotism that is usually defined as favoritism and is in fact a corruption (Dilek et al., 2019), a gratitude-obedience relationship forms between the individual who implements the nepotism and who benefits from it. While the latter gets employed or makes several acquisitions in his/her working environment, the former strengthens his/her administrative hierarchy level (Yazıcı & Can, 2020). Along with its many adverse aspects, nepotism that is considered to be implemented intensely in recruitment (Avcı & Sür, 2019) has some positive aspects as well (Özkanan & Erdem, 2014). That it orients the individuals at the age of employment towards distinct fields can be one of these possible consequences. In that context, the hypothesis we formed is as follows:

H₄: The perception of nepotism influences entrepreneurial intention positively.

4. METHOD

4.1. Procedure and Participants

The main purpose of this research is revealing the effect of negative perceptions such as hopelessness, helplessness, haplessness, and nepotism on entrepreneurial intention. We gathered data from four public universities students. The study adopted quantitative approach. In this context we conducted a survey study. We employed a cross-sectional design for examining the aforementioned relationship.

The data was collected via Google forms data collection platform. We have sent the survey's link to approximately 800 students' e-mail addresses. 391 students have participated the surveys. However, after the data screening procedure we excluded 16 surveys because these surveys constitute outliers. Thus, we obtained 375 remarkable surveys with a response rate of 46,88%.

The demographic characteristic of participants is as follows. 60,3% of participants (n = 226) are female, and 39,7% are male (n = 149). 40,5% of the participants are first year students (n = 152), 37,9% are second year students (n = 142), 6,7% are third year students (n = 25), and 14,9% are fourth year students (n = 56). The mean age of participants is 21,46 and the mean GPA of participants is 3,01 out of 4.

4.2. Measures

We measured hopelessness, helplessness and, haplessness with Gençöz, Vatan, and Lester's (2006) 30-item scale. The items were measured along a 6-point scale (1 = strongly disagree, 6 = strongly agree). The main reason for choosing the scale is, it has been developed specifically for university students.

We utilized 3-item scale developed by Uncu and Şalvarcı Türeli, (2017) to measure nepotism perception. We adapted 6-item the scale developed by Çetin and Taşdemir (2017) to measure entrepreneurial intention. Each item was followed by a 5-point Likert-type response format (1- Strongly Disagree to 5- Strongly Agree) for both scales.

For testing common method variance, we used Harman's (1967) single-factor test. Accordingly, we measured all the items from measurement model under one factor without using rotation method. The single factor's explanation of variance amount was 23,44%. Since this amount is below the cut-off point of 50% (Kline, 2005), we can say that there is no common method error for this study.

4.3. Validity and Reliability Tests

We analyzed the data by SPSS 24 programme. Initially we run data screening procedure. In this context firstly, we assigned mean values for missing replies. Next, we checked if the data has normal distribution. We observed skewness ranged from -2,43 to 1,55 and kurtosis ranged from -1,20 to 1,40. The results are in the acceptable range by the cut-off criteria suggested by Kline (2005). Afterwards Exploratory Factor Analysis (EFA) was executed through the Promax rotation method to control factor composition of variables. KMO (Kaiser-Meyer-Olkin) value was found as 0,879 at the executed EFA and the Bartlett test was significant ($\chi^2 = 6208,291$; $df = 435$; $p < 0.001$). According to the composition of the pattern matrix, we identified that scales illustrate an appropriate distribution to the original form. However, we removed some items since these items' factor loadings were below acceptable range of 0,50 (Fornell & Larcker, 1981). The final results of factor analysis can be seen in Table 1.

Table 1. Results of validity and reliability tests

Items	1	2	3	4	5	Variance	α
Hopelessness1		,547					
Hopelessness2		,798					
Hopelessness3		,775					
Hopelessness4		,694				14,944	0,888
Hopelessness5		,824					
Hopelessness7		,740					
Hopelessness9		,806					
Helplessness2				,550			
Helplessness3				,682			
Helplessness4				,841			
Helplessness5				,651		6,160	0,828
Helplessness6				,562			
Helplessness7				,568			
Helplessness10				,547			

