

Effect of Individual Factors Contributing to Entrepreneurship Intention among TTI Trainees in Khuruthang, Punakha

Neeta Maya Dahal (Corresponding Author)

College of Natural Resources

Royal University of Bhutan

Kingdom of Bhutan

E-mail: neeta.cnr@rub.edu.bt

Budha Maya Rai

National Assembly

Kingdom of Bhutan

E-mail: bmrai56@gmail.com

Purna Prasad Chapagai

College of Natural Resources

Royal University of Bhutan

Kingdom of Bhutan

E-mail: pprasad.cnr@rub.edu.bt

Received: February 20, 2025

Accepted: March 27, 2025

Published: April 30, 2025

doi:10.5296/jebi.v12i1.22823

URL: <https://doi.org/10.5296/jebi.v12i1.22823>

Abstract

Youth unemployment is a significant challenge in Bhutan. Entrepreneurship can be one of the best remedial measures to minimize such issues in Bhutan. The government has implemented initiatives like vocational training to equip young people with necessary skills and knowledge. Despite acquiring these skills, many youths do not consider entrepreneurship as their profession in their career. Therefore, this study investigates the effect of individual factors (age, past job experience, individual interests, and social support) on entrepreneurial

intentions among TTI trainees in Khuruthang, Punakha, Bhutan. Today, youth entrepreneurship is increasingly seen as a viable career path. The data from 121 trainees were analyzed using chi-square tests. Results show no significant association between individual factors and entrepreneurial intentions, suggesting the need for broader policy interventions to promote entrepreneurship.

Keywords: TTI trainees, Entrepreneurial intention, Individual factors

1. Introduction

1.1 Background

Unemployment is the major problem in the world, which can have significant affects on the country's economic growth, since the 1990s the average unemployment rate in the world is said to be within 6.3-5.9% with the highest rate in 2002 with 6.489% and the lowest in 2007 that was 5.484% (Silagadze, 2017). Although Bhutan has achieved remarkable economic expansions and also maintained strong economic growth and stable inflation over the years, the youth unemployment rate in 2022 is assumed at 28.6% which is an increased by 7.7 points compared to 20.9% in 2021, according to Labour Force Survey Report (2022, as cited in Sharma, 2023). This statement clearly indicates the less employed youth in the country. Additionally, youth unemployment is referred as the percentage of unemployed persons in the age group 15-24 years in labor force also known as an economically active population in the same age group. Despite Bhutan being small nation, the country faces issues and challenges of youth unemployment which has become serious and a growing concern. For instance, the numbers of undergraduates particularly the high school students are increasing every year (Wangmo et al., n.d.). This indicates that with the increase in the number of high school students, there are less employment opportunities for the youths and this unemployment leads to low living standard and issues in the society such as divorce, poverty and social exclusion. As per the Quendren (2023) examined that in order to support job seekers and address the youth unemployment problem, the Ministry of Industry, Commerce, and Employment (MoICE) suggested and invested in introducing entrepreneurship programmes that would result in the gainful employment.

The idea of entrepreneurship is a major subject of study both for local, state, as well as centralized levels. Furthermore, different researchers have given different definitions for the entrepreneurship relying on the nature of their studies. Hence, due to lack of specific definition, this study has adopted the definition of Timmons (1989, as cited in Almahry, 2018) which defined entrepreneurship as creating and building something useful. It is about the ability of taking risks and facing the fear of failure. Additionally, a young person who starts new enterprises not only creates jobs for themselves and in the country but also reaches the personal goals in their life (Llitterri et al., 2006). Similarly, Bhutan believes that youth entrepreneurship is a creative approach to blend youngsters into the increasingly competitive labor market. However, there are several factors such as environmental, socio-cultural, economic and individual factors which will either maximize the entrepreneurial intentions among the youths or limits their interest towards entrepreneurship. Particularly, understanding the impact of each individual factor will not only help an individual in

self-assessment and decision-making regarding their own entrepreneurial aspirations but also helps the government to design effective policies and programs to support and encourage entrepreneurship among youths.

The royal government of Bhutan has provided numerous initiatives to eradicate the unemployment rates among the youths by building their capacity and skills and one such program is Technical Training Institute (TTI) in Khuruthang, Punakha. TTI in Khuruthang provides a vocational course such as carpentry, plumbing, electrical, and welding. Also, the institute aims to equip its trainees with practical skills that can provide the trainees a secure employment or start their own business. Moreover, the TTI in Khuruthang was established in the year 2003 by bifurcation of Royal Technical Institute, Phuntsholing with an objective to increase access to the school leavers in getting skills needed for employment in the labor market and the vision as center for excellence in mechanical and precision engineering. However, in Bhutan, entrepreneurship is relatively a new idea and the entrepreneurship take up by the youths are still relatively low despite the several programs initiated by the government. The reluctance among youths to take up the entrepreneurship is due to the fact that there are several individual factors that are not openly assessed and take appropriate action by the authorities. Therefore, it is significant to analyze all the factors specifically the individual factors such as age, past job experience, individual interest, and social support that contribute towards the entrepreneurship intention among the TTI trainees in Khuruthang, Punakha.

