SUMMARY

INTRODUCTION: THE CONCEPTUAL FRAMEWORK

As defined by Katz (1992), the employment status choice is the vocational decision process in terms of the individual’s decision to enter in an occupation “as a wage/salaried individual or a self employed one”. An individual’s career choice decision depends upon many factors like his need for achievement, knowledge & skills, personality traits & attributes, demographics, family background, attitude & intention. It is suggested that the occupational decision process of an individual’s intention to be an entrepreneur may be predicted based on his/her career factors or salient beliefs. Since an individual’s career factors evolve through a process of career development by which an individual tests himself/herself in various conditions of job, any job successes experienced strengthen an individual’s career factors in those areas (Dyer, 1994).

During the 1960’s, the individual’s behavior came into the limelight as a major factor contributing to small enterprise development as entrepreneurship and hence the development and growth of entrepreneur and entrepreneurship came to be recognized as critical to development. The issue of unemployment and particularly graduate unemployment and its socio economic problems continued to be an issue of utmost importance for government, policy makers, non- governmental organizations (NGOs) as well as other sectors. Though the Indian economy has witnessed a good growth in the last couple of years, yet the country’s economic development in context to the expansion of facilities in higher education doesn’t fall in the same trend line. As a matter of fact, the Indian management education, as it exists today in most of the institutions is not having a significant contribution in catering to the needs of the industry resulting in large scale unemployment among qualified young management graduates and wastage of precious human resources. Unemployment in management segment is increasing while MBAs with the requisite knowledge and skills are in short supply. So, the involvement of youth in the economic struggle is of paramount importance. Fostering them with the spirit and drive towards entrepreneurship implies preparing them to become potential employment creators and in the same manner making the society entrepreneurial. There are two intentional models used in this study for predicting entrepreneurial intentions:
i. Theory of Reasoned Action (TRA)

ii. Theory of Planned Behavior (TPB)

Two conceptually independent determinants of intention are specified in the theory of reasoned action (TRA). One is personal factor attitude towards the behavior and refers to the degree to which a person has a favorable or unfavorable evaluation of the behavior in question. The second predictor of intention is subjective norm a social factor; it refers to the perceived social pressure to perform or not to perform the behavior. The Theory of Planned Behavior (Ajzen, 1985) extends the boundary condition of pure volitional control specified by the Theory of Reasoned Action. Three attitudinal antecedents of intention have been identified in TPB. Personal attitude toward outcomes of the behavior and perceived social norms are the two antecedents that reflect the perceived desirability of performing the behavior. The third, perceived behavioral control (PBC) reflects perceptions that the behavior is personally controllable.

It is well documented that employment possibilities (Louw et al., 1999) can be enhanced by means of entrepreneurship. Small and medium industrial enterprise in India contributes approximately 40 per cent to the country’s GDP. Despite this, the so-called “entrepreneurial culture” seems to be lacking in India. In general, Indians are socialized and educated to enter the labor market as employees and not as entrepreneurs (Aardt et al., 1997).

Global Entrepreneurship Monitor (GEM) 2014 showed that 58% of Indian adults (18-64 years old) consider entrepreneurship as a desirable career choice; around 66% think that entrepreneurs enjoy high reputation and status in society. However, taking these measures as the base, India ranks below its peers in the factor-driven (least developed) economies as well as among the BRICS (Brazil - Russia - India - China - South Africa) nations. GEM consistently underlines in its survey that early-stage entrepreneurial activity is influenced greatly by the gender factor for a combination of cultural, societal and economic reasons. Global findings suggest that early-stage entrepreneurial activity is male-dominated and that females opt for entrepreneurship out of necessity in comparison to their male counterparts. India bucks this trend - in India there are relatively more men who started their businesses out of necessity.

This study examines the career choice intentions of management students studying in various state universities and affiliated institutes in Haryana. The study will analyze the perceptions
of management students towards Organizational Employment/ Entrepreneurship. Furthermore, the impact of Attitude, Subjective Norm, Self-Efficacy, Feasibility, Perception of Ease, Perception of Control and Perception of Success on entrepreneurial intentions of management students will be studied.

**REVIEW OF LITERATURE**

Brenner (1991) conducted a study to examine the outcomes that are perceived to be associated with careers in entrepreneurship versus organizational employment. Questionnaires were distributed by the instructors in all the business policy classes to all graduating students majoring in business at a state university in the eastern United States. 237 seniors (127 females & 110 males) were taken as the sample size. The findings indicated that individual perceived that operating their own business is more likely to provide them with exciting & desirable work outcomes.

