

PERSONALITY TRAITS AND SOCIAL ENTREPRENEURIAL INTENTIONS:  
AN EMPIRICAL STUDY OF UNDERGRADUATE LEVEL DEVELOPMENT  
STUDIES STUDENTS IN NEPAL

Gunjan Khanal

A Dissertation

Submitted to

School of Education

in partial fulfillment of the requirements for the degree of

Master in Sustainable Development

Kathmandu University

Dhulikhel, Nepal

March, 2017

© Copyright by Gunjan Khanal

2017

All rights reserved

## DEDICATION

To my beloved mother and sister

Blessed to be your son and brother

## DECLARATION

I hereby declare that this dissertation has not been submitted for the candidature for any other degree.

---

Gunjan Khanal

13<sup>th</sup> March, 2017

## ABSTRACT

An abstract of the dissertation of *Gunjan Khanal* for the degree of *Master in Sustainable Development*

Title: *Personality Traits and Social Entrepreneurial Intentions: An Empirical Study of Undergraduate Level Development Studies Students in Nepal*

Abstract Approved \_\_\_\_\_

Jiban Khadka

Dissertation Supervisor

Social entrepreneurs are assumed to have such intentions of sustainability, through their deep assurance towards a social vision, sustainable practices, innovativeness and social network. This is believed to generate optimum financial returns through social enterprise. It is often said that social entrepreneurs hold certain unique personality traits, such as agreeableness, openness, extroversion, conscientiousness and trait composites which play an important role in social entrepreneurial intentions of an individual.

The objective of this study is to examine the influence of personality traits on social entrepreneurial intentions. It also examines the role of Big Five Personality Trait on intentions to become a social entrepreneur. In order to meet the objectives, hypotheses are formed and tested. Validity, reliability, and normality of scales for social entrepreneurship and personality traits are done by employing Cronbach Alpha test and Skewness and Kurtosis. 184 representative sample from 339 population was selected by using proportionate stratified sampling technique. The seven-point Likert Scale is used to collect the data from 184 respondents. The undergraduate level

Development Studies students of Nepalese university are selected to examine the issue. The statistical tools such as frequency, mean, Pearson Correlation Coefficient Analysis and Multiple Linear Regression Analysis are used to analyze and interpret the results.

The findings tell that only extroversion, openness, and conscientiousness significantly influence social vision, social network, sustainability, innovation and financial returns. However, agreeableness, neuroticism and trait composites are found non-significant. In addition, all six personality traits were also found to have a positive correlation with social entrepreneurial intentions. Age, sex, ethnicity, father's occupation, and mother's occupation were found insignificant. This study helps to understand the context of social entrepreneurship in developing countries with the contribution on the body of knowledge. It also implies to policy makers, future researchers and towards sustainable development by identifying positive and negative personality traits among individuals that may encourage or hinders individual to have social entrepreneurial intentions.

Gunjan Khanal

March 13, 2017

Degree Candidate

## ACKNOWLEDGEMENTS

I would like to express my gratitude to my dissertation supervisor Mr. Jiban Khadka for his constant encouragement and guidance for completing this study. He has always inspired me to work hard in every step of this study.

I am equally thankful to the Dean Professor Dr. Mahesh Nath Parajuli for his awakening insights and knowledge. I am very thankful to our program coordinator Mr. Parbat Dhungana for his facilitation to complete Master in Sustainable Development degree as well as this dissertation. I also express my deep appreciation to Mr. Prabin Raj Gautam, who guided me in my entire academic journey. Let me also thank my teachers, Dr. Amina Singh, Dr. Suresh Gautam, and Mr. Indra Mani Rai for their invaluable contribution in building knowledge within me that was required for this study.

Likewise, I am very thankful to Dr. Rita Shrestha of Kathmandu University School of Management (KUSOM) for validating the construct of this study. I would also like to thank Associate Professor Dr. Laxman Gnawali for his expert supervision on the questionnaire of this study. I am also thankful to Prof. Dr. Donald Watson for his expertise on editing language of this study. I am grateful to Mr. Rebat Kumar Dhakal shaping the APA (Sixth Edition) of this study. I am also grateful to Mr. Bhuwan Pokhrel for helping me in Nepali translation of the questionnaire. This study would not be possible without the help of my beloved friends Ms. Upasana Sharma and Mr. Dinesh Regmi, who helped me a lot during data collection, data entry and analysis of this study. I would also like to thank Ms. Nibedita Sharma for her support on editing language of methodology chapter

Finally, I would express my heart full of gratitude to my mother – Ms. Bindu Khanal, sister – Ms. Richa Khanal and uncle -Mr. Susil Khanal for their love and support in completing this study and giving me knowledge and wisdom in my every endeavor.

---

Gunjan Khanal

Degree Candidate



## TABLE OF CONTENTS

ABSTRACT .....	i
ACKNOWLEDGEMENTS .....	iii
TABLE OF CONTENTS .....	v
LIST OF TABLES .....	x
LIST OF FIGURES .....	xii
ABBREVIATIONS .....	xiii
CHAPTER I .....	1
INTRODUCTION .....	1
Rationale of the Study .....	4
Statement of the Problem .....	5
Purpose of the Study .....	7
Research Questions .....	7
Research Hypothesis .....	8
Delimitation of the Study .....	8
CHAPTER II .....	10
LITERATURE REVIEW .....	10
Entrepreneurship .....	10
Social Entrepreneurship .....	12
Social Entrepreneurship in Academia .....	13
Social Entrepreneurial Intentions .....	14
Dimensions of Social Entrepreneurial Intention .....	17
Social Vision .....	17

Sustainability .....	18
Social Networks.....	19
Innovation.....	19
Financial Returns .....	20
The Theory of Big Five Personality Trait .....	21
Openness .....	23
Agreeableness.....	23
Extroversion .....	24
Conscientiousness .....	24
Neuroticism .....	25
Trait Composites (TC) .....	25
Policies and Practice of Social Entrepreneurship .....	26
Past Research and Reviews .....	28
Research Gap.....	31
Conceptual Framework.....	32
CHAPTER III.....	34
RESEARCH METHODOLOGY .....	34
Philosophical Consideration.....	34
Research Design .....	36
Population and Sample .....	37
Tools of Data Collection.....	39
Pilot Study.....	41
Reliability.....	42
Validity .....	43

Methods of Data Analysis .....	44
Ethical Considerations .....	45
CHAPTER IV .....	47
DATA ANALYSIS .....	47
Demographic Variables .....	47
Demographic Characteristics .....	48
Descriptive Statistics.....	53
Personality Traits .....	54
Social Entrepreneurial Intentions .....	57
Inferential Statistics .....	58
Relationship Between Personality Traits and Social Entrepreneurial Intentions	59
Multiple Linear Regression Analysis.....	62
Contribution of Personality Traits and Social Entrepreneurial Intentions .....	63
ANOVA of Aggregate Multiple Linear Regression Analysis.....	64
Coefficients of Aggregate Multiple Linear Regression .....	65
Contribution of Components of Personality Traits on Components of Social Entrepreneurial Intentions .....	66
Model Summary .....	66
ANOVA of Component – wise Multiple Linear Regression Analysis.....	67
Coefficients of Component- wise Multiple Linear Regression Analysis .....	67
Summary .....	69
CHAPTER V.....	71
MAJOR FINDINGS AND DISCUSSIONS .....	71

Major Findings .....	71
Discussion of Findings.....	74
Status of Personality Traits and Social Entrepreneurial Intentions in Nepal .....	78
Relationship Between Personality Traits and Social Entrepreneurial Intentions ....	79
Contribution of Personality Traits on Social Entrepreneurial Intentions .....	80
Agreeableness.....	82
Openness .....	82
Extroversion .....	83
Conscientiousness.....	84
Neuroticism .....	85
Trait Composites.....	86
Summary .....	86
CHAPTER VI .....	88
CONCLUSION AND IMPLICATIONS.....	88
Conclusion.....	88
Implications.....	91
Implication for Future Researchers.....	91
Implications for Theory .....	92
Implication for Practice.....	92
Implication for Policy .....	93
Implication for Sustainable Development.....	94
REFERENCES.....	95
Annex I: Questionnaire.....	114
Annex II: Normality Table of Personality Traits .....	123

Annex III: Normality Table of Social Entrepreneurial Intention Dimensions..... 123

## LIST OF TABLES

Table 1 Population of Undergraduate Level Development Studies Students of Nepal .....	38
Table 2 Sample Size in Different Colleges of Nepalese Universities .....	39
Table 3 Number of Items in Personality Traits and Social Entrepreneurial Intentions .....	40
Table 4 Cronbach Alpha in Pilot Study (N = 23).....	42
Table 5 Cronbach Alpha after data collection (n= 184) .....	43
Table 6 Demographic variables in frequency and percentage (N = 184) .....	48
Table 7 Gender- wise analysis of demographic variables (N = 184) .....	50
Table 8 Ethnicity -wise father's and mother's occupation of respondents (N = 184)..	52
Table 9 Cronbach alpha after data collection (N=184) .....	54
Table 10 Mean and SD of personality traits (N=184) .....	54
Table 11 Mean and SD of components of personality traits (N=184) .....	56
Table 12 Mean and SD of Social Entrepreneurial Intentions (N=184) .....	57
Table 13 Mean and SD of Components of Social Entrepreneurial Intentions (N=184) .....	57
Table 14 Pearson Correlation Coefficient's Interpretation .....	60
Table 15 Pearson Correlation Coefficient Analysis (N=184).....	61
Table 16 Model Summary of Aggregate Multiple Linear Regression Analysis.....	63
Table 17 ANOVA of Aggregate Multiple Linear Regression Analysis.....	64
Table 18 Coefficient table of aggregate multiple linear regression analysis .....	65
Table 19 Model summary of component wise multiple linear regression analysis ....	66
Table 20 ANOVA of component wise multiple linear regression analysis.....	67

Table 21 Coefficient of component wise multiple linear regression analysis .....	67
Table 22 Normality Table of Personality Traits.....	123
Table 23 Normality Table of Dimensions of Social Entrepreneurial Intentions .....	123

## LIST OF FIGURES

Figure 1 Dimensions of social entrepreneurial intentions by Nga & Shamuganathan, (2010).....	15
Figure 2 Dimensions of Social Entrepreneurial Intentions by Mair and Noboa (2003) .....	15
Figure 3 Model of social entrepreneurial intention based on theory of planned behavior .....	16
Figure 4 Conceptual Framework.....	33



## ABBREVIATIONS

AGREE	Agreeableness
BDevS	Bachelor in Development Studies
CONSC	Conscientiousness
CV	Coefficient of Variation
EXTROV	Extroversion
FFM	Five Factor Model
FR	Financial Return
GDP	Gross Domestic Product
INV	Innovation
MCA	Ministry of Corporate Affairs
n.d.	No Date
NEURO	Neuroticism
OPEN	Openness
SBI	Social Business Initiative
SD	Standard Deviation
SDSE	School of Development and Social Engineering
SN	Social Network
SPSS	Statistical Package for the Social Sciences
STB	Sustainability
SV	Social Vision
TC	Trait Composite

## CHAPTER I

### INTRODUCTION

There are several indicators that determine the progress and prosperity of a state, territory, or a nation. Among them, entrepreneurship is indicated as one of the emerging determinants of development among developed as well as developing countries (Vivarelli, 2013). This is due to the contributions made by entrepreneurship towards national economy and creation of wealth of nations. Despite the fact that entrepreneurship driven by economic theory generates wealth and contributes to the nation's income, Tugwell (1922) indicates a major criticism of economic theory, that it does not consider human nature such as capabilities and values. In addition, Toufique (2015) indicates economic theory has always over looked social and environmental ethics. Toufique (2015) further mentions ecological economics as a critique of economic theory that highlights the devastating consequences such as greenhouse gas emissions of the nation and other environmental degradation. Now, the major question that arises is how we can solve these problems.

While answering this question, Yunus (2008) indicated that the youth of the world feels frustrated inside the capitalist system of economy where earning a lot of money is not an inspiring goal. Yunus (2008) further claims that social business is appropriate to solve such problems. Thus, within the context of developing countries such as Nepal, entrepreneurship, particularly social entrepreneurship, is essential for the creation of wealth without compromising social livelihood which may lead towards environmental degradation.

In addition, another important question may be what exactly is social entrepreneurship and where did it come from? While answering these questions, Mainsah, Heuer, Kalra, and Zhang (2004) give the example of Grameen Bank of Bangladesh, established by Muhammad Yunus. On one hand, Grameen Bank, like any other banks, is earning profit by giving micro loans to the poor and earning interest from them. On the other hand, it is supporting a social cause by helping the poor in Bangladesh and eradicating poverty. In this sense, a number of researchers have understood these phenomena as social entrepreneurship, which is a sustainable means of change for eradicating poverty, particularly among developing countries (Seelos & Mair, 2005). As a result, the concept of Grameen Bank by Yunus reverberated as social entrepreneurship and social business around the world.

In addition, social entrepreneurship is defined by various scholars and academicians. According to Mair and Noboa (2003), social entrepreneurship is defined as an innovative behavior which uses resources to gain opportunities in order to create ventures. In turn, these ventures follow different practices that may yield and sustain social benefits. In contrast, Austin, Stevenson, and Wei-Skillern (2006) define “social entrepreneurship as innovative, social value creating activity that can occur within and across the nonprofit business” (p. 2). Although social entrepreneurship has been defined in various ways, different scholars suggest that there is no universally accepted definition of social entrepreneurship (Tan, Williams, & Tan, 2005).

What is social entrepreneurship for you in this study?

According to Cope (2005) the learning of various forms of entrepreneurship, including social entrepreneurship is done within three different approaches: functional, behavior, and personality. Further, the functional study focuses on the relation between entrepreneur and their environment whereas the behavior study of

entrepreneurship focuses on the actions and attitudes of entrepreneurs. Further, the personality approach study of entrepreneurship is concerned with individual's intrinsic and constant characteristics.

In addition, the entrepreneurial personality study focuses on variant characteristics and traits of entrepreneurs (Cope, 2003). In this sense, social entrepreneurial intentions are linked to personality traits and behavioral actions of an individual, but the critical question becomes how do we understand personality traits? While answering this question, a number of research studies has indicated that the study of personality traits on social entrepreneurship is growing and getting popular among scholars (Braunerhjelm & Hamilton, 2010). However, Zhao, Seibert, and Lumpkin (2010) suggest that entrepreneurial personality is different among different groups such as managers, students, entrepreneurs and general people.

Further, Llewellyn and Wilson (2003) indicate that personality traits can be hypothesized for studying the behavioral actions of social entrepreneurship. This is because social entrepreneurs possess certain transformational characteristics which would bring efficient transformational change from limited resources and ongoing problems (Thompson, 2002). However, if we look at developing countries, particularly in Nepal, personality and behavioral actions seem to have significant contribution on entrepreneurial actions.

While studying the influence of psychological variables such as behavior and personality over entrepreneurship, Kalkan and Kaygusuz (2012) mention that role of individuals, including their psychological variables is inevitable and that it also guides entrepreneurship and its components. However, Okhominina (2010) mentions that entrepreneurs possess a certain personality, such as tolerance capacity, that influences efficient decision making where such decisions are more productive than decisions

made by managers. Thus, both individual characteristics and their personalities are essential in order to look at entrepreneurial intentions which influence decision making.

In order to understand the influence of personality traits and social entrepreneurship, restricted number of accessible researches must be reviewed (Bernardino & Santos, 2015). However, Krueger, Reilly, and Carsrud (2000) indicate that the influence of personality traits while conceptualizing social entrepreneurial intention is considered to be controversial in academic literature. Despite such arguments, various empirical studies are conducted around the world to find answers for such contradictions. Further, international conferences of social entrepreneurship are conducted especially in developing countries for such attempts. Volkmann, Tokarski, and Ernst (2012) indicate journals around the world such as the Columbia Business School in New York and IESE in Barcelona which are publishing special journals on social entrepreneurship (p. 11). However, the number of researches indicates that the theoretical study of social entrepreneurship is still in its early stages and there is a limited number of studies is available in the literature (Mair & Noboa, 2003).

Despite above examples that claim social entrepreneurship has gained relevance in developing countries, the influence of personality traits, particularly among social entrepreneurial intentions, is little known and under- researched in the context of Nepal. Hence, the purpose of this research is to study this issue in the context of Nepal.

### **Rationale of the Study**

If we look at the impact of social enterprises among Asian countries, Bangladesh practiced social entrepreneurship through Grameen Bank and helped 60%

of people cross the poverty line (Shams, 2009). With this evidence, Nepal is not so different from Bangladesh in regard to its economic, cultural, geographical, and literacy rate as well as other development patterns. Hence, this study might help to produce some positive guidelines to enhance Nepalese economy through social entrepreneurship. The findings obtained from the study will also support policy makers to think about sustainable ways of enhancing social entrepreneurial intention particularly among students. Further, the findings will contribute towards social entrepreneurial education that would facilitate students. This study is also an opening research of social entrepreneurial intentions in Nepal as no other research has ever been conducted that studies the role of personality traits on social entrepreneurial intention among undergraduate level Development Studies students in Nepal. This study would provide implications towards psychologists, educators, social entrepreneurs and governmental factors to identify personality predictors that influence social entrepreneurial intentions so that they can encourage undergraduate level Development Studies students towards social entrepreneurial activities in Nepal. This study may also contribute towards sustainable development through social entrepreneurship, entrepreneurial activities within environmental and social ethics and positive personality traits in Nepal.

### **Statement of the Problem**

Every entrepreneur possesses certain distinct personalities that directly or indirectly influence their activities, decisions and their intention to start an enterprise. These personality traits have long been discussed to influence commercial entrepreneurial intentions, particularly among industrious entrepreneurs in developed and developing countries (Caballero, Fuchs, & Priale, 2013). Achieving sustainable entrepreneurship is a matter of international benchmark as indicated in goal number

nine of Sustainable Development Goals (SDG). This goal states the need of sustainable enterprises and industrialization which considers economic, social as well as environmental components.

On the other hand, both commercial entrepreneurship as well as social entrepreneurship is a part of society practiced by individuals in different contexts. Commercial entrepreneurship focuses on creating economic value, whereas social entrepreneurship focuses on creating both economic as well as social value (Mair & Marti, 2006). Despite such differences, both commercial and social entrepreneurship have equal contribution in a nation's Gross Domestic Product (GDP) that leads towards overall development of that country. As commercial entrepreneurship is focused towards creating economic value the number of people are attracted towards it increases. The important question that arises is, why are people more focused towards creating economic value through commercial entrepreneurship, where social entrepreneurship also generates economic value as well as social value? Despite such similarities and differences between commercial and social entrepreneurship, what is the main reason that people are more inclined towards commercial entrepreneurship? It is known that the world expects Nepal to achieve the international benchmark of Sustainable Development Goals by 2030 but it is also essential to encourage people not only towards commercial entrepreneurship but also towards social entrepreneurship for economic and social value creation. Another question that may occur is, if both commercial and social entrepreneurship exist in our society, why is there a growing number of interest only towards commercial entrepreneurship?

If we look at enterprise and industry contribution to GDP among developing countries, Bangladesh has 28.9% and Bhutan has 41.2 % (Global Finance, 2016) whereas Nepal has only 2.6% (Mahat, 2015). Similarly, students in other developing

countries are more focused on developing their intention towards social entrepreneurship. But in Nepalese context, the students, particularly undergraduate level students intending on becoming social entrepreneurs is quite low as compared to that of other developing countries. What is the reason behind such differences? This is one of the problems that hinder the formation of social entrepreneurship in Nepal. Thus, considering these problems, it is essential to study whether the personality of the students explains social entrepreneurship in Nepalese context.

### **Purpose of the Study**

The general purpose of this study is to examine the status of personality traits and social entrepreneurial intentions among undergraduate level students of Development Studies and also to examine the contribution of their personality traits on social entrepreneurial intentions.

Specifically, the purpose of this study is to examine the status, relationship and contribution of Big Five Personality Traits (Openness (OPEN), extroversion (EXTROV), agreeableness (AGREE), conscientiousness (CONSC), neuroticism (NEURO) and Trait Composites (TC) on social entrepreneurial intentions (Social Vision (SV), sustainability (STB), social networks (SN), innovation (INV), financial returns (FN) among undergraduate level Development Studies students of Nepal.

### **Research Questions**

The researcher examined the following research questions in the study:

1. What is the status of personality traits and social entrepreneurial intentions of undergraduate level development studies students of Nepal?
2. What is the relationship between personality traits and social entrepreneurial intentions among undergraduate level development studies students?



3. What is the contribution of personality traits and its dimensions on social entrepreneurial intentions among undergraduate level development studies students?

### **Research Hypothesis**

In this study, hypothesis is stated to test the relationship between five dimensions of social entrepreneurial intention dimensions such as social vision, sustainability, social networks, innovation and financial returns through the Big Five Personality Traits such as openness, extroversion, agreeableness, conscientiousness and neuroticism. The following hypotheses are stated based on the literature such as Arshad and Li (2016); Nga and Shamuganathan (2010), and Mair, Robinson, and Hockerts (2006)

- a. Hypothesis (HI): There is a positive relationship between the Big Five Personality traits and social entrepreneurial intentions.
- b. Hypothesis (HII): There is a positive relationship between each component of the Big Five Personality Traits (openness, agreeableness, conscientiousness, extroversion, neuroticism and trait composites) and each component of social entrepreneurial intentions (social vision, social network, sustainability, innovation and financial return).

### **Delimitation of the Study**

This study is delimited to five dimensions of social entrepreneurial intentions namely social vision, social network, sustainability, innovation and financial return. Methodology of the study is delimited to quantitative study rather than qualitative or mixed methods. Population and sample are delimited to undergraduate level Development Studies students of Nepal. Similarly, this study is delimited to the

Theory of the Big Five Personality Model namely, openness, agreeableness, conscientiousness, neuroticism and extroversion.

## CHAPTER II

### LITERATURE REVIEW

This chapter reviews the related literature on personality traits and social entrepreneurship so that it supports the researcher's empirical study in a logical manner. Torraco (2016) defines literature review as an integrative form of review that analyzes, synthesizes and critiques literatures to generate new knowledge. In this regard, this study does an extensive review on entrepreneurship, social entrepreneurship, social entrepreneurship in academia, social entrepreneurial intentions, social entrepreneurial intention dimensions, the big five personality traits, policies related to social entrepreneurship and past research done on personality traits and social entrepreneurial intentions.

#### **Entrepreneurship**

Entrepreneurship is defined in academia as well as in practice and is usually based on views, beliefs, philosophies, practice and other multiple perspectives. Schumpeter (1947) stated the term "entrepreneurship" as a fundamental basis of economic change within the capitalist system. Further, he indicates that entrepreneurial activity with innovation is an important component within the study of economic development. On this, most of the researchers believe that entrepreneurship and innovation started from the Schumpeterian Theory of Economic Development and Innovation which believes in economic development through an organized setting within modern capitalism (Dees & Anderson, 2006; Ebner, 2006; Knudsen & Swedberg, 2009). However, Śledzik (2013) claims that, although entrepreneurship and innovation are universal concepts, their principles are always changing in Neo-

Schumpeterian Economics as neoteric industrialism are facing downfalls. Thus, it is an inevitable fact that entrepreneurship evolved from the Schumpeterian model of economic development during the capitalist epoch, particularly in 1912.

