

INFLUENCE OF ENTREPRENEURIAL INTENTION ON ENTREPRENEURIAL BEHAVIOR: A STUDY WITH REFERENCE TO GRADUATE UNEMPLOYED IN PONDICHERRY

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Abstract

Entrepreneurs play an important role in the growth and development of an economy because entrepreneurship development brings about a number of benefits. These include employment, income, improved quality of life, social advancement, poverty reduction, and others. This scenario would necessitate the emergence of young entrepreneurs particularly graduates who otherwise to a great extent depend on suitable employment opportunities but in vain. Keeping this idea in mind, this paper makes an attempt to examine to what extent, graduates in Puducherry acquaint themselves with entrepreneurial intention and behaviour which in turn would prepare them for business startups. Convenient sampling was used to collect primary data from 50 respondents. Analysis was carried out with descriptive statistic including, Factor analysis, correlation and Multiple regression. The findings show that the unemployed graduates in Puducherry had a moderate level of entrepreneurial intention and behavior. Correlation result shows that entrepreneurial intention and the entrepreneurial behavior are closely related with each other. Further, the regression analysis suggests that entrepreneurial intention had a significant impact on entrepreneurial behavior.

Keywords: Entrepreneurial intention, and Entrepreneurial behaviour

Introduction

Individual's intention is inevitable for his actions which are directed towards some specific performance. Intentions can drive motivation and inspire action or behaviour. They are often the catalyst for change and growth. Behavioral performances create real effects, making them essential for achieving goals and making a difference. Consistent behavior results in desired results. Result

oriented behaviour are not randomly performed. In fact, consistent behaviors of an individual are well planned and defined. Strong intention of people motivates them for consistent behavior and performance which ensure success in any endeavor. Success of people in any form tends to begin with a strong desire or intention. In most cases, both intentions and behavioural actions are important. Intention without appropriate behavioral action is nothing. On the other hand, a behaviour or an action without its corresponding intention would be mostly an accidental or ineffective one. Therefore, a balance between the two is often ideal, where intentions lead to positive actions, and actions are guided by thoughtful intentions.

Entrepreneurial intention is the desire of an individual to become an entrepreneur. **Bird (1998)**¹ believe that the state of mind that drives someone to take action towards starting a business and becoming an entrepreneur is known as entrepreneurial intention. Individuals who desire to become entrepreneurs typically gather the necessary means, take measured risks, and launch their own businesses. Individuals are motivated to operate entrepreneurially by their own internal entrepreneurial ambitions. **Linan and Rodriguez (2011)**² indicated that intention encourages a person to take action for entrepreneurship. **Pruett (2012: 94)**³ believes that entrepreneurial intentions can lead to a successful business career. Intention models are based on attitude ideas. An attitude influences a person's behaviour. The attitude cannot be separated with the intention. The person's desires give rise to intention. **Bruyat (1993)**⁴ he says that having an entrepreneurial intention and will are the same thing. **Fayolle (2000: 405)**⁵ states that "a determination to take actions essentially constitutes intention". **Bird (1988, 1992)**⁶ reveal an intention is equivalent to independence and determination. He adds that an intention is a mental state that guides a person's devotion, dreams, efforts, and dedication towards his goals. **Lau, Chan, and Man (2000)**⁷ considered improving entrepreneurial characteristics for the growth of entrepreneurship can influence people's entrepreneurial intentions. In recent years, many college graduates have decided to work for an organization or become government employees. A few people consider starting their own business on account of confidence in their skills and cash.

Entrepreneurship

Schumpeter (1984)⁸ an entrepreneur increases the existing economic system through introducing new products or services, establishing new organisations, and changing raw materials. Anyone starting a business can understand this entrepreneurship concept. The process of entrepreneurship encompasses the activities, functions, and actions that enable a company to pursue and capitalise on opportunities. **Ananda and Rafida (2016)**⁹, Entrepreneurship is defined as the ability to create something new and unique. It demonstrates that an entrepreneur has the ability to create something new and distinct from what is already available.