Kolvereid, L. (1996) applied the theory of planned behavior to predict employment status choice, defined as the intention to enter an occupation as a wage or salaried individual or as a self-employed one. The role of family background, gender, and prior self-employment experience was also investigated. Data were collected from 143 first-year undergraduate students who participated in a 2-year program at a Norwegian business school. It was found in the study that even though the proportion of female business starters seems to have increased in recent years, women only account for approximately 20% of new firm formations in the Scandinavian countries. The results further propounded that males with a family background in entrepreneurship are more likely to be interested in an entrepreneurship career than females with a family background in entrepreneurship.

Evan (2005) conducted a study on 414 students studying in MBA programs in Australia (46), China (39), India (204) and Thailand (125) between 2003 and 2004. The study aimed at exploring the impact of attitude and self-efficacy on entrepreneurial intentions of management students. The entrepreneurial intentions of the students were measured using a 7 point scale ranging from very unlikely (1) to very likely (7) over eight items measuring intentions to engage in a range of entrepreneurial behaviour. The results explicated that individuals who prefer more income, more independence and more ownership have high entrepreneurial intentions. Further, the results revealed no significant relationship between risk propensity and entrepreneurial intentions.
Hansemak (2003) has analysed how personal characteristics like attitude, risk taking propensity etc. of a human being brings a difference in their need for achievement and locus of control of reinforcement. The study explored whether Need for Achievement measured with an objective as well as a projective test and Locus of Control of Reinforcement has any predictive validity for the Entrepreneurial Activity: Start of New Business. The study was conducted on 91 individuals with high school or equivalent education. Analysis made it evident that Need for Achievement measured with a projective test (TAT) and Locus of Control didn’t predict the Entrepreneurial Activity: Start of New Business but if gender differences are taken into consideration, Locus of Control shows a statistically significant predictive validity for men. Need for Achievement was found to be statistically insignificant for men as well as for women.

Nair and Pandey (2006) examined the social-economic and attitudinal characteristics of entrepreneurs on the basis of primary data for the state of Kerala. The results explicated that It does not appear that business acumen runs in families nor is there evidence that religion has an impact of entrepreneurship. Further, the results indicated that the economic status of the family, age, technical education/training and work experience in a similar or related field seem to foster entrepreneurial intentions.

Yusof et al. (2007) investigated the degree to which UNITAR (University Tun Abdul Razaq, Malaysia) students possess entrepreneurial intentions. The sample size consisted of 361 students from three faculties at both graduate and undergraduate levels. Data was surveyed to examine their entrepreneurial inclination and also to look into the relationship between certain psychological characteristics and entrepreneurial inclination. The study explored that the group of students had a very high need for achievement, had a high propensity to take risk, was willing to innovate and had a high locus of control. Further, the study also indicated the students had a moderate tolerance for ambiguity & they were highly inclined towards entrepreneurship.

Fatoki and Olufunso (2010) explored the entrepreneurial intentions of South African graduates by conducting a study among 701 students in their final year of study. The study also aimed at examining the motivators and obstacles to entrepreneurial intentions. Data was analyzed by the principal component analysis, T-test and descriptive statistics. The results revealed that the entrepreneurial intention of South African students is very weak. The motivators of the study were revealed as employment, autonomy, creativity, economic and
capital support. On the other hand, the obstacles were observed as capital, skill, support, risk, economy and crime.

Nandamuri & Gowthami (2012) explored the relationship between the socio-demographic factors and entrepreneurial inclination of the management students in Warangal region. A sample of 200 final year post-graduate management students was selected randomly from 20 management institutes in Warangal region. Correlation analysis has been used for data analysis. The findings revealed that the socio-demographic factors has a strong impact on entrepreneurial intention of the management students.

Prabhu and Thomas (2014) investigated the influence of parental factors on entrepreneurial attitude of management students. The factors in the study were: a) Parental Role Modeling b) Access to parents business network c) Entrepreneurial family culture d) Educational qualification of parents e) Family standard of living. Data was collected from a sample of 50 management graduates who were randomly selected from a leading management institute in Kerala and respondents were served with a questionnaire consisting of 24 statements. The findings enumerated that the parents occupation have a significant impact on entrepreneurial interest of the students. Parents from the business background encourage the children to become an entrepreneur. Further the results revealed that all the factors clearly influenced the entrepreneurial attitude of the B school students.

