Entrepreneurship Orientation Program and Its Effect on Entrepreneurial Motivation among Future Nurses

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ABSTRACT:

Entrepreneurship is considered one of the most important indicators of societal awareness and rationalization in society's development policies, plans and programs. Nurse practitioners are so multidimensional, flexible, creative, and organized that make developing and operating a private practice is a natural fit for many. This study aimed to assess the effect of entrepreneurship orientation program on entrepreneurial motivation among future nurses. Quasi-experimental research design was adopted to conduct this study. The study was conducted at Suez Canal University Hospitals. The study participants were (76) nursing interns and (37) newly graduate baccalaureates nurses. Entrepreneurial motivation Questionnaire was used for data collection. Based on the participant`s responses, the results revealed that the entrepreneurship orientation program affects the entrepreneurialmotivation positively. The findings provided valuable insight for higher education institutes to design their curricular in such a way that further the self- efficacy of entrepreneurial actions and positive attitude on entrepreneurship.

Key words: Entrepreneurship, Entrepreneurial Motivation, Entrepreneurship Orientation, Entrepreneurship Program, Nurses Practitioners.

1. INTRODUCTION:

One of the missions of the 21st century University is therefore to encourage the social and economic development of its surroundings through venture creation training and entrepreneurship development [1]. Entrepreneurs are considered the backbone of economies as they come up with innovative ideas which ultimately contribute to the social and economic growth [2]. Egyptian society's perception of entrepreneurship is particularly high and continues to grow. Global Entrepreneurship Monitor (GEM) Egypt National Report indicated that more than 73 percent of Egyptians think entrepreneurship is a good career choice. While more than 30 percent of Egyptians shy away from starting a new private practice due to fear of failure, lack of support and insufficient needed skills [3].

The entrepreneurial opportunity is an evolutionary process in which people select out at many steps along the way, decisions made after the discovery of opportunities, and depend on the willingness of people to ''play'' the game. Human motivations influence who pursues entrepreneurial opportunities, and how to undertake the entrepreneurial process. Entrepreneurship depends on the decisions that people make undertake that process [4]. So, a motivational entrepreneur will be willing to exert a particular level of effort (intensity), for a certain period of time (persistence) toward a particular goal (direction). The entrepreneurial motivation is fuel or power that makes the vehicle move or run [5].

Nursing practice is continually changing with development in medical science, policy directives and movements in priorities in health care and advances emanating from nursing and medical research. Entrepreneurial education is often lacking for nurse practitioners which can impact their ability to successfully run nurse practitioner owned practices. Nurse practitioners lead busy lives and often learn important skills as they navigate the start-up process for their practices. There is a need for entrepreneurial nurses within the health services to maintain and enhance the quality of care. Many nurse practitioners go through their masters and doctoral educations without any needed skills coursework [6]. For those hoping to start their own private practice, this can leave the nurse feeling unprepared for the challenges of starting one's own practice whether a new primary care practice or a home-visiting service.

1-1.Significance and aim of the study:

Changes in nursing and health care have created new opportunities and made a greater diversity in nurses` roles and significant advances in nursing knowledge and education. As a number of nurses who took the option to develop private practice was increased from 1970 to 2013, the experiences of and influences on nurses currently in private practice might be a useful guide to the pitfalls and difficulties which might be encountered. Entrepreneurship provides an avenue that drives innovation and creates employments that are essential for economic transformation and advancement.

Nursing Entrepreneurship presents an opportunity to explore nursing's professional potential in nursing practice and increase recognition of the value of nursing services. In this context, Egyptian government support entrepreneurship through an Egyptian Entrepreneurship association- called Technology innovation and entrepreneurship center TIEC- which provide training and financial support for private practice trials. Despite that, nursing curriculum goals not included building entrepreneur skills; there are nursing trials to fit in entrepreneurship which provides high qualified nursing services at homes. These trials deserve to study motivators can be push nurses in entrepreneurship field.

Therefor the aim of the current study was to assess the effect of entrepreneurship orientation program on entrepreneurial motivation among future nurses.