Despite the fact that various scholars like Dees and Anderson (2006), Ebner (2006) believes the Schumpeterian model of Entrepreneurship as a fundamental basis of economic development within the capitalist structure, it has been argued by various scholars too. Conger, York, and Wry (2012) state that entrepreneurship, within the capitalist system, is basically commercial entrepreneurship that focuses on profit and ignores social and environmental goals. This may indicate that commercial entrepreneurship, which focuses more on profit over social values, has led towards loss of the wealth of nations and destruction of social livelihood and environmental degradation. For instance, the impact of gas flaring in Africa to the environment has caused high Green House Gas (GHG) emissions (Baumuller et al., 2011) and has also impacted the commercial French cement enterprises such as acidification, marine eco toxicity and global warming (Chen, Habert, Bouzidi, & Jullien, 2010). These are some of the examples of commercial enterprises leading towards environmental degradation.

In such conditions, Yunus (2006) indicates social entrepreneurship as the solution towards the global, social and environmental problems created by commercial enterprises. On this, social entrepreneurs are regarded as individuals who find solutions for various social problems through innovation (Ashoka, 2017). In this sense, social entrepreneurship is considered as a problem-solving entrepreneurship/ sustainable entrepreneurship, which is essential for developing countries.

## **Social Entrepreneurship**

Social entrepreneurship is defined and understood in various ways within theory and practice. Austin et al. (2006) define social entrepreneurship as “innovative, social value creating activity that can occur within or across the nonprofit, business or government sectors” (as cited in Grieco, 2015 p. 27). However, Mair and Noboa (2003) in their extensive review of the concept of social entrepreneurship categorized SE into three forms:

- a. First, SE as an initiative that emerges from social needs, corporate competitions, mergers and pressure from investors and government benefits cuts off and taxations.
- b. Secondly, SE as a social venture which is intended for solving certain social problems.
- c. Thirdly, SE as a practice, emerging from commercial enterprises that perform socially responsible practices.

Although SE has been defined in several forms, both innovative nonprofit organizations such as Smart Paani, Biruwa Venture, Seeing Hands (NepalSutra Travel, 2017) and social initiatives such as Change Fusion Nepal and Volunteer Society Nepal (NepalSutra Travel, 2017) can be found in practice within Nepalese entrepreneurial environment.

Similarly, the evolution of social entrepreneurship and social entrepreneurial activity has been discussed frequently in academia. Neill (2013) states that origins of social entrepreneurship came from non-profit entrepreneurship that can be traced back to 1983 (as cited in Young, 2013). Neill (2013) further mentions the origin of social entrepreneurship as non-profit entrepreneurship that can be linked with the work of Mother Teresa, Ralph Nader and Charles William Eliot. However, Germak

and Singh, (2010) state that the concept of social entrepreneurship started to be known as a problem -solving sustainable entrepreneurship in 2006 when Muhammad Yunus was honored with the Nobel Peace Prize for his work in Bangladesh through the Grameen Bank. In this sense, social entrepreneurship in the context of developing countries such as Nepal can be linked both with early traces of nonprofit entrepreneurship as well as with work from Yunus.

### **Social Entrepreneurship in Academia**

Although researchers indicate that there is no universally accepted definition of social entrepreneurship, strong roots of social entrepreneurship can be found in Davis' work (1973), where he wrote about the social responsibilities of commercial entrepreneurs. However, a number of research mentions that Small and Medium Scale entrepreneurial activities have gained momentum after Yunus was awarded with the Nobel Peace Prize in 2006 for his social business from the Grameen Bank in Bangladesh (Bateman, 2014). Despite the fact that social entrepreneurial studies have increased in the past decades in developed as well as developing countries (Mair et al., 2006), there are a limited number of social entrepreneurial studies available in the context of Nepal.

According to Caballero et al. (2013) entrepreneurship studies including social entrepreneurship in academia are done within three different approaches such as i) Functional Approach, ii) Personality Approach and iii) Behavioral Approach. Among these three different approaches of entrepreneurial study include social entrepreneurship. This study will focus on measuring social entrepreneurial intentions from the personality approach. Within this personality approach the study will look at six dimensions of personality traits such as openness, agreeableness, extroversion, neuroticism, conscientiousness and trait composites.

### **Social Entrepreneurial Intentions**

Krueger (2008) defines social entrepreneurial intentions as antecedents that come from a procedural system tied to social and cognitive psychology. However, it has been argued that the concept of intentionality originated from the Socrates era. On this Husserl (n.d.) define intentions as “*the fundamental process of consciousness*” (as cited in Krueger, 2008, p. 54). In this sense, social entrepreneurial intentions can be referred to as a process of consciousness that is understood well in social and also cognitive psychology.

On the other hand, Kulothungan (2009) states that commercial entrepreneurial intentions provide a basis for social entrepreneurial intentions as they both demonstrate possibilities and appealing insights. However, scholars frequently mention that the impact and motives created by commercial as well as social entrepreneurial intentions are different from each other. Amidst such differences between social and commercial entrepreneurship, there are a number of researches done to study both social and commercial entrepreneurship. While explaining these phenomena, Ferri (2014) in her study found that role models and fear of failure influence social entrepreneurship whereas minimum capital requirements have no effect on social entrepreneurship. Thus, social entrepreneurship and commercial entrepreneurship are different from each other due to their contrasting variables.

Similarly, while examining different variables of social entrepreneurial intentions from the literature, Nga and Shamuganathan (2010) indicate five dimensions of social entrepreneurial intentions. These five dimensions include social vision (SV), sustainability (SUS), social networks (SN), innovation (INV) and financial return (FN) which are presented below:

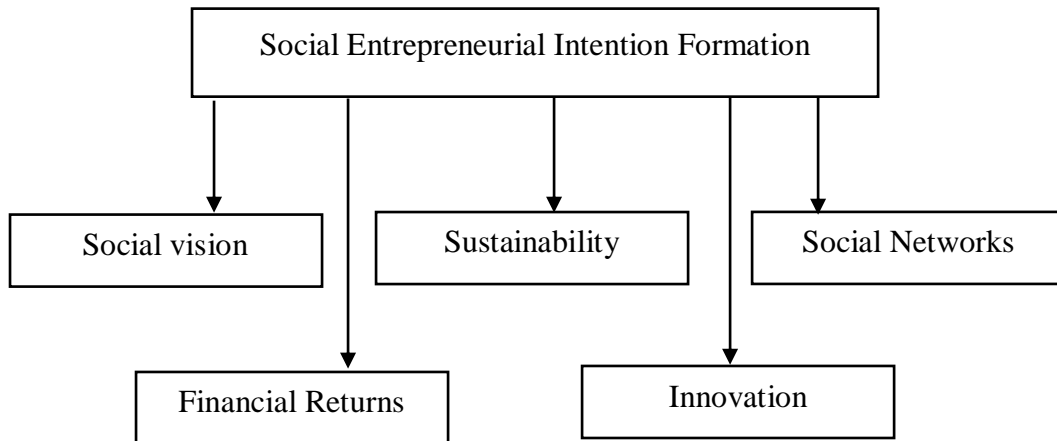
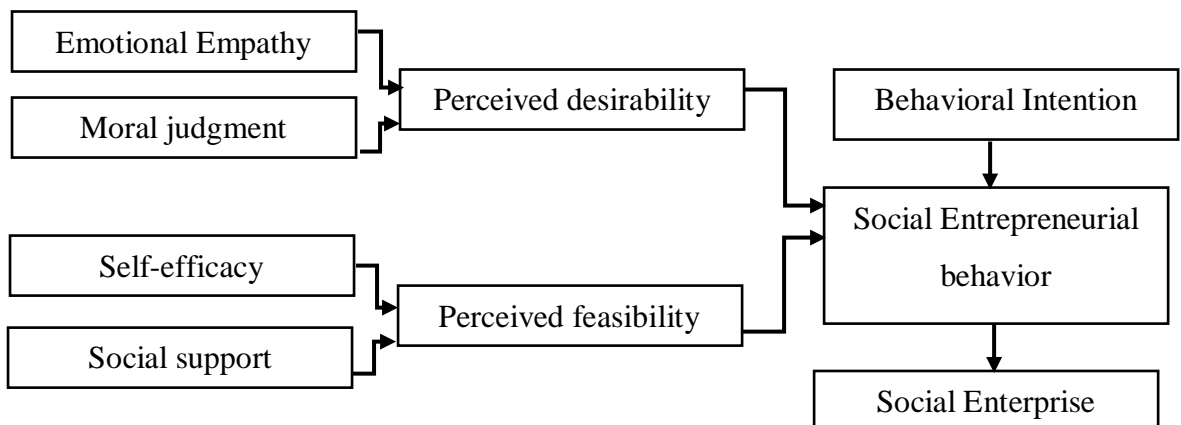


Figure 1. Dimensions of social entrepreneurial intentions by Nga&Shamuganathan,(2010)

Mair and Noboa (2003) propose a model for measuring social entrepreneurial intentions. They indicate two dimensions of social entrepreneurial intentions which are: perceived desirability and perceived feasibility. According to their model, the perceived desirability includes different variables such as emotional empathy and cognitive/ moral judgment empathy. On the other hand, perceived feasibility includes variables such as self-efficacy and social support as variables of social entrepreneurial intentions.

Figure 2: *Dimensions of Social Entrepreneurial Intentions by Mair and Noboa (2003)*



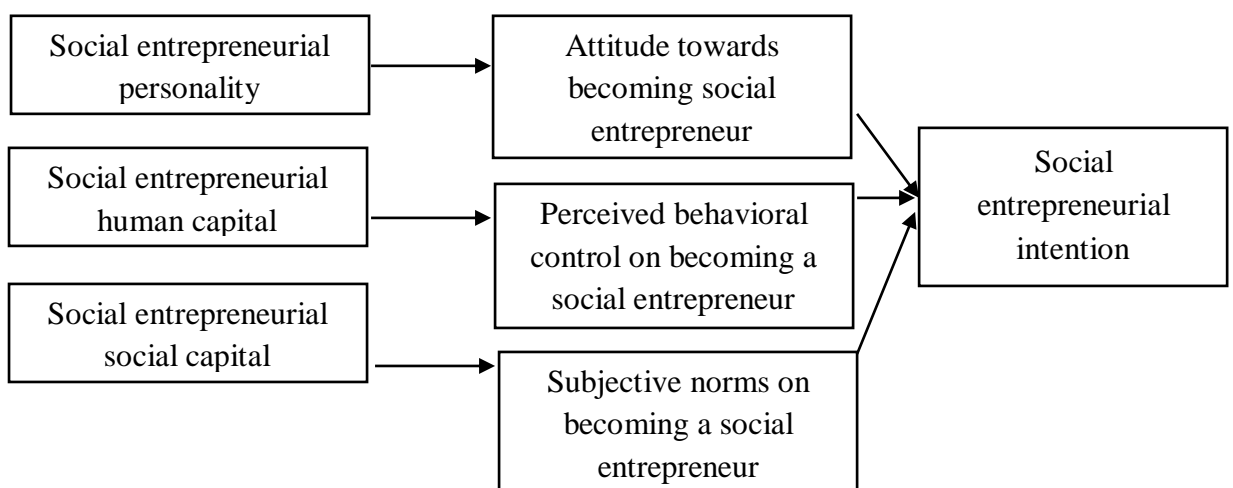
Source: Mair and Noboa (2003)



Ernst (2011) adopts the Ajzen's model and proposes an extensive dimension for understanding social entrepreneurial intention formation. She indicates three dimensions such as attitude towards becoming a social entrepreneur, perceived behavioral control and subjective norms. In doing so, she indicates perceived behavioral control can be measured by social entrepreneurial human capital, subjective norms can be measured from social entrepreneurial social capital and attitude towards becoming a social entrepreneur can be measured from social entrepreneurial personality.

Further, social entrepreneurial personality is divided into entrepreneurial personality (risk taking propensity, innovativeness, proactiveness, need of achievement, and need of independence) and pro-social personality (empathy and social responsibility). The social entrepreneurial human capital includes perceived social entrepreneurial skills (leadership, creativity and personal relationship) and social entrepreneurial knowledge/ experience. Similarly, she includes social entrepreneurial social capital as perceived knowledge on institution, perceived network, and perceived support (expected financial support and expected other support).

Figure 3: *Model of social entrepreneurial intention based on theory of planned behavior*



Source: Ernst (2011)

Based on the above literature, the following three models (Nga & Shamuganathan (2010); Mair and Noboa (2003), and Ernst (2011) have been found relevant. After reviewing the literature in this study, these three models have been found as some of the most popular models for measuring social entrepreneurial intentions. The different variables of social entrepreneurial intentions are mentioned below from the literature.

### **Dimensions of Social Entrepreneurial Intention**

The role of intention in entrepreneurship is regarded as crucial as it determines organizational survival, growth and development (Fini, Grimaldi, Marzocchi, & Sobrero, 2009). However, while discussing social entrepreneurial intention (Arshad & Li, 2016); Irengun and Arikboga (2015) and Mair et al. (2006) state five dimensions for measuring social entrepreneurial intentions. They include social vision, social networks, sustainability, innovation and financial returns. The detailed discussions about these five dimensions of social entrepreneurship as stated in the literature are given below:

#### **Social Vision**

Social vision (SV) is regarded as an essential element for social entrepreneurs because it is one of the factors that lead towards success and it enhances coping capacity from problems that arise within a social enterprise. Further, having a clear social vision is to have a clear purpose which indicates the ability of a social entrepreneur to see where they are now and where they want to go in the future (Munoz, 2010). However, Mair et al. (2006) mention that social entrepreneurial vision leads to the formation of a social entrepreneurial mission that gives value to the creation and accessibility of available resources for a social entrepreneur.

Although social vision is considered as an essential element for social entrepreneurs, social vision within human cognitive structure is considered offensive and irrelevant in its initial stages (Adams & Kveraga, 2015). Thus, social vision as a variable of social entrepreneurial intention was found to be skeptical and supportive in the literature. Although social vision was found to be supportive and skeptical, this study regards social visions as one of the variables of social entrepreneurial intentions. This study believes that social entrepreneurial vision leads to a social entrepreneurial mission for success and supports resources in various developed as well as developing countries.

### **Sustainability**

A number of researchers seems to agree on the fact that entrepreneurial success does not only rely on economic growth, it further includes different aspects of human development (Soubotina, 2004). However, it is an inevitable truth that global businesses as well as commercial enterprises are one of the major contributors of loss of social livelihood and environmental degradation due to over use of resources needed for future generations (from the evidences of commercial enterprises leading towards environmental degradations as given by Baumuller et al. (2011); Chen et al.(2010). In such conditions, researchers claim social entrepreneurs as sustainable entrepreneurs who have the ability to maintain an equilibrium by balancing economic prosperity, social livelihood and environment resilience (Kuckertz & Wagner, 2010). For instance, Grameen Bank in Bangladesh initiated by Muhammad Yunus is earning interest from micro loans given to the people through community lobbying. On the other hand, it is helping the poor and eradicating poverty in Bangladesh (Mainsah et al., 2004). In this sense, sustainability that balances economic, social and

environmental aspects is regarded as one of the essential variables for social entrepreneurial intentions.

### **Social Networks**

It is often believed that social networks (SN) and social media are some of the crucial factors that determine the success of a social enterprise. However, such social networks help to communicate and interact effectively and efficiently with stakeholders, not only in philanthropic social enterprises but also in business enterprises (Martin & Bavel, 2013). Further, social networks are stated as a medium of opportunities and sources of funding. Although enterprises have strong products or services, they cannot succeed without proper social networks with their stakeholders (United States Agency for International Development, 2014). In this sense, social networks may also be relevant for social businesses in Nepal, where various social enterprises give more importance to their network along with their strong product or services.

### **Innovation**

Innovation (INV) in entrepreneurship is regarded as an essential element since the Schumpeterian Theory of Economic Development in 1912. With this concept of Schumpeterian innovation, Groot and Dankbaar (2014) state that innovation in social entrepreneurship is the creation of something new which is used to solve various social problems. However, as social entrepreneurial research has picked up pace, the literature focusing on innovation, particularly social innovation, has also increased in the last few years.

According to Moulaert, MacCallum, Mehmood, & Hamdouch (2013), innovation in social entrepreneurship has been defined as “a means of developing inclusion and wellbeing through social relations and empowering process by imaging

and pursuing a world, a nation, a region that would grant universal rights and become more socially inclusive” (as cited in Dankbaar & Groot, 2014, p. 18). However, this definition has been argued by various scholars. Similarly, the European Union (2014) states innovation in social entrepreneurship as “*something new*” that includes different social programs especially for sustainable development in developing countries. In this sense, innovation in social entrepreneurship may bring transformation and development in Nepalese context.

### **Financial Returns**

According to a definition of Social Economy Scotland, financial return (FR) is referred to as a social investment in which a social investor takes a bottom -up approach for decision making to yield more social and environmental return (Unite for Sight, 2017). However, a number of researchers argue whether social entrepreneurship leans towards financial return or impact return (Brozek, n.d.). On this Leviner, Crutchfield, and Wells (2007) suggest that impact or the social change created by a social entrepreneur is the primary objective, whereas financial return or profit is the secondary objective of a social enterprise. This difference is regarded as a key that makes social entrepreneurship a unique and dynamic entrepreneurship. However, financial return is an evitable component either in social or commercial entrepreneurship among developed or developing countries. In this sense, financial return is regarded as one of the components of social entrepreneurial intentions.

After reviewing social entrepreneurial intention dimensions, what is the link between social entrepreneurial intention and individual personality, attitude, behavior and interest? Is there any relationship between personality traits of an individual and their social entrepreneurial intentions? While answering these questions, Chen, Jing and Sung (2012) consider there is an essential role of personality traits on an

individual's entrepreneurial development. Further, Chen et al. (2012) claim that the big five personality traits are one of the most relevant personality approaches for studying entrepreneurial attitudes and intentions among various other personality approaches found in literature. Based on this evidence, a number of researches have been done linking personality traits with social entrepreneurial intentions (Irengun & Arikboga (2015); Mair et al. (2006). In this sense, a theoretical review on big five personality traits including their additional traits is discussed below:

### **The Theory of Big Five Personality Trait**

Goldberg (1993) indicates that Sir Francis Galton was the first scientist to acknowledge individual human differences and term them into personality descriptive single descriptions in the literature in 1884. However, Goldberg indicates other scientist such as Raymond B Cattell explored approximately 4500 personality trait terms that were set it 35 complex bipolar variables later.

In contrast, Schmit, Kihm, and Robie (2000) claim that most of the personality tests were developed by scientists from the United States of America that were conveyed into other countries for similar measures. Some of the examples of personality tests are the Minnesota Multiphasic Personality Inventory (MMPI), the California Personality Inventory (CPI), and Cattell's 16 Personality Factors (PF). Although there are various measures and variables of personality, this study focuses on the Big Five Personality Traits namely openness, agreeableness, conscientiousness, neuroticism and extroversion.

The Big Five Personality Trait is also known as Five Factor Model (FFM). Gurven, Rueden, Massenkoff, Kaplan, and Vie (2013) indicates personality as "biologically based human universal" (p.354) which means that individual differences can be expressed in five different components such as openness, agreeableness, extroversion,

neuroticism and conscientiousness. However, there is a growing number of researchers who are interested in knowing about the influences of personality traits over social entrepreneurial intention (Kruger, 2008), entrepreneurial process and entrepreneurial performance (Zhao et al., 2010).

Akanbi (2013) conducted a survey research to explore the influence of familial factors, personality traits and self- efficacy on entrepreneurial behavior among college of education students in Oyo State, Nigeria. In doing so, Akanbi uses the Big Five Inventory and uses the five personality variables such as openness, agreeableness, conscientiousness, neuroticism and extroversion. His study found all five personality traits significantly influence the entrepreneurial intention of his participants.

Irengun and Arikboga (2015) also conducted a field based study on the influence of personality traits on social entrepreneurial intentions among the 88 Business Administration Study in Istanbul. In doing so, they use the Big Five Personality Model given by Paul Costa and Robert McCrae. The empirical study found that only extraversion and openness had significant influence over the social entrepreneurial intentions of students.

Javan (2014) also studied the impact of personality traits on entrepreneurial intentions among the personnel of University of Isfahan in Iran. In doing so, Javan uses the Big Five Personality variables, namely openness to experience, emotional stability, conscientiousness, agreeableness and extroversion. The findings of the research suggest that all five personality traits have significant influence over their participant's entrepreneurial intentions. In this study, the five variables of the Big Five Personality Traits, namely Openness, Agreeableness, Conscientiousness, Extroversion and Conscientiousness are given by Akanbi (2013); Irengun and Arikboga (2015); Javan (2014); Schmit et al. (2000) and other scholars. After reviewing the literature,

further discussion of the five variables of the personality traits along with their derailing personality traits are given below:

### **Openness**

Openness (OPEN) refers to those individual characteristics such as *intellect, cultured and independent* (Digman, 1990, p.423). The indicators of openness have been complex and argued in academia. In doing so, Schmit et al. (2000) indicate that individual traits that denote openness dimension include “*goal directed thinking, independence, innovativeness/ creativity, social astuteness, thought focus*” and “*vision*”. Further, Javan (2014) indicates that a person who is open is “*creative, sensitive*” and “*artistic*” those characteristics lay a foundation for that person to grab opportunities from his/her surroundings. In this sense, an openness trait within a social entrepreneur makes them open towards expanding their knowledge, skills and creativity that is crucial for achieving their social objectives.

### **Agreeableness**

Agreeableness (AGREE) refers to the ability of an individual to adjust and compromise their behavior towards their peers (International Personality Item Pool [IPIP], n.d.). John and Srivastava (1999) indicate six different items that denote agreeableness within an individual, such as “*trust (forgiving), straightforwardness (undemanding), altruism (warm), compliance (not stubborn), modesty (not show off)*” and “*tender –mindedness (sympathetic)*”. In contrast, Norman (1976) states multiple items of agreeableness are complex and loop with other traits. Further, Norman (1976) proposes three items of agreeableness namely “*good natured, cooperative and trustful*” (as cited in John & Srivastava, 1999, p.6.)



## **Extroversion**

Digman (1990) explains extroversion (EXTROV) as dimension I personality traits which include individual traits of “*social adaptability, assertiveness, power, positivity, and interpersonal involvement*”(p.423). A number of researches indicates various items that denote extroversion traits of an individual. Among them John and Srivastava (1999) indicate extroversion of an individual is determined by “*gregariousness (sociable), assertiveness (forceful), activity (energetic), excitement seeking (adventurous), positive emotions (enthusiastic)*” and “*warmth (outgoing)*”(p. 1).

However, Bakker (2014) elucidates extroversion personality trait as a social behavior of an individual that is more outward bound and includes positive feelings which are positively associated with traditionalism. Further, Bakker (2014) adds extroversion includes different facets such as “*activity (energetic), assertiveness (power oriented), gregariousness (interpersonally oriented), excitement seeking (sensation seeking), positive emotions (cheerful) and warmth (polite)*”(p. 63). In this sense, extroversion may be referred to as outgoing and groups other positive attitude personality traits among social entrepreneurs.

## **Conscientiousness**

Conscientiousness (CONSC) can also be understood as “*diligence, carefulness of an individual*”. John and Srivastava, (1999) claims that in order to be conscientious a person should be “*orderly, responsible*”and “*dependable*”. Buchanan (1998) indicates that the conscientiousness personality of an individual includes sub- facets such as “*competence, order, dutifulness, self-discipline, deliberation, and achievement striving*”(p. 144). Although various personality inventories indicate differing items of conscientiousness, there is no universally accepted scale of items

for measuring conscientiousness in literature. Despite this fact, it is one of the factor of big five personality traits.