Entrepreneurial Intention

Individuals' entrepreneurial intentions are crucial elements for predicting their entrepreneurial behaviors. Intention is important for understanding the process of starting a firm or engaging in entrepreneurial behavior. Therefore, Persons may have the potential to become on entrepreneurs, but this does not compel them to engage in entrepreneurial behaviour unless they have such an intention. **(Kautonen et al., 2013)**¹⁰ because entrepreneurial intention helps to explain why some

people choose to start a business, it is regarded as an important factor in explaining entrepreneurship and generating new business. (Krueger et al., 2000)¹¹.

Entrepreneurial behavior

Entrepreneurial Behaviour relates to how entrepreneurs behave and think. To create value, it is necessary to take the initiative, take measured risks, and innovate. Entrepreneurial activity comprises identifying possibilities and proactively implementing creative ideas. The majority of the entrepreneurship literature contends that entrepreneurial activity is linked to entrepreneurial behaviour, which can be described as the values and needs of a person who is truly motivated and determined to participate. (Kirkley, 2016)¹². Küttim et al. (2014)¹³ indicate that entrepreneurial behaviour consists of a person who is driven to create a new product and introduce it to the market, where behaviour is influenced by factors such as age, gender, experience, positive attitude, and subjective norms. Entrepreneurial behaviour contributes significantly to the development of social skills, which are at least as important as hard skills. “Entrepreneurial behaviour is a person dynamic set of beliefs in his ability to competently perform a particular task or set of activities” (Kassean et al., 2015)¹⁴.

Review of Literature

Naushad M. (2018)¹⁵ determined the antecedents of entrepreneurial intention among Saudi students. Primary data were collected using self-administered questionnaire. Using Univariate statistic, structured equation modeling and Partial Least square, the study concluded that, the subjective norm and attitude are the major predictors of entrepreneurial intention among Kingdom of Saudi Arabia students. However, perceived behavioral control had no effect on intentions. Only internal locus of control had a direct influence on intention among the personality antecedents. The two personality constructs, viz, Need for achievement and Propensity to risk, were concerned with attitude and perceived behavioral control.

Harun Sesen (2013)¹⁶ investigated the antecedents of entrepreneurial ambitions in a complete model and further identified the strengths of the effects that various personality traits and environmental factors had on entrepreneurial intentions. Primary data were collected from university students of two different countries viz., Ankara and Turkey. Correlation and highrarchical regression analysis were used for the study. The study found that individual characteristics such as locus of control and entrepreneurial self-efficacy (ESE), as well as contextual factors such as social network and access to money had significant effects on students' entrepreneurial intention. However, findings revealed that academic atmosphere had no significant influence.

Elali and AI –Yaciub (2016)¹⁷ investigated the key factors influencing entrepreneurial intention among Kuwaiti nationals. Primary data were collected using self-administered questionnaire. Correlation and regression analysis used for the study. The findings revealed that all three personality trait viz. risk tolerance, perception of self-efficacy, and the need for achievement, as well social network had a significant effect on Kuwaiti entrepreneurial intention. However, the study also explained that both opportunity recognition and availability to resources had no significant effect on entrepreneurial intention.

Radhakrishana and Jose (2018)¹⁸ examined students' attitude towards entrepreneurship as well as the elements that affect entrepreneurship. Primary data were collected from undergraduate final year students of Trissur University in Kerala, India. Using T test simple percentage analysis and weighted average method, the study suggested that majority of the students had a favorable opinion on entrepreneurship. Even though they had a positive intention to pursue entrepreneurship, the main obstacle in choosing entrepreneurship as a career was lack of financial background and the difficulty in raising sufficient funds. Profit was regarded as the most important motivator, while family tradition had the least influence when it comes to choosing entrepreneurship.