2. LITERATURE REVIEW:

Entrepreneurship is considered to be the heart of creativity towards positive change [7]. There is no universally accepted definition of entrepreneurship. The organization of Economic Cooperation and Development OECD [8] describes entrepreneurship as a process through which entrepreneurs create and grow enterprises to provide new products/services, or add value to products or services. From the above definitions, one can deduce that entrepreneurs are enterprising individuals who engage in an economic behavior with the intention of creating and adding value to meet human needs. Entrepreneurship impacts both individual and national lives as it plays an imperative role for the individual in providing opportunities for self-employment, income, independence and self-actualization. For a nation, entrepreneurship stimulates economic growth, prosperity, productivity, creation of new technologies, products and markets [9].

The study of entrepreneurship and the study of nursing have been considered at opposition to one another. The general philosophy of nursing profession based on altruism and nursing educational programs is less concerned in entrepreneurial skills [6]. Unfortunately, Entrepreneurial education is often lacking for nurses which impact their

ability to successfully run their owned practices. Self-employment can be a career option for nurses who need to escape an unsatisfactory employment situation, redundancy, or as a strategy to improve one's lifestyle [10]. Nurses who have successfully identify patient needs and understand how health care systems operate. They often see the voids in the system which prevent patients from receiving appropriate care, or those black holes which can keep an operation from running smoothly. Nurses also have many and varied professional contacts. Combine all this with a creative idea to solve a problem or fit a particular niche, and can got some valuable components to starting a small firm [11].

Entrepreneurial motivations refer to the desire or tendency to organize, manipulate and master organizations, human beings or ideas as quickly and independently as possible [12]. Individuals with high-entrepreneurial motivation are to be more likely to become entrepreneurs. Entrepreneurial motivations are multifaceted and consist of general motivations as need for achievement, locus of control, vision, desire for independence, passion and drive and task-specific motivations (e.g. goal setting and self-efficacy). Previous research has explored several motivations and their effects on entrepreneurship which are inconsistent with only one definition of entrepreneurship and motivation, making it impossible to draw the same entrepreneurial motivators [13].

Enterprise education can raise entrepreneurial behavior and can stimulate accumulation of skill and knowledge. Entrepreneurial education has identified as an effective way to promote and bolster an interest in entrepreneurship among university students [14]. Researchers had identified factors motivating entrepreneurial behavior such as societal gender role orientation [15], self-efficacy, work experience, parental role models, and personality traits [16]. Also, Palamida (2016) [17] have suggested that factors such as family background, neighborhood, school, peer group and general work situation can influence career choice.

Previous researchers found that favorable subjective norms, attitudes towards specific forms of behaviour, and perceived behavioural control significantly increased the likelihood of students to be an entrepreneur [18]. Attitudes towards behaviour and perceived feasibility both significantly increased entrepreneurial motivation among respondents. Which emphasized by Malebana (2014) [19] who added that entrepreneurial motivation can be shaped by certain environmental aspects which include exposure to entrepreneurial role models, social valuation of entrepreneurship, knowledge of available entrepreneurial support and perceived barriers to starting a start-up. In this research, there are four indictor for entrepreneurial motivation had been tested and discussed which are subjective norms, attitude toward the behavior, perceived behavioral control and perceived entrepreneurial motivation.

According to the theory of reasoned action (TRA), Subjective norm is the perceived social pressure to engage or not to engage in a behavior. Perceived social pressure is an individual's perception about the particular behaviour, which is influenced by the judgment of significant others (e.g., parents, spouse, friends, teachers). If a person perceives that his/her relatives, friends, or neighbors prefer self-employment, and accumulate wealth by doing this, the individual will have a higher incentive to follow entrepreneurial behaviour. Researchers have indicated that entrepreneurship is a social activity that is influenced by the social environment of individuals [20]. Perceived behavioural control relates to individuals' control beliefs relating to the action being monitored. This factor relates to the perceived relative ease (or difficulty) of performing the monitored action (i.e. the individuals' ability to address attitudinal and resource barriers to start-ups formation).