### **Neuroticism**

Neuroticism (NEURO) has been understood as a negative personality trait of an individual. Further, Jeronimus, Reise, Sanderman and Ormel,(2014) refers to neuroticism as tendency within an individual to experience negative stimulus and response such as *fear, sadness, anger, anxiety, irritability, worry, self-consciousness, dissatisfaction, hostility, shyness, reduced self - confidence and feeling of vulnerability*. Jeronimus et al. (2014) also indicate that the origin of the neuroticism came from behaviorism, which had no influence from the environment. Therefore, neuroticism within a social entrepreneur can be referred to as their negative feelings and personality traits. There are several other personality facets of an individual other than big five personality traits (agreeableness, openness, conscientiousness, neuroticism and extroversion). After an extensive literature review the additional personalities are given below:

### **Trait Composites (TC)**

There are additional dimensions of personality traits other than the big five personality traits (John & Srivastava, 1999). These composite personality traits are defined and given by various scholars in personality inventories and measures. Among them, Bond (2012) defines these personality traits as a derailing personality trait of an individual which is more ego-centered and ultimately leads to failure. Further, Bond (2012) mentions these behaviors of an individual/ leader in five different facets such as “ego-centered”, “intimidating”, “manipulative”, “micro-managing” and “passive- aggressive” (p.7).

Robie, Brown, and Bly (2008) define these variables as additions to personality traits called derailing personality traits which hinder unexpectedly and lead to failure to reach to the top of an institution. Although Robie et al. (2008) mention their own definition of derailing personality traits, they further add “lack of character” (p.131) as an additional trait that ultimately leads to such derailments. In contrast, if we look at the Global Personality Inventory (GPI) given by Schmit et al. (2000), they include an additional two facets such as “impressing” (p.192), and “self – awareness/self-insight” (p.193) within the derailing personality traits other than the big five personality traits. In this regard, both derailing facets including their additional facets such as impressing and self-awareness/self – insight can be relevant within Nepalese social entrepreneurs and leaders that either lead to failure or hinder them reaching the top of their institutions.

### **Policies and Practice of Social Entrepreneurship**

If we look at the policies in the United States of America (USA), we can see that the Government created the SPARK Network Initiative in 2009 that includes the International Visitor Leadership Program (IVLP) under the Department of State in USA (U.S. Department of State, 2016). The main objectives for such initiative is to bring entrepreneurship around the world in their country. Further, the IVLP initiatives organize more than 50 international entrepreneurial exchange programs in order to bring growth in technology and social networking particularly among American social entrepreneurs. In addition, the IVLP initiative encourages social entrepreneurial participation in the USA.

Similarly, The European Union initiated “*Social Business Initiative (SBI)*” in 2011 in order to promote and encourage the development of social enterprises among its European Union countries (Noya & Clarence, 2013). In doing so, SBI in European

countries formulated an expert group to guide social enterprise particularly in their startups. This initiative contains 11 priority measures and three key themes which are given below:

- a. Provide adequate support for social enterprises to raise funds,
- b. To increase the visibility of social entrepreneurship,
- c. To facilitate social enterprises in their legal procedures, especially in their startups.

If we look at social entrepreneurial policy in developing countries such as India, we can see that a policy report by Swissnex India (2015) indicates that social enterprises and entrepreneurial activity is divided into three forms such as nonprofit/public charitable organization, for-profit social enterprise and the hybrid model. Further, these three organizations are guided by the Company Act of 1956 and the Income Tax Act of 1961 under the Ministry of Corporate Affairs (MCA) in the Constitution of Republic of India (MCA, 1956). In addition, for profit social enterprise can be registered in the form of sole - proprietorship, partnership, limited liability firm and private firm in India.

Similarly, the Ministry of Civil Affairs of China incorporated charity and social development policies in its 12<sup>th</sup> Five Year Plan. Further the 12<sup>th</sup> Five Year National Economic and Social Development Plan in China aims to achieve philanthropy development and to provide charity and tax incentives to social businesses in order to encourage social entrepreneurial startups (Lane, Baral, Simons, Lane, & Zhang, 2012). The Ministry of Industry Bangladesh (2010) formulated National Industrial Policy in 2010 where Article 2.5 Cottage, Small and Medium Industry promotes activities for women entrepreneurship. Further, the Government of Bangladesh

formulated the Equity Entrepreneurship Fund (EEF) to support the financial need of entrepreneurs in Bangladesh.

If we look at social entrepreneurial policy in Nepal, it is guided by the Industrial Policy of Nepal 2011 followed by the Constitution of Nepal 2015. According to the Law Commission of Nepal (2011) entrepreneurship has been divided into commercial entrepreneurship, industrial entrepreneurship and micro entrepreneurship. However, the right for entrepreneurs is safeguarded by the Constitution of Nepal, 2015. The Government of Nepal formulated the National Micro Entrepreneurship and Cottage and Small Industries Board in order to promote, support, and guide all forms of entrepreneurial activity in Nepal. However, there is no separate national policy particularly for social entrepreneurship in Nepal. Despite such conditions, some non-profit organizations such as Change Fusion Nepal and for profit organizations such as Surya Nepal Pvt. Ltd. are supporting social entrepreneurial activities in Nepal. In addition, the Government of Nepal under the Ministry of Finance initiated a project called “Yuwa Tatha Sana Byavasai Swarojgaar Kosh” (Youth and Small Entrepreneur Self – Employment Fund) in 2009 which encourages self-employment programs among rural women and youth in Nepal (Ministry of Finance, 2017).

### **Past Research and Reviews**

Nga and Shamuganathan (2010) studied the relationship between the personality traits and social entrepreneurial intentions. In doing so, they used the Big Five Personality Traits (openness, agreeableness, extraversion, conscientiousness and neuroticism) and social entrepreneurial intention dimension, namely (social vision, social network, innovation, sustainability and financial return). Further, the findings of the study found that agreeableness, openness and conscientiousness had significant influence over social entrepreneurial intentions among Malaysian university students.

Ernst (2011) also did an extensive empirical analysis on how social entrepreneurial intentions are formed among Masters level business students as a dissertation for her doctoral degree in Germany. In doing so, she used the Theory of Planned Behavior (TPB) as a theoretical approach for her study. The findings of her dissertation revealed that TPB dimensions such as social entrepreneurial knowledge and experience had a strong influence on social entrepreneurial intentions whereas entrepreneurial personality had no influence on attitude towards becoming a social entrepreneur. Finally, the conclusion of her dissertation recommended that there is a strong need of social entrepreneurial education among students in Germany.

Caballero et al. (2013) also studied the role of personality traits over social entrepreneurial startup among the Peruvian social entrepreneurs. They studied the relationship between big five personality traits on the social entrepreneurial intentions (social vision, social network, sustainability, innovation and financial return). The study was done using both qualitative (interview) and quantitative (survey) methods. The findings of the study revealed that all big five personality traits had significant influence over the social entrepreneurial startup intention among Peruvian social entrepreneurs.

Javan (2014) also did a quantitative study in order to examine the impact of personality traits over the intention of entrepreneurship among 160 employees of University of Isfahan in Iran. He used the big five personality model (openness, agreeableness, extroversion, conscientiousness and emotional stability) as independent variables and entrepreneurial intention dimension such as hardworking, risk-taking, self- confidence, creativity, flexibility and tolerance of ambiguity as dependent variables. Using the Durbin- Watson Test, the findings of his study show

that all five personality traits had significant impact on entrepreneurial intention of university employees.

Irengunand Arikboga (2015) conducted a similar research to study the effects of personality traits over social entrepreneurial intentions among Business Administration students in Istanbul. The effect of big five personality traits on social entrepreneurial intention dimension such as social vision, use of resources and financial return were used. On the other hand, the study reveals that openness and extroversion have positive influence over the social entrepreneurial intention of their participants.

Arshad and Li (2016) also studied the relationship between personality traits and social entrepreneurial intentions among students of Business Administration in Islamabad, Pakistan. The independent variables were big five personality traits including agreeableness, openness, conscientiousness, extroversion and neuroticism and the dependent variable were the use of resources, social vision and financial return. The findings of their study indicate that personality traits and social entrepreneurial intentions had a positive and significant relationship with each other where openness and agreeableness were found to be significant to social vision. Further, the results showed that extroversion and agreeableness were found to be significant towards financial return component of social entrepreneurial intentions.

Gurven et al. (2013) conducted a study to test the universality of big five personality traits and studied the personality variation among forager- farmers in the Bolivian Amazon. 632 men and women doing forager- horticulture from Tsimane were selected as samples of the study. The Spearman Correlation found that all five components of the big five personality traits were positively correlated where extroversion had the highest contribution towards their respondents.

Tran and Korflesch (2016) also presented a conceptual model of social entrepreneurial intentions by combining different social entrepreneurial intention models from the literature. The meta-analytical study was used different theoretical perspectives such as big five personality traits, social cognitive career theory. The findings of the study reveal that there is no research available in the literature which uses social cognitive career theory and implies future research to use this model as the model for study social entrepreneurial intentions in different cultures. However, this study does provide empirical evidences that personality traits have certain impact on social entrepreneurial intentions.

Hockerts (2017) studies social entrepreneurial intentions based on the model given by Mair and Noboa (2006). Hockerts indicates that although agreeableness predicts social vision and innovation, personality traits are limited in providing active supports for those individuals who are willing to promote social entrepreneurial activities. The findings of this study revealed that the variables based on the Theory of Planned Behavior needs to be considered for studying social entrepreneurial intentions in different scenarios.

### **Research Gap**

At present, social entrepreneurship as research, practice and discussion has emerged as a discipline which has received great scholarly interest Mair & Marti, (2006). In this regard, a number of researches are conducted to study the social entrepreneurship and social business in both developed and developing countries. Particularly, the influence of personality traits on social entrepreneurial intentions is studied in the past researches. However, the study of personality traits that include the big five personality traits, trait composites and social entrepreneurial intentions are not found in Nepalese context. While reviewing the literature, the researcher did not

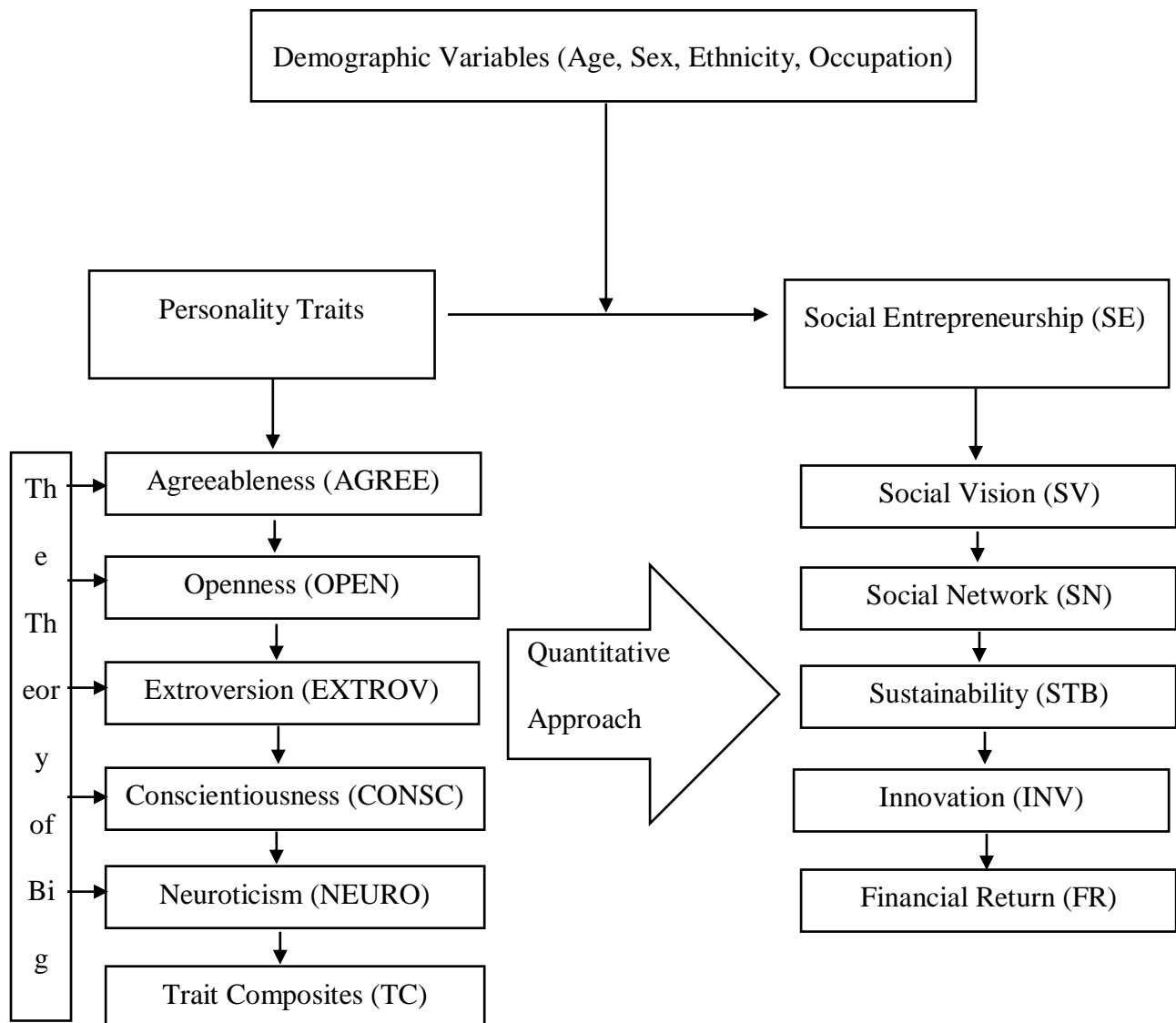


find any such study conducted among undergraduate level students of Nepal. Similarly, the researcher did not find any study related to the influence of personality traits on social entrepreneurial intention among undergraduate level development studies students of Nepal. Realizing this gap in the literature, the researcher selected undergraduate level development studies students of Nepal to conduct this study.

### **Conceptual Framework**

A conceptual framework was developed based on the review of the literature. The Big Five Personality Traits are considered as the theoretical lens of the study. The independent variables are taken from the literature which is based on the Big Five Personality Traits. They further include agreeableness, openness, extroversion, conscientiousness and neuroticism. An additional variable derailing trait composite is also added as an independent variable in the study. Similarly, the dependent variables are social entrepreneurial intention dimensions such as social vision, social network, sustainability, innovation and financial returns. In addition, demographic characteristics that includes age, sex, ethnicity, father's occupation and mother's occupation are also included in this study.

Figure 4 Conceptual Framework



## CHAPTER III

### RESEARCH METHODOLOGY

This chapter describes research approach, paradigm, philosophy, research design, population, sampling procedure, pilot study, data collection and analysis. It also focuses on quantitative, cross sectional data whose reliability and validity are maintained. In addition, it elucidates about statistical tools such as descriptive and inferential statistics that are used in this study.

#### **Philosophical Consideration**

Research paradigms are stated as philosophical worldviews which consists of a set of broad beliefs such as epistemologies and ontologies (Creswell, 2014). However, research paradigm is defined by professors and scholars around the world in different perspectives. Among them, Chalmers (1982) defines research paradigm as “general theoretical assumptions, laws and techniques adopted by particular scientific community for their application” (as cited in WillisFoundation, 2007, p. 8). In this sense, post positivist paradigm guided this study as researchers believes that knowledge is out there and it is grounded.

Similarly, Creswell (2014) indicates that post- positivism or post- positivist is an earlier form of assumption that is more applicable and suitable for quantitative research rather than qualitative research. In this sense, this study assumed post – positivist world view as the research philosophy of the study. Next section states the philosophical consideration including ontology, epistemology and axiology of the study. The ontology, epistemology and axiology of this research as philosophical considerations are given below:

Robson (2002) states that ontology means our belief about the reality of the world. However, Baikie (1993) states ontology as a science or study of being. In this sense, ontology can be understood as our belief towards reality (as cited in Dudovsky, 2016). He states the post – positivist believe that there is an existence of reality but it can be inadequate and anticipatory. However, Dudovsky (2016) states objectivism as an ontology of post-positivism which believes that there is an existence of social reality but such social reality is self- regulating independent from its social actors. In this sense, the ontology of this study is towards single reality. Further, researcher believes that reality can be found out in the most objective way through applying scientific technique of analysis.

Similarly, Tennis (2008) defines epistemology as answers to these questions such as *“how do we know about knowledge, what kind of knowledge is created from the study, how is the knowledge gathered and how is knowledge presented by the researcher in their study?”* Further, Tennis further explains epistemological stances are based on the philosophical consideration such as positivist, pragmatist, imperialist, constructivist and many others in the field of literature. Among several epistemological stances, Ryan (n.d.) explains that the epistemology of post-positivist approach believes that there is no such relationship between researcher and the knowledge created by them in their study. Further, knowledge has been understood as a separate entity from the individual being who creates it.

Based on these given epistemological assumptions, the epistemological consideration of this study is based on post-positivism which believes that knowledge created by this study is separate from the researcher. This study believes that knowledge can be measured in an objective way from different literature and scholarly articles which can be a basis to answer how researchers know about

knowledge and how it is gathered. Hart (1971) states axiology came from Greek philosophy, that is “values,” that originate from ethics, morality and aesthetics. Further, Hart claims such values influence an individual’s life philosophies in every single step. However, the post-positivist axiology is explained by various scholars. Among them Miller (2000) as cited in Corman and Poole (n.d.) claims post-positivist axiology is largely influenced by objectivist philosophy which is value free. Therefore, the axiology of this study is value free (Miller (2000) as cited in Corman and Poole (n.d.) which is based on a post-positivist world view guided by objectivism. Further, the findings of the study are totally based on survey data which are collected by applying standard tools. The researcher has very little influence on its values. The axiological values of the study are dependent on statistical values.

### **Research Design**

This study followed deductive research approach. Creswell (2014) defines quantitative research approach as an approach for examining objective theories by studying the relationship between variables. In this sense, this study examines the relationship between personality traits namely (openness, agreeableness, conscientiousness, extroversion, neuroticism, trait composites) on social entrepreneurial intentions dimensions (social vision, social network, innovation, sustainability and financial return) and analyzes the data.

Creswell (2014) further indicates that the variables in the quantitative research approach are measured by items where numeric data are analyzed by using statistical procedures. However, the overall quantitative research is mentioned as testing theories deductively and generalizing the findings (Soiferman , 2010). Similarly, Sukamolson (n.d.) also defines quantitative research approach as a numerical representation and analysis which is done particularly to explain a phenomenon.

Further, quantitative approach is used in various natural and social sciences such as physics, biology, psychology and sociology. As quantitative researches examines theories deductively, the big five personality traits are assumed as the most relevant theories of personality traits (Chen et al., 2012). In this sense, this study tests the theory of big five personality traits as well its derailing trait composites.

According to Creswell (2014) survey research design is one of the quantitative research designs that studies numeric leanings of opinion, intentions and attitudes from a sample out of its population. In addition, Creswell indicates the survey is done either in cross-sectional or longitudinal studies by using closed ended questionnaires' that help to generalize a statement from a population through its sample. In this sense, this study used survey research method as the primary research design as it is taking a cross sectional data to generalize the findings among the population of undergraduates of development studies of Nepal.

### **Population and Sample**

As entrepreneurship is indicated as one of the emerging determinants of development in developing countries Vivarelli (2013), the students of Bachelor of Development Studies, was regarded as the most appropriate population for this study. There are three colleges that offer courses on Bachelors in Development Studies (BDevS) in different universities of Nepal. The total population of Bachelors in Development Studies is given below:

Table 1 *Population of Undergraduate Level Development Studies Students of Nepal*

<b>Name of College</b>	<b>Affiliated University</b>	<b>Male Students</b>	<b>Female Students</b>	<b>Total</b>
National College	Kathmandu University	84	130	214
School of Development and Social Engineering (SDSE)	Pokhara University	50	37	87
Camad College	Pokhara University	11	16	27
<b>Total</b>		<b>136</b>	<b>192</b>	<b>339</b>

Source: (Adhikari, 2016; Poudel, 2016 & Shah, 2016)

In this study, for drawing a representative sample from the defined population a proportionate stratified sampling technique was used. As mentioned in Stat Trek (2017), proportionate stratified sampling is such sampling method in which total population is divided into each sub- group known as stratum. Further, Stat Trek (2017) explains that each sample size of the stratum is proportionate to its population size. The sample size has been calculated below:

Population (N) = 339

Standard deviation ( $\sigma$ ) = 7.778, Margin of error (e) = 5%

Distribution= 50%, Level of confidence ( $\alpha$ ) = 95%

By the statistical formula to calculate sample size by Yamane (1967),

$$N_y = N / (1 + Ne^2)$$

$$= 339 / 1 + 339 * (0.05)^2$$

$$= 339 / 1 + 0.8475$$

$$= 339 / 1.8475$$

= 183.49

Therefore, rounding off 183.49 is into 184. The required sample representing the population in this study is 184.

For making the stratum, it is based on the types of universities. In this study, three strata were created based on three colleges which offer courses in Bachelor of Development Studies.

Total sample size (n) = 184 Total population (N) = 339

Population of the stratum (Nn1) = 214, (Nn2) = 87 and (Nn3) = 27

By the formula, for calculating proportionate sampling given by Metropolis,

Rosenbluth, Rosenbluth, & Teller, (1953),

Sample size (nh) = Population size of stratum (Nn1), (Nn2), (Nn3) / Total population

(N) \* Total sample size (n)

= 214, 87, 27 / 339 \* 184

= 118, 49, 17 sample size for three stratum respectively.

Now, the proportionate sampling for each stratum is given below:

Table 2 *Sample Size in Different Colleges of Nepalese Universities*

<b>Name of College</b>	<b>Affiliated University</b>	<b>Total Sample size of Stratum</b>
National College	Kathmandu University	118
School of Development and Social Engineering (SDSE)	Pokhara University	49
Camad College	Pokhara University	17
<b>Total</b>		<b>184</b>

#### **Tools of Data Collection**

A close ended questionnaire was used in order to study the influence of personality traits on social entrepreneurial intention of undergraduates of development



studies in Nepal. The number of researches such as Irengun and Arikboga (2015), Schmit et al. (2000) and Mair et al. (2006) from the literature helped the researcher to prepare his questionnaire. The individual items were modified with the help of language and subject experts so that the respondents (i.e. students of Bachelors in Development Studies of Nepal) could easily understand the statements.

The questionnaire was divided into three sections. The first section includes general information and demographic variables of the respondents. They further include name, address, age, sex, name of college, current semester, caste, father's occupation and mother's occupation.

The second section of the questionnaire includes items of personality traits. Similarly, the third section of the questionnaire includes the items of social entrepreneurial intention dimensions. The details of the questionnaire are given below:

*Table 3 Number of Items in Personality Traits and Social Entrepreneurial Intentions*

S no.	Personality Traits	Number of items	Social Entrepreneurial Intention Dimensions	Number of items
1	Openness	5	Social Vision	8
2	Agreeableness	6	Social Network	5
3	Conscientiousness	4	Sustainability	6
4	Extroversion	10	Innovation	8
5	Neuroticism	5	Financial Return	6
6	Trait Composites	7		

From the given figure, there were 37 items of personality traits and 33 items of social entrepreneurial intention dimensions. Among them, 6 items were negative statements. Hodge and Gillespie (2003), indicate that negative statements are often misunderstood by the respondents so they should be inversely scored. Based on this evidence, inverse scoring was used for negative statements. The responses of the

questionnaire were encrypted by applying Seven- Point Likert Scale in which 1 indicates Strongly Disagree, 2 indicates Disagree, 3 indicates Slightly Disagree, 4 indicates Neutral, 5 indicates Slightly Agree, 6 indicates Agree and 7 indicates Strongly Agree.

### **Pilot Study**

Piloting is an essential process in any empirical study. On this, Kezar (2000) mentions that pilot studies in any research should be done so that the researcher can get the “*real world*” (p.385) knowledge before going into data collections. However, despite the fact that pilot studies are a crucial element; it does not promise 100% achievement, but does increase the probability of reaching research objectives (Teijlingen & Hundley, 2002). In this sense, a pilot study was conducted to get a real-world experience as well as increase the probability to achieve research objectives.