Atul shiva and Jinesh Jain (2012)¹⁹ investigated the entrepreneurial intention among commerce undergraduate students. Primary data were collected from Punjab University, Ludhiana. Multiple regression, factor analysis were used for the study. The result indicated that the higher educational skills, risk taking ability, higher energy level and access to capital were the major influencing variable in the choice of entrepreneurship as a career after graduation. The study also revealed that gender and personal business experience had a positive effect on entrepreneurial intention. **Chand Prakash et al., (2021)**²⁰ examined the entrepreneurial intention among business students based on their career aspiration. Primary data were collected using self-administered questionnaire. SEM model was used for the study. The result indicated that, the career goal had significant impact on entrepreneurial intention among business students.

Statement of the Problem

Pondicherry is one among the four enclaves in the Union Territory of Puducherry which accounts with an expected population of 12,28,082 (2021-22) found to have a significant challenge in addressing the employment needs of its graduates. Further, 2,07,778 (17%) individuals were found to have registered in the employment exchange and actively seeking job opportunities.

However, the employment opportunities available in the region (labour demand) accounted for only 738, indicating that less than 1% of graduates are able to find suitable employment, leaving the remaining graduates without proper job placements. Despite having a considerable number of graduates, many struggles to secure employment opportunities that align with their field of education.

This situation has contributed to increased frustration and depression among graduates, who face significant challenges in obtaining meaningful employment. In light of these difficulties, one potential solution is to encourage graduates to explore entrepreneurship as an alternative career path. This research seeks to investigate whether graduates in Pondicherry region possess a clear intention or purpose in their decision to pursue entrepreneurship as a viable career option.

Sl. No.	Year	No. of unemployed (supply)	(Demand)
1	2015-2016	210942	2077
2	2016-2017	211031	937
3	2017-2018	211431	982
4	2018-2019	200165	1026

5	2019-2020	188367	1313
6	2020-2021	207778	693
7	2021-2022	255103	738
8	2022-2023	253096	251

Sources: Pondicherry Employment Exchange

Objectives

1. To examine the status of entrepreneurial intention and entrepreneurial behaviour
2. To examine the factors determining entrepreneurial intention and entrepreneurial behavior
3. To examine the relationship between entrepreneurial intention and entrepreneurial behaviour
4. To analyse the impact of entrepreneurial intention on entrepreneurial behaviour

Hypotheses

1. H_0^1 : There is no significant relationship between the entrepreneurial intention and entrepreneurial behaviour
2. H_0^2 : There is no significant impact of entrepreneurial intention on entrepreneurial behaviour.

Methodology

Sample & Sampling Technique

Convenience sampling method was used for the present study. The sample respondents for the study included un- employed graduates in the Puducherry region of the Union Territory of Puducherry. A total of 86 questionnaires were sent through email addresses collected from different higher educational institutions in Puducherry. Filled in questionnaires were collected from 72 respondents. Finally 50 questionnaires were identified as complete in all respects.

Study Area

Puducherry Union territory in India has four enclaves, viz., Puducherry, Karaikal, Mahe, and Yanam. Puducherry is the head quarter situated on the Coromandel Coast of the Bay of Bengal in South India. Puducherry region is selected for the study for the reason of its accessibility to the researcher. Other regions are far off to each other and therefore respondents from other regions were not included for the study.

Data

The study is based on the primary data collected in a survey using a questionnaire through on line mode. The questionnaire was written both in Tamil as well in English language.

Tools used for Analysis

The data collected were further processed by SPSS 26 (statistical package of social science). Correlation and Regression analysis were applied for the study.

Result and Discussion

Reliability and validity were used to ensure the quality of research. Reliability refers to the consistency while validity ensures on its accuracy. The reliability of data was assessed using cronbach's Alpha, using SPSS 26 version

Table 1. Reliability Statistics

Cronbach's Alpha	N of Items
0.818	45

The reliability statistics as given in the table 1 shows that the overall cronbach Alpha (reliability statistic) value is found to be at 0.818 and range of association is reported to be good.