Beliefs related to perceived high-entrepreneurial motivation can promote individuals' attitude towards entrepreneurship [21]. If a person believes that his/her entrepreneurial activity in a given environment will be desirable, they are likely to have a positive attitude towards entrepreneurship. Insights from the Global Entrepreneurship Monitor (GEM) suggest that favorable perceptions of an environment are positively related to the level of the entrepreneurial activity. A person's perceived entrepreneurial motivation refers their beliefs related about how attractive the idea of selecting an entrepreneurial career path can be [22]. The level of attractiveness may be related to the economic benefits accrued from entrepreneurial activity, and the possibilities of achieving independence, reaching specific goals and becoming wealthy. The topic of entrepreneurial motivation is very wide and all aspects of this phenomenon cannot be explored in a single study. This research suggested that individuals (as nurses) are engaged in the context of their own social, cultural, and economic environment and that they perceive the environment as providing motivation.

3. METHODOLOGY:

3.1. Research hypothesis:

The investigator tested the study hypothesis which was "The entrepreneurship orientation program affects entrepreneurial motivation positively".

3.2.Research design:

Quasi-experimental research design was adopted to conduct this study. The investigator adopted Pretest-posttest research design to achieve the aim of the study. Data collected both (before–after) and follow-up the intervention; appropriate for measuring change; could determine differences within a group.

3.3.Setting:

The study was conducted at Suez Canal University Hospital (Educational Hospital). Suez Canal University Hospital was where the nursing interns training were occurred. In addition, this hospital had the large proportion of graduates of the Nursing Faculty.

3.4.Research participants:

The study participants were all the nursing interns and newly graduated worked at Suez Canal University Hospital who were about 113 participants at all phases of the field work as the following:

A. There were 37 newly graduate nurses from Faculty of Nursing during the first two years of recruitment at Suez Canal University hospital during the data collection period.

B. There were 76 nursing interns at Suez Canal University Hospitals (Educational Hospital) during the academic year 2018-2019.

3.5.Study tools:

To achieve the purpose of the study, the investigator used a self-administered questionnaire. The questionnaire consisted of three sections:

Section (1): Personal Characteristics data sheet: This section developed by the investigator which included data about participants like; age, gender, family entrepreneurial background and residence, and marital status.

Section (2): Entrepreneurial Motivation Questionnaire (20 items) was used which was adopted from [23].It used to determine if the participants were motivated or not and the type of motives to start own private practice. It was scored through 5- points Likert scale and included four parts. This instrument was scored through 5- points Likert scale, with (1) for strongly disagree, (2) disagree, (3) to some extent, (4) agree and (5) for strongly agree. There were subjective norms, attitude towards the behavior, perceived behavioral control and, perceived entrepreneurial motivation.

Subjective norms (SN) part was with Cronbach's alpha value is 0.87. It was six statements such as "my closest family members think that I should pursue a career as an entrepreneur". Attitude towards the behavior (ATTB) part was with Cronbach's alpha value is 0.87. It was five statements such as "A career as an entrepreneur is attractive for me". Perceived behavioral control (PBC) part was Cronbach's alpha value is 0.73. It was four statements such as "If I wanted to, I could easily become an entrepreneur". Perceived entrepreneurial motivation (PEM) part was with Cronbach's alpha value is 0.82. It was five statements relating to entrepreneurial motivation such as "Most people start their own private practice to be better off financially".

Scoring: The total score was equal (100) and classified as: From 85% to100 % indicated that participants` entrepreneurial motivation was high level; from 60% to84 % indicated that participants` entrepreneurial motivation was moderate level, less than 60 % indicated that participants` entrepreneurial motivation was low level.

Tool validity was done by a panel of experts who revised the tools for clarity, relevance, applicability and ease for implementation and according to their opinion modification was applied. Jury consisted of experts in the nursing administration, psychology, entrepreneurship and education.