Items	1	2	3	4	5	Variance	α
Haplessness1			,539				
Haplessness3			,558				
Haplessness6			,537				
Haplessness7			,582			9,487	0,819
Haplessness8			,776				
Haplessness9			,868				
Haplessness10			,780				
Nepotism1					,605		
Nepotism2					,598	4,892	0,730
Nepotism3					,593		
EntrIntention1	,653						
EntrIntention2	,741						
EntrIntention3	,774						
EntrIntention4	,947					24,039	0,934
EntrIntention5	,931						
EntrIntention6	,925						

Total Variance Explained: 60,52%; Iterations: 6; Rotation Method: Promax; KMO: 0,879; Bartlett: 6208,291(435); Sig. $p = ,000$; Goodness of Fit: $\chi^2 = 712,127(295)$; $p < 0,001$.

Source: Authors' calculations

As can be seen in Table 1, items have factor loadings ranged from 0,537 to 0,947. The total variance explanation percentage of all scales is 60.52%. Cronbach's α values are respectively 0,888; 0,828; 0,819; 0,730 and 0,934 for Hopelessness, Helplessness, Haplessness, Nepotism and Entrepreneurial Intention scales. The correlation among variables, means and standard deviations of constructs can be seen in Table 2.

Table 2. Descriptive Statistics

Variables	Mean	SD	1	2	3	4	5
1. Hopelessness	4,597	1,136	-				
2. Helplessness	2,415	1,032	-,413**	-			
3. Haplessness	2,235	1,035	-,379**	,598**	-		
4. Nepotism	3,994	,997	,015	,066	,115*	-	
5. Entrepreneurial Intention	3,719	1,166	,112*	-,115*	-,014	-,052	-

Notes: **Significant at the 0,01 level. *Significant at the 0,05 level.

Source: Authors' calculations

According to the analysis results, it was concluded that the scales did not pose any problems in terms of validity and reliability. Therefore, we took the average of the scales over the structures confirmed in factor analysis and performed the hypothesis tests.

4.4. Hypotheses Tests

We performed a multiple linear regression analysis to test the hypotheses which were established within the scope of the research. The results are given in Table 3.

We performed linear multiple regression analysis to test if the hopelessness, helplessness, haplessness, and nepotism variables significantly predict entrepreneurial intention. A significant regression equation was found ($F(4, 370) = 2,708$, $p < 0,001$), with an adjusted R^2 of ,169. Accordingly, while helplessness ($\beta = -,156$, $t(370) = -2,092$, $p < 0,05$) has a significant and nega-

tive effect on entrepreneurial intention, nepotism ($\beta = -,267, t(370) = 3,117, p < 0,01$) predict it positively. Hence, “**H₂**: The emotional state of helplessness influences entrepreneurial intention positively” and “**H₄**: The perception of nepotism influences entrepreneurial intention positively” hypotheses are **accepted**. In spite of that we found that hopelessness ($\beta = ,101, t(370) = -1,721, p > 0,05$) and haplessness ($\beta = ,27, t(370) = 1,723, p > 0,05$) are not a significant predictor of entrepreneurial intention. Therefore, “**H₁**: The emotional state of hopelessness influences entrepreneurial intention positively” and “**H₃**: The emotional state of haplessness influences entrepreneurial intention positively” hypotheses are **rejected**.

Table 3. Results of regression analysis

Variables	β	p	t	F	df	p	adj. R^2
Entrepreneurial Intention				2,708	4, 370	,030	,169
(Constant)	3,617	,000	8,369				
Hopelessness	,101	,086	1,721				
Helplessness	-,156	,037	-2,092				
Haplessness	,127	,086	1,723				
Nepotism	,267	,003	3,117				

Source: Authors' calculations

5. CONCLUSION

Entrepreneurship is admitted as one of the main elements of economic growth and development all over the world. Entrepreneurship is not a concept that has merely individual benefits. It can contribute to a society as a whole because the capital gained as a result of this action is integrated into the economy of a country and new employments are provided in these businesses (Candan, 2011). Due to this prominence, entrepreneurship is tried to be encouraged by many different instruments in our country and many other countries, and attempts are being made to increase the number of new entrepreneurs. Along with these studies, the presence of some other factors can enable the number of new entrepreneurs to increase as well. In addition to that, some negative state of emotions can have an influence over entrepreneurial intention. The negative state of emotions which are observed in the vast majority of a society (Duman, İmre & Mısırlı, 2019) and the consequences of which are still not known precisely cannot take individuals' imagination away from them completely, and can enable them to perform very powerful behaviors in appropriate conditions (Hyroop, 1953). Such apprehensions as finding a job in the future can ensure the emergence of intentions related to entrepreneurship which will reverse the existing situation and provide the acquisition of a significant status in a society.