1.2 Problem Statement

Unemployment among youth is a significant challenge in Bhutan. To address this issue, the government has implemented initiatives like TTI program to equip young people with necessary skills and knowledge. Despite acquiring these skills, many youths do not consider entrepreneurship as their profession in their career list. And there is no clear understanding between entrepreneurial intention and the entrepreneurship profession among the youths. Thus, this information gap determined the need for the evidence on this particular topic. Therefore, this study aims to determine how individual factors such as age, past job experience, social support and individual interest influence entrepreneurial aspirations among TTI trainees in Khuruthang, Punakha. Understanding these factors is crucial for developing effective strategies to promote entrepreneurship and foster economic growth in the country.

1.3 Study Objectives

To analyze the effect of individual factors such as age, past job experience, individual interest, and the social support contributing to entrepreneurship intention among TTI trainees in Khuruthang, Punakha. This study proposed four hypotheses:

H_a: There is significant relationship between age of the trainees and entrepreneurial intention

H_a: There is significant relationship between past job experiences and entrepreneurial intention

H_a: There is significant relationship between individual interest and entrepreneurial intention

H_a: There is significant relationship between social support and entrepreneurial intention

2. Literature Review

2.1 *Brief overview of Entrepreneurship*

The economic development of a country depends upon entrepreneurship ecosystem and entrepreneurial activities. Entrepreneurial activities are essential for both developed and developing countries as it has positive impacts on the economic growth. The available literature shows a variety of definitions for entrepreneurship by different scholars. For instance, entrepreneurship is an economic, political, and cultural context that shapes new business to a remarkable degree (Yale Insights, 2017). As per Allis (n.d.) the CEO of Hive, examined that the first known instance of humans trading comes from New Guinea around 17,000 BCE, where entrepreneurship in human history started far back as 20,000 years ago. However, the concept as we know today began to emerge during the industrial revolution in the 18th and 19th centuries.

Bhutan is a small country located in the south Asian. However, Waiba (2018) said that Bhutan has witnessed a great deal of socio-economic advancement since the 1960s and it is no surprise that this rapid development has also posed numerous threats on the country and the citizen, one of which is unemployment, and youth unemployment in particular. In such scenario, where opportunities are limited entrepreneurship is an option to reduce unemployment and the associated problems (Fatoki, 2014). Although, Fujita et al. (2022) argued that in our country, there are too many procedures to start a business, and no matter what a brilliant a person's business idea is, he or she cannot get the loan because collateral and a guarantor is required thus, the life of an entrepreneur in Bhutan has been a constant struggle, around 2019, some important changes occurred affecting the entrepreneurs.

2.2 *Importance of Entrepreneurship*

Entrepreneurship has become the hot topic in and around the world due to its significance. For instance, Quadrini (1999) addressed the entrepreneurship as the important factor in generating high concentration of wealth. And the same study analyzed that there is a market concentration of wealth in the hands of entrepreneurs and that entrepreneur's experience greater upward mobility in the wealth income ratio as well. Similarly, Meyer and Jongh (2018) pointed out entrepreneurship as a key contributor to sustain economic growth and development as it not only creates employment, but also increases spending in markets, knowledge transfers, and innovation. Additionally, an entrepreneurial approach is just as relevant and significant in hospitality, leisure, sport and tourism where those industries can be regarded as archetypal entrepreneurial industries employing approximately 10% of UK employment in 2004 (Ball, 2005). However, Valliere (2014) argued that, in the case of Bhutan, very little research has been conducted these national entrepreneurial framework conditions and so their national effort toward economic and political liberalization and modernization have not been integrated with their more recent emphasis on entrepreneurial development as a means of youth job creation and improvement of GNH. Moreover, Huang et al. (2021) mentioned entrepreneurship as an important vehicle for sustainable development

from the poverty reduction, unemployment reduction and social development perspective among undergraduates specifically to the TTI trainees in Bhutan.

2.3 Challenges of Entrepreneurship

Entrepreneurship plays an important role in generating opportunities, enhancing public income and promoting societal change, particularly in a budding economy like Bhutan. However, government alone cannot generate sound stream of business opportunities unless its people take up entrepreneurial activities as their career option (Sharma and Gautam, 2020). Also, Singh, et al. (2019) opposed that the education system of Bhutan focuses on skills for conventional careers, rather than on the skills needed to set up and manage a business, which clearly shows that the youth lacks the knowledge of business skills even though they have a business idea. Besides, in Bhutan, the role of entrepreneurship in economic development has not attracted much of professional interest unlike the other fields like education, medicine and technology thus, entrepreneurship has been viewed as an area that is largely ignored (Sharma & Gautam, 2020).