3.6.Procedure:

The procedure was conducted over twelve months (from October 2018 to October 2019). Upon receiving the formal approval from The vice Dean of Post Graduate Studies and Research at The Faculty of Nursing –Suez Canal University and the approval of ethical committee, in addition to acceptance letter from hospital director was obtained to conduct this current study. The study was accomplished through five phases:

1. **Preparatory Phase:** The investigator developed the Entrepreneurship Orientation program after reviewing the available related literatures about entrepreneurship and nursing entrepreneurship. This phase included determining the program strategy time, number of sessions, teaching methods and media used. In addition, the teaching place and program facilities were checked for appropriateness. Numbers of sessions were six sessions; one hour per session; for each group. The participants were divided into four groups based on availability of participant for attendance and the arrangement of nursing director. The investigator developed the Entrepreneurship Orientation program after reviewing the available related literatures about entrepreneurship and nursing entrepreneurship.
2. **Pre-test Phase:** The investigator assessed the perceived entrepreneurial motivation of the study participants before starting of entrepreneurial orientation program. Pretest phase was conducted for each group. This Pre-test occurred at the same place of training immediately before starting the program
3. **Action Phase:** The investigator applied the program over a period of four months from January 2019 to the end of April 2019. The program was held four times, one for each

group. The program was conducted at the Suez Canal Hospital training hall. The investigator could hold the program for about 25-30 participants every time. The aim of Entrepreneurship Orientation program was to increase participants` knowledge about entrepreneurship and encourage them to be job creators rather than job seekers.

To achieve the aim of the program and each one of the specific objectives, the program included items as history of entrepreneurship , concept of entrepreneurship, nursing entrepreneurship, importance of nursing entrepreneurship , obstacles and opportunities of nursing entrepreneurship, who is the nurse entrepreneur (definition- qualifications- skills) , examples on international nurse entrepreneurs, steps of entrepreneurship process , the motivators to start a private practice (psychological- structural), ideation process, national example for nurse entrepreneurs and referral entrepreneurship associations.

4. **Posttest phase:** The investigator reassessed the entrepreneurial motivation immediately after the entrepreneurial orientation program.
5. **Follow up Phase:** After six months, the investigator contacted with the participants to assess the perceived entrepreneurial motivation. The follow-up phase started at June 2019 with the first group who received the program was at January 2019. This phase was finished at October 2019 with the last group who received the program at April 2019. The investigator contacted with them at their work place.

3.7. Statistical design:

Upon completion of data collection, the data were scored, tabulated, and analyzed through data entry and analysis by computer using the "Statistical Package for Social Science" (SPSS) version 20. Continuous data will be expressed as frequency, percentage; mean and SD. discrete data will be expressed as frequency and percentage. Comparison between variables will be done using ANOVA test and Chi-square. The p value > 0.05 indicates non-significant result while, the p value < 0.05 is significant and the p value ≤ 0.01 is highly significant.

4. RESULT:

Table (1): Percentage Distribution of the study participants` Socio- demographic data (N=113).

Demographic Items	Variable	Study sample N= 250	
		No.	%
Gender	Male	22	19.5
	Female	91	**80.5**
Age	Mean: **23.85** SD: 1.951		
Family background	Yes	62	**54.9**
	No	51	45.1
Residence	Rural	73	**64.6**
	Urban	40	35.4
Marital status	Single	74	**65.5**
	Married	38	33.6
	Divorced	1	0.9
	Widow	0	0

Figure (1) Percentage distribution of the study participants` levels of entrepreneurial motivation during pre-post and follow-up the program. (N=113)

