Investigating the factors influencing on fear of entrepreneurship among university graduates

(Case study: Ferdowsi University of Mashhad)

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**Abstract**

Entrepreneurship is an important issue in the economy of all countries, the eminent role of which has been investigated by experts in the fields of economy, social and politics. But sometimes because of not defining and using this field efficiently, the usage of this field has been misinterpreted. The goal of this research is to investigate on one of the main barriers affecting this field which is fear of entrepreneurship, which usually involves some problems. The method of this research is explanatory and questioner has been used for data collection. Validity and reliability of this tool are considered by using Cronbach's alpha and exploratory and confirmatory factor analysis. Statistical population in this research is 582 postgraduate students of Ferdowsi University of Mashhad in fields of management, economy and accounting. Probability accident sampling has been used and its 265 number has been calculated by Krejcie and Morgan table. For evaluating hypothesis, structure equation modeling is used and the results show that there is a negative relation between self-esteem and internal locus of control with fear of entrepreneurship and there is a positive relation between neuroticism and self-efficiency with fear of entrepreneurship.

**Key words:** Entrepreneurship, Fear of entrepreneurship, Entrepreneurial intention, Self-evaluation

1. **Introduction**

It is more than half a century that entrepreneurship as an academic field has attracted the attention of prestigious universities in the world, policy makers, organizations planners and international institutions. But in recent years entrepreneurship development as development paradigm and a new paradigm of management and organization is the attention of many countries, including developed and developing. General policies of principle 44 of the constitution in Iran, in order to accelerate the growth of the national economy, enhance economic firms efficiency and productivity of human and material resources and technology, increasing the competitiveness of the national economy, increasing the share of private sectors and cooperation in the national economy, reduction of financial burden and state management in taking up economic activities, the general level of employment, improving household income, development of knowledge-based and expert human capital, made special opportunity for the higher education system. It is evident that to achieve this purpose strategies, approaches and appropriate solutions must be chosen and run, so that empowerment human resources train with entrepreneurial competency and the estuary of the twenty-year vision and the Fourth Program. The relationship between entrepreneurship and economic development is proven and indisputable. Fayol (2007)., Reynold, Hay & Camp (1999)consider the significance of entrepreneurship relationship as a proved case on economic development and grow thin all countries and the present century. Irofio (2002) with the confirmation the above categories, considers economic growth in the United States based on entrepreneurship and innovation and he issued on its necessity. Various efforts among other economists to evaluate the relationship between entrepreneurship and economic growth, such as; Craft & Sable (2005), Pune, Yuan & Arko (2005), Benzing, Chu and Kara (2009), Henderson (2002) shows that entrepreneurs have effective role in economic activities and creation. Therefore, identification of obstacle factors on incidence of entrepreneurship is important. Accordingly, the current studyin vestigated the effective factors on fears of entrepreneurship among academics.

Development of nonprofit– nongovernmental centers and institutions of higher education in the country and increasing the capacity of admissions in graduate studies in Iran is promising that they can play an important role in the economy. But every day we see that not only this does not take place, but also due to lack of personal capabilities and required skills to start a business, they often seek to be employed in governmental centers (Ahmadi, Hosseini & Omidi Najafabadi, 2010).More importantly, these segments of society are considered as effective solution in line with the development of indicators, increase in employment and reduce unemployment (Heidari Sareban, 2012).Uncertainty in economy, downsizing government bodies and reduce the amount of permanent recruitment considers the focus on entrepreneurial strategies especially in graduate studies to overcome the unemployment crisis as responsibilities of higher education (Ekore & Okekeocha, 2012). Attention to entrepreneurial strategies in higher education is such that United Nations Educational Scientific Organization (UNESCO), in the landscape of higher education for the21st century, expresses the modern universities as a platform for entrepreneurial skills to facilitate the ability of graduates to create jobs. Given the importance of entrepreneurship and what was stated; now the major problems facing our society are that the graduates of postgraduate are reluctant to enter the field of entrepreneurship, and most of them look for employment in governmental centers and in other words, their fears of the concept of starting a business is them in factor to this tendency (Ekore, et al., 2012).