Entrepreneurship is considered essential to economic development and prosperity and has pushed universities to consider entrepreneurship education a strategic step to foster economic and societal impact. Despite its importance, it is insufficient theoretical foundations regarding pedagogical or training strategies adopted in programs and research in it has not advanced at the same level of scholarship when compared to general entrepreneurship research (Loi et al., 2018). According to Dendup and Acharja (2017) entrepreneurship is entirely a new concept in Bhutan where there is no clear understanding of the perception of young people towards entrepreneurship which has created challenges to reliable evidence on the subject matter.

Based on developed and developing countries, each and every country come across a diverse set of limitations and these limitations also get vary by firms' characteristics, most specifically in terms of size of operations. Subsequently, across all the countries, access to financing is among the most obstacles while other obstacles appear to matter much less (Singh, et al. 2019).

2.4 Factors Influencing Entrepreneurship

The several researchers have considered individual factors such as age, field of study, academic performance and job experience in business of students. For instance, Dendup and Acharja (2017) found that except for academic performance, the result of age, the fields of study and job experience have significant influence on student's entrepreneurial intentions upon their graduation in the royal university of Bhutan. Similarly, the according to one of the study conducted, self-efficacy, peers support, institutional support and family support positively impact entrepreneurial intention. Additionally, knowledge of entrepreneurial skills, the ability to take risks, and entrepreneurial innovativeness also significantly affects entrepreneurial intention (Martins et al., 2023). All those research are based on international scenario, however, such specific research is not done so far in Bhutan which seeks the personal perceptions on TTI trainees to bring out their perception on entrepreneurial ventures. There are few researches done on the effect of individual factors such as age, entrepreneurial

skills, job experiences in business and field of study on entrepreneurial intention among the undergraduates in Bhutan. However, these researches are not applied in the areas of TTI in Bhutan which can be seen in rampantly growing state. Therefore, considering the individual factors such as age, individual interest, past job experience and the social support, this study identifies the association between the entrepreneurial intentions and the individual factors among TTI trainees in Khuruthang, Punakha.

3. Research Methodology

3.1 Theoretical Framework

There are different scholars and the researchers who have studied numerous factors contributing to entrepreneurship intention among the youths. However, there is lack of standard model; thus, this study developed a theoretical framework which posits that individual factors such as age, job experience, support services, and individual interest influence entrepreneurial intentions:

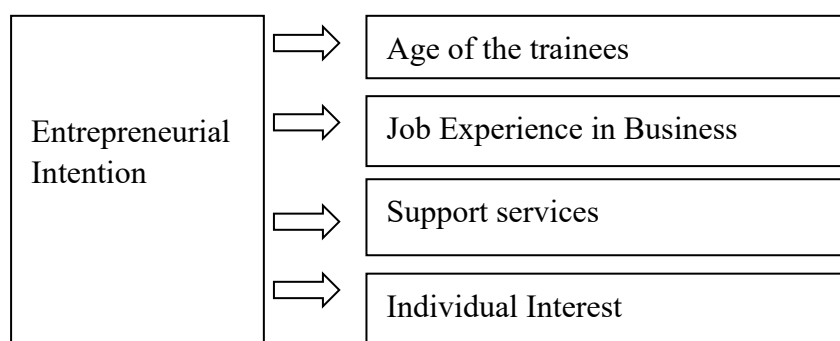


Figure 1. Theoretical framework

3.2 Study Area

The research is conducted in the Khuruthang *Thromde* in Punakha *Dzongkhag*. The research is particularly conducted in Khuruthang Technical Training Institute which falls under the Guma *Gewog* which is 4 Km away from the *Dzongkhag* headquarters and the *Dzong*. TTI in Khuruthang was established in the year 2003 by bifurcation of Royal Technical Institute, Phuentsholing to equip young people (especially high school passed out) with necessary skills and knowledge. The reason for choosing TTI as the study area is that Bhutan is facing significant problem of unemployment and to eradicate this issue government has initiated entrepreneurship related trainings such as TTI and VTI. However, there is no clear understanding between the entrepreneurship intention and the future profession among the youths, specifically the trainees. Therefore, this study represented the TTI trainees of Khuruthang, Punakha to determine the entrepreneurial intention among the TTI and VTI trainees in Bhutan.