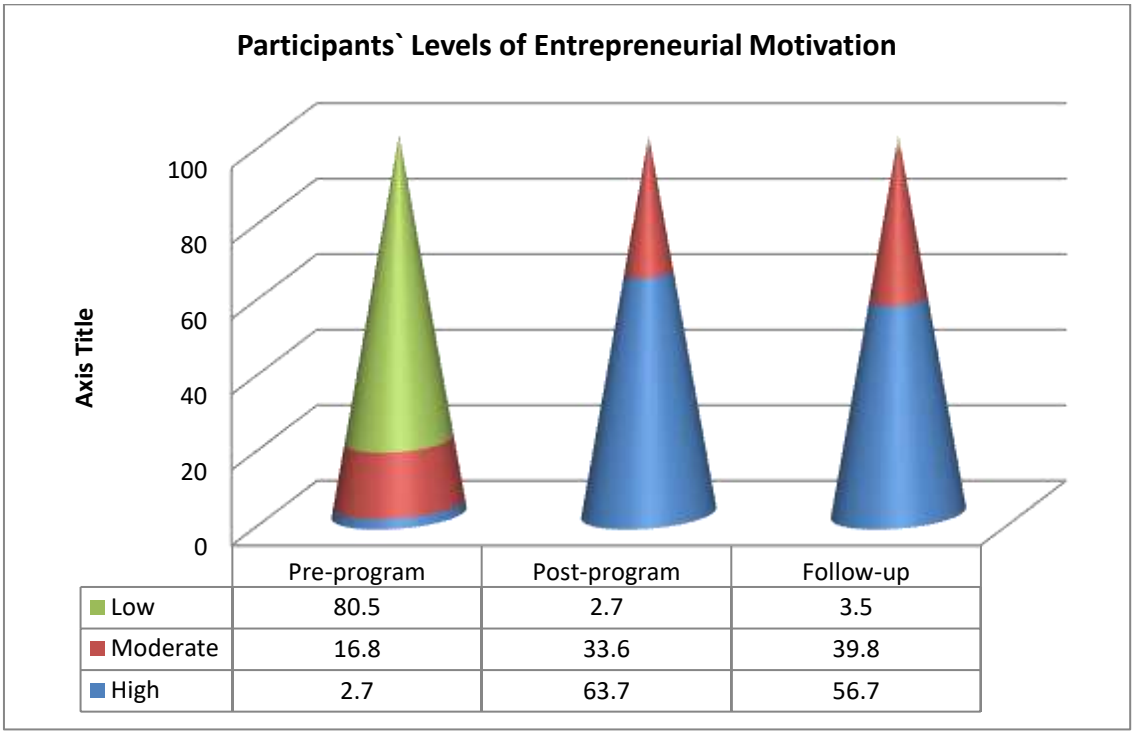

Table (2): Comparison between study participants` entrepreneurial motivation pre-post and follow up the program: (N=113)

Item	Pre-test	Post-test	Follow-up	P-value[1]	P-value[2]	P-value[3]
Mean ± SD	66.21 ± 1.828	79.947 ± 3.536	80.239 ± 5.657	0.000	0.000	0.452
Range	48-87	50-100	56-96			

1: Comparison between Pre-test and Post-test.
2: Comparison between Pre-test and Follow-up.
3: Comparison between Post-test and Follow-up.

Table (3): Descriptive statistics for statements presented to participants related to SN, ATTB, PBC and PEM. (N=113)

Id	Items	Mean	SD	Range
SN1	My closest family members think that I should pursue a career as an entrepreneur	3.8673	1.08154	1-5
SN2	My closest friends think that I should pursue a career as an entrepreneur	3.7699	1.02651	1-5
SN3	People that are important to me think that I should pursue a career as an entrepreneur	3.7699	.99111	1-5
SN4	To what extent do you care about what your closest family members think as you decide on whether or not to pursue career as self-employed?	3.8850	.84253	1-5
SN5	To what extent do you care about what your	3.8496	.89862	1-5

	closest friends think as you decide on whether or not to pursue a career as Self-employed?			
SN6	To what extent do you care about what people important to you think as you decide on whether or not to pursue career as Self-employed?	3.8053	.88498	1-5
Total Average of SN		3.8245		
ATTB1	Being an entrepreneur implies more advantages than disadvantages to me	4.0357	.86918	1-5
ATTB2	A career as an entrepreneur is attractive for me	4.2389	.72302	1-5
ATTB3	If I had the opportunity and resources, I would love to start a private practice	4.2478	.79654	1-5
ATTB4	Being an entrepreneur would give me great satisfaction	4.2743	.72269	1-5
ATTB5	Among various options, I would rather be an entrepreneur	4.1947	.74232	1-5
Total Average of ATTB		4.19828		
PBC1	If I wanted to, I could easily become an entrepreneur	3.7965	.92736	1-5
PBC2	As an entrepreneur I would have sufficient control over my private practice	3.9735	.93025	1-5
PBC3	There are very few circumstances outside my control that may prevent me from becoming an entrepreneur (excluded)	3.7876	.92051	1-5
PBC4	It is entirely up to me whether or not I become an entrepreneur	3.7699	.93550	1-5
Total Average of PBC		3.831875		
PEM1	Most people consider investing in their own small or medium sized enterprise and its management a desirable career choice	3.9735	.79575	1-5
PEM2	Most people start their own private practice, because they want to be free and independent	4.1239	.86739	1-5
PEM3	Most people start their own private practice, because they have good ideas and want to realize them	4.1416	.77767	1-5
PEM4	Most people start their own private practice to be better off financially	4.0973	.87591	1-5
PEM5	Most people start their own private practice, because they want to be successful	4.3805	.75968	1-5
Total Average of PEM		4.14336		

Table (4): Correlation between entrepreneurial motivation indicators and participants` personal data (N=113).