1. **Literature Review**
   1. ***Intention to entrepreneurship***

Entrepreneurship; the process by which something new and valuable occurs through time and effort and the assumptions can be financial risk, psychological, social, personal satisfaction and independence (Curry, 2012). There are four points in the definition of entrepreneurship: It is the process of creating value, takes time and effort, associated with risks - appropriate to the type of activity – and the most important reward is personal satisfaction. In the importance of entrepreneurship reducing unemployment, increasing productivity of individuals, increasing productivity of individuals and the distribution of wealth can be noted (Sndyp, 2007., quoted Tavassoli, 2012),Which ultimately with employment growth and economic growth; we will have a healthy community (Oyefusi, 2009).Entrepreneurship classifies to numerous attitudes. This paper divides entrepreneurship in five categories, individual, institutional, corporate, social and international (Shaymi, Etebarian & Kheyrmand, 2011).

Independent Entrepreneur: Activity of a person is in the open environment and free from bureaucratic regulations and cumbersome to achieve the ability to understand and identify the market needs with respect to technology resources and existing facilities and to bring their ideas accepted (Brown, 2003, as cited in Shaymi et al., 2011). Organizational Entrepreneurship: Pinchot study (1985),represents a person who serves as an independent entrepreneur in large organizations and his activities Led to the creation of new units in organizations, presentation of products, services and new processes and organization will lead to grow and profitability (Pinchot, 1985, as cited in Shaymy et al., 2011). Corporative Entrepreneurship: a process that a company accomplishes to encourage all its employees to entrepreneurship and do the individual and group entrepreneurial activities easily and continuously. Social Entrepreneurship: Expounds the principles of entrepreneurship which focus on profitable businesses for economic development and provision of public goods. International Entrepreneurship: Discovery, assessment and exploiting opportunities across national borders to create future goods and services (Oviatt & McDougall, 2005).This paper emphasis on individual entrepreneurship. Bandura (1997) often focuses on tend to entrepreneurship models on the entrepreneurial events and use the attitudes and behavior theory of Ajzen (1975) and self-efficacy and social learning theory. Davidson (1995) indicates that theorists explained entrepreneurial tendencies as a variable in greater psychological models and developed a model so-called economic-psychological of influencing factors on the willingness of individuals in starting a new business (setting up a new business). Also different models of tendency for entrepreneurship have been improved. Shapiro (1975) developed a model that was tested by Krueger (1993) on favorable impact and feasibility starting a business (Mohammadi, Ahmadi & Shayan Jahromi, 2011).

All entrepreneurial tendency models include elements of rationalism to intuitiveness (Barad, 1988). In other words, entrepreneurs make decisions based on logic, analysis, and cause and effect processes. On the other hand intuitionism, holistic and logical thinking effect on entrepreneurial tendencies (Arasty & Jokar, 2008). Entrepreneurial tendencies models include a dimension success. Internal orientation is intent of entrepreneur and external orientation can be market environment, government regulations, etc. (Haider, Hosseini & Omidi Najafabadi, 2009).According to mentioned contents, it becomes clear that entrepreneurial tendencies have psychological nature. Psychologists have proven that sentiment is the best predictors of scheduled act. Especially, when behavior is rare, it barely visible or consists of unpredictable latency (Krueger, 2000, as cited in Jokar, 2007).Since new business economic activities do not develop in one day, entrepreneurship can be seen as kind of planned behavior. To understand the behavior of individuals, Ajzen provided the theory of planned behavior. This theory helps to understand that how can we change behavior of people. The main factor of the theory is intentions and desires of individuals in performance of a particular behavior that arises from motives (Jokar, 2007).Thus, the more the tendency in implementation of specific actions be stronger, the more it might be run.

In entrepreneurship researches, the effective factors on entrepreneurial behavior divideinthree categories: individual, environmental and social factors (Kiani Mavi, N. & Kiani Mavi, R. 2012). According to above content, individual factors are discussed. The factors that focus on personality traits of independent entrepreneurs are called Features Model (Koh, 1996).This model assumes that entrepreneurs have unique characteristics, values and personality characteristics that provide certain stimulus for them and they distinct from others. This model considers an important element in entrepreneurship researches, because it analysis the personality traits of entrepreneurs. Some of these features include:

* Balancing Risk Acceptance: Eagerness to do great things (Kenney, 2008; Syadat, Rezazade & Babbri, 2012), or accepting things that possibility of failure exists in them (Tavassol, Charmchian Langroodi & Ahmadpoor, 2012).
* Creativity: (Kenney, 2008; Syadat, et al., 2012)creating new ideas that may lead to new products or services (Oyefusi, 2009).
* Need to Succeed: High motivation in life (Tavassol, et al.,2012; Oyefusi,2009; Kenney, 2008) and tendency to work based on high standards to be successful in different situations (Syadat & Okekeocha., 2012).
* Internal Locus of Control: (Ekore, et al., 2012; Syadat, et al., 2012; Kenney, 2008), including individual opinion about this issue that is under control of internal or external events (Gabriel and Ion, 2012).
  1. ***Self-Assessment***

In the Theory of Planned Behavior by Fish bien and Ajzen (1975), a framework is presented for self-assessment, which evaluates effective factors on entrepreneurship and major barriers such as fear of the entrepreneur. In these fields significant studies have been done by Judge, Locke, and Durham (1997).The concept of self-assessment represents a fundamental assessment of people about qualifications, competence and capabilities from positive to negative and is measured using four attributes:

* Self-esteem: The total values that person places for himself.
* Locus of control: Belief about the causes of events based on that whether internal or external factors had an impact.
* Neuroticism: Tend to negative oriented outlook and focus on its negative aspects.
* Self-efficacy: How individuals can successfully deal with challenges in their lives (Smither and Walker, 2011).
  1. ***The importance of self-assessment:***

Several studies, show extremely rewarding of positive self-assessment. Including: Ideal self-assessment is related with physical and mental health; Judge et al., Tsusys et al. (2007); life satisfaction, health (well-being) and happiness, Creed et al (2009), Judge (2009) and Piccolo et al. (2005); Economic consequences such as more income and less financial pressure; Judge et al. (2009), desired socioeconomic status of family and academic achievement overall economic success; Oxy et al (2007) and planning treatment for retirement; Mratur et al (Liñán & Chen, 2006).

In scientific fields, self-assessment in upper level strengthens and academic achievement (science achievement) Rosopa et al. (2009) and provides continuing education in higher levels. Individuals with high self-assessment experience much less stress against the problems; Kamir, Judge & Scott (2009). In the study of Hutton et al., in youth period, self-assessment has inverse relationship negative individual behaviors (such as anti-social behavior, coercion, hostility) (Fan, Zhang & Qiu, 2013).

In the several studies that has been done, including Dorman, Fi, Zpf, Fres (2006), Judge, Heller & Klynger (2008)., Mac & Meyer (2009); the relationship between self-assessment and job satisfaction was positive and relationship between self-assessment and features of work were independent of each other. In Judge et al. studies motivation has positive relationship with Self-Assessment; In Eris & Judge (2001), Judge et al. (2001), Kakmer and Collins, Harris & Judge (2009), job performance has a direct relationship with the self-assessment especially when the leadership effectiveness is high. In some studies, high self-assessment was followed with higher levels of business success; Judge et al. (2008), job satisfaction and organizational commitment, Stamp & Holsinger, Mac & Meyer (2009).

Self-assessment has relation with organizational citizenship behavior; such as cooperation and helping others, doing volunteer work and defending organizational objectives; Loi and Luthans and Youssef (2010), popularity in the workplace; Scott et al (2009),Encourage parents to work; Bragva & Baralha (2009), transformational leadership; Rosik and Whitman, Vingeraden & Hiller (2009),services for quality management; Salvage and Schneider, Nissi, Meyer, Ramesh & Lyon (2007).Also is mediation of the negative impact of social stressors on job satisfaction and intention; Harris, Harvey & Kakmer (2009)while facing companies with dynamic environments, managing directors that have higher self-assessment have stronger positive impact on orientation of company to entrepreneurial; Simsek, Heavy & Veiga (2010).In addition to the above, high-level self-assessment has relation to following low levels:

1. Deviant Behaviors: such as, violence, workplace violence, vandalism, steal, excessive absenteeism, delays, disruption and breaking the rules (Evey, 2010, as cited in Smither, et al., 2011)
2. Interference of work with family and family interference with work conflict(Boyar, & Mosley, 2007, as cited in Smither, et al., 2011)
3. Misuse of Supervisors (Wu & Hu, 2009, as cited in Smither, et al., 2011)
4. Stress and burnout (Alarcon, Eschleman, & Bowling, 2009, as cited in Smither, et al., 2011)
5. Intention to leave the job (Smither, et al., 2011).
   1. ***Fears of Entrepreneurship***