Instead of the positive premises affecting entrepreneurial intention, this study concentrates on the possible negative premises which are not dealt with eminently in the literature, and which therefore we consider to be a gap. Within this context, a survey was conducted with the students who receive education in the universities located in the provinces Mus, Bitlis, Van and Hakkari which are placed in the eastern Turkey. According to the results of the study, it was concluded that the emotional state of hopelessness does not influence entrepreneurial intention. Likewise, in those feeling themselves hapless, it was concluded that this emotion has no impact on entrepreneurial intention as well. The consequence we obtained is an expected result since expecting an individual who identifies himself/herself as hopeless and hapless to be an entrepreneur will be an extremely optimistic expectation.

Another conclusion that we reached within the scope of our study is that the feeling of helplessness influences entrepreneurial intention in a negative way. This result means that the individuals feel-

ing helpless will refrain from being an entrepreneur. In other words, they will stay away from being an entrepreneur. Although our study practices to measure entrepreneurial intention (why participants consider themselves to be helpless) is a significant point that is required to be emphasized. It is a meaningful conclusion that the individuals who deserve to receive a university education by attending an exam and achieving success among many candidates and who continue their education, experience the feeling of helplessness, and which policy makers are required to emphasize.

Another finding of our study is that the perception of nepotism influences entrepreneurial intention positively. In other words, it came out that the students, who have the opinion that there is favoritism in recruitment, contemplate being an entrepreneur in order to get employed in the future. In previous studies, the internal factors affecting entrepreneurship, such as the need for achievement (Perry, Macarthur, Meredith & Cunnington 1986), locus of control (Luthje & Franke, 2003) and self-sustainability (Chowdhury, Endres & Frye 2019) are included. Likewise, it is stated that the external factors such as access to capital (Steel, 1994), knowledge as to business and sector (Kristiansen & Indarti, 2004), social network and environment (Tyszka, Cieřlik, Domurat & Macko, 2011), entrepreneurship education, influence entrepreneurship (Çiçek & Karakař, 2020). As a result of our study, in addition to these factors it is determined that nepotism orients individuals towards entrepreneurship as well. At the same time, this situation can cause countries to draw away from the innovative and courageous entrepreneurial profiles which they desire. Nepotism is an undesirable situation. Another significant conclusion required to get evaluated by authorities is that the participants are university students, and they believe there is nepotism in getting a job. Starting from all the information, some suggestions were developed.

- As a result of our research, it was determined that the participants studying at university have the feeling of helplessness. For the detection of that emotion developing in students, measurements can be performed at regular intervals and these individuals can be provided with psychological counseling services.
- Since universities are the institutions assuming important roles in preparing students for life, they can lead in the development of students' career plans. Within this scope, the training that can orient students towards entrepreneurship and career days with successful entrepreneurs can be organized.
- Due to the significance of entrepreneurship, considerable support is provided for young and woman entrepreneurs in many countries. The updated information about the support should be shared by the seminars organized by establishments which provide support for entrepreneurs. With the actions such as training, career days and entrepreneurship support, the emergence of an entrepreneurial ecosystem at university can be provided
- The feeling of nepotism is not an emotion that emerges by itself. Therefore, the exams and interview techniques implemented in recruitment in the public or private sector should be reconsidered. The public should bring the regulations aimed at sorting out the problems regarding itself into action and try to assure that the regulations are made in the private sector as well.

As in all studies, there are some constraints in this study as well. Primarily, the information is received from students online via a survey. Therefore, there is a possibility that participants may not make their responses objectively. Besides, the study was conducted within a specific period and in four provinces. It is contemplated that with the participation of those actively working, conducting successive studies observing the negative states of emotions that can have influence over entrepreneurial intention within a longer period and in many provinces, and moreover in countries, will be beneficial.

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