Items	**SN**		**ATTB**		**PBC**		**PEM**		**Total motivation**	
	r	p	r	p	r	p	r	p	r	p
Gender	-.037	.697	-.093	.327	-.298	.035	-.049	.610	-.063	.507
Age	-.130	.171	-.062	.517	-.133	.159	.456	.040	.143	.131
Family background	.520	.027	.024	.801	-.040	.672	-.008	.934	**.201**	**.033**

Residence	.093	.328	-.004	.966	.036	.703	.042	.658	-.158	.050
Marital status	-.053	.574	.831	.031	-.068	.474	.725	.033	.075	.432

Table (5): Correlation between entrepreneurial motivation and its indicators:

Items	**Entrepreneurial motivation**	
	r	p
Subjective norms.	.684	.000
Attitude towards the behavior:	.524	.000
Perceived behavioral control:	.583	.000
Perceived entrepreneurial motivation	.292	.002

Table (1) presents that, the majority (n =91, 80.5 %) of the participants were female, the participants age was at mean 23.85 ± 1.951, (n=62, 54.9 %) had family background, (n=74, 65.5 %) of the participants were single, (n=73, 64.6) lived at rural areas.

Figure (1) reveals that a comparison of the level of study participants` entrepreneurial motivation. There were a high percentage of participants at high level of entrepreneurial motivation at post and follow-up the program comparing with pre-program.

Table (2) illustrates that, participants` entrepreneurial motivation showed significant (P=0.000*) improvement from the pretest (56.21±2.828) to the post (79.947±3.536) to the follow-up (80.239±5.657).

Table (3) reveals that, At SN indicator, total average was (3.8245) with highest value for family members (3.87). The total of averages for ATTB indicator is 4.198. Statements with a higher average include “Being an entrepreneur would give me great satisfaction” (4.27). The total average of PBC indicator was (3.83). The item which obtained the highest averages was: “As an entrepreneur I would have sufficient control over my private practice “(3.97), while the item with the lowest average was “It is entirely up to me whether or not I become an entrepreneur”. The PEM indicator total average of PEM was (4.14336). Item with highest value was “Most people start their own private practice, because they want to be successful” (4.38).

Table (4) presents that there was a weak significant correlation between entrepreneurial family back ground (r= -.201, p=0.033) and residence (r= -.158, p=0.050) with entrepreneurial motivation. There was a moderate significant correlation (r=.458, p=0.040) between age and perceived entrepreneurial motivation. Marital status had a strong positive correlation (r= .725, p=0.033) with perceived entrepreneurial motivation. Gender had a negative significant correlation (r= -.298, p=0.035) with perceived behavioral control.

Table (5) illustrates that there was a strong positive significant correlation (r=.684, p= .000) between subjective norms and the entrepreneurial motivation. Also, there was a moderate positive significant correlation between attitude toward the behavior(r=.524, p= .000), perceived behavioral control(r=.583, p= .000) and the entrepreneurial motivation. While, there was a weak positive significant correlation(r=.292, p= .002) between perceived entrepreneurial motivation and the entrepreneurial motivation.

5. DISCUSSION

In terms of the participants, the majority of the study participants were females and their ages varied from 22 to39years old with mean age23.85S±1.95. More than the half of the participants had no family background toward entrepreneurship. Near to two quarters of the participants were from rural areas. The marital status of the participants mainly was single. About two quarters of the study participants were nursing interns and the rest was newly graduates.