Understanding entrepreneurship is often associated with fear. In other words, while lower fear is one of the factors in the occurrence of entrepreneurial behavior, great fear is a serious obstacle to its development. Dimensions of study in this paper include: Fear of failure, fear of success, fear of criticism, fear of change, unknowns. Fear of failure is related to feelings and inner capacity. Fear of success can be part of fear of failure; the fear in people increases so that original work release at first. Fear of criticism is a situation in which people experience failure and others began to cavil, because what is the expected has not been estimated. This fear goes so far that people prefer to leave their current position and rescue the criticism of others. Fear of change is in the case that the results are not easily predictable and the person concerned about change of existing order (Ekore, et al., 2012).With deep understanding the fear of entrepreneurship, people can be investigated psychologically with Core Self Evaluation (CSE)(with four concepts, self-esteem, and locus of control, psycho-neurosis and self-efficacy).In this context, Core Self Evaluation theory and Planned Program Behavior are used in this paper (Fishbein & Ajzen, 1975).

Fears of entrepreneurship are rooted in psychology factors. Jafari Moghadam et al. (2011) in assessment of inhibiting factors on tendency of entrepreneurship on students of Tehran University pointed out the main factors affecting on entrepreneurial behavior as lack of social support lack of relevant training and to overcome these obstacles presented three short-term solution and three long-term strategies. Short-term solutions include strengthening social protection, expand the types of training that related to entrepreneurship and refine self-knowledge and self-confidence skills. Long-term solutions include emphasis on policy reviews and planning of government, fundamental development of entrepreneurship and doing basic steps in order to improve the business environments.

In study of effective obstacles of women entrepreneurship, Heydari Sareban (2012) expressed the most important obstacles such as psychological factors - fear of failure - economic factors - lack of access to banking facilities - social and cultural factors - lack of social support and lack of entrepreneurial culture. He suggested Economic and cultural machination as the base removing mentioned obstacles.

Ekore (2012) in a research about the fear of entrepreneurship among university graduates, enumerates fear of failure, success, criticism and fear of the unknowns as main obstacles in the development of entrepreneurship and concludes by strengthening components such as, confidence, internal locus of control self-efficacy can prevail this obstacles.

In a paper provided by Gabriel (2012) with entrepreneurship training, it was suggested that the major entrepreneurial constraint is conservatism. Related training, confidence, broad perspective and risk-taking should create and strength in individuals to overcome this constraint.

In evaluation of entrepreneurship at the University of Nigeria, Ezeani (2012) suggested that the major entrepreneurial constraint is fears of entrepreneurship and this factor originates from lack of entrepreneurial culture. And cultural preparation must begin at low levels of education. Maneuver (2013) also defines fear as the most important factor in lack of entrepreneurial behavior and fundamental changes in culture community should be creating, so that the whole community becomes an entrepreneur.

According to the above principles hypothesis is expressed as follows:

1. University graduates which have high ability of self-assessment, significantly have lower fears of entrepreneurship.
   1. University graduates which have high self-esteem, significantly have lower fears of entrepreneurship.
   2. University graduates which have a high internal locus of control, significantly have lower fears of entrepreneurship.
   3. University graduates which have high neuroticism, significantly have higher fears of entrepreneurship.
   4. University graduates which have high self-efficacy, significantly have lower fears of entrepreneurship.
2. University graduates which have a high tendency to entrepreneurship, significantly have lower fears of entrepreneurship.

Fear of entrepreneurship is the effective barrier in the emergence of entrepreneurial behavior. To overcome this obstacle main concepts of the theory of planned program behavior (Ajzen) can be considered. On this basis conceptual model of research can be described as follows.

**Figure (1). Theoretical model of research (Ekore, et al., 2012)**

Fear of Entrepreneurship

Self- Assessment

* Self- Esteem
* Internal Locus of Control
* Neuroticism
* Self- Efficacy

Intentionto Entrepreneurship

1. **Methodology**
   1. ***Type of research***

This research in terms of nature and applied objective and in terms of method of data collection is descriptive and surveying.265 questionnaires distributed and 12 questionnaires were incomplete and inoperative and at the end. The analysis was done on 120 completed questionnaires. In this study, to test the hypothesis 9 variables were operational. To assess for variable of fear of entrepreneurship, standardized questionnaire Ekore (2012), for variable of self-assessment, standardized questionnaire Smither et al (2011) and for variable of tend to entrepreneurial standardized questionnaire, Linan and Chen (2006) was used. In table (1), the number of designed measures to assess each variable, Cronbach's alpha coefficient and reliability of the combination of variables is presented.