The coefficient of Alpha is used to assess the internal consistency of two items measure. The strength of association is given in table 2 as given below:

Table 2 Coefficient Range of Alpha

Coefficient Range of Alpha	Strength of Association
< 0.60	Poor
0.60 - < 0.7	Moderate
0.70 - < 0.80	Good
0.80 - < 0.90	Very Good
0.90	Excellent

The strength of association ranges from poor to excellence. The coefficient alpha is used to assess the internal consistency of two items measures. While table 3 indicates the reliability statistics of both the variables of the study viz., entrepreneurial intention and the entrepreneurial behaviour.

Table 3. Reliability Analysis

Variables	Cronbach's Alpha	N of Items
Entrepreneurial Intention	0.730	20
Entrepreneurial Behaviour	0.655	25

Source: Primary data

Examinations of the results indicate that the reliability coefficient ranges from 0.655 to 0.730. The two items cronbach Alpha range indicates that the strength of the association between the study

variables is found to be at moderate level. The analysis suggests that the items used to assess entrepreneurial intention and entrepreneurial behaviors are reliable.

Table No. 4. Demographic variable

Sl. NO	Particulars	Frequency	Percent
Gender	Male	24	48
	Female	26	52
	Total	50	100
Age	up to 20	02	04
	21-30	46	92
	31-40	02	04
	Total	50	100
Religion	Hindu	48	96
	Muslim	01	02
	Christian	01	02
	Total	50	100
Community	SC/ST	05	10
	MBC	28	56
	OBC	10	20
	Others	07	14
	Total	50	100
Marital status	Married	09	18
	Unmarried	41	82
	Total	50	100
Living area	Rural	32	64
	Semi-urban	06	12
	Urban	12	24
	Total	50	100
Type of family Type of education	Joint family	16	32
	Nuclear family	34	68
	Total	50	100
	Undergraduate	21	42
	Postgraduate	29	58
	Total	50	100
Educational qualification	Arts	08	16
	Science	08	16

	Commerce	30	60
	Management	03	06
	Engineering	01	02
	Total	50	100
Year of passing	Up to 2010	01	02
	2011-2020	04	08
	2016-2020	15	30
	Above 2020	30	60
	Total	50	100
Nativity	Origin	44	88
	Migrant	06	12
	Total	50	100
Current occupational status	Employed	18	36
	Unemployed	32	64
	Total	50	100
Career change	Yes	40	80
	No	10	20
	Total	50	100
Relatives or friends doing business	Yes	13	26
	No	37	74
	Total	50	100

Source: Primary data

Examination of the demographic profile of respondents shows that that (52%) respondents is female and (48%) are male. Majority of them (92 %) belong to 21 to 30 years age group , which is also found to be the mean age of start-up entrepreneurs in studies . Most of the respondents (96 %) are Hindus, which is the predominant religious group in India. Muslims and Christens are only 2 percent each. Caste wise analysis indicate 56 percent are most backward while scheduled caste & scheduled tribe and other backward caste respondents are 10 and 14 percent respectively. Further, 82 percent of respondents are unmarried. Rural respondents are accounted to be 64 percent, 12 percent are from semi urban and 24 percent are from urban area. Nuclear family respondents are 68 percent and 32 percent are from joint family. Under graduate and postgraduates are 68 and 32 percent respectively. Commerce graduates are 60 percent, arts and science graduates are 16 percent and rest of them hold degrees in management and engineering. Most of the respondents (60 %) are graduates since 2020 and 30 percent respondents were graduated between 2016 to 2020. Others graduated before 2016. Predominantly (88%) respondents are natives of Puducherry and others are migrants. Employed are 64 percent and others are unemployed. Most of them (80 %) look for a change in their career. Respondents with friends and relatives in business are only 26 percent. Most of them did not have such relatives or friends.