Aboobaker et al. (2015) conducted a comparative analysis amongst 85 MBA and 79 non-MBA graduates in Kerala. The study also explored the impact of demographic variables on MBA and non-MBA graduates in Kerala. The results of the study explicated gender as a significant factor in determining Entrepreneurial traits. Business family background also emerged as a significant factor in moulding students’ inclination towards entrepreneurship.

Taneja and Gandhi (2015) explored the influence of demographic factors i.e. gender, family background and education on the entrepreneurial characteristics of university students. The study was conducted amongst 106 BBA students of B. K. Majumdar Institute of Business Administration, Ahmedabad University. The statistical methods included Descriptive statistics (Mean, standard deviation, cross tabulation and frequency distribution) and Chi-Square test. Results indicated Gender is having significant impact on Entrepreneurial Intentions of students, males have higher propensity to take risk than females. On the other hand, family background and education were found to have no significant impact on
Entrepreneurial Intentions of students.

RATIONALE OF THE STUDY

Entrepreneurship is a key factor for economic development. With the advent of liberalization in the 90s, the country saw the potential of entrepreneurship not only as an entry-level employment generator but also as a means of wealth creation. The country as a whole saw a growing interest in entrepreneurship, fuelled by factors such as growth potential of economy, changing social and cultural milieu, global success of several Indian firms, emerging opportunities in different sectors and lower capital requirement in IT and service sectors. The past two decades have witnessed the entry of industry associations, NGOs, consultants and voluntary organizations into the entrepreneurship education space. In general, this time period saw the strengthening of the entrepreneurial ecosystem, with the establishment of modes of education that were not training based. Examples of such modes include:

1. Mentoring pools like TiE, and networking events
2. Entrepreneurship Development Cells (NSTEDB, AICTE, UGC)
3. Incubators at various institutions such as:
   (i) Technology Business Incubators (NSTEDB, at over 30 educational institutions)
   (ii) Engineering colleges (IITs, NITs, leading private colleges)
   (iii) Management schools (ISB, IIMs, leading private schools)

The Global Entrepreneurship Monitor GEM (Reynolds, Bygrave, and Autio, 2004) provides reports and highlights on the current importance of entrepreneurship. GEM provides annual survey results on entrepreneurial activity in forty (40) countries. According to GEM, entrepreneurship activities in any country boost economic development, jobs, investments and growth through knowledge, venture dynamics and innovation. Public, private and governmental organizations are taking various measures to promote entrepreneurship in different countries. Entrepreneurial intention has emerged as a foremost construct within the entrepreneurship literature over the last few decades (Drennan, Kennedy, & Renfrow, 2005). World class universities and colleges have implemented various postgraduate, undergraduate and diploma courses on small business management and entrepreneurship. There is an increased rate of MBA students across developed and developing countries considering the issue of entrepreneurship as whether it is a choice or a necessity for a preparation of new venture (Pietrobelli, Rabelotti, & Aquilina, 2004). Such an increasing trend is even more evident for developing countries than for developed countries. In a developing country like
India, the role of entrepreneurship development is more important than that in developed countries so far as the creation of entrepreneurial opportunities and reduction of unemployment situations are concerned. Entrepreneurial orientation has extensively been studied in the US context, but its investigation in the emerging developing country context is very limited (Tang, Tang, Zhang, & Li, 2007). In developing countries, entrepreneurial intention may represent evidence of an emerging entrepreneurial cohort needed to surmount an economic depression.

Moreover, though the Indian economy has touched new heights in the last couple of years, yet the country’s economic development did not exactly pick up in direct proportion to the expansion of facilities in higher education. Unemployment in management segment is increasing as there is large gap between supply & demand of jobs. This trend needs to be corrected at the earliest possible, if sustained development is to be made and the challenges posed by the new industrial policy and globalisation of economy are to be met with success. India needs entrepreneurs in large numbers to capitalize on new opportunities and to create jobs. As per the estimates of Mckinsey & NASSCOM by year 2015, 110-130 million Indians has been searching for jobs, including 80-100 million looking for their first jobs. The traditional large employers including the Government and the old economy players may find it difficult to sustain this level of employment in the near future and the new generation entrepreneurs will have to create the new jobs and opportunities.