**Table (1). Cronbach's alpha coefficient and reliability of the combination of variables**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Variable | Dimensions | Type of scale | Number of points | Cronbach's alpha coefficient |
| Fears of Entrepreneurship | Fear of social stress | 5-point Likert | 5 | 0.786 |
| Fear of failure | 5-point Likert | 4 | 0.823 |
| Fear of the unknowns | 5-point Likert | 4 | 0.752 |
| Fear of criticism | 5-point Likert | 4 | 0.855 |
| Self-Assessment | Self-esteem | 5-point Likert | 3 | 0.702 |
| Internal locus of control | 5-point Likert | 5 | 0.712 |
| Neuroticism | 5-point Likert | 3 | 0.686 |
| Self-efficacy | 5-point Likert | 3 | 0.786 |
| Intentionto entrepreneurship | - | 5-point Likert | 3 | 0.601 |

As can be seen, Cronbach's alpha coefficient and reliability combined with all variables in this study is more than 0.6 in Natoli (1978), 0.65 in Li et al (1999).

* 1. ***Assessment the normality of the variables***

Prerequisite of all parametric tests is normality of statistical distribution of variables. In general, it can be said that parametric tests are based on average and standard deviation. Now if population distribution was not normal, the results cannot be properly inferred. To test the normality of variables, Skewness and Kurtosis was used and the results are presented in Table 2.As can be seen given that is kewness and elongation interval numbers are between 1 and -1. As a result, assumption of normality of the data is approved (Pallant, 2009).

**Table (2). Results of normality of the data test**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Signs | Variable | Skewness | Kurtosis |
| 1 | FSS | Fear of social stress | -0.507 | -0.428 |
| 2 | FOF | Fear of failure | -0.605 | -0.143 |
| 3 | FOU | Fear of the unknowns | -0.722 | 0.438 |
| 4 | FOS | Fear of criticism | -0.360 | -0.130 |
| 5 | SES | Self-esteem | -0.431 | -0.432 |
| 6 | LC | Internal locus of control | 0.147 | -0.5 |
| 7 | NEU | Neuroticism | -0.047 | -0.513 |
| 8 | SE | Self-efficacy | -0.518 | -0.733 |
| 9 | ENT | Intentionto entrepreneurship | -0.404 | -0.092 |

* 1. ***Assess of validity***

In table (3), the number of designed measures is presented to assess the validity of each variable. To assess the validity (convergent) exploratory factor analysis was used. In factor analysis, first it should be ensured that existing data can be used for analysis. In other words, is the number of data appropriate or not? For this purpose (KMO) index and Bartlett's test is used.(KMO) index is a measure of Sampling Adequacy. This index is in the range of zero to one. If the index value is close to 1, the data is suitable for factor analysis and otherwise (usually less than 0.5) results of factor analysis are not suitable for factor analysis.

Bartlett test examines that when the correlation matrix is known (mathematically the same matrix) and so (factor model) is not inappropriate to identify the structure. If the level of significance Bartlett's test is less than 5%, factor analysis is appropriate for identification of the structure, because being known of the correlation matrix hypothesis will be rejected. After detection of appropriation, index value (KMO) and significance of Bartlett test, common table should be referred in order to assess the convergent validity. Convergent validity is accepted when all extracted values are more than (0.3), while subscription value for one point is less than (0.3). This point should be excluded from analysis (Wixom and Watson, 2001; Pallant, 2009).