Hertzog (2008) indicates 10% of the sample is generally taken for a pilot study. Based on these evidences, 23 students were taken for pilot study. As National College has the highest number of BDevS students among all other universities (i.e. 214), 23 students of National College studying in different semesters were selected for a pilot study. The researcher went into their class and informed them about the purpose of the study. He distributed the questionnaire and gave them instructions to fill out the questionnaire. The responses were encrypted in a statistical software called Statistical Package for Social Sciences (SPSS) version 20.

The reliability analysis and Cronbach alpha ( $\alpha$ ) was used to check the internal consistency of personality traits (openness, agreeableness, conscientiousness, extroversion, neuroticism and trait composite) as well as social entrepreneurial intention dimension (social vision, social network, sustainability, innovation and financial return). The number of research indicates that Cronbach alpha ( $\alpha \geq 0.7$ ) is

accepted as reliable in a study (Tavakol & Dennick, 2011). In this sense, this study considers Cronbach alpha ( $\alpha \geq 0.7$ ) as acceptable range. The summary of Cronbach alpha after the pilot study is given below:

Table 4 *Cronbach Alpha in Pilot Study (N = 23)*

Personality Traits	Cronbach Alpha ( $\alpha$ )	Social Entrepreneurial Intentions	Cronbach Alpha ( $\alpha$ )
Openness	0.785	Social Vision	0.854
Conscientiousness	0.761	Social Network	0.915
Extroversion	0.812	Sustainability	0.734
Neuroticism	0.712	Innovation	0.823
Trait Composite	0.702	Financial Return	0.849

However, the Cronbach alpha for the agreeableness variable was below 0.7. In such condition, the questionnaire was re-discussed with a language expert, a supervisor and subject teachers from Kathmandu University School of Education. All the items were translated in Nepali language. Some correction was made to ambiguous words by a Nepali language expert. A second pilot study was done to the same 23 students of National College. As a result, all 37 items of personality traits and 33 items of social entrepreneurial intentions had a Cronbach alpha higher than 0.7. Hence, the items were considered reliable for the study. The 23 students who were involved in pilot study were not included in the final data.

### **Reliability**

Roberts and Priest (2006) define reliability as internal consistency of items in getting the same information when used by different researchers over again. However, researchers face serious challenges for making their data reliable. Among the various statistical tools of reliability, Tavakol and Dennick (2011) mention Cronbach Alpha

Test as one of the widely-used reliability tools which was developed by Lee Cronbach in 1951 and which is used to maintain internal consistency of a test or a scale.

Further, Tavakol and Dennick (2011) state that internal consistency using Cronbach alpha is expressed between 0 and 1. However, several researches indicate that a Cronbach alpha of 0.60 or 0.70 is acceptable for maintaining reliability of their test (Bhatnagar, Kim & Many, 2014). This study considered Cronbach  $\alpha$  of 0.70 and above as a benchmark of reliability of the study. The Cronbach alpha after data collection is given below:

Table 5 Cronbach Alpha after data collection (n= 184)

Independent Variable	Cronbach Alpha ( $\alpha$ )	Dependent Variables	Cronbach Alpha ( $\alpha$ )
Agreeableness	0.703	Social Vision	0.701
Conscientiousness	0.709	Social Network	0.800
Extroversion	0.713	Sustainability	0.822
Neuroticism	0.720	Innovation	0.779
Openness	0.729	Financial Return	0.788
Trait Composite	0.720		

As 6 variables of personality traits and 5 variables of social entrepreneurial intentions maintained a Cronbach alpha of 0.7, the items were considered reliable. The result of the pilot test also ensured the reliability of both set of questionnaires.

### Validity

Winter (2000) defines validity as unitary concept which translates to accuracy of data. However, among different types of validity concern, face, construct and content validity are used more in literatures (Drost, 2011). For maintaining the face and content validity, a rigorous discussion was done with an expert of psychology for

personality traits and an entrepreneurship expert for social entrepreneurship. The expert suggested that agreeableness, openness, extroversion, neuroticism and conscientiousness were appropriate variables under the big five personality traits that are widely used in other studies. She also added that the trait composite is an additional variable which can give new findings to the literature.

The construct validity was maintained by consulting with an entrepreneurial expert, a dissertation supervisor, subject experts, and a Nepali and English language expert for the items in questionnaire. Every step of the research was asked with the supervisor, psychologist and entrepreneurial expert to maintain validity in this study. However, the construct validity of items was consulted with Nepali and English language expert. The items were modified and made simpler as per their suggestions. In order to maintain accuracy of language of items, translation and back translation is regarded as one of the methods for maintaining the accuracy in survey research (Douglas & Craig, 2007). In this regard, the literal translation and back translation process was used for maintaining the accuracy of questionnaires in Nepali version.

Likewise, an extensive literature review including an empirical review was done to maintain content validity. In addition, the internal consistency of individual items was above 0.7 Cronbach alpha. The validity of the study was assumed to be maintained.

### **Methods of Data Analysis**

Analyzing data is an essential component of a study. Data analysis is defined in various ways. Moreover, data analysis is considered to include four major steps such as investigation of variables, use of tools and measurement, use of descriptive and inferential statistics and its ethical standards as well as quality standards (Vaus, 2002 p.203). However, analysis of data is determined by its methodological approach

(Statistics Canada, 2015). Although data analysis is determined by the researcher's methodological approach, the data are measured, analyzed and summarized either quantitatively or qualitatively.

In this study, 185 questionnaires were distributed and collected from the respondents. According to Chauvenet's criteria of identifying and eliminating outliers, any data of standard deviation ( $\sigma x$ )  $< 0.5$  should be eliminated (Statisticshow, 2017). Based on this fact, 1 response was removed during the data screening process whose standard deviation was ( $\sigma x$ )  $< 0.5$ . The researcher used descriptive statistics for finding the answer to the first research question. In doing so, the mean ( $\bar{x}$ ), standard deviation ( $\sigma x$ ), frequency distribution and percentage mean were used for demographic variables such as (age, sex, ethnicity, father's occupation and mother's occupation). Among 70 items of personality traits and social entrepreneurial intentions, Cronbach Alpha ( $\alpha \leq 0.7$ ) was considered reliable and maintained.

Among different methods to address normality of data, skewness and kurtosis were found to be mostly used for multi variant normality tests in social science research (Arnau, Bendayan, Blanca, & Bono, 2013). Based on this, the researcher used skewness and kurtosis as a tool for the normality test. The brief description of skewness and kurtosis is mentioned in the data analysis chapter. Since, normality, reliability and validity were addressed and maintained, parametric tests such as the Pearson Correlation Coefficient Analysis and the Multiple Linear Regression Analysis were used to answer second and third research questions.

### **Ethical Considerations**

The ethics of research is a matter of concern in every study. (Bryman, 2012) indicates ethics in social sciences as a set of principles and guidelines which determine the ethics, integrity and morality of the research process. However, the

American Psychological Association (APA), (2003) indicates broad five major principals and codes of conduct in research such as “*beneficence and nonmaleficence*”, “*fidelity and responsibility*”, “*integrity*”, “*justice*”, “*respect for people’s right and dignity*”, (p. 3). In this regard, this study addressed the five major principles and codes of conduct during its research process.

The researcher maintained moral and ethical standards that are practiced within Nepalese socio-cultural contexts. As this study is regarding personality traits and social entrepreneurial intention of students, the researcher maintained honesty and truth about the responses given by his respondents. The researcher informed participants about the purpose of doing this study before collecting data from his respondents and took consent to maintain sensitivity about personal and private information of his respondents. The researcher strictly avoided biasness towards responses given from his respondents and did not provoke his respondents to choose answers as per his/her interest by causing any threats.

## CHAPTER IV

### DATA ANALYSIS

This chapter elucidates on analysis of data. It is classified into two sections. The first section explains about demographic variables such as age, sex, ethnicity of respondents as well as their father's and mother's occupations. Further, the second section also explains the relationship between personality traits and social entrepreneurial intentions using the Pearson Correlation Coefficient Analysis and also analyzes the contribution of personality traits and demographic variables on social entrepreneurial intentions using Multiple Linear Regression Analysis. The second section also justifies the normality of data by using skewness and kurtosis before the use of parametric techniques. The results are presented as follows:

#### **Demographic Variables**

In order to answer research question One (i. e. the status of personality traits and social entrepreneurial intentions among undergraduates of development studies of Nepal), the demographic variables are considered. The demographic variables used in the study were gender, age, ethnicity, family background, father's occupation and mother's occupation. This section analyzes these demographic variables of the respondents using descriptive statistics such as frequency, percentage and mean which are presented in tables. It also explains the general background of respondents before using inferential statistics to answer research question Two and Three.



## Demographic Characteristics

Gender of the respondents was considered as one of the demographic variables of the study. Among 185 respondents, 184 mentioned their gender in the questionnaire. The frequency and percentage were used to generate tables.

Similarly, age of the respondents can be considered as the second demographic variable of the study. Among 185 distributed questionnaires, 184 respondents mentioned their age. After that, age was binned using compute variable in SPSS. The individual binned age group consist of  $\leq 18$ , 19 – 22 years, 23 – 26 years, 27 – 30 years. Further, ethnicity of respondents has been regarded as another demographic variable. Among 185 respondents, 184 respondents mentioned their ethnicity. The ethnicity of respondents was classified as 1: Brahmin/ Chhetri, 2: Janajati, 3: Dalit and 4: Other.

Likewise, occupation is regarded as one of the demographic variables of social entrepreneurial intentions. On this study, occupation of father and mother may or may not have any influence on social entrepreneurial intentions of the students. Based on these assumptions, occupation is divided into two parts 1) father's occupation and 2) mother's occupation. Similarly, the occupation is further entered as 1: Entrepreneur, 2: Service Officer, 3: Others. The analysis of these demographic variables is given below:

Table 6 *Demographic variables in frequency and percentage (N = 184)*

---

**Demographic Characteristics    In Frequency    In Percentage**


---

**Gender**

Male	71	38.6%
Female	113	61.4%

**Age**

≤18	10	5.4%
19 – 22	138	75%
23 – 26	30	16.3%
27 – 30	6	3.3%

**Ethnicity**

Brahmin/Chhetri	124	67.39%
Janajati	56	30.43%
Dalit	2	1.08%
Other	2	1.08%

**Father's Occupation**

Entrepreneur	62	33.7%
Service Officer	67	36.4%
Other	55	29.9%

**Mother's Occupation**

Entrepreneur	28	15.21%
Service Officer	33	17.93%
Other	123	66.84%

---

If we look at gender of respondents, 61.4% of respondents were female whereas 38.6% were male. The female respondents were higher than male

respondents by 22.8%. Out of 184 respondents the number of female respondents were 113 whereas the number of male respondents were 71.

Likewise, 75% of respondents are of 19 to 22 years of age. As the respondents of the students are under graduating students, the mean age of the respondents was 21 years of age. However, 16.3% of the respondents belong to 23 to 26 years of age. In numbers, 30 respondents belong to 23 to 26 years of age which is the second highest number among four age groups. Similarly, only 6 respondents (3.3%) belong to the 27 to 30 years of age group. This means, 75% of the respondents were from 19 to 22 years of age in this study.

On the other hand, among 184 respondents, 124 respondents belong to Brahmin and Chhetri caste. However, 56 of them belong to Janajati and only 2 persons belong to Dalit and minority/others. This means, 67.39% of respondents are either Brahmins or Chhetri whereas 30.4% are Janajati and only 2.21% belong to Dalit and minority groups.

From the given figure, 184 respondents mentioned their father's occupation. It is found that there was a slight difference between the respondent's father being an entrepreneur (33.7%) and service officer (36.4%). The respondents' fathers who were on foreign country, were retired officers and other occupations were 29.9%. This means that the highest number of respondent's fathers were service officers.

Similarly, the highest number of respondent's mothers were involved in other professions rather than the entrepreneur and service officer (i.e. 66.8%) occupations. However, 17.9% of respondent's mothers were service officers. The respondent's mothers doing entrepreneurship and running an enterprise was the lowest among two others.

Table 7 *Gender- wise analysis of demographic variables (N = 184)*

Age	Number		Percentage (%)	
	Male	Female	Male	Female
≤ 18	2	8	2.9%	7.1%
19 – 22	48	90	67.6%	79.6%
23 – 26	16	14	22.5%	12.4%
27 – 30	5	1	7%	0.9%
<b>Ethnicity</b>				
Brahmin/ Chhetri	53	71	74.6%	62.8%
Janajati	17	39	23.9%	34.5%
Dalit	1	1	1.4%	0.9%
Other	0	2	0	1.8%
<b>Father's Occupation</b>				
Entrepreneur	24	38	33.8%	33.6%
Service Officer	22	45	31%	39.8%
Other	25	30	35.2%	26.5%
<b>Mother's Occupation</b>				
Entrepreneur	8	20	11.3%	17.7%
Service Officer	14	19	19.7%	16.8%
Other	49	74	69%	65.5%

From the given figure, if we look at gender – wise age distribution of respondents, 79.6% of respondents were female who belong to 19 to 22 years of age whereas 67.6% of the respondents were male who belong to 19 to 22 years of age. The gender – wise age distribution was high among 19 to 22 years of age among both male and female respondents. However, the second highest percentage of gender – wise age distribution was within 23 to 26 years of age which was 22.5% among male

and 12.4% among female respondents. The average age of both male and female was 21 years.

Similarly, looking at gender- wise ethnicity among 71 total male respondents, 74.6% were Brahmin and Chhetri whereas 23.9% were Janajati and 1.4% were Dalit male respondents. There were no other minority male respondents. Likewise, similar results were found among 113 total female respondents. The highest number of females -was Brahmin and Chhetri (62.8%) whereas 34.5% were Janajati, 0.9% are Dalit and 1.8% were from other minority and were 21 years of age among 184 respondents.

On the other hand, the highest number of male respondent's fathers fall under the "other" category (i.e. 35.2%). However, there was only a small difference between the male respondent's father who was an entrepreneur and the service officer (i.e. by the difference of 2.8%). Similarly, the highest number of female respondent's fathers were service officers (i.e. 39.8%). However, the percentage difference between female respondent's fathers being service officers and being an entrepreneur was 6.2%.

Likewise, the highest numbers of male respondent's mothers (69%) were involved in the "other" category rather than the entrepreneurship and service officer occupation. Similarly, the highest number of female respondent's mothers (65.5%) were also involved in the "other" category of occupation rather than entrepreneurship and service officers.

Table 8 *Ethnicity -wise father's and mother's occupation of respondents (N = 184)*

<b>Father's Occupation</b>	<b>Entrepreneur</b>	<b>Service Officer</b>	<b>Other</b>
<b>Brahmin/ Chhetri</b>	28.2	42.7	29.0
<b>Janajati</b>	42.9	23.2	33.9

<b>Dalit</b>	50	50	0
<b>Mother's Occupation</b>			
<b>Brahmin / Chhetri</b>	11.3%	22.6%	66.1%
<b>Janajati</b>	21.4%	7.1%	71.4%
<b>Dalit</b>	0	50%	50%

From the given figure, looking at Brahmin and Chhetri respondents, the highest number of respondents' fathers were involved in another profession rather than entrepreneurship and service officers. However, there was a small percentage difference (by 0.8%) between respondents' fathers who were involved in entrepreneurship and service officers.

Similarly, looking at Janajati respondents, the highest numbers of respondents' fathers were entrepreneurs (42.9%) and the lowest were involved as service officers (23.2%) in their professions. Among Dalit respondents' fathers, they were equally distributed between entrepreneurs and service officers.

Likewise, the highest number of Brahmin and Chhetri respondent others were involved in other profession. Only, 11.3% of Brahmin and Chhetri respondents' mother were entrepreneur. Similar results can be found among Janajati respondents' mothers. Among Dalit respondents' mothers, they were equally distributed among service officer and other professions.

### **Descriptive Statistics**

As discussed in Chapter 3; mean, standard deviation and coefficient of variation are used to examine the status of personality traits and social entrepreneurial intentions. The personality traits include agreeableness, openness, conscientiousness, neuroticism, extroversion and trait composite. Similarly, the social entrepreneurial intentions include social vision, social network, sustainability, innovation and

financial return. This study considered Cronbach  $\alpha$  of 0.70 and above as a benchmark of reliability of the study. The Cronbach alpha after data collection is given below:

Table 9 *Cronbach alpha after data collection (N=184)*

Independent Variable	Cronbach Alpha ( $\alpha$ )	Dependent Variables	Cronbach Alpha ( $\alpha$ )
Agreeableness	0.703	Social Vision	0.701
Conscientiousness	0.709	Social Network	0.800
Extroversion	0.713	Sustainability	0.822
Neuroticism	0.720	Innovation	0.779
Openness	0.729	Financial Return	0.788
Trait Composite	0.720		

As six variables of personality traits and five variables of social entrepreneurial intentions maintained a Cronbach alpha of 0.7, the items were considered reliable. The result of the pilot test ensured the reliability of both set of questionnaires. In other words, this also justified the reliability of the questionnaire.

### **Personality Traits**

In relation to the second research question (What is the relationship between personality traits and social entrepreneurial intentions among undergraduate level development studies students?), mean and standard deviation of personality traits and social entrepreneurial intentions have been calculated using SPSS v. 20. The analysis of mean and standard deviation is given below:

Table 10 *Mean and SD of personality traits (N=184)*

Personality Traits Grand Mean	
Mean ( $\bar{x}$ )	5.25
Standard Deviation ( $\sigma_{\bar{x}}$ )	0.54

Coefficient of Variation (CV)                      10.44

---

From the above table, the mean score of personality traits, in aggregate, was 5.25 which represents the scale more than slightly agree (5: Slightly Agree) on the 7-point Likert Scale. Further, the Coefficient of Variation (CV) was 10.5%, that is closer to 0 in the range between 0 and 100. The lower value of CV indicates more representativeness of mean value (Singh, 2007). From the basis of these evidences, the respondents slightly agreed with the statements that they had a higher level of personality traits aligning towards positive direction.



Table 11 *Mean and SD of components of personality traits (N=184)*

Independent Variable	Agreeable ness	Conscientious ness	Extroversion	Neurotic ism	Open ness	Trait Composite
Mean ( $\bar{x}$ )	5.30	5.89	5.08	4.82	5.40	5.03
Std. Deviation ( $\sigma_{\bar{x}}$ )	0.92	0.78	0.81	1.18	0.84	1.06
Coefficient of Variation (CV)	17.40	13.32	16.03	24.45	15.52	21.12

Where the components of personality traits were concerned, out of 6 components the mean score of conscientiousness (5.89) was more than others. Further, it was followed by openness (5.49) and then by agreeableness (5.30). The mean of neuroticism was the least and the component trait composite had the second least mean. The CV values of all the components ranges from 13% to 24% which indicate more representativeness of mean values. However, the responses indicate that they slightly agree with the statements of personality traits which measure the 6-components of personality traits in positive directions. In this sense, either in component wise or in- aggregate, they had high level of positive personality traits.

### Social Entrepreneurial Intentions

Table 12 *Mean and SD of Social Entrepreneurial Intentions (N=184)*

Social Entrepreneurship Grand Mean	
Mean	5.64
Std. Deviation	0.59
Coefficient of Variation (CV)	10.59

From the given table, the mean score of social entrepreneurial intention dimensions, in aggregate was 5.64 which nearly represents the scale of (6: Agree) on the 7 -point Likert Scale. Further, the C.V (Coefficient of Variation) is 10.59, that was closer to 0. As mentioned above, the lower value of C.V indicates more representativeness of the mean value (Singh, 2007). From the basis of evidences, the respondents agreed that they have higher level of social entrepreneurial intentions moving towards positive directions.

Table 13 *Mean and SD of Components of Social Entrepreneurial Intentions (N=184)*

Dependent Variable	Social Vision	Social Network	Sustainability	Innovation	Financial Return
Mean ( $\bar{x}$ )	5.29	6.06	6.06	5.60	5.20
Std. Deviation ( $\sigma_{\bar{x}}$ )	0.71	0.82	0.76	0.72	0.96
Coefficient of Variation (CV)	13.41	13.54	12.56	12.82	18.44

While the component of social entrepreneurial intentions dimension was concerned, the mean score of social network (6.06) and sustainability (6.06) was more than other components. It is followed by innovation (5.60). The mean of financial return had the least and the component social vision (5.29) had the second least mean.

Similarly, the C.V values of all component ranges from 13% to 19%, that represent more representativeness of mean values. However, the responses indicated that they agree with the statements of social entrepreneurial intentions dimensions which measures the five components of social entrepreneurial intentions in a positive direction. From the result, either in aggregate or component wise, they have higher and positive social entrepreneurial intentions.

### **Inferential Statistics**

In this section, research question (2) and research question (3) are addressed by using Pearson Correlation Coefficient Analysis and Multiple Linear Regression Analysis. The research question is given below:

RQ 2: What is the relationship between personality traits and social entrepreneurial intentions among undergraduate level development studies students?

RQ 3: What is the contribution of personality traits and their dimension on social entrepreneurial intentions among undergraduate level development studies students?

In line to these research questions, the following research hypotheses were tested to answer the research questions:

- a. Hypothesis (HI): There is a positive relationship between big five personality traits and social entrepreneurial intentions.
- b. Hypothesis (HII): There is a positive relationship between each component of big five personality traits (openness, agreeableness, conscientiousness, extroversion, neuroticism and trait composites) and each component of social entrepreneurial intentions (social vision, social network, sustainability, innovation and financial return).

Before the use of inferential statistics and normality of the survey data was checked. Normality of data is assumed to be an essential factor. Among different

methods to address normality of data, skewness and kurtosis were found to be mostly used for multi variant normality tests in social science research (Arnauet al.2013).

Based on this, the researcher used skewness and kurtosis as a tool for the normality test. The threshold of multivariate normality was considered to be in the range of  $\pm 2$  (Hariri, 2011). Among each variables of personality traits and social entrepreneurial intentions, the lowest skewness was -1.190 (agreeableness) and the highest was 0.021 (conscientiousness).

Similarly, the highest kurtosis was 1.799 (agreeableness) and the lowest kurtosis - 0.06 (social network) was found (See Annex for normality table). Further, the skewness and kurtosis of each variable of personality traits and social entrepreneurial intentions was found within the threshold of  $\pm 2$  (Hariri, 2011). Then, the data was considered normal and the parametric test was used.