Many research studies have been undertaken by scholars for assessing the career choice intentions of management students in India and at International levels. On the basis of review of literature, it has been observed that very less studies in the same context have been conducted in Haryana. With entrepreneurship assuming greater significance in the current economic scenario, the data need to be gathered & analysed in this context.

**STATEMENT OF THE PROBLEM**

The present study is an attempt to examine the career choice intentions (with focus on entrepreneurial intentions) of management students in Haryana. This study determines the impact of various demographic variables on career choice intentions of management students in Haryana. Furthermore, the study also measures the individual & collective impact of Attitude, Subjective Norm, Self-Efficacy, Feasibility and Perception of Ease, Perception of Control and Perception of Success on career choice intentions of management students in
Haryana.

The present study has been stated as follows:

“ORGANIZATIONAL EMPLOYMENT VS ENTREPRENEURSHIP: A STUDY OF CAREER CHOICE OF MANAGEMENT STUDENTS IN HARYANA”

OBJECTIVES OF THE STUDY

Every study is taken up with certain questions in mind to be resolved, which in turn put forward certain objectives which are to be achieved. In context to the problem of career choice intentions of management students in Haryana, the objectives of the present study are:

1. To study the relationship between demographic variables and career choice intentions of management students in Haryana.

2. To study the impact of attitude on entrepreneurial intentions of management students in Haryana.

3. To study the combined impact of attitude and subjective norm on entrepreneurial intentions of management students in Haryana. (Variables proposed by the Theory of Reasoned Action)

4. To study the combined impact of attitude, subjective norm and self-efficacy on entrepreneurial intentions of management students in Haryana. (Variables proposed by the Theory of Planned Behavior)

5. To study the combined impact of attitude, subjective norm, self-efficacy and feasibility on entrepreneurial intentions of management students in Haryana.

6. To study the combined impact of attitude, subjective norm, self-efficacy, feasibility, perception of ease, perception of control and perception of success on entrepreneurial intentions of management students in Haryana.

HYPOTHESES OF THE STUDY

On the basis of research objectives enunciated here above, the research hypotheses developed are:

$H_0 \ 1.1$: There is no significant relationship between gender and career choice intentions of management students in Haryana.

$H_0 \ 1.2$: There is no significant relationship between caste and career choice intentions of management students in Haryana.
\( H_0 \ 1.3: \) There is no significant relationship between area of residence and career choice intentions of management students in Haryana.

\( H_0 \ 1.4: \) There is no significant relationship between academic merit in MBA and career choice intentions of management students in Haryana.

\( H_0 \ 1.5: \) There is no significant relationship between specialization in MBA and career choice intentions of management students in Haryana.

\( H_0 \ 1.6: \) There is no significant relationship between studying in State University/Affiliated Institute and career choice intentions of management students in Haryana.

\( H_0 \ 1.7: \) There is no significant relationship between Father’s educational qualification and career choice intentions of management students in Haryana.

\( H_0 \ 1.8: \) There is no significant relationship between Father’s occupation and career choice intentions of management students in Haryana.

\( H_0 \ 1.9: \) There is no significant relationship between Mother’s educational qualification and career choice intentions of management students in Haryana.

\( H_0 \ 1.10: \) There is no significant relationship between Mother’s occupation and career choice intentions of management students in Haryana.

\( H_0 \ 1.11: \) There is no significant relationship between family income and career choice intentions of management students in Haryana.

\( H_0 \ 1.12: \) There is no significant relationship between prior employment experience and career choice intentions of management students in Haryana.

\( H_0 \ 2: \) There is no significant impact of attitude on entrepreneurial intentions of management students in Haryana.

\( H_0 \ 3: \) Attitude along with subjective norm will not result in predicting higher proportion of variance in entrepreneurial intentions of management students in Haryana than attitude alone.

\( H_0 \ 4: \) Self-Efficacy along with attitude and subjective norm will not result in predicting higher proportion of variance in entrepreneurial intentions of management students in Haryana than attitude and subjective norm, taken collectively.

\( H_0 \ 5: \) Feasibility along with attitude, subjective norm and self-efficacy will not result in predicting higher proportion of variance in entrepreneurial intentions of management students in Haryana than attitude and subjective norm, taken collectively.
students in Haryana than attitude along with subjective norm and self efficacy, taken collectively.

**H₀ 6:** Perception of Ease, Perception of Control and Perception of Success along with attitude, subjective norm, self-efficacy and feasibility will not result in predicting higher proportion of variance in entrepreneurial intentions of management students in Haryana than attitude along with subjective norm, self efficacy and feasibility, taken collectively.