**Table (3). Results for exploratory factor analysis of inventory points**

| Variable name | Dimensions | points | Factor Load | Bartlett test Significant | Degrees of freedom | Approximately X2 | KMO criteria sampling adequacy |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 0.770 | 183.242 | 10 | 0.000 | 0.565 | FE1 | Fear of social stress (SOC) | Fears of Entrepreneurship |
| 0.715 | FE2 |
| 0.702 | FE3 |
| 0.372 | FE4 |
| 0.402 | FE5 |
| 0.785 | 296.015 | 10 | 0.000 | 0.135 | FE6 | Fear of failure (SHEK) |
| 0.748 | FE7 |
| 0.724 | FE8 |
| 0.704 | FE9 |
| 0.8 | FE10 |
| 0.696 | 123.680 | 6 | 0.000 | 0.448 | FE11 | Fear of the unknowns (NASH) |
| 0.675 | FE12 |
| 0.485 | FE13 |
| 0.698 | FE14 |
| 0.750 | 220.974 | 6 | 0.000 | 0.722 | FE15 | Fear of criticism (ENTE) |
| 0.756 | FE16 |
| 0.648 | FE17 |
| 0.682 | FE18 |
| 0.668 | 67.844 | 3 | 0.000 | 0.570 | SES1 | Self-esteem | Self-Assessment |
| 0.674 | SES2 |
| 0.674 | SES3 |
| 0.696 | 155.976 | 15 | 0.000 | 0.227 | LC1 | Internal locus of control |
| 0.402 | LC2 |
| 0.503 | LC3 |
| 0.411 | LC4 |
| 0.348 | LC5 |
| 0.653 | LC6 |
| 0.668 | 56.258 | 3 | 0.000 | 0.629 | N1 | Neuroticism |
| 0.624 | N2 |
| 0.594 | N3 |
| 0.689 | 104.180 | 3 | 0.000 | 0.624 | SE1 | Self-efficacy |
| 0.736 | SE2 |
| 0.742 | SE3 |
| 0.596 | 43.652 | 3 | 0.000 | 0.670 | EN1 | Intentionto entrepreneurship | Tend to entrepreneurship |
| 0.641 | EN2 |
| 0.383 | EN3 |

Bartlett test and (KMO) results as sampling adequacy indicators shows that values ​​of both indicators found in an acceptable level. The (KMO) criteria for all variables are more than (0.5) and significance of Bartlett's test are less than (0.5).After ensuring of sample size appropriateness, quantities of common points is examined the points which are less than (0.3) don’t have compatibility with other points and they are not appropriate explanatory for them, therefore they were excluded from the analysis. Points (LC1) and (FE6) of internal locus of control variable, because of the low factor load (less than 0.3) were excluded from the analysis which is shown in a different color.

* 1. ***Subject landscape***

Profile of respondents in the following table using the five variables sexuality, age, level of education, field of Study and independence was investigated merely to report subject landscape.

**Table (4). Descriptive Statistics of Research**

| Variable | Levels | Frequency | Frequency percent |
| --- | --- | --- | --- |
| Sexuality | Female | 78 | 65 |
| Male | 42 | 35 |
| Age | 21 – 25 | 62 | 51.7 |
| 25 – 30 | 54 | 45 |
| 31 – 35 | 1 | 0.8 |
| More than 40 | 1 | 0.8 |
| Unanswered | 2 | 1.7 |
| Level Of Education | Master of Science | 98 | 81.7 |
| PhD | 22 | 18.3 |
| Field Of Study | Management | 58 | 48.3 |
| Accounting | 30 | 25 |
| Economy | 32 | 26.7 |
| Independence | Recruitment | 7 | 5.8 |
| Contract | 19 | 15.8 |
| Self-Independence | 15 | 12.5 |
| Unemployed | 78 | 65 |
| Unanswered | 1 | 0.8 |

1. **Research findings**

Since the purpose of this study is to evaluate the relation of all independent variables on dependent variable, then regression analysis should be used. In multivariate regression analysis a dependent variable predicted by a linear combination from five independent variables and with five variables, linear combination of the regression equation is obtained. Also, in regression some indicators like squared multiple correlation coefficients (R²) which shows the correlation of independent variables with dependent variable and calculates all slopes of independent variables. Whatever the value of (R) is greater, the linear relationship between the independent variables and the dependent variable for the multiple regression analysis (Enter) is greater. In this analysis, synchronous method is used. Summary of results is described in table (5):

**Table (5). Summary results of the regression analysis**

|  |  |  |  |
| --- | --- | --- | --- |
| R | R2 | Adjusted R2 | Residual standard deviation |
| 0.506 | 0.256 | 0.222 | 0.5931 |

In table (5), the square of the correlation coefficient (R2) is multivariate that shows the level of correlation of independent variables with dependent variable. In this table predictors include: Self-esteem, internal locus of control, self-efficacy and neuroticism and tend to entrepreneurship and dependent variable of fear of entrepreneurship. Table (6) shows the obtained coefficients from multiple regression analyzes.