Entrepreneurial Intention

An individual must have a desire to engage in entrepreneurship. Successful entrepreneurial events are expected to happen on one's own interest and should not be forced. Entrepreneurial intention has been examined among the respondents with the help of four dimensions including attitude towards entrepreneurial behaviour, perceived behavioral control, subjective norms and self-efficacy. These dimensions were identified and selected among a list of variables predominantly used in previous studies. The table 5 as given below shows the results of entrepreneurial intention.

Table No. 5 Descriptive statistics of Entrepreneurial Intention

	N	Minimum	Maximum	Mean	Std. Deviation
Attitude towards Entrepreneurial Behaviour	50	1	5	3.752	0.8057
Perceived behavioral control	50	1	5	3.812	0.8525
Subjective Norms	50	1	5	3.408	1.0698
Self-efficacy	50	1	5	3.728	0.9092

Source: Primary data

Subjective norms are the perceived social pressure to engage in a specific behaviour. These subjective norms assess societal support for various behaviors based on family background, role models, and peers (Bakotic & kruzic, 2010)²¹. While examining whether the entrepreneurial intention of the unemployed graduates in Puducherry region are subject to such approval from their social groups, it was noticed that they had approval but at relatively low level with a mean of 3.408 (SD 1.0698)

Perceived behavioral control is a total set of accessible control beliefs. It is the ability to do specific activities and linked to an individual's perception of its ease or difficulty of performing the behaviour (Ajzen, 2001)²². The entrepreneurial intentions of the respondents involve the desire to achieve specific behaviors. It was observed that the unemployed graduates in Puducherry region are found to have a moderate perceived behavioural control with a mean score of 3.812.

Self-efficacy is defined as an individual's belief in their ability to attain specific performance levels and to influence events affecting their lives (Bandura, 1986, 1997)²³. Self-efficacy enhances personal achievement and well-being. The entrepreneurial intentions of the respondents are closely linked to their self-efficacy. The analysis revealed that self-efficacy, reflecting confidence of the unemployed graduates in Pondicherry to perform necessary behaviors to achieve goals, had a mean score of 3.728.

Attitude towards entrepreneurial behaviour is the self-performance of a particular behaviour. Individuals work with the expectation that the end result will be beneficial to them. Entrepreneurship can help individuals achieve their goals and objectives, leading to a positive attitude towards it. When the contrary occurs, the situation will be reverse. An individual's attitude towards entrepreneurship determines whether they view entrepreneurial behavior positively or negatively, Pulka et al., (2015)²⁴. An attempt is made to determine whether the respondents'

attitude is conducive to lead to their behavioral actions towards entrepreneurship or not. The analysis found that the mean score for attitude towards entrepreneurial behaviour was moderately high at 3.752.

Further to know whether the data is normally distributed or not, standard deviation was examined. The standard deviation ranging from zero to one denotes normal distribution (Cohen, 2011)²⁵. It was found that except subjective norms, where standard deviation was more than 1 ($\sigma = 1.0698$), other variables including attitude towards entrepreneurial behaviour, perceived behavioral control and self-efficacy had standard deviation of 0.8057, 0.8525 and 0.9092 respectively. It could be understood that, the data is found to be normally distributed in the study.

The overall conclusion from the descriptive statistics on entrepreneurial intention is that all the dimensions of entrepreneurial intentions including attitude towards entrepreneurial behavior, perceived behavioral control, subjective norms, and self-efficacy are found to have mean scores above 3. Thus, it suggests that graduate respondents are perceived to have a moderate level of intention to start their own businesses.

Entrepreneurial behaviour

Entrepreneurial behaviour has been examined among the respondents with the help of five variables including locus of control, achievement motivation, leadership ability, decision making ability and information seeking. These dimensions were identified and selected among a list of variables predominantly used in previous studies. The table 6 as given below shows the results of entrepreneurial behaviour.