**RESEARCH METHODOLOGY**

**Research Design**

Research Design of the present study is exploratory cum descriptive in nature. The study is exploratory as it aimed at exploring the impact of various factors on entrepreneurial intentions of management students in Haryana and it is a descriptive study as it describes the career choice intentions of the management students in Haryana in context to the demographic variables.

**Sampling Plan**

All MBA final year students of state universities and affiliated institutes of Haryana constituted the population of the study for the present investigation. The sample was drawn from state universities and affiliated institutes of Haryana. At the first stage, Stratified Sampling was used for collection of data from affiliated institutes. The four divisions of Haryana (Ambala, Gurgaon, Rohtak, Hisar) were considered as four stratas. Further, Multi stage Sampling was applied and from each strata, districts were selected (out of the total 22 districts) by simple random sampling. From the districts chosen, colleges were further selected by lottery method. To select the sample from state universities, simple random sampling is applied. An individual MBA final year student was the sample unit. The sample size consisted of 719 management students i.e. 249 from state universities and 470 from affiliated institutes.

**Administration of the Data**

In order to collect data for the present study, most of the subjects were approached personally. Willingness of the respondents to participate in study was sought. A sincere effort
was made to establish rapport with subjects and told them that the data will be kept confidential and will be used for the research purpose only. The questionnaire was handed over to the respondents one by one & scaling was made clear to them. Respondents were told that there is no time limit for the filling up of questionnaire. In the present study, efforts were made to obtain maximum co-operation of the subjects and respondents were requested to respond the way they feel and perceive. Out of the total 850 questionnaires distributed, 719 questionnaires provided by the respondents were complete in all respects resulting in overall response rate of approximately 85%.

**Data Analysis**

The statistical analysis which has been carried out in this thesis was processed solely with the aid of computer software viz. Statistical Package for Social Sciences (SPSS) and Microsoft (MS) office (Excel) for tabulation, calculation, statistical testing and graphical representation. After collection of data, editing was done and incomplete and unusable responses were identified and discarded from further consideration. In the present study, the Chi-Square analysis has been used to ascertain the association among demographic variables and career choice intentions of management students in Haryana. Pearson’s product moment correlation has been used for correlation analysis amongst the micro and macro variables. To ascertain the predictive value of all independent variables for dependent variable i.e. entrepreneurial intention, multiple regression analysis has been used.

**PROPOSED MODELS OF THE PRESENT STUDY**

For the present study, the two models were proposed to identify the variables causing an impact on the Entrepreneurial Intentions of the management students in Haryana.

**Proposed Model 1**

This model is proposed to analyze the combined impact of Attitude, Subjective Norm, Self-Efficacy and Feasibility on Entrepreneurial Intentions of Management Students in Haryana. (The variables Attitude, Subjective Norm and Self-Efficacy have been taken from the Theory of Planned Behavior)
Proposed Model 2

This model is proposed to analyze the combined impact of Attitude, Subjective Norm, Self-Efficacy, Feasibility, Perception of Ease, Perception of Control and Perception of Success on Entrepreneurial Intentions of Management Students in Haryana. (The variables Attitude, Subjective Norm, Self-Efficacy have been taken from the Theory of Planned Behavior)
FINDINGS OF THE STUDY

On the basis of the analyses and interpretations the following findings have been drawn out:

- The demographic variable Gender is found to have significant association with career choice intentions of management students in Haryana. The results indicated that Male management students are having more career choice intentions of becoming an Entrepreneur than Female management students whereas Female Management students were found to be more interested in the career intention of Organizational Employment (Service Whole Life) in comparison to their male counterparts.

- The variable Caste is found to have no significant association with career choice intentions of Management students in Haryana. The results indicated that management students belonging to Baniya caste are having highest entrepreneurial intentions followed up by management students of Brahman Caste, Jat Caste and Punjabi Caste.

- The variable Area of Residence is found to have significant association with career choice intentions of Management students in Haryana. The results indicated that the highest Entrepreneurial Intentions are found in semi-urban area followed up by students of urban area and the least in rural area.

- The variable Academic Merit is found to have significant association with career choice intentions of Management students in Haryana. The results indicated that students with high academic merit (i.e. scoring more than 70% in MBA) are found to have more entrepreneurial intentions in contrary to the students with comparatively less academic merit (i.e. scoring less than 70% in MBA) as students with comparatively less academic merit were observed as more interested in Organizational Employment (Service Whole Life) in comparison to students with high academic merit.