### **Relationship Between Personality Traits and Social Entrepreneurial Intentions**

As parametric tests were allowed by addressing normality, Pearson Correlation Tests were used to find out the relationship between components of personality traits and components of social entrepreneurial intentions. The assumptions for interpreting Pearson Correlation Coefficient (r) is shown in the figure below:

Table 14 *Pearson Correlation Coefficient's Interpretation*

Pearson Correlation Coefficient (r)	Interpretation
$\pm 0.5$ to 1.00	Strong relationship
$\pm 0.3$ to 0.5	Moderate relationship
$\pm 0.1$ to 0.3	Weak relationship
$\pm 0.0$ to 0.1	Very weak relationship

---

Source: Turkmen (2013) as cited in Chipeta, (2015)

Based on the following assumptions of correlation coefficient (r), the result of Pearson Correlation Analysis is given below:

Table 15 *Pearson Correlation Coefficient Analysis (N=184)*

	SEI	1	2	3	4	5	6	7	8	9	10	11
Personality Traits	581**											
1 Agreeableness		1										
2 Conscientiousness		.253**	1									
3 Extroversion		.145	.285**	1								
4 Neuroticism		.090	.150*	.312**	1							
5 Openness		.244**	.188*	.432**	.260**	1						
6 Trait Composite		.084	.165*	.235**	.208**	.203**	1					
7 Social Vision		.120	.272**	.474**	.225**	.408**	.244**	1				
8 Social Network		.123	.238**	.453**	.120	.351**	.233**	.513**	1			
9 Sustainability		.148*	.332**	.411**	.100	.274**	.190**	.537**	.651**	1		
10 Innovation		.292**	.398**	.509**	.296**	.472**	.196**	.576**	.512**	.537**	1	
11 Financial Return		.138	.255**	.277**	.171*	.249**	.186*	.272**	.287**	.339**	.481**	1

From the table, the results show that the relationship between aggregate personality traits is positively correlated to the aggregate social entrepreneurial intentions. Similarly, all components of personality traits (openness, agreeableness, conscientiousness, extroversion, neuroticism and trait composites) are positively correlated with the components of social entrepreneurial intentions (social vision, social network, sustainability, innovation and financial return) as all the correlation coefficients ( $r$ ) are in positive number. No other factors are negatively correlated with each other as there is no negative correlation coefficient ( $r$ ) between personality traits and social entrepreneurial intentions. However, the correlation ranges from a very weak degree to a strong degree of positive direction as mentioned by Turkmen (2013) as cited in Chipeta, (2015). This means that there is a positive correlation between personality traits and its components and social entrepreneurial intentions and its components. There was a varying degree of weak, moderate and strong correlation found between them.

### **Multiple Linear Regression Analysis**

In line to the third research question, (What is the contribution of personality traits and their dimension on social entrepreneurial intentions among undergraduate level development studies students), multiple linear regression analysis has been used in the study. According to Joshi, Thagurathi, Poudel, Nepal, and Khadka, (2011) multiple linear regression was used for predicting the values of dependent variables by using independent variables. In this study, it was used to predict dependent variables (social entrepreneurial intentions: social vision, social network, sustainability, innovation and financial return) by the use of independent variables (personality traits: agreeableness, openness, conscientiousness, extroversion, neuroticism and trait composites). Demographic variables such as age, gender,

ethnicity, father's occupation and mother's occupation were used as control variable.

The regression model is as follow:

$$Y = a + bx + e$$

Where, Y is Social Entrepreneurial Intentions (Dependent Variable)

a is Constant Value

b is Regression Coefficient

x is Personality Traits (independent variable)

e is Random Error/ Error Term

### **Contribution of Personality Traits and Social Entrepreneurial Intentions**

Table 16 *Model Summary of Aggregate Multiple Linear Regression Analysis*

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.609	.370	.349	.48233

- a. Predictors (Constant) Personality Traits – Grand Mean, Age, Sex, Ethnicity, Father's and Mother's Occupation of Respondents
- b. Dependent Variable: Social Entrepreneurial Intentions – Grand Mean

From the given table, the values of the coefficient of determination (R square) were 0.370. This means that in aggregate, 37 % of variation in dependent variables (social entrepreneurial intentions) were explained by big five personality traits including the trait composite as well as demographic variables.



### ANOVA of Aggregate Multiple Linear Regression Analysis

Table 17 ANOVA of Aggregate Multiple Linear Regression Analysis

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	24.224	6	4.037	17.355	.000
Residual	41.177	177	.233		
Total	65.401	183			

a. Dependent Variable: Social Entrepreneurial Intentions – Grand Mean

b. Predictors (Constant) Personality Traits – Grand Mean, Age, Sex, Ethnicity,  
Father's and Mother's Occupation of Respondents

Level of confidence = 95% and Level of significance ( $\alpha$ ) = 0.05 was taken in this study. From the given figure, the F value was 17.355 with a p – value  $0.00 < 0.05$  at 95% level of confidence. This means that as the p – value is less than 0.05, research hypothesis of this study was retained. Hence, in aggregate, the predictor of personality traits significantly explained social entrepreneurial intentions as well as demographic variables of undergraduate level Development Studies students of Nepal.

### Coefficients of Aggregate Multiple Linear Regression

Table 18 Coefficient table of aggregate multiple linear regression analysis

Model		Unstandardized		Standardized		
		Coefficients		Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	1.665	.510		3.265	.001
	Personality Traits- Grand Mean	.628	.066	.576	9.543	.000
	Age of the respondents	.033	.018	.118	1.857	.065
	Sex of the respondents	-.009	.076	-.008	-.122	.903
	Ethnicity of respondents	.053	.065	.050	.824	.411
	Father's occupation	.037	.047	.050	.799	.426
	Mother's occupation	-.049	.026	-.113	-1.857	.065

Dependent Variable: Social Entrepreneurial Intentions – Grand Mean

From the given figure, the researcher used  $\beta$  coefficients, the regression model was used as given below:

$$Y = \beta x + e$$

Social Entrepreneurial Intentions (Y) = 0.628 \* Personality Traits - Grand Mean + 0.33 (Age) + (-0.009) (Sex) + 0.053 (Ethnicity) + 0.037 (Father's Occupation) + (-0.049) (Mother's Occupation)

In aggregate, when there was a one unit increment in personality traits of undergraduate level Development Studies students of Nepal, there would be 0.628 units of increment in social entrepreneurial intentions while controlling demographic variables (i.e. age, sex, ethnicity, father's occupation and mother's occupation). The aggregate effect of personality traits was also significant as p – value (0.00) is less

than alpha ( $\alpha$ ) (0.05). Similarly, looking at  $\beta$  values, the aggregate  $\beta$  – value of personality traits was 0.628. Hence, in aggregate there was a positive relationship between personality traits and social entrepreneurial intentions of undergraduate level Development Studies students of Nepal. However, demographic variables age, sex, ethnicity, father’s occupation and mother’s occupation had p -value  $> 0.05$ . Hence, in aggregate, all demographic variables had an insignificant relationship with social entrepreneurial intentions of undergraduate level Development Studies students of Nepal.

### **Contribution of Components of Personality Traits on Components of Social Entrepreneurial Intentions**

Table 19 *Model summary of component wise multiple linear regression analysis*

#### **Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.677	.458	.423	.45398

a. Predictors (Constant): Agreeableness, Openness, Conscientiousness, Extroversion, Neuroticism, Trait Composites, Age, Sex, Ethnicity, Father’s Occupation and Mother’s Occupation

b. Dependent Variable: Social Entrepreneurial Intention – Grand Mean

From the given table, the coefficient of determination (R square) was 0.458. This meant that component – wise, 45.8% of variation in the dependent variable (social entrepreneurial intentions) was explained by six independent variables (i.e. agreeableness, openness, neuroticism, extroversion, conscientiousness and trait composites) and four demographic variables (age, sex, ethnicity, father’s occupation and mother’s occupation).

Table 20 ANOVA of component wise multiple linear regression analysis

**ANOVA of Component – wise Multiple Linear Regression Analysis**

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	29.953	11	2.723	13.212	.000
Residual	35.448	172	.206		
Total	65.401	183			

a. Predictors (Constant): Agreeableness, Openness, Conscientiousness, Extroversion, Neuroticism, Trait Composites, Age, Sex, Ethnicity, Father's Occupation and Mother's Occupation

b. Dependent Variable: Social Entrepreneurial Intention – Grand Mean

Level of confidence = 95% and Level of significance ( $\alpha$ ) = 0.05 was taken in this study. From the given figure, the F value was 13.212 with a p – value  $0.00 < 0.05$  at 95% level of confidence. This meant that as the p – value was less than 0.05, research hypothesis of this study was retained. Hence, component wise, all six components of personality traits (i.e. agreeableness, openness, neuroticism, extroversion, conscientiousness and trait composites as well as all four components of demographic variables (age, sex, ethnicity, father's occupation and mother's occupation) significantly explained social entrepreneurial intentions of undergraduate level Development Studies students of Nepal.

Table 21 Coefficient of component wise multiple linear regression analysis

**Coefficients of Component- wise Multiple Linear Regression Analysis**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error			
	(Constant)	1.376	.491		2.803

Agreeableness	.025	.039	.039	.644	.520
Conscientiousness	.160	.047	.211	3.418	.001
Extroversion	.269	.049	.366	5.464	.000
Neuroticism	.004	.031	.008	.126	.900
Openness	.152	.046	.213	3.291	.001
Trait Composite	.060	.034	.107	1.753	.081
Age	.035	.017	.127	2.099	.037
Sex	-.009	.072	-.007	-.123	.902
Ethnicity	.011	.063	.010	.168	.867
Father's occupation	.037	.045	.049	.825	.411
Mother's occupation	-.045	.025	-.103	-1.779	.077

---

a. Dependent Variable: Social Entrepreneurial Intentions – Grand Mean

The multiple linear regression model is given below:

$$\begin{aligned} \text{Social Entrepreneurial Intentions (Y)} = & 0.025 (\text{Agreeableness}) + 0.165 \\ & (\text{Conscientiousness}) + 0.269 (\text{Extroversion}) + 0.004 (\text{Neuroticism}) + 0.152 \\ & (\text{Openness}) + 0.060 (\text{Trait Composite}) + 0.035 (\text{Age}) + (-0.009) (\text{Sex}) + 0.011 \\ & (\text{Ethnicity}) + 0.037 (\text{Father's Occupation}) + (-0.045) (\text{Mother's Occupation}) \end{aligned}$$

From the given table, looking component wise at the big five personality traits, trait composites, conscientiousness, extroversion and openness were significant predictors of social entrepreneurial intentions where, the extroversion component was found to be the most contributing factor. However, agreeableness, neuroticism and trait composites component were found insignificant towards social entrepreneurial intentions of students.

Likewise, Agreeableness ( $\beta = 0.025$ ), Conscientiousness ( $\beta = 0.160$ ), Neuroticism ( $\beta = 0.004$ ), Openness ( $\beta = 0.152$ ), Extroversion ( $\beta = 0.269$ ) and Trait

Composite ( $\beta = 0.060$ ) have positive  $\beta$  values. This means all six components had a positive relationship with social entrepreneurial intentions. Likewise, age ( $\beta = 0.035$ ), ethnicity ( $\beta = 0.011$ ) and father's occupation ( $\beta = 0.037$ ) had a positive relationship with social entrepreneurial intentions whereas the variable's sex ( $\beta = -0.009$ ) and mother's occupation ( $\beta = -0.045$ ) had a negative relationship with the social entrepreneurial intentions of undergraduate level Development Studies students of Nepal.

### **Summary**

This chapter analyzed the data collected from 184 undergraduate level Development Studies students of Nepal. Cronbach alpha ( $\alpha \geq 0.7$ ) was considered reliable and maintained throughout the data analysis process. Normality of data was maintained by using skewness and kurtosis. The threshold of normality was considered within the range  $\pm 2$  skewness and kurtosis in this study (See Annex II and III). After analyzing the data demographically, 61.4% respondents were females whereas 22.8% were male. 75% respondents were from 19 to 22 years of age. 67.39% respondents belonged to Brahmin and Chhetri ethnic group. 36.7% respondent's fathers were service officers whereas 66.8% respondent's mothers were others (homemakers). In aggregate and component -wise status of personality traits, respondents had a higher level of positive personality traits. Likewise, in aggregate and component – wise status of social entrepreneurial intentions, respondents had a higher level of positive social entrepreneurial intentions within them. The results of Pearson correlation coefficient analysis revealed that all six components of personality traits were positively correlated with all five dimensions of social entrepreneurial intentions. The aggregate multiple linear regression analysis found that personality traits explains social entrepreneurial intentions by 37% ( $r^2 = 0.370$ )

and also significantly predicted social entrepreneurial intentions ( $p$ -value  $0.00 < 0.05$ ) of respondents. However, the component -wise, aggregate multiple linear regression analysis revealed that personality traits explain social entrepreneurial intentions by 45.8% ( $r^2 = 0.458$ ) and only extroversion, openness and conscientiousness components of personality traits were found significant. Neuroticism, agreeableness, trait composites components were found insignificant ( $p$ -value  $> 0.05$ ) towards social entrepreneurial intentions of undergraduate level Development Studies students of Nepal.

## CHAPTER V

### MAJOR FINDINGS AND DISCUSSIONS

This chapter describes major findings based on three research questions of the study which are status, relationship and contribution of personality traits on social entrepreneurial intentions of undergraduates of Development Studies of Nepal. It also elucidates from the analysis of demographic variables such as age, sex, ethnicity, father's occupation and mother's occupation. Secondly, this section discusses the findings from thematic perspectives of social entrepreneurship and personality traits, theoretical perspectives of the Big Five Personality Traits, policy reviews on social entrepreneurship in Nepal as well as compares and contrasts with research findings from past researches on personality traits and social entrepreneurial intentions.

#### **Major Findings**

Demographically, respondents were mostly females (61.4%). On average, the respondents were 21 years old. Despite the fact that, their mean age was 21 years, the respondents were mostly between 19 to 22 years of age. Respondents who belong to 27 to 30 years of age are the least represented. Most of the respondents were Brahmin/Chhetri and the second highest number of respondents belonged to the Janajati group. There was a very negligible representativeness of respondents belonging to Dalit and other minority groups. Similarly, the respondents' fathers were mostly service officers. However, ethnicity – wise, Janajati respondents' fathers were mostly entrepreneurs unlike Brahmin/Chhetri and Dalit respondents' fathers who were employed in other occupations. Likewise, most of the respondent's mothers were



involved in the “other” profession category. It was found that the least number of respondents’ mothers are entrepreneurs.

In relation to the first research question, either component wise or in - aggregate the undergraduate level Development Studies students were found to have a higher level of positive personality traits as they slightly agreed with the statements of agreeableness, openness, extroversion, neuroticism, conscientiousness and trait composites of personality traits. However, only a few respondents mentioned varying opinions on these statements.

Likewise, either component wise or in- aggregate, the students of Bachelors of Development Studies were found to have a higher degree of social entrepreneurial intentions as they agreed with the statements of the five components of social entrepreneurial intentions (i.e. social vision, social network, sustainability, innovation and financial return). However, few students were found to have varying opinions on their social entrepreneurial intentions.

Based on second research question, it was found that all six components (agreeableness, openness, extroversion, neuroticism, conscientiousness and trait composites) are positively correlated with the five components of social entrepreneurial intentions (social vision, social network, sustainability, innovation and financial return). Based on the interpretation of the Pearson Correlation Coefficient ( $r$ ) given by Turkmen (2013) as cited in Chipeta (2015), the extroversion component of the personality trait was found to have the strongest positive correlation with the innovation component of social entrepreneurial intentions. However, the neuroticism component of the personality trait was found to have the weakest positive correlation with the sustainability component of social entrepreneurial intentions.

Looking at the component wise results, the agreeableness component of the personality trait was found to have a weak positive correlation with all five components of social entrepreneurial intentions. Similarly, the openness component of the personality trait was found to have a moderate positive correlation with social vision, social network and the innovation component and a weak positive correlation with sustainability and the financial return components of social entrepreneurial intentions.

The conscientiousness component of the personality trait was found to have a moderate positive correlation with sustainability and the innovation components and a weak positive correlation with social vision, social network and financial return components of social entrepreneurial intentions. Likewise, the neuroticism component of the personality trait was found to have a weak positive correlation with social vision, social network, innovation and the financial return component and a very weak positive correlation with the sustainability component of social entrepreneurial intentions.

On the other hand, the extroversion component of the personality trait was found to have a moderate positive correlation with social vision, social network and the sustainability component and a strong positive correlation with the innovation component of social entrepreneurial intentions. However, the extroversion component was found to have a weak positive correlation with the financial return component of the social entrepreneurial intentions.

Likewise, the trait composite component of the personality trait was found to have a weak positive correlation with social visions, social network, sustainability, innovation and the financial return component of the social entrepreneurial intentions of undergraduate level Development Studies students of Nepal.

In relation to the third research question, in aggregate, the personality trait was found to be a positive and significant predictor of social entrepreneurial intentions. The research hypothesis as in aggregate, shows that the personality trait significantly explained social entrepreneurial intentions and was accepted. In contrast, the demographic variables, including age, sex, ethnicity, father's occupation and mother's occupation, were found to be insignificant towards the social entrepreneurial intentions of Development Studies students of Nepal.

Looking at the results component wise, conscientiousness, extroversion and openness components of personality traits were found to significantly explain the social entrepreneurial intentions whereas agreeableness, neuroticism and trait composite components of personality traits were found too insignificant to explain social entrepreneurial intentions of development studies students of Nepal. The extroversion component was found to be the most contributing variable of personality traits towards social entrepreneurial intentions, secondly followed by openness component and thirdly by conscientiousness component. However, sex, ethnicity, father's occupation and mother's occupation did not significantly explain social entrepreneurial intentions whereas the age of respondents was found to significantly explain the social entrepreneurial intentions of undergraduates of Development Studies students of Nepal.

### **Discussion of Findings**

This segment discusses the findings from the data analysis of the study which are also based on three research questions of the study. Moreover, the discussions are based on either aggregate or component – wise effects of personality traits (agreeableness, openness, conscientiousness, extroversion, neuroticism and trait composite) on social entrepreneurial intentions (social vision, social network,

sustainability, innovation and financial return) of under -graduate level Development Studies students of Nepal. This segment also describes the results of the study from the theoretical lens of Big Five Personality Traits as well as policies related to social entrepreneurship.

There were a higher number of female respondents as compared to male respondents. Looking at population of undergraduate level Development Studies students of Nepal, the population of female students is more than male students. This may indicate that social entrepreneurial intention is higher among undergraduate level Development Studies student due to the effect of female dominance in the sample and population in Nepal. The findings of the study are supported by Bushell (2008) who indicates that on average, female- driven enterprises earn two- third more than male- driven enterprises in Nepal. If females are more into social entrepreneurship among undergraduate level Development Studies students of Nepal, then this supports the entrepreneurial policy of Nepal which includes employment generation by involving women, especially rural women, into micro- entrepreneurial activities. These findings are in contrast to Rahman, Othman, Pihie, and Wahid (2016) who had the same gender ratio among male and female respondents and indicated that male students have higher social entrepreneurial intentions than female students in their study conducted in Malaysia. Bushell (2008) also indicates that, due to lack of accurate government data and statistics, it is very difficult to claim which gender actually rules entrepreneurial business in Nepal. Based on Bushell (2008)'s claim, more emphasis should be given to female respondents for enhancing their social entrepreneurial intentions among undergraduate level Development Studies students of Nepal. However, the result of the multiple linear regression analysis of this study found that sex is not a significant predictor of social entrepreneurial intentions. This means that

either component wise or in aggregate, sex (i.e. being male and female) has no effect on social entrepreneurial intentions of undergraduate level Development Studies students in Nepal.

Likewise, it was found that undergraduate level Development Studies students are mostly between 19 to 22 years of age. The research shows that the respondents studying Development Studies in Nepal are lessened in number among the age group of 27 to 30 years. This descriptive finding is similar to Chipeta (2015) who also found that the largest age group was 18 to 22 years in a study conducted among South African university level students. In contrast, most of the researches (Cowling, 2000; Reynolds, Bygrave, Autio, Cox, & Hay, 2002; Williams, 2004) agree on the fact that an individual is mostly expected to start a social venture when they reach 35 to 44 years of age (as cited in Bacq, Hartog, Hoogendoorn, & Lepoutre, 2011). However, most of the researches (Bosma & Levie, 2010); Harding & Cowling, 2006; Johnson, 2003; Van Ryzin, Bergrud, & DiPadova-Stocks, 2007) also agree on the fact that younger age groups are more likely to be involved in social entrepreneurship (as cited in Bacq, Hartog, Hoogendoorn, & Lepoutre, 2011). In this regard, more focus can be given to the 19 to 22 age group for enhancing the social entrepreneurship intentions among undergraduates of Development Studies students in Nepal. These findings compliment the government of Nepal's policy of "*Yuwa Tatha Sana Byavasai Yojana*" (Youth and Small Entrepreneur's Self – Employment Project) where youth are encouraged towards entrepreneurship in Nepal. Although researches claim that young groups are more likely to become social entrepreneurs, in aggregate this study found age as an insignificant predictor of social entrepreneurial intentions. However, age was found to significantly predict the social entrepreneurial intentions in

component- wise regression analysis among undergraduate level Development Studies students of Nepal.

Likewise, there is a higher degree of respondents from Brahmins and Chhetri ethnic groups. The second highest degree of respondents belonged to Janajati ethnic groups. However, the findings of this study revealed that very few respondents belong to Dalit and other minority groups. Bennett (2005) indicates that Dalit individuals need to get formal education so that they can generate the skills and knowledge to utilize the special loans to carry out their own business provided by Government of Nepal in its Ninth Plan. Bushell (2008) further mentions that women entrepreneurship among Newar, Sherpa and Tamang ethnic groups are growing rapidly in Nepal. In contrast to Bennet (2005)'s claim about importance of education among Dalit and minority groups, this study found that Dalit and other minority groups are almost zero among undergraduate level Development Studies students in Nepal. Furthermore, in this study, the multiple regression analysis found ethnicity has no role in the social entrepreneurial intentions of undergraduate level Development Studies students of Nepal.

While looking at respondent's father's and mother's occupation, the majority of the respondents' fathers are service officers and mothers are "others" (i.e. homemakers). However, the findings are different in terms of ethnicity when it comes to the father's occupation as most Janajati respondents' fathers are entrepreneurs. Lindquist, Sol, and Praag (2012) regard parental entrepreneurship as the strongest factor contributing towards the entrepreneurship of their children, as children take their entrepreneurial parents as their roles models. However, both component wise and aggregate multiple linear regression found that fathers and mother's occupations are an insignificant predictor of social entrepreneurial intentions of

undergraduate level Development Studies students in Nepal. In this sense, it may be misleading to claim that Janajati respondents, whose parents are social entrepreneurs, are most likely to become social entrepreneurs.

### **Status of Personality Traits and Social Entrepreneurial Intentions in Nepal**

Based on the first research question, either component wise or in - aggregate the undergraduate level Development Studies students were found to have higher levels of positive personality traits as they slightly agreed with the statements of agreeableness, openness, extroversion, neuroticism, conscientiousness and trait composites of personality traits. However, only a few students mentioned varying opinions on these statements. In support to the findings, Barendsen and Gardner (2004) mention that social entrepreneurs possess certain positive personality traits such as extroversion and passion about their work. The findings also resemble Arshad and Li (2016) and Irengun and Arikboga (2015) who found positive and valid personality traits among their respondents. From the theoretical perspective, the theory of big five also compliments these findings as in aggregate the personality traits are positive and high among undergraduate level Development Studies students in Nepal.

The findings contradict with Mair and Marti (2006) who mention other personality traits such as the respondent's encapsulation of socio- economic and cultural factors that may have a negative effect on their intentions to become an entrepreneur/ social entrepreneur. However, the finding of this study is complimented by 60 meta-analytic papers and 60 independent samples done by Zhao et al. (2010) who found all six dimensions of personality traits positive among their respondents.

Likewise, either component wise or in- aggregate, the students of Bachelors of Development Studies were found to have a higher degree of social entrepreneurial

intentions as they agreed with the statements of the five components of social entrepreneurial intentions (i.e. social vision, social network, sustainability, innovation and financial return).

Similar findings were given by Sutha and Sankar (2016) who found that university students of Chennai had a higher level of social entrepreneurial intentions as well as entrepreneurial intentions. The findings are also complimented by a recent study by Hockerts (2017), who found that social entrepreneurial intentions were highest among 257 Master's level students in Scandinavia. However, Hockerts uses four model variables from the Theory of Planned Behavior (TPB) given by Mair and Noboa (2006). These findings contradict with Ernst's' (2011)research. In her doctoral thesis, she indicates that negative social entrepreneurial intentions are based on personality construct. She also argues that although researchers use the personality approach for studying social entrepreneurial intentions, they are usually criticized for low degree of reliability. However, this study used the Big Five Personality Traits including trait composites and maintained reliability through Cronbach alpha of ( $\alpha \geq 0.7$ ) for all variables of personality traits and social entrepreneurial intention dimensions.