Table 6. Descriptive statistic of Entrepreneurial behaviour

	N	Minimum	Maximum	Mean	Std. Deviation
Locus of control	50	1	5	3.464	1.0863
Achievement motivation	50	1	5	3.748	0.8804
Leadership ability	50	1	5	3.808	0.7944
Decision making ability	50	1	2	3.82	0.8514
Information seeking	50	1	2	3.496	0.9042

Source: Primary data

Decision-making abilities encompass all of the skills required to make an informed, reasoned decision. Decision-making abilities help an individual to become a leader of a group of people. Knowing how to make good judgments can assist save time, maximize resource under use, and keep the organization on track for long-term success. While examining whether the respondents exhibit decision making abilities, it was observed that their decision-making levels were relatively higher, with a mean score of 3.820.

Leadership is the ability to acquire the trust and confidence of people to achieve organizational goals (**Kirkpatrick & Locke, 1991**)²⁶. The evaluation of whether the respondents' entrepreneurial behavior is exhibited by their leadership skill, it was found that their leadership ability was relatively moderate, with a mean score of 3.808.

Locus of Control is a person's belief of the underlying primary reasons of events in his or her life. The term "locus of control" relates to one's perceived control over life events. People with an internal locus of control think they have control over their lives. Others with an external locus of control often attribute their success to luck, timing, and the actions of powerful others. Beliefs in personal control shape people's perceptions, attitudes, and work behaviors. (**Rotter, 1966**)²⁷. The respondents' behaviour is appeared to be influenced by their perceived control over life events, although these control beliefs were relatively weak, with a mean score of 3.464.

Desires information to become better informed, looks for resources and supporting information. Entrepreneurs need information to make informed decisions when starting or operating a firm. Entrepreneurs should seek and gather necessary information to make informed decisions and improve their business. (**Ponceelia T**)²⁸. The respondents' intentions appeared to be affected by their group's beliefs, though these beliefs were relatively weak, with a mean score of 3.496.

Achievement motivation is a desire to do well relative to some standard of excellence. Achievement motivation stems from a competitive drive to achieve greatness **Trusty, (1998)**²⁹. It serves as fuel to activate entrepreneurs to exert more and higher level of efforts to achieve something important to them. An attempt is made in the current study to confirm whether the respondents have a strong desire to achieve something great and unique which others give up usually out of contentment. The result indicates that the mean achievement motivation score of the respondents are found to be at 3.748. It implies that they do have achievement motivation, but at relatively low.

Further, except locus of control ($\sigma = 1.0863$), standard deviation of all other entrepreneurial behavioural variables viz., achievement motivation ($\sigma = 0.8804$), leadership ability ($\sigma = 0.7944$), decision making ability ($\sigma = 0.8514$) and, information seeking ($\sigma = 0.9042$) are found to have less 1. Therefore, it could be concluded that the data is normally distributed.

The overall conclusion from the descriptive statistics on entrepreneurial behaviour is that all the dimensions viz. *locus of control, achievement motivation, leadership ability, decision making ability, and information seeking* which measure the presence of entrepreneurial behavior of the respondents, showed that their mean scores were ranging from as low as 3.464 (Locus of Control) to a high of 3.820 (Decision Making Ability). But invariably, all the dimensions were found to have maintained mean score above 3 indicating that the respondents' behaviour are slightly entrepreneurial, but not enough to be successful.