- The variable Specialization in MBA is found to have no significant association with career choice intentions of Management students in Haryana. The results indicated that highest entrepreneurial intentions are found amongst the students with HR & Marketing specialization followed up by the students with IB & Finance specialization, Finance & HR, Finance & Marketing specialization respectively.

- In context to the variable that whether a student is studying in state university/affiliated institute, the variable is found to have significant association with career choice
intentions of Management students in Haryana. The results indicated that students studying in state universities are having more career choice intentions to opt for Organizational Employment (Service Whole Life) in comparison to their counterparts studying in affiliated institutes. Moreover, the management students studying in affiliated institutes were found to possess more entrepreneurial intentions than the career choice intentions of Organizational Employment (Service Whole Life).

- On the basis of the variable Father’s Educational Qualification, it is found to have significant association with career choice intentions of Management students in Haryana. The results indicated that management students having highly educated fathers’ (having academic qualification of post graduation and above) preferred the career choice of Entrepreneurship over the career choice of Organizational Employment (Service Whole Life). On the other hand, management students having less educated fathers’ (having Academic Qualification of less than matriculation) preferred the career choice of Organizational Employment (Service Whole Life) over the career choice of Entrepreneurship.

- The variable Father’s Occupation is found to have significant association with career choice intentions of Management students in Haryana. The results revealed that students’ having Father’s Occupation as Business followed the same trend line and preferred the career choice of Entrepreneurship over the career choice of Organizational Employment (Service Whole Life). In the category of students’ having Fathers’ occupation as Govt. Service, the students preferred the career choice of Organizational Employment (Service Whole Life) over the career choice of Entrepreneurship. In contrary to this, students’ having Fathers’ occupation as Private Service, the preference is given to the career choice of Entrepreneurship over the career choice of Organizational Employment (Service Whole Life). Students’ with professional fathers’ also preferred the career choice of Entrepreneurship over the career choice of Organizational Employment (Service Whole Life) whereas students’ with Fathers’ occupied in Agriculture, the preference is given to the career choice of Organizational Employment (Service Whole Life) over the career choice of Entrepreneurship.

- On the basis of the variable Mother’s Educational Qualification, it is found to have significant association with career choice intentions of Management students in Haryana. The results revealed that students’ with highly educated mothers’ (having Academic Qualification of post graduation and above) preferred the career choice of
Entrepreneurship over the career choice of Organizational Employment (Service Whole Life). On the other hand, management students having less educated mothers’ (having Academic Qualification of less than matriculation) preferred the career choice of Organizational Employment (Service Whole Life) over the career choice of Entrepreneurship.

- The variable Mother’s Occupation is found to have significant association with career choice intentions of Management students in Haryana. The results revealed that students’ having Mother’s Occupation as Business intended to follow the same path and preferred the career choice of Entrepreneurship over the career choice of Organizational Employment (Service Whole Life). In the category of students’ having Mothers’ occupation as Govt. Service, the students preferred the career choice of Organizational Employment (Service Whole Life) over the career choice of Entrepreneurship. In contrary to this, students’ having mothers’ occupation as Private Service, the preference is given to the career choice of Entrepreneurship over the career choice of Organizational Employment (Service Whole Life). Student’s with professional mothers’ also preferred to the career choice of Entrepreneurship over the career choice of Organizational Employment (Service Whole Life) whereas students’ with mothers’ as housewives, the preference is given to the career choice of Entrepreneurship over the career choice of Organizational Employment (Service Whole Life).

- The variable Family Income is found to have significant association with career choice intentions of Management students in Haryana. The results indicated that in the category of students with highest family income group (10 lakhs and above p.a.), the preference is given to the career choice of Entrepreneurship over the career choice of Organizational Employment (Service Whole Life). Following the same trend line, students with family income group (5-10 lakhs p.a.) or (2-5 lakhs p.a.) also preferred Entrepreneurship over the career choice of Organizational Employment (Service Whole Life). In contrary to this, students with lowest family income group (upto 2 lakhs p.a.), the preference is given to the career choice of Organizational Employment (Service Whole Life) over the career choice of Entrepreneurship.

- The variable Prior Employment Experience is found to have significant association with career choice intentions of Management students in Haryana. The results indicated that students with prior employment experience were having more career choice intentions to
become an Entrepreneur than students with no prior employment experience.