### **Relationship between Personality Traits and Social Entrepreneurial Intentions**

In relation with the second research question, this study found that aggregate personality traits and all six components of the Big Five Personality Traits are positively correlated with the social entrepreneurial intention dimension among undergraduate level Development Studies students of Nepal. Similar findings were given by Irengun and Arikboga (2015); Arshad and Li (2016) and Gurven et al. (2013) who found positive correlation coefficients between all components of personality traits and social entrepreneurial intentions among there respondents. These



findings also compliment the theoretical perspective of the Big Five Personality Traits as agreeableness, openness, conscientiousness, extroversion, neuroticism and trait composites have a positive correlation with social entrepreneurial intentions among undergraduate level Development Studies students of Nepal. In contrast, the respondent's personality traits have varying degrees of correlation in their social entrepreneurial intentions. Based on the interpretation of the Pearson Correlation Coefficient ( $r$ ) given by Turkmen (2013) as cited in Chipeta (2015), there is a strong, moderate, weak and very weak degree of positive effects of personality traits on social entrepreneurial intentions among the undergraduate level Development Studies students of Nepal.

On the other hand, there is an ongoing debate about the variation of social entrepreneurial intentions/ entrepreneurial intentions among students from public and private universities. However, Rahman et al. (2016) found there are no such differences in social entrepreneurial intentions between private and public university level students. In this sense, the population of this study are from private universities which represent the entire undergraduate level Development Studies students of Nepal.

### **Contribution of Personality Traits on Social Entrepreneurial Intentions**

In relation to the third research question, in aggregate, the personality trait was found to be a positive and significant predictor of social entrepreneurial intentions. We retained the research hypothesis as in aggregate, and the personality trait significantly explained social entrepreneurial intentions. This means that in aggregate, the Development Studies students who have Big Five Personality Traits including trait composites are most likely to develop social entrepreneurial intentions in Nepal.

These findings are also supported from the theoretical perspectives of the Big Five Personality Traits.

These findings are also similar to other researchers (e.g. Caballero et al.,2013; Irengun &Arikboga, 2015; Nga &Shamuganathan, 2010; Tran& Korflesch, 2016). There are a number of scholars who also agree on the fact that personality traits not only influence social entrepreneurial intentions but are also one of the strongest factors for overall entrepreneurial success and outcomes (Leutner, Ahmetoglu, Akhtar, & Premuzic, 2014). However, this study was delimited to examine the relationship between personality traits and social entrepreneurial intentions among undergraduate level Development Studies students of Nepal.

In contrast to the findings of the study, Hockerts (2017) mentioned that personality traits have a limited scope for encouraging individuals towards social entrepreneurial intentions. Further, Hockerts (2017) suggests social entrepreneurial intentions should be studied through the behavioral approach by the Theory of Planned Behavior. But the statistical results from the aggregate multiple linear regression of this study suggested that personality traits predict the social entrepreneurial intentions of students and this model is explained by 37% (in aggregate) and 45% (in component -wise). This means that 45% (in component -wise) and 37% (in aggregate) of personality traits explain the social entrepreneurial intentions of undergraduate level Development Studies students of Nepal.

The discussion of component – wise findings of personality traits (agreeableness, openness, extroversion, neuroticism conscientiousness and trait composite) on social entrepreneurial intention (social vision, social network, sustainability, innovation and financial return) based on research question 2 and research question 3 is given below:

### **Agreeableness**

The agreeableness component had a weak positive correlation with all other dimensions of social entrepreneurial intentions. However, the component – wise, regression analysis found agreeableness as a non- predictor of social entrepreneurial intentions. This means that the respondents personality of adjusting and compromising their behavior towards others opinions (IPIP, n.d.) had nothing to do with their social entrepreneurial intentions among undergraduate level Development Studies students in Nepal.

The findings are supported by Zhao et al. (2010) who also found that agreeableness personality traits were unrelated with entrepreneurial intentions or entrepreneurial performance of their respondents. However, Irengun and Arikboga (2015) found that the agreeableness component was related to social vision and financial return only but that it didn't include social network, sustainability and financial return. The findings of the study contradict with Caballero et al. (2013), Hockerts (2017) and Arshad and Li (2016). The findings of this study also contradict with the theory of the Big Five Personality Traits as the agreeableness component indicates no influence over social entrepreneurial intention among respondents of Development Studies in Nepal.

### **Openness**

The findings of the study revealed that openness personality traits did influence the intentions of respondents to become social entrepreneurs. Further, the openness component was found to have a moderate positive correlation with social vision, social network and innovation and a weak positive correlation with sustainability and the financial return component of social entrepreneurial intentions. This means that if a respondent has openness characteristics such as being liberal,

curious, creative, artistic, original and innovative (Cabarello et al. 2013), then they are most likely to become social entrepreneurs in Nepal. These findings are similar to Nga and Shamuganathan (2010), Caballero et al. (2010), Irengun and Arikboga (2015) as well as Arshad and Li (2016) who found that if an individual demonstrates openness personality traits such as being liberal, curious, creative and original then they are most likely to develop social entrepreneurial intentions. The findings of the openness personality trait also compliment the theoretical perspective of Big Five Personality Traits.

In addition, Javan (2014) mentions that being open not only influences an individual's intention to become a social entrepreneur but also directly influences the hard-working abilities of an individual in a study conducted among Isfahan's staffs in Iran. In contrast to the findings, Liang, Peng, Yao and Liang (2015) found that openness had a negative influence on the service programs of a social enterprise in a study conducted among managers of social enterprises in Taiwan. However, the multiple linear regression analysis found that the openness personality trait has the second strongest influence over social entrepreneurial intentions of undergraduate level Development Studies students of Nepal.

### **Extroversion**

The extroversion component of personality traits was found to be the most influencing personality trait on social entrepreneurial intentions of respondents. Further, the extroversion component was found to have a strong positive correlation with innovation and a higher level of positive correlation with other social entrepreneurial intention dimensions. This means that respondents who have extroverted personality characteristics such as being outgoing, energetic, enthusiastic, sociable and adventurous (John and Srivastava, 1999) are more innovative,

sustainable and also have a broad sense of social vision, social network and financial return among undergraduate level Development Studies students of Nepal. In other words, extroverted respondents are the most likely to have social entrepreneurial intentions among undergraduate level Development Studies students in Nepal.

The finding is supported by Tran and Korflesch (2016) who indicate that individuals who have extroverted personality traits such as being assertive, dominant, energetic and enthusiastic have a higher degree of intentions to become a social entrepreneur. Further, Mount and Barrick (2005) also compliment the findings of this study by indicating that those individuals who have an extraverted personality trait are more likely to work in an aggressive socially oriented activity. These findings are also in favor of theory of Big Five Personality Traits. The findings contradict with Caballero et al. (2013) who found that the conscientiousness personality traits such as competence, orderly, dutifulness, self-discipline (Buchanan, 1998) have the highest degree of influence on social vision, sustainability, social network and innovative dimensions of social entrepreneurial intentions among Peruvian social entrepreneurs.

### **Conscientiousness**

Conscientiousness personality traits were found to influence social entrepreneurial intentions and have a moderate positive correlation with innovation and sustainability and a weak positive correlation with social vision, social network and financial return. This means that respondents who have a conscientiousness personality trait such as being orderly, responsible and dependable would also have social entrepreneurial intentions. Further, respondents who have conscientiousness personality traits would also have a moderate level of innovation and sustainability and a lower level of social vision, social network and financial return among undergraduate level Development Studies students of Nepal.

These findings are complimented by Caballero et al. (2013), and Nga and Shamuganathan (2010) who also found that having a conscientiousness personality also enhances an individual's social entrepreneurial intentions. The Theory of the Big Five Personality Traits also supports findings of the conscientiousness personality traits. However, the findings contradict with Irengun and Arikboga (2015) and Arshad and Li (2016) who found that having a conscientious personality trait does not influence an individual's social entrepreneurial intentions in their studies.

### **Neuroticism**

Neuroticism personality traits were found to be insignificant with social entrepreneurial intentions in this study. Further, neuroticism personality traits were found to have a weak positive correlation with social vision, social network, innovation and financial return and a very weak positive correlation with sustainability. This means that the negative neurotic personality traits such as anger, anxiety, fear, sadness, shyness, and worry (Jeronimus et al., 2014) have no influence over the social entrepreneurial intentions of respondents of Development Studies in Nepal. Further, those respondents who have negative neurotic personality traits would have low social vision, social network, innovativeness and financial return and a very low level of sustainability within them.

These findings are supported Nga and Shamuganathan (2010) who found that neurotic negative personality traits do not influence the social entrepreneurial intentions of their respondents in Malaysia. However, the findings partially contradict with Arshad and Li (2016), Irengun and Arikboga (2015) and Cabarello et al. (2013) who found that the negative neurotic personality traits have influence on some of the components of social entrepreneurial intentions such as financial return. In addition, the findings of neurotic personality traits contradict with the theoretical perspectives

of the Big Five Personality Traits among undergraduate level Development Studies students in Nepal.

### **Trait Composites**

The derailing personality trait composites were found to be insignificant towards social entrepreneurial intentions of respondents. Further, these additional trait composites were found to have a weak positive correlation with all the components of social entrepreneurial intention dimension. This means that the derailing personality traits such as being ego-centered, intimidating, manipulative, micro-managing and passive-aggressive (Bond, 2012) were found to have no influence on the social vision, social network, sustainability, innovation and financial return dimensions of social entrepreneurial intentions among undergraduate level Development Studies students of Nepal. Furthermore, a respondent's personality of being ego-centered, intimidating, manipulative, micro-managing and passive-aggressive had no effect on their social entrepreneurial intentions of undergraduate level Development Studies students of Nepal.

These findings are supported by Robertson (2014) who mentioned that derailing personality traits such as being ego-centered and passive-aggressive are the riskiest personality traits that may lead to the downfall of an entrepreneur (as cited in Parsons, 2014). However, in a study conducted by Robie et al. (2008), it was found that those individuals who have a higher degree of derailing personality traits such as being ego-centered, intimidating, manipulative, micro-managing and passive-aggressive had lower level of other personality traits in their studies.

### **Summary**

Demographic variables (sex, age, ethnicity, father's occupation and mother's occupation) do not influence social entrepreneurial intentions of undergraduate level

Development Studies students. However, component wise age has some influence over respondents being social entrepreneurs in Nepal. The respondents are highly agreeable. They can be highly open towards others. They are highly conscience in their character. They are extroverted. They also have neurotic negative characteristics. They have a higher degree of additional trait composites. The respondents have an increased degree of social vision, social network within them. They have a higher degree of sustainability dimension and can be innovative and generate financial return. All six personality traits are positively correlated with the social entrepreneurial intentions dimension. Extroversion has the strongest influence over social entrepreneurial intentions. It has a strong relationship with innovation and a moderate relationship with social vision, social network and sustainability and a weak relationship with financial return. Openness has the second strongest influence over social entrepreneurial intentions. It has a moderate relationship with social vision, social network and innovation and a weak relationship with sustainability and financial return. Conscientiousness has the third strongest influence over social entrepreneurial intention. It has a moderate relationship with innovation and sustainability and a weak relationship with social vision, social network and financial return. In aggregate, all personality traits influence social entrepreneurial intentions. However, component- wise, agreeableness, neuroticism and trait composite personality traits do not influence social entrepreneurial intention of undergraduate level Development Studies students.



## CHAPTER VI

### CONCLUSION AND IMPLICATIONS

This chapter concludes with answers based on three research questions, results of data collections, results of discussion of findings based on thematic perspectives of personality traits and social entrepreneurial intentions, theoretical perspectives of the Big Five Personality Traits, policy reviews and past researches and review. This chapter also gives further implications to policy makers, for practice, for theory of the Big Five Personality Traits, for future researchers, and for the sustainable development of Nepal.

#### **Conclusion**

Personality traits are one of the strong determinants of social entrepreneurial intentions among students in Nepal. Particularly, the Development Studies students of Nepal have a positive and higher degree of personality traits as well as social entrepreneurial intentions within them. Therefore, they have higher chances of getting involved in social entrepreneurial activities in Nepal.

Among six personality traits, extroverted students are sociable, energetic, enthusiastic and adventurous in their nature. These extroverted personalities make them highly innovative and enhance their ability to develop social vision as well as help them to enhance their social network within their peers. These personalities also help students to generate a higher level of financial returns so that they can sustain themselves in Nepal. In other words, extroversion personality is the strongest personality that influences social entrepreneurial intentions among undergraduates of Development Studies of Nepal.

Likewise, students who are open are liberal, curious, creative, artistic and unique in their nature. These personalities enhance their long term social vision and makes them innovative individuals. These personalities subordinate their social networks and generate financial returns. Thus, openness personality is the second strongest personality trait that influences intentions to become social entrepreneurs among undergraduates of Development Studies of Nepal.

On the other hand, being conscientious among students is to become orderly, responsible and dependable by others. These personalities directly enhance student's innovative abilities and intensifies their sustainability. It also aides their social networks among their peers and generates financial returns. Therefore, conscientiousness personality is the third strongest personality which influences intentions to become social entrepreneurs among undergraduate level Development Studies students of Nepal.

Being negative and neurotic hinders students from becoming innovative and generating financial returns in Nepal. Students who are negative and neurotic will be unable to develop social vision and social network within them. This will ultimately lead them towards un-sustainability. Agreeable students do not necessarily have social entrepreneurial intentions within them in Nepal. Being agreeable means having a lower level of innovativeness, social vision and fewer social networks in Nepal. Agreeable students will generate less financial returns and they have less chances of sustaining themselves in the long run. Similarly, ego- centered, intimidating, manipulative, and passive – aggressiveness are composite personality traits which derails students from developing social entrepreneurial intentions within them in Nepal.

On the other hand, it is an inevitable fact that the absence of accurate government data about the population of male and females in entrepreneurship has created a dilemma in entrepreneurial research in Nepal. Despite such hindrances, researchers were found to claim that female driven entrepreneurs earn more than male entrepreneurs in Nepal. However, this study concludes that developing social entrepreneurial intentions among undergraduate level Development Studies students is regardless of them being male or female in Nepal.

Social entrepreneurial intention among students is not effected by their caste and ethnicity in Nepal. However, the participation of Dalit and minority groups in undergraduate level Development Studies is very much lessened (almost negligible). This evidence raises a question about inclusiveness and sustainability of Development Studies education within Dalit and minority groups of Nepal.

There are two different conclusions on age and social entrepreneurial intentions of students. First on average, age has no influence over social entrepreneurial intention of undergraduate level Development Studies students of Nepal. Secondly, in an individual component wise contribution, age influences social entrepreneurial intentions of students. Based on the second conclusion of age, youth have higher social entrepreneurial intentions within them compared to other age groups in Nepal.

There is a growing number of researchers who are keen to study the role of parental occupation on children's personality/behavior who regard their parents as entrepreneurial role models. This study concluded that undergraduate level Development Studies students' fathers as well as mother's occupation has no influence over their intentions to become social entrepreneurs in Nepal.

Finally, this thesis concludes that personality traits are strong determinants of social entrepreneurial intentions among undergraduate level Development Studies students of Nepal. Among them, extroversion, openness and conscientiousness personality traits influence social entrepreneurial intentions among students. Likewise, an extensive literature review claims that there is no universally accepted definition of social entrepreneurship or a universal model of measuring social entrepreneurial intentions. Despite such gaps, social entrepreneurial activity and social entrepreneurial research is emerging globally. In Nepalese context, social entrepreneurial intentions enhance sustainable entrepreneurial practices within social and environmental ethics among students. This may contribute towards sustainable development through social entrepreneurship in Nepal.

### **Implications**

This study concluded that personality traits do influence social entrepreneurial intentions among undergraduate level Development Studies students and it discussed major findings from theoretical, policy and past researches and review in its previous chapter. The following section implies to future researchers, practice, theory, policy and sustainable development.

#### **Implication for Future Researchers**

If we look at tools of data analysis, this study used multiple linear regression analysis to study the contribution of personality traits and social entrepreneurial intentions. It can be implied that future researchers can use advanced statistical tools such as Exploratory Factor Analysis, Confirmatory Factor Analysis and Structural Equation Modeling to know which items of personality traits contribute toward social entrepreneurial intentions of students in Nepal. Similarly, this study was conducted among small populations of undergraduate level Development Studies students of

Nepal. It can be implied that future researchers can conduct this study among wider populations of students to know their social entrepreneurial intentions. Likewise, this study used quantitative methods and found out which personality influences social entrepreneurial intentions. Methodological implications of the study would be that future researchers can use qualitative research methods to find out answers to why and how personality traits influence social entrepreneurial intentions in Nepal. It can also be implied that future researchers can also examine other variables such as the role of parental occupation, the role of gender, and the role of socio- economic and culture on social entrepreneurial intentions of students in Nepal.

### **Implications for Theory**

This study is the first to add a sixth trait “Trait Composite” in the Big Five Personality Traits within the Nepalese context. Researcher implies that future researchers may have to consider trait composite while studying social entrepreneurship from the theoretical lens of Big Five Personality Traits. It is also the first to link the Big Five Personality Trait Theory with social entrepreneurial intentions among undergraduate level Development Studies students of Nepal. This study implies that the extroversion personality trait is the most influencing trait on social entrepreneurial intentions of students. This study also implies that the openness personality is the second most influencing factor whereas conscientiousness is the third most influencing factor on social entrepreneurial intentions of undergraduate level Development Studies students.

### **Implication for Practice**

This study measured personality traits and social entrepreneurial intentions among undergraduate level Development Studies students. The respondents are Development Studies undergraduates who will be making their career as professionals

in Nepalese markets in the near future. This study will help students, educators, and teachers to identify those personalities that would enhance social entrepreneurial intentions leading towards social entrepreneurial practices and sustainable outcomes. The findings of the study will also help business incubation centers and venture creating firms in Nepal give more emphasis to those candidates who are extroverted, open and conscientious to develop social enterprises in Nepal. This study will also help to promote social and environmental ethics through social entrepreneurial practices by identifying negative and positive personality traits and taking rational decision in Nepal.

### **Implication for Policy**

This study highlighted that absence of accurate government data and statistics make it difficult for the development of entrepreneurial as well as social entrepreneurial research in Nepal. In order to solve these problems, the Government of Nepal can conduct frequent surveys along with NGOs, INGOs, and research consulting firms to provide primary data about entrepreneurial activities in Nepal. Secondly, the Government' of Nepal, Ministry of Finance may also encourage youth in the age group of 19 to 22 years towards social entrepreneurship and include social entrepreneurial funding in their Youth and Small Entrepreneurial Self- Employment Fund. Thirdly, there is a need to focus ways of enhancing social entrepreneurial intentions of those in the 27 to 30 years' age group in local, district and national level in Nepal. Lastly, this study found that the participation of Dalit and minority group students in undergraduate level Development Studies education is almost 0. The government of Nepal and its concerned authorities need to encourage education institutions and colleges of Nepal to include the maximum number of students

belonging to Dalit and other minority groups in the Development Studies education of Nepal.

### **Implication for Sustainable Development**

This study argued that commercial entrepreneurship based on economic theory looked like entrepreneurship only from the innovative perspective of the Schumpeterian era of 1947. As a consequence, commercial entrepreneurs became innovative globally but with bigger social and environmental problems. The study mentioned that social entrepreneurship is within social and environmental ethics. Due to this reason, social entrepreneurship is regarded as sustainable entrepreneurship. This study implies that students who have social entrepreneurial intentions will become social entrepreneurs in the future and will practice entrepreneurship within environmental and social ethics. In addition, this study would also help to identify positive and negative personality traits through which students can avoid derailments and negative intentions that might hinder them from becoming social entrepreneurs in the near future. This may lead towards sustainable development in Nepal.

## REFERENCES

- Adams, R. B., & Kveraga, K. (2015). Social vision: Functional forecasting and the integration of compound social cues. *The Review of Philosophy and Psychology, 6*, 591-610. doi:10.1007/s13164-015-0256-1
- Adhikari, R. P. (2016). *To whom it may concern* [Letter]. Pokhara, Nepal: The School of Development and Social Engineering, Pokhara University.
- Akanbi, S. T. (2013). Familial factors, personality traits and self- efficacy as determinants of entrepreneurial intention among vocational based college of education students in Oyo state, Nigeria. *Online Journal of African Educational Research Network, 13*(2), 66-76.
- American Psychological Association. (2003). *Ethical principles of psychologists and code of conduct*. Washington, DC: Author. Retrieved from <https://www.apa.org/ethics/code/principles.pdf>
- Arnau, J., Bendayan, R., Blanca, M. J., & Bono, R. (2013). The effect of skewness and kurtosis on the robustness of linear mixed models. *Behavior Research Methods, 45*(3), 873-879. doi:10.3758/s13428-012-0306-x
- Arshad, M. O., & Li, C. (2016). Personality traits and their effects on social entrepreneurial intentions. *The International Journal of Business and Management, 4*(4), 222-226. Retrieved from <http://www.theijbm.com/wp-content/uploads/2016/04/29.-BM1604-057.pdf>
- Ashoka. (2017, January). *Finding the world's leading social entrepreneurs*. Retrieved from <http://scandinavia.ashoka.org/finding-worlds-leading-social-entrepreneurs>



- Austin, J., Stevenson, H., & Wei-Skillern, J. (2006). Social and commercial entrepreneurship: Same, different or both? *Entrepreneurship: Theory and Practice*, 30(1), 1-22.
- Bacq, S., Hartog, C., Hoogendoorn, B., & Lepoutre, J. (2011). Social and commercial entrepreneurship: Exploring individual and organizational characteristics. *Zoetermeer: EIM and Scientific Analysis of Entrepreneurship and SME's*. Retrieved from <http://ondernemerschap.panteia.nl/pdf-ez/h201110.pdf>
- Bacq, S., Hartog, C., Hoogendoorn, B., & Lepoutre, J. (2011). Social and commercial entrepreneurship: Exploring individual and organizational characteristics. *Zoetermeer: EIM and Scientific Analysis of Entrepreneurship and SME's*. Retrieved from <http://ondernemerschap.panteia.nl/pdf-ez/h201110.pdf>
- Bakker, B. N. (2014). *Personality and politics: The direct and indirect associations between the five-factor model and political attitudes* (Unpublished doctoral dissertation). University of Southern Denmark, Denmark.
- Barendsen, L., & Gardner, H. (2004). Is the social entrepreneur a new type of leader? *Leader to Leader*, 34, 43-50. doi:10.1002/ltl.100
- Bateman, M. (2014). *The rise and fall of Muhammad Yunus and the microcredit model*. Retrieved from <http://www.microfinancegateway.org/sites/default/files/mfg-en-paper-the-rise-and-fall-of-muhammad-yunus-and-the-microcredit-model-jan-2014.pdf>
- Baumuller, Heike, Donnelly, E., Vines, A., Weimer, M., & Chatham, H. (2011). *The effects of oil companies' activities on the environment, health and development in Sub-Saharan Africa*. Brussels, Belgium: European Parliament.
- Bennett, L. (2005). Gender, caste and ethnic exclusion in Nepal: Following the policy process from analysis to action. In *New Frontiers of Social Policy:*