Entrepreneurial activity has a different profile from profession to another. Nurses interns and newly graduates didn`t receive any business course during their studying period. To drive the entrepreneurial action, it is necessary to assess the factors that give rise to entrepreneurial behavior. So, the investigator seeks better understanding of the main indicators of entrepreneurial motivation among future nurses. The result revealed that the motivation level of the participants was improved with significance difference (p=0.000**) from pre-program to post program and follow-up. This result indicates the positive effect of entrepreneurial orientation program on entrepreneurial motivation. Also, there was an insignificant difference (p=0.452) between post program and follow up which mean the effectiveness of the orientation program in preserving the motivation level.

Previous researchers also study the effect and role of education /training on entrepreneurial motivation. An article about how to teach entrepreneurship, fostered that entrepreneurship education could stimulate the development of the knowledge base, creating more competent entrepreneurs [24]. An Indonesian study found that entrepreneurship education has a positive impact on entrepreneurship motivation [25]. A study at Malaga University in Spain asserted that there was a significant difference between and non-participating students in Entrepreneurship Education Programmes [26]. This result contradicts previous Portuguese study on all undergraduate and postgraduate students at the University of Minho shows that there was no significant effect of entrepreneurship knowledge on entrepreneurship motivation (p=0.13) [27]. This may be due to the difference of culture, type of education or size of the sample between this study and others.

The SN indicator detects the sources of influence to start a private practice within their family and friends or other influential persons. The highest value for family members (3.87), followed by close friends and important persons with the same value. By looking at to what extent the participants care about the opinion of family, friends or important people, they arranged as family`s opinion, friends` opinion, and important people opinion. The result detected that individuals whose parents were owners of small firms tended to follow their parents' footsteps and became an entrepreneur. Other studies relate parental influence to the initial need for support and the consent expected for starting a private practice [28], the reason can be as the potential financial support play a bigger role than consent at a socio-cultural level.

The total of averages for ATTB is slightly over 4. Statement with a higher average include ATTB3 (4.25) and ATTB4 (4.27). This result is in the line with another previous study used the same items where ATTB 3, 4 were with the higher average than other statement [26]. The items (ATTB1) with a lower average reflect the existence of certain doubts as entrepreneurship has advantage more than disadvantage. By analyzing the value of ATTB3 and ATTB1that reflect if the perception of risk is lower because resources are available, they would to start a start-up. But, when they think of entrepreneurship generally, they think of disadvantages than advantages.

PBC is a key element which is measured using five items with the total average (3.83). All the values are above 3.5, but they do not reach the value of 4 which reflects moderate agreement. This result also was congruent with the previously mentioned study [26]. In general terms, entrepreneurship is a new career option for nurses in Egypt so, they do not consider themselves ready to become entrepreneurs and undertake the relevant preparation: define their project, find out about the steps to take when creating a company, etc. The item which obtained the highest average was PBC2 (3.97), while the item with the lowest average was PBC4 (3.77). By analyzing this result, participants fall in a struggle between doubt to be a successful entrepreneur as others in different professions and their self-efficacy of being able to be fit in this new field. In this way students could feel prepared to set up start-ups in the short term, whether or not they eventually take this step [29].

The PEM indicator reflects the viewpoint of participants about people who start own private practice and how much they viewed that is a great idea. The total average of PEM was (4.14336) which can be considered high value. This is higher than the result of previous study [26] where the average of perceived entrepreneurial motivation was (3.93). All items of this indicator were above 4 with highest value for PEM4 (4.38), followed by “PEM 3 (4.14). Analyzing that, participants believed that only successful people with perfect idea can be an entrepreneur. Another study conducted on graduates of school of pharmacy and health sciences where the almost near result had [30].

Determining factors that motivate individuals is a prerequisite for understanding the entrepreneurial process. Motivation helps to answer the question why an individual engages in entrepreneurial action or why not. The theoretical mechanisms underlie that how younger and older people differ in carrying out the entrepreneurial processes [31]. Entrepreneurship is not generally favored earlier or later in life, but that being younger or older is associated with different types of advantages at earlier or later stages in the entrepreneurial process. The current study presented that there was an insignificant correlation between age and all entrepreneurial motivation indicators. The age of study participants were within the same age category which considered younger people with mean age23.85S±1.95. While a pervious study about keys facts about motivation among Romanians revealed that age had significant correlation with entrepreneurial motivation [32].