- The results related to correlation analysis between macro variable Attitude and its items depicted that Attitude is having significant and positive correlation with all its items: becoming the owner of the business rather than earning a high salary in job, making significant personal sacrifices in order to stay in business, willingness to work more with the same income in the business rather than in Job and opting for Job only for some years to gain capability of doing business.

- The correlation coefficient regarding the macro variable Attitude and its salient beliefs showed that the salient beliefs: Economic Opportunity, Authority, Challenge, Self Realization and Recognition are significantly and positively correlated with Attitude, indicating that these are meant for Attitude towards the career choice intention of Entrepreneurship. In contrary to this, the salient beliefs: Security and Workload were found significantly and negatively correlated with Attitude, indicating them as the salient beliefs against the career choice intention of Entrepreneurship or towards the career choice intention of Organizational Employment.

- The correlation coefficient regarding the macro variable Self Efficacy and its items portrayed that all the micro variables (Opportunity Recognition, Investor Relationship and Challenge and Risk taking) of Self Efficacy scale are significantly and positively correlated with Self-Efficacy.

- The results related to correlation between Feasibility and its items depicted that all the Feasibility items are having significant and positive correlation with all its items: Entrepreneurship as an interesting option, Entrepreneurship as an attractive option, Entrepreneurship as a Desirable option, Entrepreneurship as a Feasible option. So it can be concluded that higher the Feasibility items, higher would be the Feasibility.

- The correlation coefficient regarding the macro variable Perception of Ease, Perception of Control, Perception of Success and its micro variables depicted that all the variables of Perception of Ease, Perception of Control, Perception of Success are having significant and positive correlation with it.

- The correlation coefficient regarding the correlation among all the macro variables i.e. Attitude, Subjective Norm, Self Efficacy, Feasibility, Perception of Ease, Perception of Control and Perception of Success and Intention to become an Entrepreneur depicts that
all the variables are having significant and positive correlation with each other.

- The results of regression coefficient regarding impact of the macro variable Attitude on Entrepreneurial Intention showed that Attitude has significant and positive impact on Entrepreneurial Intention.

- The results of regression coefficient regarding the combined impact of the macro variables Attitude and Subjective Norm (variables are derived from the Theory of Reasoned action (TRA) ) on Entrepreneurial Intention explicated that Attitude and Subjective Norm, taken collectively has significant and positive impact on Entrepreneurial Intention. Further, it is propounded that the combined impact of independent variables Attitude and Subjective Norm, taken together in predicting dependent variable Entrepreneurial Intention is more than the impact of attitude alone.

- The results of regression coefficient regarding the combined impact of the macro variables Attitude, Subjective Norm and Self-Efficacy (variables are derived from the Theory of Planned Behavior (TPB) ) on Entrepreneurial Intention showed that Attitude, Subjective Norm and Self-Efficacy taken collectively has significant and positive impact on Entrepreneurial Intention. Further, it is also revealed that the combined impact of Attitude, Subjective Norm and Self-Efficacy in predicting Entrepreneurial Intention is higher in comparison to the combined impact of Attitude and Subjective Norm.

- The results of regression coefficient regarding the combined impact of the macro variables Attitude, Subjective Norm, Self-Efficacy and Feasibility in predicting Entrepreneurial Intention indicated that Attitude, Subjective Norm, Self-Efficacy and Feasibility, taken collectively has significant and positive impact on Entrepreneurial Intention. Further, it is also revealed that the combined impact of Attitude, Subjective Norm, Self-Efficacy and Feasibility in predicting Entrepreneurial Intention is higher in comparison to the combined impact of Attitude, Subjective Norm and Self-Efficacy. Thus, it can be concluded that in prediction of Entrepreneurial Intention, the impact of variables (Attitude, Subjective Norm, Self-Efficacy and Feasibility), taken in Proposed Model 1 is more than the impact of variables (Attitude, Subjective Norm and Self-Efficacy) , proposed by Theory of Planned Behavior.