Factor analysis

Factors determining Entrepreneurial intention and Entrepreneurial behavior

The study used nine variables, including four dimensions of entrepreneurial intention and five dimensions of entrepreneurial behavior, specifically for the purpose of conducting factor analysis. KMO and Bartlett's Test has been used to indicate whether factor analysis is appropriate for the current dataset or not. The test results are given in table 7

Table 7. KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.754
Bartlett's Test of Sphericity	Approx. Chi-Square	171.205
	Df	36
	Sig.	0

Sources: Primary data

While examining of the table number 7, as given above, The KMO value of 0.754 is deemed excellent, as it surpasses the recommended value of 0.6 (**Kaiser, 1974**)³⁰. Additionally, the significant result of Bartlett's test of Sphericity, with a p-value of 0.000 (<0.05), suggests that there is a significant relationship among the variables. Together, these findings confirm that the data is suitable for factor analysis.

Table 8. Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.074	45.265	45.265	4.074	45.265	45.265	3.342	37.129	37.129
2	1.183	13.144	58.408	1.183	13.144	58.408	1.915	21.279	58.408
3	0.913	10.144	68.552						
4	0.824	9.16	77.712						
5	0.653	7.259	84.971						
6	0.519	5.762	90.733						
7	0.41	4.558	95.291						
8	0.222	2.467	97.758						

9	0.20 2	2.242	100						
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Extraction Method: Principal Component Analysis.

Sources: Primary data

All the components, as given in table 8, of entrepreneurial intention and entrepreneurial behavior are loaded on two factors. The total variance examined for by the two factors with the Eigen value greater than 1 is 58.41 percent and the remaining variance is explained by other variables. Between the two factors, the first one is accounted for 37.13 percent of variance which is the prime criteria considered in the entrepreneurial intention and behavior.

Table 9. Rotated component Matrix

Rotated Component	Components	
	1	2
	Loaded Value	Loaded Value
Leadership ability	0.824	
Decision-making ability	0.796	
Self-efficacy	0.718	
Achievement motivation	0.703	
Perceived behavioral control	0.610	
Attitude towards Entrepreneurial behavior	0.586	
Subjective Norms	0.537	
Information seeking		0.789
Locus of control		0.776

Sources: Primary data

The table 9 examines the rotated components Matrix in the descending order of their loading on 9 factors grouped into Component I and II. Component I has 7 factors and II has 2 factors. The purpose of rotation in factor analysis is to simplify the interpretation by reducing the number of factors with highest loading on the examined variable. In the current study, the rotated component matrix value above 0.50 is found to be higher level of factor loading. It is evident that the components I, viz., leadership ability, decision-making ability, self-efficacy, achievement motivation, perceived behavioral control, attitude towards entrepreneurial behavior, and subjective norms, and component II factors, viz., information seeking and locus of control, are found to be higher loaded. The result indicates that there is a strong correlation between the variables of entrepreneurial intention and behavior. Therefore the study concludes that the factors are positively

correlated with each other and suggest that they are found to be the determinants of entrepreneurial intention and behavior.

Correlation

The correlation analysis is a statistical method used to discover the relationship between the two variables viz., entrepreneurial intention and entrepreneurial behavior and further to understand how strong that relationship may be and to determine whether there are any noteworthy links, patterns, or movements between them.

Correlation analysis is used to identify trends within datasets. A positive correlation indicates that both variables rise in proportion to one another, whereas a negative correlation indicates that one variable decreases while the other increases. P value is the measure of level of significance. P value equal to or less than 1 indicates 1 percent significance level. While on the other hand, p value equal to or less than 0.05 denotes 5 percent level of significance.

Table 10. Correlation

	Locus of control	Achievement motivation	Leadership ability	Decision making ability	Information Seeking	Entrepreneurial Intention
Locus of control	1					
Achievement motivation	0.115	1				
Leadership ability	0.222	0.393**	1			
Decision making ability	0.204	0.473**	0.741**	1		
Information seeking	0.375**	0.145	0.197	0.232	1	
Entrepreneurial Intention	0.383**	0.478**	0.607**	0.492**	0.372**	1

** . Correlation is significant at the 0.01 level (2-tailed)

The table number 10 indicates the correlation matrix of entrepreneurial intention and various dimensions of entrepreneurial behavior is the locus of control (0.383**), Achievement motivation (0.478**), leadership ability (0.607**), decision making ability (0.492**), information seeking (0.372**) at 1 percent level of significant. Therefore there is a significant relationship between the entrepreneurial intention and entrepreneurial behavior.