- Development in a Globalizing World* (pp. 1-48). Arusha, Tanzania: World Bank. Retrieved from <http://siteresources.worldbank.org/INTRANETSOCIALDEVELOPMENT/Resources/Bennett.rev.pdf>
- Bernardino, S., & Santos, J. F. (2015). Financing social ventures by crowdfunding: The influence of entrepreneur's personality traits. *Research Unit in Economic Policies*, 3-30. Retrieved from [http://www.nipe.eeg.uminho.pt/Uploads/WP\\_2015/NIPE\\_WP\\_12\\_2015.pdf](http://www.nipe.eeg.uminho.pt/Uploads/WP_2015/NIPE_WP_12_2015.pdf)
- Bhatnagar, R., Kim, J., & Many, J. E. (2014). Candidate surveys on program evaluation: Examining instrument reliability, validity and program effectiveness. *American Journal of Educational Research*, 2(8), 683-690. doi:10.12691/education-2-8-18
- Bond, J. (2012). *Global personality inventory (GPI)*. London: SHL Group Limited. Retrieved from [http://www.humandevolutionsolutions.com/pdf/GPI\\_Informe%20RH.pdf](http://www.humandevolutionsolutions.com/pdf/GPI_Informe%20RH.pdf)
- Braunerhjelm, P., & Hamilton, U. S. (2010). Social entrepreneurship - A survey of current research. *Working Paper Series from Swedish Entrepreneurship Forum*, 5-57. Retrieved from [http://entreprenorskapsforum.se/wpcontent/uploads/2013/03/WP\\_09.pdf](http://entreprenorskapsforum.se/wpcontent/uploads/2013/03/WP_09.pdf)
- Brozek, K. O. (n.d.). *Exploring the continuum of social and financial returns: When does a nonprofit become a social enterprise?* San Francisco, CA: Federal Reserve Bank of San Francisco. Retrieved from <http://www.frbsf.org/community-development/files/brozek.pdf>
- Bryman, A. (2012). *Social research methods (4th ed.)*. New York, NY: Oxford University Press. Retrieved from

<https://books.google.com.np/books?hl=en&lr=&id=N2zQCgAAQBAJ&oi=fnd&pg=PP1>

- Buchanan, L. B. (1998). *The impact of big five personality characteristics on group cohesion and creative task performance* (Unpublished doctoral dissertation). Virginia Polytechnic Institute and State University. Retrieved from <https://vtechworks.lib.vt.edu/bitstream/handle/10919/30415/etd.pdf?sequence=1>
- Bushell, B. (2008). Women entrepreneurs in Nepal: What prevents them from leading the sector? *Gender and Development*, 16(3), 549-564.  
doi:10.1080/13552070802465441
- Caballero, S., Fuchs, R. M., & Priale, M. A. (2013). The influence of personality trait on social enterprise: the case of Peruvian social entrepreneurs. *EMES - SOCENT Conference Selected Papers* (LG13-07).
- Chen, C., Habert, G., Bouzidi, Y., & Jullien, A. (2010). Environment impact of cement production detail of the different processes and cement plant variability production. *Journal of Cleaner Production*, 18(5), 478-485.  
doi:10.1016/j.clepro.2009.12.014
- Chen, S. C., Jing, L. L., & Sung, M. H. (2012). University student personality traits and entrepreneurial intention; Using entrepreneurship and entrepreneurial attitude as mediating variable. *International Journal of Economics and Research*, 3(3), 76-82.
- Chipeta, E. M. (2015). *Social entrepreneurial intentions among university students in Gauteng* (Unpublished master dissertation). North-West University. Retrieved from <https://dspace.nwu.ac.za/bitstream/handle/10394/16535/ChipetaEM.pdf?sequence=1>

- Chipeta, E. M. (2015). *Social entrepreneurship intentions among university students in Gauteng* (Unpublished master dissertation). North-West University, South Africa.
- Conger, M., York, J. G., & Wry, T. (2012). We do what we are: Entrepreneurship as the expression of values and identity. *Working Paper of Management of Technology and Entrepreneurship Institute*, 1-40. Retrieved from [http://cdm.epfl.ch/files/content/sites/mtei/files/shared/mtei\\_seminars/2012/Identity\\_EPFL\\_052312.pdf](http://cdm.epfl.ch/files/content/sites/mtei/files/shared/mtei_seminars/2012/Identity_EPFL_052312.pdf)
- Cope, J. (2003). Towards a dynamic learning perspective of entrepreneurship. *Working Paper of Lancaster University Management School*, 1-36. Retrieved from <http://eprints.lancs.ac.uk/48679/1/Document.pdf>
- Cope, J. (2005). Towards a dynamic learning perspective of entrepreneurship. *Entrepreneurship Theory and Practice*, 29(4), 373-398. doi:10.1111/j.1540-6520.2005.00090.x
- Creswell, J. W. (2014). *Research design: Qualitative, quantitative and mixed methods approaches*. California, CA: Sage.
- Davis, K. (1973). The case for and against business assumption of social responsibilities. *The Academy of Management Journal*, 16(2), 312-322. Retrieved from [https://www.jstor.org/stable/255331?seq=1#page\\_scan\\_tab\\_contents](https://www.jstor.org/stable/255331?seq=1#page_scan_tab_contents)
- Dees, G. J., & Anderson, B. B. (2006). Framing a theory of social entrepreneurship: Building on two school of practice and thought. *Research on Social Entrepreneurship*, 39-66.
- Digman, J. M. (1990). Personality structure: Emergence of the five- factor model. *Annual Review Psychology*, 41, 417-440. Retrieved from

<https://xa.yimg.com/kq/groups/2458883/7025501/name/Digman+on+Five+Factor+Model.pdf>

- Douglas, S. P., & Craig, C. S. (2007). Collaborative and iterative translation: An alternative to back translation. *Journal of International Marketing*, 15(1), 30-43. doi:10.1509/jimk.15.1.030
- Drost, E. A. (2011). Validity and reliability in social science research. *Education Research and Perspectives*, 38(1), 105-123. Retrieved from <http://www.erpjournal.net/wp-content/uploads/2012/07/ERP38-1.-Drost-E.-2011.-Validity-and-Reliability-in-Social-Science-Research.pdf>
- Dudovsky, J. (2016, May). *The ultimate guide to write a dissertation in business studies- A step by step assistance*. Retrieved from <http://research-methodology.net/research-philosophy/ontology/>
- Dudovsky, J. (2016, May). *The ultimate guide to write a dissertation in business studies- A step by step assistance*. Retrieved from <http://research-methodology.net/research-philosophy/ontology/>
- Ebner, A. (2006). Schumpeterian entrepreneurship revisited: Historical specificity and the phases of capitalist development. *Journal of the History of Economic Thought*, 28(3). doi:10.1080/10427710600857849
- Ernst, K. (2011, July). *Heart over mind - An empirical analysis of social entrepreneurial intention formation on the basis of the theory of planned behavior* (Unpublished doctoral dissertation). University of Wuppertal, Wuppertal, Germany. Retrieved from <http://d-nb.info/1022899309/34>
- European Union. (2014). *Social innovation: A decade of changes*. Luxembourg: Office of the European Union. doi:10.2796/27492

- Ferri, E. (2014). *Social entrepreneurship and institutional context: A quantitative analysis* (Unpublished doctoral dissertation). Universitat Autònoma de Barcelona, Spain.
- Fini, R., Grimaldi, R., Marzocchi, G. L., & Sobrero, M. (2009). *The foundation of entrepreneurial intention*. Paper Presented at Summer Conference, 17-19 June, 2009, Frederiksberg, Denmark.
- Germak, A. J., & Singh, K. K. (2010). Social entrepreneurship: Changing the way social workers do business. *Administration in Social Work, 34*(1), 79-95. doi: <http://dx.doi.org/10.1080/03643100903432974>
- Global Finance. (2016, May Tuesday). *Bangladesh GDP and economic data/ Bhutan GDP and economic data*. Retrieved from <https://www.gfmag.com/global-data/country-data/bangladesh-gdp-country-report>
- Goldberg, L. R. (1993). The structure of phenotypic personality traits. *American Psychologist, 48*(1), 26-34.
- Grieco, C. (2015). *Assessing social impact of social enterprises: Does one size fit all?* London: Springer. doi:10.1007/978-3-319-15314-8
- Groot, A., & Dankbaar, B. (2014). Does social innovation require social entrepreneurship. *Technology, Innovation, Management Review, 17-29*. Retrieved from <http://www.timreview.ca>
- Groot, A., & Dankbaar, B. (2014). Does social innovation require social entrepreneurship? *Technology, Innovation, Management Review, 17-29*. Retrieved from <http://www.timreview.ca>
- Gurven, M., Rueden, C. V., Massenkoff, M., Kaplan, H., & Vie, M. L. (2013). How universal is the big five? Testing the five factor model of personality variation

- among forager- farmers in the Bolivian Amazon. *Journal of Personality and Social Psychology*, 104(2), 354-370. doi:10.1037/a0030841
- Hariri, H. (2011). *Leadership styles, decision making styles, and teacher job satisfaction: An Indonesian school context* (Unpublished doctoral dissertation). James Cook University, Queensland, Australia.
- Hart, S. L. (1971). Axiology- Theory of values. *Philosophy and Phenomenological Research*, 32(1), 29-41. doi:10.2307/2105883
- Hertzog, M. A. (2008). Considerations in determining sample size for pilot studies. *Research in Nursing and Health*, 31, 180-191. doi:10.1002/nur.20247
- Hockerts, K. (2017). Determinants of social entrepreneurial intentions. *Entrepreneurship Theory and Practice*, 105-130. doi:10.1111/etap.12171
- Hodge, D. R., & Gillespie, D. (2003). Phrase completions: An alternative to Likert scales. *Social Work Research*, 27(1), 45-55. Retrieved from <https://www.jstor.org/stable/pdf/42659514.pdf>
- International Personality Item Pool. (n.d.). *The big five personality trait*. Retrieved from <http://personality-testing.info/printable/big-five-personality-test.pdf>
- Irengun, O., & Arikboga, S. (2015). The effect of personality trait on social entrepreneurial intention: A field research. *Paper of Social and Behavioral Sciences*, 1187-1195. doi: 10.1016/j.sbspro.2015.06.172
- Javan, R. S. (2014). The relationship between personality traits and entrepreneurial intentions. *Research on Humanities and Social Sciences*, 4(22), 112-118. Retrieved from <http://www.iiste.org/Journals/index.php/RHSS/article/view/16815/17159>
- Jeronimus, B. F., Reise, H., Sanderman, R., & Ormel, J. (2014, August 11). Mutual reinforcement between neuroticism and life experiences: A five wave, 16 -

- year study to test reciprocal causation. *Journal of Personality and Social Psychology*, 1-14. Retrieved from <http://dx.doi.org/10.1037/a0037009>
- John, O. P., & Srivastava, S. (1999). The big-five trait taxonomy: History, measurement and theoretical perspective. *Handbook of Personality Theory and Research*. Retrieved from [http://moityca.com.br/pdfs/bigfive\\_John.pdf](http://moityca.com.br/pdfs/bigfive_John.pdf)
- John, O. P., & Srivastava, S. (1999). The big-five trait taxonomy: History, measurement and theoretical perspective. In *Handbook of personality theory and research* (2nd ed.). New York, NY: Guilford. Retrieved from: [http://moityca.com.br/pdfs/bigfive\\_John.pdf](http://moityca.com.br/pdfs/bigfive_John.pdf)
- Joshi, P. R., Thagurathi, R. K., Poudel, D. R., Nepal, S. R., & Khadka, B. K. (2011). *Data analysis and modelling*. Kathmandu, Nepal: Buddha Academic Publishers.
- Kalkan, M., & Kaygusuz, C. (2012). *The psychology of entrepreneurship. Entrepreneurship - Born, made and educated*. Retrieved from <http://www.intechopen.com>
- Kezar, A. (2000). The importance of pilot studies: Beginning the hermeneutic circle. *Research in Higher Education*, 41(3), 385-400. Retrieved from <https://www.jstor.org/stable/pdf/40196398.pdf>
- Knudsen, T., & Swedberg, R. (2009). Capitalist entrepreneurship: Making profit theunmaking of economic orders. *Capitalism and Society*, 4(2). doi:10.2202/1932-0213.1057
- Krueger, N. F. (2008). Entrepreneurial intention are dead: Long live entrepreneurial intention. *International Studies in Entrepreneurship*, 54. doi:10.1007/978-1-4419-0443-0\_4



- Krueger, N. F. (2008). Entrepreneurial intention are dead: Long live entrepreneurial intention. *International Studies in Entrepreneurship*, 54. doi:10.1007/978-1-4419-0443-0\_4
- Krueger, N. F., Reilly, M. D., & Carsrud, A. L. (2000). Competing models of entrepreneurial intentions. *Journal of Business Venturing*, 15(5-6), 411-432. doi:10.1016/S0883-9026(98)00033-0
- Kuckertz, A., & Wagner, M. (2010). The influence of sustainability orientation on entrepreneurial intention - Investigating the role of business experience. *Journal of Business Venturing*, 25, 524-539. doi: 10.1016/j.jbusvent.2009.09.001
- Kulothungan, G. (2009). From intention formation to intentional actions- the situational logic of social enterprise formation. *Paper of 2nd EMES International Conference on Social Enterprise*, 2-17. Retrieved from [http://www.euricse.eu/sites/default/files/db\\_uploads/documents/1254747560\\_n154.pdf](http://www.euricse.eu/sites/default/files/db_uploads/documents/1254747560_n154.pdf)
- Lane, A., Baral, S., Simons, K., Lane, A., & Zhang, C. (2012). *China social enterprise report*. Retrieved from <http://www.fyse.org>
- Law Commission of Nepal. (2011). *Industrial policy 2011*. Kathmandu, Nepal: Ministry of Industry, Government of Nepal. Retrieved from <http://www.lawcommission.gov.np>
- Leutner, F., Ahmetoglu, G., Akhtar, R., & Premuzic, C. T. (2014). The relationship between the entrepreneurial personality and the big five personality traits. *Personality and Individual Differences*, 63, 58-63. doi: 10.1016/j.paid.2014.01.042

- Leviner, N., Crutchfield, L. R., & Wells, D. (2007). Understanding the impact of social entrepreneurs: Ashoka's answer to the challenge of measuring effectiveness. *Research on Social Entrepreneurship*. Retrieved from <https://www.ashoka.org/sites/ashoka/files/UnderstandingtheImpactChapterPDF.pdf>
- Liang, C. T., Peng, L. P., Yao, S. N., & Liang, C. (2015). Developing a social enterprise performance scale and examining the relationship between entrepreneur's personality traits and their perceived enterprise performance. *Journal of Entrepreneurship Management and Innovation*, 11(3), 89-116. Retrieved from <https://poseidon01.ssrn.com/delivery.php?ID=7521231120860671180980690070880710>
- Lindquist, M. J., Sol, J., & Praag, M. V. (2012). Why do entrepreneurial parents have entrepreneurial children? *Discussion Paper of Institute for the Study of Labor (IZA) (6740)*, 15-49. Retrieved from <http://ftp.iza.org/dp6740.pdf>
- Llewellyn, D. J., & Wilson, K. M. (2003). The controversial role of personality traits in entrepreneurial psychology. *Education + Training*, 45(6), 34-345. doi: <http://dx.doi.org/10.1108/00400910310495996>
- Mahat, R. S. (2015). *Economic survey: Fiscal year 2014/15*. Kathmandu, Nepal: Ministry of Finance, Government of Nepal. Retrieved from [http://mof.gov.np/uploads/document/file/Final%20Economic%20Survey%20071-72%20English%20\(Final\)\\_20150716082638.pdf](http://mof.gov.np/uploads/document/file/Final%20Economic%20Survey%20071-72%20English%20(Final)_20150716082638.pdf)
- Mainsah, E., Heuer, S. R., Kalra, A., & Zhang, Q. (2004). Grameen Bank: Taking capitalism to the poor. *Chazen Web Journal of International Business*, 1-29. Retrieved from

[https://www.gsb.columbia.edu/mygsb/faculty/research/pubfiles/848/Grameen\\_Bank\\_v04.pdf](https://www.gsb.columbia.edu/mygsb/faculty/research/pubfiles/848/Grameen_Bank_v04.pdf)

Mair, J., & Marti, I. (2006). Social entrepreneurial research: A source of explanation, prediction, and delight. *Journal of World Business, 41*, 36-44. doi: 10.1016/j.jwb.2005.09.002

Mair, J., & Noboa, E. (2003). Social entrepreneurship: How intentions to create a social enterprise get formed. *Working Paper of IESE Business School (D/521)*. Retrieved from [http://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=462283](http://papers.ssrn.com/sol3/papers.cfm?abstract_id=462283)

Mair, J., Robinson, J., & Hockerts, K. (2006). *Social entrepreneurship*. Barcelona, Spain: Palgrave Macmillan.

Martin, A., & Bavel, R. V. (2013). *Assessing the benefits of social networks for organization*. Luxembourg: Joint Research Centre of the European Commission. doi:10.2791/89039

Metropolis, N., Rosenbluth, A. W., Rosenbluth, M. N., & Teller, A. H. (1953). Equation of state calculation by fast computing machines. *The Journal of Chemical Physics, 21*(6). Retrieved from <http://www.aliquote.org/pub/metropolis-et-al-1953.pdf>

Miller, K. I. (2000). Common ground from the post-positivist perspective. In S. R. Corman & M. S. Poole (Eds.), *Perspectives on organizational communications: Finding common ground* (pp. 47-68). London, England: The Guilford Press.

Ministry of Corporate Affairs. (1956). *Companies act, 1956*. New Delhi, India: Author. Retrieved from <http://www.mca.gov.in/>

- Ministry of Finance. (2017, February). *About us: Youth and Small Entrepreneur Self-employment Fund, Secretariat*. Retrieved from:  
<http://ysef.gov.np/site/index.php/about-us>
- Ministry of Industry, Bangladesh. (2010). *National industrial policy*. Dhaka, Bangladesh: Author.
- Mount, M. K., & Barrick, M. R. (2005). Yes, personality matters: Moving on to more important matters. *Human Performance*, 18(4), 359-372. Retrieved from  
[http://www.sitesbysarah.com/mbwp/Pubs/2005\\_Barrick\\_Mount\\_HP.pdf](http://www.sitesbysarah.com/mbwp/Pubs/2005_Barrick_Mount_HP.pdf)
- Munoz, M. J. (2010). *International social entrepreneurship: Pathways to personal and corporate impact*. New York, NY: Business Expert Press.  
doi:10.4128/9781606491072
- NepalSutra Travel. (2017, January). *Local initiative*. Retrieved from  
[http://www.nepalsutra.com/social\\_service\\_organizations\\_in\\_nepal/category-Local%20Initiative.html](http://www.nepalsutra.com/social_service_organizations_in_nepal/category-Local%20Initiative.html)
- Nga, J. K., & Shamuganathan, G. (2010, August). The influence of personality trait and demographic factors on social entrepreneurship startup intention. *Journal of Business Ethics*, 95(2), 259-282. Retrieved from  
<http://www.jstor.org/stable/40785086>
- Noya, A., & Clarence, E. (2013). *Policy brief on social entrepreneurship: Entrepreneurial activities in Europe*. Luxembourg: Office of the European Union. Retrieved from <http://www.oecd.org>
- Okhominia, D. (2010). Entrepreneurial orientation and psychological traits: The moderating influence of supportive environment. *Journal of Behavioral Studies in Business*, 1-16.

- Parsons, N. E. (2014). Assessing your entrepreneurial capability. In R. Robertson (Ed.), *Winning at entrepreneurship* (pp. 1-9). Sugarland: MadeforSuccess Publishing.
- Poudel, T. (2016, May 24). To whom it may concern [Letter]. Kathmandu, Nepal: National College.
- Rahman, R. R., Othman, N., Pihie, Z. L., & Wahid, H. A. (2016). Entrepreneurial intention and social entrepreneurship among students in Malaysian higher education. *International Journal of Social, Behavioral, Educational, Economic, Business and Industrial Engineering*, *10*(1), 175-181.
- Roberts, P., Priest, H., & Traynor, M. (2006). Reliability and validity in research. *Journal of Nursing Standard*, *20*(44), 41-45.  
doi:10.7748/ns2006.07.20.44.41.c6560
- Robie, C., Brown, D. J., & Bly, P. R. (2008). Relationship between major personality trait and managerial performance: Moderating effects of derailing traits. *International Journal of Management*, *25*(1), 131-139.
- Robson, C. (2002). *Real world research: A resource for social scientist and practitioner - researchers*. Massachusetts, MA: Blackwell Publishing.
- Ryan, A. B. (n.d.). *Post-positivist approaches to research*. Retrieved from [http://eprints.maynoothuniversity.ie/874/1/postpositivist\\_approaches\\_to\\_research.pdf](http://eprints.maynoothuniversity.ie/874/1/postpositivist_approaches_to_research.pdf)
- Schmit, M. J., Kihm, J. A., & Robie, C. (2000). Development of a global measure of personality. *Personnel Psychology*, *53*(1), 153-193.
- Schumpeter, J. A. (1947). The creative response in economic history. *The Journal of Economic History*, *7*(2), 149-159. Retrieved from <http://www.jstor.org/stable/2113338>

- Seelos, C., & Mair, J. (2005). Social entrepreneurship: Creating new business models to serve the poor. *Business Horizons*, 48, 241-246. Retrieved from <http://christianseelos.com/Seelos%20Mair%20BH%202005.pdf>
- Shah, B. K. (2016, May 26). To whom it may concern [Letter]. Kathmandu, Nepal: Camad College.
- Shams, M. K. (2009). *Accelerating poverty reduction in Bangladesh through the Grameen family of companies: Building social enterprises as social ventures*. Washington, DC: Grameen Foundation Publication Series. Retrieved from [http://www.grameenfoundation.org/sites/default/files/archive-dev09/Khalid-Shams Accelerating-Poverty.pdf](http://www.grameenfoundation.org/sites/default/files/archive-dev09/Khalid-Shams%20Accelerating-Poverty.pdf)
- Singh, K. (2007). *Quantitative social research methods*. New Delhi, India: Sage.
- Śledzik, K. (2013). Schumpeter's view on innovation and entrepreneurship. Management trend in theory and practice. *SSRN Electronic Journal*. doi:10.2139/ssrn.2257783
- Soiferman, L. K. (2010). *Compare and contrast inductive and deductive research approaches. Inductive and deductive research approaches*. Retrieved from <http://files.eric.ed.gov/fulltext/ED542066.pdf>
- Soubbotina, T. P. (2004). *Beyond economic growth: An introduction to sustainable development*. Washington, DC: The International Bank for Reconstruction and Development/ World Bank.
- Stat Trek. (2017, January). *Statistics and probability dictionary*. Retrieved from [http://stattrek.com/statistics/dictionary.aspx?definition=Proportionate\\_stratification](http://stattrek.com/statistics/dictionary.aspx?definition=Proportionate_stratification)
- Statistics Canada. (2015, November). *Data analysis and presentation*. Retrieved from <http://www.statcan.gc.ca/pub/12-539-x/2009001/analysis-analyse-eng.htm>