- The results of regression coefficient regarding the combined impact of the macro variables Attitude, Subjective Norm, Self-Efficacy, Feasibility, Perception of Ease,
Perception of Control and Perception of Success in predicting Entrepreneurial Intention reflected that Attitude, Subjective Norm, Self-Efficacy, Feasibility, Perception of Ease, Perception of Control and Perception of Success, taken collectively has significant and positive impact on Entrepreneurial Intention. Further, it is also revealed that the combined impact of Attitude, Subjective Norm, Self-efficacy, Feasibility, Perception of Ease, Perception of Control and Perception of Success in predicting Entrepreneurial Intention is higher in comparison to the combined impact of Attitude, Subjective Norm, Self-Efficacy and Feasibility. Thus, it can be concluded that in prediction of Entrepreneurial Intention, the impact of variables (Attitude, Subjective Norm, Self-Efficacy, Feasibility, Perception of Ease, Perception of Control and Perception of Success), taken in Proposed Model 2 is more than the impact of variables (Attitude, Subjective Norm, Self-Efficacy and Feasibility), derived from Proposed Model 1.

RECOMMENDATIONS TO FOSTER ENTREPRENEURIAL INTENTIONS AMONG MANAGEMENT STUDENTS IN HARYANA

The following measures are suggested to develop the entrepreneurial intentions among management students to seize various opportunities and face challenges in business.

- Education plays a central role in the development of a student’s attitude. Entrepreneurship can be offered as a specialization in the MBA curriculum as attitude has emerged as the significant factor contributing in the development of entrepreneurial intentions.

- The findings of the study emphasize the need of opening up of Entrepreneurship Development Cells in the state universities as well affiliated institutes offering MBA in Haryana. These cells can contribute in building the self-efficacy of the management students which can inculcate confidence in the students to open up new business ventures. Teaching methods which allow students to explore the subject matter and gain their own experience are imperative to increase the students’ self-efficacy beliefs.

- State Universities and affiliated institutes offering MBA in Haryana can also develop entrepreneurial attitude by offering programmes linking classroom experience with market experience, student networks with entrepreneurial networks, current students with alumni in business and student entrepreneurs with experienced entrepreneurs who serve as mentors.

- Teaching methods are as important as the course content in promotion of entrepreneurial
intentions. Teaching methods comprising of emotions and experiential learning along with cognitive knowledge should come to the fore as the findings revealed that entrepreneurial intention is mainly influenced by attitudes and perceptions.

- Organizing seminars/workshops focusing on the needs of female entrepreneurs can play a significant role in development of entrepreneurial intentions of girl students as females are observed as possessing less entrepreneurial intentions than males.

- Educational institutions can also create awareness amongst the students by information on financial schemes for budding entrepreneurs through expert lectures. Regular information on government and institutional support for enterprising ventures should also be provided.

- Educators can invite entrepreneur guest speakers to participate in question and answer sessions, tell their success stories and share their experiences. Guest Speakers can provide real-life examples of how businesses are built and run, giving students a clearer sense of the “real world” of entrepreneurship and a better understanding of the challenges and opportunities that entrepreneurs may face, thus improving the factor of Perception of Ease, Perception of Control and Perception of Success.

- Feasibility has emerged as the most significant factor influencing entrepreneurial intentions which requires structural support and it is evident that fostering entrepreneurial intentions amongst the management students requires a more comprehensive support from all stakeholders in the country.

LIMITATIONS OF THE STUDY

- All the findings are based on the information provided by the respondents and are subject to the potential bias and prejudice of the people involved.

- The scope of the study is restricted to the study of management students of Haryana. As such, the findings may change if the study would be applied to a different area, demographic landscape or economy.

- Role of Entrepreneurial Education have not been covered exclusively although it may have a significant impact on the variables considered.

- Role of Govt. Policies, Financial Institutions have not been covered exclusively although they may have a significant impact on the variables considered

SCOPE FOR FURTHER RESEARCHES

- The present study was confined to State Universities and Affiliated Institutes offering MBA of Haryana only. The scope can be further extended by covering Private/ Deemed
Universities of Haryana.

- A similar study may also be taken up in other Professional Courses like MCA, Engineering, Hotel Management etc.

- A comparative study may also be carried out between Management Students & other Professional Courses students.

- In context to the Geographical area, the same study can be conducted in other states of the study.

- It may also be suggested to draw a comparison of career choice of Management students in Haryana with other states.

- An exclusive study may be carried out studying the Impact of Govt. Policies & Role of Financial Institutions on entrepreneurial intentions of students.

- An exclusive study may be carried out studying the Impact of Entrepreneurial Education on entrepreneurial intentions of students.

- In the Research Methodology, Case Studies of Management students turning Entrepreneurs may also be taken up to bridge the gap between perceived intentions & actual behavior.