The null hypothesis, “H₀¹: There is no significant relationship between the variable of entrepreneurial intention and behavior” is rejected and leads to the acceptance of the fact that there is a positive relationship between entrepreneurial intention and behaviour.

Multiple Regressions

Multiple regressions are a statistical process that predicts the values of a response (dependent) variable using a set of predictor (independent) variable values. Multiple regressions involve two or more external variables influencing the value of the dependent variable. Multiple regression analysis is essentially a means of evaluating the information obtained by measuring data using regression.

Table 11. Multiple Regressions

Variable	Coefficient	Std. Error	t value	p value
Entrepreneurial Behaviors	38.336	8.140	4.710	0.001
Attitude towards Entrepreneurial behavior	0.864	0.512	1.689	0.098
Perceived behavioral control	1.043	0.441	0.313	0.022*
Subjective Norms	1.004	0.338	2.969	0.005**
Self-efficacy	0.008	0.481	0.016	0.665
Multiple R	0.715			
R Square	0.511			
Adjusted R Square	0.467			
F- State	0.001**			

Source: Primary data

Discussion

Examination of the regression model, as given in the above table 11, indicate that perceived behavioral control and Subjective norms' are found to be significant at 5% ($p=0.022$) and 1% ($p=0.005$) levels respectively. It implies that, entrepreneurial intention has a significant impact on entrepreneurial behavior. Therefore, H_0^2 "There is no significant impact of entrepreneurial intention on entrepreneurial behavior" is rejected.

The adjusted R^2 was found to have 0.467, indicating that. 47% of the variance is explained by an independent variable while the remaining 53% is explained by the other unobserved variable. The F statistic result also has 1% level of significance which implies that there is a good fit. It could therefore be concluded that there is a significant positive impact of entrepreneurial intention on entrepreneurial behavior.

The objective of the study is based on two development hypotheses. It evaluates four variables viz., attitude towards entrepreneurial behaviour, perceived behavioral control, subjective norms and self-efficacy as predictors of entrepreneurial behaviour. The study aims to find the influence of entrepreneurial intention on the entrepreneurial behaviour among the graduates. The first hypotheses of the correlation analysis indicated that there is a significant relationship between the entrepreneurial intention on the one hand and behaviour on the other hand. Further, the regression analyses also suggest that there is a significant positive impact of entrepreneurial intention on entrepreneurial behavior.

Conclusion

The first objective of the study was to examine the status of both entrepreneurial intention and entrepreneurial behavior. The findings show that the graduate unemployed respondents of the study in Puducherry region are found to have entrepreneurial intention and behavior, but at a moderate levels. Further analysis aimed at finding the factors which influenced both entrepreneurial intention and behavior reveals a strong correlation between entrepreneurial intention and behavior. It implies that attitude towards entrepreneurial behavior, perceived behavioral control; subjective norms and self-efficacy are found to be predicting variables of entrepreneurial intention on the one hand. While on the other hand, locus of control, achievement motivation, leadership ability, decision making ability, and information seeking are found to be the determining factors of entrepreneurial behavior.

The correlation matrix indicated that entrepreneurial intention and entrepreneurial behavior are correlated with each other. Finally, the study explored the impact of entrepreneurial intention on entrepreneurial behavior.

The results indicated that there was a significant impact of entrepreneurial intention on entrepreneurial behavior in terms of perceived behavioural control and subjective norms.

Limitation

The study has used convenient sampling on account of easy availability and its accessibility to the researcher. Therefore, the benefits of appropriate sampling methods were not be available to the study results. Further, the study results are applicable only to Puducherry region in the union territory of Puducherry with four regions.

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