- Statisticshow. (2017, January). *Chauvenet's criterion*. Retrieved from <http://www.statisticshowto.com/chauvenets-criterion/>
- Sukamolson, S. (n.d.). *Fundamentals of quantitative research*. Bangkok: ChulalongkornUniversity.
- Sutha, A. I., & Sankar, P. (2016). Entrepreneurial intention and social entrepreneurship among university students in Chennai city. *International Journal of Engineering Studies*, 8(1), 93-106. Retrieved from [https://www.ripublication.com/ijes16/ijesv8n1\\_08.pdf](https://www.ripublication.com/ijes16/ijesv8n1_08.pdf)
- Swissnex India. (2015). *Social entrepreneurship in India: Unveiling the unlimited opportunities*. Bangalore, India: Consulate General of Switzerland. Retrieved from <http://www.swissnexindia.org>
- Tan, W. L., Williams, J., & Tan, T. M. (2005). Defining the 'social' in 'social entrepreneurship': Altruism and entrepreneurship. *International Entrepreneurship and Management Journal*, 1, 353-365.
- Tavakol, M., & Dennick, R. (2011). Making sense of Cronbach's alpha. *International Journal of Medical Education*, 2, 53-55. doi: 10.5116/ijme.4dfb.8dfd
- Teijlingen, E. V., & Hundley, V. (2002). The importance of pilot studies. *Nursing Standard*, 16(40), 19-25. doi:10.7748/ns2002.06.16.40.33.c3214
- Tennis, J. T. (2008). Epistemology, theory, and methodology in knowledge organization: Toward a classification, metatheory, and research framework. *Knowledge Organization*, 35(2/3), 102-112. Retrieved from [http://faculty.washington.edu/jtennis/Publications\\_files/Tennis2008KOEpi.std](http://faculty.washington.edu/jtennis/Publications_files/Tennis2008KOEpi.std)

- Thompson, J. L. (2002). The world of the social entrepreneur. *International Journal of Public Sector Management*, 15(5), 412-431.  
doi:10.1108/09513550210435746
- Torraco, R. J. (2016). Writing integrative literature reviews: Using past and present to explore the future. *Human Resource Development Review*, 15(4), 404-428.  
doi:10.1177/1534484316671606
- Toufique, M. M. (2015). Ecological economics - Abridging the gap between conventional economics and ethics. *Asia Pacific Journal of Energy and Environment*, 2(3), 161-164.
- Tran, A. T., & Korflesch, H. V. (2016). A conceptual model of social entrepreneurial intention based on social cognitive career theory. *Asia Pacific Journal of Innovation and Entrepreneurship*, 10(1), 17-38. doi:10.1108/APJIE-12-2016-007
- Tugwell, R. G. (1922). Human nature in economic theory. *Journal of Political Economy*, 30(3), 317-345. Retrieved from [https://www.jstor.org/stable/1822708?seq=1#page\\_scan\\_tab\\_contents](https://www.jstor.org/stable/1822708?seq=1#page_scan_tab_contents)
- U.S. Department of State. (2016, May). *Spark initiative: U.S. government programs*. Retrieved from <http://www.state.gov/e/eb/cba/entrepreneurship/spark/239681.htm>
- Unite for Sight. (2017, February). *Module 7: Social investing and social return on investment*. Retrieved from <http://www.uniteforsight.org/social-entrepreneurship-course/module7>
- United States Agency for International Development. (2014). *Social networking: A guide to strengthening civil society through social media*. Virginia, United States Retrieved from <http://www.counterpart.org/wp->



content/uploads/2015/10/Social\_NetworkingGuide\_to\_Strengthening\_Civil\_Society.pdf

- Vaus, D. d. (2002). *Analyzing social science data: 50 key problems in data analysis*. London, England: Sage.
- Vivarelli, M. (2013). Is entrepreneurship necessarily good? Microeconomic evidence from developed and developing countries. *Industrial and Corporate Change*, 22(6), 1453-1495. doi:10.1093/icc/dtt005
- Volkman, C. K., Tokarski, K. O., & Ernst, K. (2012). *Social entrepreneurship and social business: An introduction and discussion with case studies*. Wiesbaden: Springer Gabler. doi:10.1007/978-3-8349-7093-0
- Willis Foundation. (2007). World view, paradigms, and practice of social science research. *Paper of Willis Foundation*, 1-26.
- Winter, G. (2000). A comparative discussion of the notion of 'validity' in qualitative and quantitative research. *The Qualitative Report*, 4(3), 1-14. Retrieved from <http://nsuworks.nova.edu/tqr/vol4/iss3/4>
- Yamane, T. (1967). *Statistics an introductory analysis* (2<sup>nd</sup> eds). New York: Harper and Row. Retrieved from <https://www.amazon.com/Statistics-Introductory-Analysis-Taro-Yamane/dp/B0000CNPXC>
- Young, D. R. (2013). If not for profit, for what? *Faculty Books*, 1-240.
- Yunus, M. (2006). *Social business entrepreneurs are the solutions*. Skoll World Forum on Social Entrepreneurship. Oxford, England: Oxford University.
- Yunus, M. (2008). Creating a world without poverty: Social business and the future of capitalism. *Global Urban Development Magazine*, 4(2). Retrieved from <http://www.globalurban.org/GUDMag08Vol4Iss2/Yunus.htm>

Zhao, H., Seibert, S. E., & Lumpkin, G. T. (2010). The relationship of personality to entrepreneurial intention and performance: A meta-analytic review. *Journal of Management*, 36(381). doi:10.1177/0149206309335187

## ANNEX I: QUESTIONNAIRE

प्रियविद्यार्थीहरू,

मेरोनामगुन्जनखनालहो |

हालमकाठमाडौँ विश्वविद्यालयमादिगोविकामास्नातकोत्तरगर्दछुसोहीपाठ्यक्रमअनुसार “*Personality Traits and Social Entrepreneurial Intentions: An Empirical Study of Undergraduates of Development Studies in Nepal*” बिषयमा अनुसन्धान गर्दैछु |

यो अध्ययन नेपालको विकास शिक्षा मास्नातक गर्दै गरेको बिद्यार्थी बीचमा गरिदैछ |

तपाईंहरूलाई म यस अध्ययनमा सहभागी भई दिनुहुन बिनम्र अनुरोध गर्दैछु |

तपाईंहरूको सहभागिता पूर्णस्वेच्छिक हुनेछ |

यदि तपाईंहरूलाई इच्छान भएमा यस अध्ययनमा सहभागी हुन तथा सहभागी भएपनि कुनै पनि समयमा आफ्नो सहभागिता बाट फिर्ता हुन सक्नुहुनेछ | यस अध्ययनमा सहभागी हुन यहाँको १५ मिनेट समय लाग्नेछ |

तपाईंले दिनु भएको उत्तर पूर्णरूपमा गोप्य राखिने छ र यसको प्रयोग अध्ययन प्रयोजनको लागि मात्र गरिनेछ |

यस अध्ययनमा सहभागी भई दिनु भएकोमा धेरै धेरै धन्यवाद,

तपाईंको सहयोगको लागि हार्दिक आभार व्यक्त गर्दैछु |

गुन्जनखनाल

Personality Traits and Social Entrepreneurial Intentions: An Empirical Study among Undergraduate Level Development Studies Students of Nepal

(सामाजिक उद्यमशीलता प्रतिको मनसायमा व्यक्तिगत स्वभावको सम्बन्ध: नेपालको स्नातक तहको विकास अध्ययन विद्यार्थीको आनुभा-  
बिक अध्ययन)

**A: General Information (सामान्य जानकारी)**

Name (नाम):

.....

Address (ठेगाना): .....

Age (उमेर): .....

Sex (लिंग): Male (पुलिङ्ग)  Female (स्त्रीलिङ्ग)  Other (अन्य)

Name of College (क्याम्पसको नाम): .....

Current Semester (हाल अध्ययन रत सेमेस्टर): .....

Current Year (अध्ययन रत वर्ष): .....

Caste (जात):

Brahmin/Chhetri (ब्राह्मण/क्षत्री)  Jati (जनजाति)  Dalit (दलित)  Other (अन्य)

Father's Occupation (बुवाको पेशा):

Entrepreneur (उद्यमी/व्यवसायी)  Service Officer (कर्मचारी)  Other (अन्य)

Mother's Occupation (आमाको पेशा):

Entrepreneur (उद्यमी/व्यवसायी)  Service Officer (कर्मचारी)  Other (अन्य)

**B: Personality Traits (व्यक्तिगत स्वभाव)**

The following statements are related to your personality traits. Please choose from 1

to 7 from the options given below (तलका वाक्य हरु तपाईंको व्यक्तिगत स्वभावसंग सम्बन्धित छन्।)

1: Strongly Disagree	2: Disagree	3: Slightly Disagree	4: Neutral	5: Slightly Agree	6: Agree	7: Strongly Agree
१: पूर्ण असहमत	२: असहमत	३: केहि हद सम्म असहमत	४: ठिकै	५: केहि हद सम्म सहमत	६: सहमत	७: पूर्ण सहमत

कृपया आफुलाई मन पर्ने उत्तर तल दिएको विकल्पबाट छानीले (खुहोस):

No.	Statement	Choice
A1	I like to do little things for people to make them feel good (अरुव्यक्तिहरुको लागि सानै भएपनि केहि काम गर्न मन लाग्छ)	
A2	I take other people's circumstances and feelings into consideration before making a decision (कुनैपनि निर्णय लिनु पूर्व म अरुको परिस्थिति र भावनालाई विचार गर्ने गर्दछु)	
A3	For me, group goals are higher than my individual goals (मेरो लागि सामुहिक लक्ष्य पहिलो र व्यक्तिगत लक्ष्य दोस्रो स्थानमा हुने गर्दछ)	
A4	I do not have to share a person's values to work well with that person (कुनै व्यक्ति संग राम्रोसंग सहकार्य गर्नको लागि उसको मूल्य र मान्यतालाई आत्मसाथ गर्नु पर्दछ भन्ने मलाई लाग्दैन)	
A5	I think it is vital to consider other's perspectives before coming to conclusion (कुनैपनि निर्णय लिनु पूर्व अरुको दृष्टिकोणलाई विचार गर्नु अत्यावश्यक छ जस्तो लाग्छ)	
A6	I believe people are usually honest with me (मलाई लाग्छ कि मानिसहरु मसंग ईमानदार व्यवहार गर्दछन्)	
C1	I like to complete every detail of task according to work plans (म कार्य योजना अनुसार सम्पूर्ण काम पुरा होस् भन्ने चाहन्छु)	
C2	I believe business should be conducted according to a strict set of ethical principles (मनैतिक सिद्धान्त अनुसार व्यापार संचालन गर्नु पर्छ भन्ने कुरामा दृढ विश्वास राख्छु)	
C3	I can be relied on to do what is expected of me (मबाट काम गराउन अरुव्यक्तिहरुले ममाथि भरपर्न सक्छन्)	
C4	I prioritize my work effectively so the most important things get done first (म कुनैपनि कामलाई प्राथमिक क्रममा राख्ने गर्छु जसले गर्दा सबैभन्दा महत्वपूर्ण काम पहिला सकिन्छ)	
E1	For me, change is exciting (मेरो लागि परिवर्तन एउटा रोमान्चक कुरा हो)	
E2	I like to win, even if the activity isn't very perfect	

	(कुनैपनिगतिबिधिसिद्धनभएपनिमलाईजित्नमनपर्छ)	
E3	I prefer to set challenging goals, rather than aim for goals I am likely to reach (मसजिलैपुग्नसक्नेलक्ष्यभन्दापनिचुनौतिपूर्णलक्ष्यनिर्धारणगर्नरुचाउँछु)	
E4	I would like to attain the highest position in an organization someday (मभविष्यमाकुनैसंस्थाकोमाथिल्लोतहमापुग्नेचाहनारख्छु)	
E5	When most people are exhausted from work, I still have energy to keep going (अधिकांशमानिसहरुकामबाटथकितहुँदामसंगभनेअझैसक्रियरुपमाकामगर्नसक्नेउर्जाबाँकीरहन्छ)	
E6	People come to me for inspiration and direction (मानिसहरुमबाटप्रेरणानिर्देशनकोआशाराख्दछन्)	
E7	I am always looking for opportunities to start new projects (मसधैनयाँपरियोजनासुरुगर्नमौकाकोखोजीमारहन्छु)	
E8	I am willing to take big risks when there is potential for big returns (मधेरैप्रतिफलहुनेकामकोलागिठुलैजोखिमलिनपनितयाररहन्छु)	
E9	I find it easy to start up a conversation with strangers (मलाईअपरिचितव्यक्तिसंगकुराकानीसुरुगर्नसजिलैलाग्छ)	
E10	I actively take control of situations at works if no one is in charge (जिम्मेवारव्यक्तिकोअनुपस्थितिमापनिकाममाआउनेजटिलतालाईमसहजैरुपमासमहाल्नेगर्दछु)	

N1	Even when I am very upset, it is easy for me to control my emotions (मदुखिहुँदापनिआफ्नोभावनाहरुलाईसजिलैनियन्त्रणगर्नसक्छु)	
N2	I am easily displeased with things at work (मकाममासजिलैअसन्तुष्टहुनेगर्दछु)	
N3	My enthusiasm for living life to its fullest is apparent to those with whom I work either inside or outside my college (जीवनपूर्णरूपलेजिउनुपर्दछभन्नेमेरोउत्साहबारेमसंगक्याम्पसभित्ररबाहिरकामगर्नेसबैलाईथाहाछ)	

N4	I am confident about my skills and abilities (ममेरोकौशलरक्षमताबारेपूर्णरूपमाबिश्चस्तछु)	
N5	I worry about things that I know I should not work about (कुनैकुराप्रतिचिन्तालिनुहुँदैनभन्नेकुराथाहाहुँदाहुँदैपनिमचिन्तालिनेस्वभावकोछु)	
O1	I tend to work on projects alone even if others volunteer to help me (अरुलेमलाईसघाउनखोज्दापनिमलाईमेरोपरियोजनाहरुमाएकलैकामगर्नमनलाग्छ)	
O2	I work best in an environment that allows me to be creative and expressive (मयस्तोवातावरणमराम्रोकामगर्नसक्छुजहाँमलाईरचनात्मकविचारब्यक्तगर्नेअनुमतिदिईन्छ)	
O3	I know what is expected of me in different situations (फरकफरकपरिस्थितिमामबाटअपेक्षागरिएकोकुरामलाईथाहाहुन्छ)	
O4	I quickly make links between causes and effects (मकारणरअसरबीचकोसम्बन्धछिट्टैपत्तालाउनसक्छु)	
O5	I can often foresee the outcome of a situation before it unfolds (कुनैअवस्थाकोनतिजाअगाडीआउनुभन्दापहिलानैठम्याउनसक्नेक्षमताममाछ)	
TC1	I have often wondered how others would manage without me (मलाईमनहुँदाअरुलेकेहीगर्नसक्दैनन्जस्तोलाग्छ)	
TC2	It is always best to keep important people happy (महत्वपूर्णमान्छेहरुलाईसधैखुशीराख्नुपर्छभन्नेकुरामामविश्वासगर्दछु)	
TC3	It is sometimes necessary to criticize others openly and publicly for their poor performance (खराबप्रदर्शनलाईखुल्लातथासार्वजनिकरूपमैकहिलेकाहींआलोचनागर्नुपर्छभन्नेकुरामामविश्वासगर्दछु)	
TC4	People can serve as excellent tools for getting what you want or need (चाहनारआवश्यकतालाईपरिपूर्तिगर्नमान्छेहरुस्वयमैउत्तम माध्यमहोभन्नेकुरामामविश्वासगर्दछु)	
TC5	Delegation weakens the power of a leader (आफूभन्दातलकोकर्मचारीलाईकामबाँड्दानेतत्वमारहेकोव्यक्तिकमजोरहुनजान्छ)	
TC6	There are times I say I will cooperate when I know I will not do it	

	(मैलेसघाउँनसविदिनभन्नेजान्दाजान्दैपनिमैलेकयौँलाईकाममासघाउँछुभनेकोछु)	
TC7	I know what motivates me (मलाईउत्प्रेरितगर्नेकुराहरुकोबारेमामलाईराम्रोजानकारीछ)	

### C. Social Entrepreneurial Intentions (सामाजिकउद्यमशीलताप्रतिकोमनसाय)

The following statements are related to your social entrepreneurial intentions. Please choose from 1 to 7 from the options given below.

(तलकावाक्यहरुतपाईंकोसामाजिकउद्यमशीलताप्रतिकोमनसायसंगसम्बन्धितछन्।

कृपयाआफुलाईमनपर्नेउत्तरतलदिएकोविकल्पबाटछानीलेख्नुहोस्):

1: Strongly Disagree	2: Disagree	3: Slightly Disagree	4: Neutral	5: Slightly Agree	6: Agree	7: Strongly Agree
१:पूर्णअसहमत	२:असहमत	३:केहिहदसम्मअसहमत	४:ठिकै	५:केहिहदसम्मसहमत	६:सहमत	७:पूर्णसहमत

No.	Statement	Choice
SV1	I am clearly able to identify a social need (मकुनैसामाजिकआवश्यकताकोस्पष्टरूपमापहिचानगर्नसक्षमछु)	
SV2	I am able to create a clear social vision (मस्पष्टसामाजिकदर्शनसिर्जनागर्नसक्षमछु)	
SV3	I believe in strong commitments to a social vision (मसामाजिकदर्शनप्रतिपूर्णप्रतिबद्धताआवश्यकपर्दछभन्नेकुरामाविश्वासगर्दछु)	
SV4	I believe in taking a focused stand of social issues (मसामाजिकमुद्दाहरुमानिश्चितअडानलिनुपर्छभन्नेकुरामाविश्वासगर्दछु)	
SV5	I believe that I am determined to meet a social need (सामाजिकआवश्यकतापुरागर्नआफुतत्परछुजस्तोलाग्छ)	
SV6	I believe that I am determined to be agents of social change (सामाजिकपरिवर्तनकोसंवाहकहुनआफुप्रतिबद्धछुजस्तोलाग्छ)	



SV7	I believe I am not easily distracted to pursue other non -social issues (गैरसामाजिकमुद्दाहरुकोपछिलग्नमआफ्नोसामाजिकउद्देश्यबाटसजिलैबिचलितहुनजस्तोलाग्छ)	
SV8	I believe I have a strong motivation to defend a social need (मसामाजिकआवश्यकताकोरक्षागर्नअभिप्रेरितछुजस्तोलाग्छ)	
SN1	I believe in promoting knowledge sharing (मज्ञानबाडनुपर्छभन्नेकुराकोप्रचारगर्छु)	
SN2	I believe promoting trust is essential in business (मलाईव्यापारमाविश्वास/ भरोसाप्रवर्द्धनगर्नुपर्छजस्तोलाग्छ )	
SN3	I believe promoting credibility is essential in business (मलाईव्यापारमाबिश्वासनियताकोप्रवर्द्धनगर्नआवश्यकछजस्तोलाग्छ)	
SN4	I believe in promoting a platform for mutually beneficial social efforts (पारस्परिकसामाजिकलाभकोलागिआवश्यकमंचकोप्रवर्द्धनगर्नुपर्छभन्नेकुरामामलाईविश्वासलाग्छ)	
SN5	I believe in providing mutual understanding for emotional support (भावनात्मकसहयोगउपलब्धगराउनआपसीसमझदारीआवश्यकछभन्नेकुरामामलाईविश्वासलाग्छ)	
STB1	I am environmentally friendly (मवातावरणमैत्रीछु)	
STB2	I believe in improving quality of life in the long run (दिर्घकालमाजीवनयापनकोगुणात्मकसुधारगर्नुपर्छभन्नेकुरामामलाईविश्वासलाग्छ)	
STB3	I believe in improving a long term social need (दिर्घकालिनसामाजिकआवश्यकताहरुकोसुधारगर्नुपर्छभन्नेकुरामामलाईविश्वासलाग्छ)	
STB4	I believe in promoting solutions that are ethical (नैतिकसमाधानकोप्रवर्द्धनगर्नुपर्छभन्नेकुरामामलाईविश्वासलाग्छ)	
STB5	I believe in promoting a balance between social mission and social value (सामाजिकमूल्यरसामाजिकउद्देश्यबीचकोसन्तुलनलाईप्रवर्द्धनगर्नुपर्छभन्नेकुरामामलाईविश्वासलाग्छ)	
STB6	I believe in promoting a balance of economic, social and environmental concerns (सामाजिक, आर्थिकतथावातावरणीयसन्तुलनकोप्रवर्द्धनगर्नुपर्छभन्नेकुरामामलाईविश्वासलाग्छ)	

INV1	I am proactive in identifying social opportunities (मसामाजिकअवसरहरुकोपहिचानगर्न स्वयम् सक्रियछु)	
INV1	I am proactive in identifying social opportunities (मसामाजिकअवसरहरुकोपहिचानगर्न स्वयम् सक्रियछु)	
INV2	I am able to see risk as opportunities to create social value (जोखिमलाईअवसरकोरूपमापहिचानगरिसामाजिकमूल्यकोसिर्जनागर्नसकिन्छभन्नेकुरामामलाईविश्वासलाग्छ)	
INV3	I believe I will be able to give social values through goods and services (सामानरसेवामार्फतसामाजिकमूल्यदिनसकिन्छभन्नेकुरामामलाईविश्वासलाग्छ )	
INV4	I believe I will be able to deliver sustainable advantage through innovative goods and services some day (नविनतथामौलिकसरसामानहरुकोआविस्कारद्वाराकुनैदिनदिगोलाभप्राप्तगर्नसकिन्छभन्नेकुरामामलाईविश्वासलाग्छ)	
INV5	I believe I will be able to create better social value compared to normal entrepreneurs someday. (साधारणउद्यमीकोतुलनामामकुनैदिनअझराम्रोसामाजिकमूल्यकोसिर्जनागर्नसक्षमहुनेछुभन्नेकुरामामलाईविश्वासलाग्छ)	
INV6	I am a practical individual (मएकव्यवहारिकव्यक्तिहुँ)	
INV7	I am a flexible individual (मसमयपरिस्थितिमालचिलोहुनसक्नेव्यक्तिहुँ)	
INV8	I am an innovative individual (मएउटानविनविचारभएकोव्यक्तिहुँ)	
FR1	I believe in maximizing the wealth of my investors while working someday (मैलेकुनैदिनकामगर्दाआफ्नोलगानीकर्ताको लगानीको अधिकतम प्रतिफलदिनसक्छुभन्नेकुरामामलाईविश्वासलाग्छ )	
FR2	I believe making profit is the main reason of existence (मानिसकोजीवनमाकामबाटनाफाकमाउनुपनिएउटामुख्यउद्देश्यहोभन्नेकुरामामलाईविश्वासलाग्छ)	
FR3	I believe in maximizing financial wealth (वित्तीयधनकोअधिकतमबृद्धिगर्नुपर्छभन्नेकुरामामलाईविश्वासलाग्छ)	

FR4	I believe in selling goods and services for profit (सामानरसेवाहरुकोबिक्रिनाफाकोलागिगरिन्छभन्नेकुरामामलाईविश्वासलाग्छ)	
FR5	I believe in survival through profits (नाफानैव्यवसायकोनिरन्तरताकोआधारहो)	
FR6	I believe making profits can be a means to achieve a social goal (सामाजिकलक्ष्यपुरागर्नव्यवसायिकनाफाएउटामहत्वपूर्णमाध्यमहोभन्नेकुरामामलाईविश्वासलाग्छ)	

धन्यवाद

## ANNEX II: NORMALITY TABLE OF PERSONALITY TRAITS

Table 22 *Normality Table of Personality Traits*

	<b>Agreeableness</b>	<b>Conscientiousness</b>	<b>Extroversion</b>	<b>Neuroticism</b>	<b>Openness</b>	<b>Trait Composite</b>
Skewness	-1.190	.021	-.362	-.940	-.723	-.752
Kurtosis	1.799	1.124	1.395	.743	1.108	.389

**Annex III: Normality Table of Social Entrepreneurial Intention Dimensions**Table 23 *Normality Table of Dimensions of Social Entrepreneurial Intentions*

	<b>Social Vision</b>	<b>Social Network</b>	<b>Sustainability</b>	<b>Innovation</b>	<b>Financial Return</b>
Skewness	-.370	-.806	-.696	-.420	-.681
Kurtosis	1.062	.006	-.073	.101	.450