**Table (6). Regression analysis**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Simple Linear Regression Model | Non-standardized coefficients | | standardized coefficients | test statistic | Significant level |
| B coefficient | Std. Error | Beta coefficient |
| Self-esteem | -0.082 | 0.080 | -0.091 | -1.025 | 0.308 |
| Internal locus of control | -0.085 | 0.104 | -0.072 | -0.819 | 0.415 |
| Neuroticism | 0.369 | 0.073 | 0.494 | 5.055 | 0.000 |
| self-efficacy | -0.183 | 0.071 | -2.264 | -2. 602 | 0.011 |
| Intentionto entrepreneurship | -0.170 | 0.071 | -0.200 | -2.404 | 0.018 |

In general multiple regression analyzes show that independent variables in this study have a significant relationship with dependent variable, or the fear of Entrepreneurship (R2=0.256). It shows that nearly (0.25) of the variance in the dependent variable can be by the linear relationship with predicted independent variables. According to table (6), significant level for three variables, Neuroticism, self-efficacy and Tend to entrepreneurship is less than 0.5. Thus, hypotheses three, four and five research in research is approved and since the relationship between self-esteem with fear of entrepreneurship and also internal control center with fear of entrepreneurship is more than 0.5, so the first and second hypotheses in research is not confirmed. Therefore, hypothesis test results and the final model are shown in table (7) and figure (2).

**Table (7). Results of the research hypotheses**

|  |  |  |
| --- | --- | --- |
| No. | Hypotheses | Result |
| 1 | There is significant relationship between self-esteem and fear of entrepreneurship. | Failure to confirm the hypothesis |
| 2 | There is significant relationship between internal locus of control and fear of entrepreneurship. | Failure to confirm the hypothesis |
| 3 | There is significant relationship between neuroticism and fear of entrepreneurship. | confirm the hypothesis |
| 4 | There is significant relationship between self-efficacy and fear of entrepreneurship. | confirm the hypothesis |
| 5 | There is significant relationship between tend to entrepreneurship and fear of entrepreneurship. | confirm the hypothesis |

**Figure (2).Type of Relationship and impact of self-assessment variables on fear of entrepreneurship**

Self-Assessmet

EN2

EN1

FE2

FE3

FE4

FE5

FE7

FE8

FE1

FE9

FE11

FE12

FE13

FE14

FE15

FE10

FE16

FE17

FE18

EN2

SES1

SES2

SES3

LC2

LC3

LC4

LC5

LC6

N1

N2

N3

SE1

SE2

SE3

Internal locus of control

Self-efficacy

Neuroticism

Intentionto entrepreneurship

Fear of entrepreneurship

Self-esteem

**Table (8). Results of Load Factor of questionnaire’s points**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Point | FE1 | FE2 | FE3 | FE4 | FE5 | FE7 | FE8 | FE9 | FE10 |
| Load Factor | 0.565 | 0.715 | 0.702 | 0.372 | 0.402 | 0.748 | 0.724 | 0.704 | 0.8 |
| Point | FE11 | FE12 | FE13 | FE14 | FE15 | FE16 | FE17 | FE18 | SES1 |
| Load Factor | 0.448 | 0.675 | 0.485 | 0.698 | 0.722 | 0.756 | 0.648 | 0.682 | 0.570 |
| Point | SES2 | SES3 | LC2 | LC3 | LC4 | LC5 | LC6 | N1 | N2 |
| Load Factor | 0.674 | 0.674 | 0.402 | 0.503 | 0.411 | 0.348 | 0.653 | 0.629 | 0.624 |
| Point | N3 | SE1 | SE2 | SE3 | EN1 | EN2 | EN3 |  |  |
| Load Factor | 0.594 | 0.624 | 0.736 | 0.742 | 0.670 | 0.641 | 0.383 |  |  |

**Table (9). Results of the beta coefficient and significance level of self-assessment variables**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Variable | Self-esteem | Internal locus of control | Neuroticism | Self-efficacy | Tend to entrepreneurship |
| Beta coefficient | -0.091 | -0.072 | 0.494 | -0.264 | -0.200 |
| significance level | 0.308 | 0.415 | 0.000 | 0.011 | 0.018 |