Results showed that there was negative correlation between gender and generally entrepreneurial motivation, and with subjective norms, attitude toward the behavior, perceived behavior control and perceived entrepreneurial motivation specifically. More than half of the participants were female so, the negative correlation meant that females were less motivated than male. This result supported by another study where gender was negatively correlated, men report higher levels of perceived behavioral control and men have more positive attitudes toward entrepreneurship [33]. But, an Irish study concluded that there were no statistically significant differences between male and female on entrepreneurial behavior [34].

Entrepreneurial motivation had positive significant correlation with family background and residence. The finding suggests that entrepreneurial motivation can be enhanced by supportive social values and the exposure to entrepreneurial family members. Recent previous study confirmed that there was significant influences on entrepreneurship provision were identified as exposure family members in entrepreneurship field [26]. The entrepreneurial family background had a significant moderate correlation with subjective norms which concurs with researches of both [34] and [35]

There was an insignificant positive correlation between marital status and entrepreneurial motivation. The results provide support for prior research that being single had a significant impact on growth entrepreneurial behavior [36]. Marital status had a significant strong positive correlation with the attitude towards behavior, and perceived entrepreneurial motivation. About two third of the participants were single, single participants were highly motivated toward start their own private practice than married. Many researches explained that married people had a lot of responsibility and forces to stay away from risk involved in entrepreneurship so, they not tend to had start-ups. Despite of that some researchers confirmed that marital status is not significant to determine the entrepreneurial behavior [34].

Motivation is shaped with environmental circumstances and resources availability so, the residence is important when studying entrepreneurial motivation. The question is which considered a supportive environment to start a new private practice, rural areas or urban areas. The answer by most previous studies was urban areas such as [37], [38], etc. The current study revealed that there was a significant negative correlation between residence and entrepreneurial motivation where most of the participants from rural area. This result is congruent with the previously mentioned the studies. This was confronted by a study consider rural areas as a good environment for new ideas rather than crowded urban areas [39].

Entrepreneurial motivation can be aroused by stimulating its indicators in the following order as the results indicated; subjective norms, perceived behavioral control, attitude toward behavior, finally, perceived entrepreneurial motivation. Family, friends and important people play a great role in motivation the entrepreneurial behavior to start a private practice. Then the perceived related ease or difficult starting a private practice comes in the second stage; followed by perception of feasibility and availability of needed recourse to be a successful entrepreneur. At a previous study in Malaysia where perceived behavioral control came as a first indicator followed by subjective norms and attitude toward behavior [40]. This can be inferred to different environmental circumstances and different culture between Egypt and Malaysia.

CONCLUSION:

Overall, the study concluded that entrepreneurial orientation program affect entrepreneurial motivation positively among participants. There was a significant difference between entrepreneurial motivation and participants` residence and family background. Single participants had high value toward perceived entrepreneurial motivation and attitude toward the behavior. Who had family back ground toward entrepreneurship and who came from rural areas, had highly motivated to be an entrepreneur. Further, this study revealed that entrepreneurship training can motivate young graduates to start their own private practice which had positive effects on the economy and health of the country and nursing profession. These results enrich nursing knowledge with new venture for nurses to frame their own practice and enhancing to the professional practice. This knowledge can help the

academicians and nursing managers in the development of new strategies that enhance nursing entrepreneurship.

6. RECOMMENDATIONS:

Based on important findings of the study, the following recommendations were suggested:

•The findings provide valuable insights for nursing mangers and nursing educators to promote entrepreneurship training and provide better support for nursing students to pursue entrepreneurial success. It is vital for policymakers to consider personal and environmental factors that affect entrepreneurial motivation so that the impact of their policies and programmes could be maximized.

•Since entrepreneurial motivation can explain and predict entrepreneurial behaviour. Higher education institutes have a vital role to design their curricular in such a way that further the self- efficacy of entrepreneurial actions and positive attitude on entrepreneurship among undergraduates.

•Conduct additional research with more practicing nurses to learn more and what else should to be done to support the nurse entrepreneurs.

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