1. **Conclusions**

Entrepreneurship has an important role in economic, social and political area. The purpose of this research is evaluation of effective main obstacle on entrepreneurship; entrepreneurship is an alternative to you the employment, because it provides career to create an opportunity to make jobs, innovation and economic growth in community. But many university graduates, particularly postgraduates are reluctant to enter to entrepreneurial area. One of the effective factors on this reluctance is fear of failure as an entrepreneur. In evaluation of entrepreneurship in University of Nigeria, Ezeani (2012) expresses fears of entrepreneurship as the major entrepreneurial constraint. Menuver (2013) also introduces fear as the most important factor in lack of incidence of entrepreneurial behavior. Fears of Entrepreneurship was investigated in four dimensions, fear of social stress, fear of Success, fear of the unknowns and fear of criticism. Fear of success is equal to fear of failure and makes people to left the problem at first with no action and experience failure. Fear of the unknowns makes people to concern about change the existing order and usual procedures, especially when the uncertainty is high. Fear of criticism occurs when the expectations don’t happen, even in some cases the person leaves his current position to release himself from criticism of others.

To remove hindering entrepreneurship factors and accurate understanding of them, people should be psychologically self and core self-evaluation, so that tends to entrepreneurship and finally entrepreneurial behavior appropriate to their situation can be created in people. The concept of internal self-assessment investigated by four traits, self-esteem, locus of control, neuroticism (due to the own negative) and self-efficacy. Results of this study showed that, totally those who have high self-assessment have ability to overcome the fear of entrepreneurship than those who have lower self-assessment.

The results of the study indicated that those who have high self-esteem and high internal locus of control, their fear of entrepreneurship will be lower. The results do not have alignment to Jafari Moghadam et al. (2011), Heydari Sareban (2012), Ekore (2012) & Gabriel (2012) studies. According to standardization of measuring toolsby Cronbach's alpha more than 70% and using it in other similar researches, it is likely that respondents didn’t have required accuracy to answer this points or they misunderstood.

Other results showed that those who have high neuroticism, self-efficacy and Tend to entrepreneurship, fear of entrepreneurship will be lower in them. This results ) is consistent with Jafari Moghadam et al. (2011), Ekore (2012), Gabriel (2012), Ezeani (2012) & Menuver (2013) studies. Thus, to create and enhance the features it should be noted that; Entrepreneur after graduation of university does not happen. To accomplish this reality it is necessary that universities as the main custodians in education and training expert human resources in community play its essential role. Entrepreneurship education experience in some countries regardless of culture and religion shows that entrepreneurs can be trained by training the entrepreneurship. University due to have features such as human capital in terms of student and faculty members are the best place to innovation-based entrepreneurship. Therefore, universities as the most important reference of production and dissemination of new knowledge can be source of enormous change in the society. Entrepreneur University has two essential roles. Firstly; transmission of information to students in order to increase awareness and update their knowledge to begin and continue a healthy and constructive life as a citizen. Second; training practical skills so that after graduation, they can make jobs by using these skills. Given that most experts consider entrepreneurship as condition of survival and develop in universities and higher education institutions. Thus in the age of development and advanced technologies and knowledge-based industries in global, regional and national economy and even local, current crisis can be dealt only by strengthening and interaction of university community. There for importance of entrepreneurship training, creation and reinforce the tendency to entrepreneurship and incidence of entrepreneurial behavior is suggested in postgraduate students. First: entrepreneurship training is done by creating beliefs, incentives and entrepreneurial skills such as leadership, communication and creative thinking. Second: In relation to type of education; traditional: training classes and evaluation of the course or modern that is working with an entrepreneur, programs should be assessed by professor of entrepreneurship. Third: attitudes of university managers have a large effect on entrepreneurial training. In other words, how care managers to the subject and whether they accept training as the educational system or not?

Given that the studied population is limited to graduate students of faculty of economic and management sciences at Ferdowsi University of Mashhad, it can be suggested to researchers that to evaluate the entrepreneurship barriers they can have extended study in provincial level assessment of geographical and demographic conditions and type of university – governmental or free - on fear of entrepreneurship. In this paper, the effect of fear of entrepreneurship was studied on postgraduate students. This issue can be studied with other effective variables such as the relationship fear with sexuality, age, place of residence, family situation and etc.

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