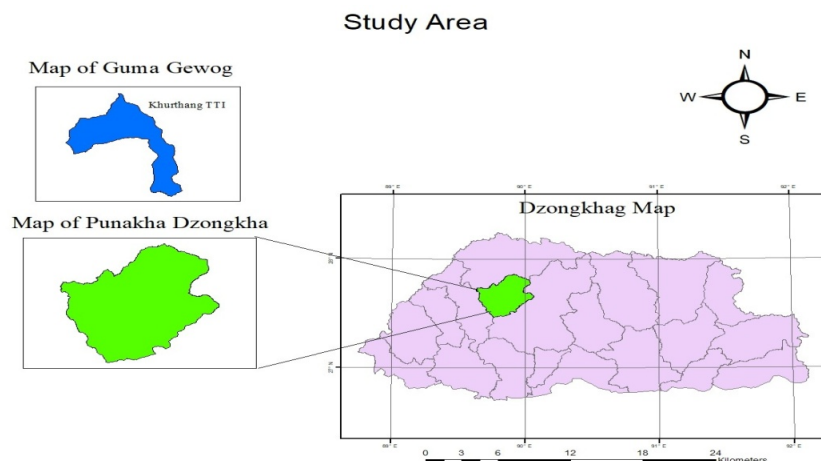


Figure 2. Map of Punakha showing the study area

3.3 Sample Size and Technique

Census method was used to determine the participants, where the entire or every member of the population that includes 121 trainees of TTI in Khuruthang, Punakha was used to collect the data as the research was entirely based on the perceptions of the trainees.

4. Data Collection

4.1 Questionnaire

In order to obtain data, both quantitative and qualitative responses, the semi-structured questionnaire is used in the interview. The face-to-face interview is also conducted because the place of interview is easily accessible.

4.2 Pre-test

To improve data collection and further modification of questionnaires we did a pretest among 10 students from College of Natural Resources. This was done to test the validity and reliability of the questionnaire and the response collected.

4.3 Survey

The survey was conducted based on the self-administered type on April 16th, 2024 to allow the respondents to answer and respond at their convenience and have more time to complete the survey. Questionnaires were distributed and collected through face-to-face which allowed us to have appropriate data.

4.4 Consent

The respondents were informed about what type of questions will be asked to them with written consent stating that, "This survey is mainly for the academic purpose and the respondent's personal information and responses will be disclosed and totally confidential."

4.5 Data Analysis

Data entry, coding, filtration and analysis were done in the Statistical Package for the Social Sciences (SPSS) software. SPSS version 26 was used for both descriptive analysis and Chi-square test of independence to present the demographic information and determine the effect of individual factors contributing to entrepreneurship intention respectively among TTI trainees in Khuruthang, Punakha. Arc GIS version 10.4.1 which is open-source geographic information system was used to extract an overview map of Bhutan, Punakha Dzongkhag and TTI in Khuruthang under Guma Gewog.

5. Results and Discussions

5.1 Demographic Information

Table 1 shows the total number of respondents that is 121, out of which 70.2% (n=85) are male and 29.8% (n=36) respondents are female. Similarly, there are different age groups where majority (61.2%) of the respondents are between the age group of 19-22 years followed by (31.4%) in the range of 23-25 years and (5.8%) of the respondents are within the age group of 26 and above and finally 15-18 years consist of (1.6%) of the respondents.

Table 1. Gender and Age of the Respondents

		Percentage %
Gender	Male	70.2%
	Female	29.8%
Age Groups	15-18 years	1.6%
	19-22 years	61.2%
	23-25 years	31.4%
	26 and above	5.8%

5.2 Different Age Groups Preferring Entrepreneurship

The TTI trainees in Khuruthang, Punakha within the age category of 15-18, 19-22, 23-25 and 26 and above were provided with the options to choose future profession such as civil servant, entrepreneur, private employees and none mainly to see whether there is significant association between the age and the entrepreneurial intention. The cross tabulation in Table 2 displays the distribution of respondents across different age groups and their preferred professions in the future and the result shows that there is no relationship between the age of the trainees and the entrepreneurship intention as it is evident that younger age (19-22) group shows the highest frequency with the percentage of 18.2% compare to the older age groups (26 and above). Moreover, the study conducted Chi-square test of independence where the result of likelihood ratio in Table 3 indicates no significant association χ^2 (2, N=121)

=11.314, $p=.255$. The relationship is further supported as χ^2 calculated=11.314 is lesser than

χ^2 tabulated= 16.919. Similarly, in this case, since the p-value (.255) is greater than the typical significance level of 0.05. This indicates that there is no significant relationship between the age and the entrepreneurial intentions among TTI trainees in Khuruthang, Punakha. Hence, the study rejected H_a , 'There is significant relationship between age of the trainees and entrepreneurial intention.'

In agreement with the current finding Dendup and Acharja (2017) also reported that there is no significant relationship between the age and the entrepreneurship intention as he mentioned that early 20's are more inclined towards entrepreneurship and later 20's are less inclined towards the entrepreneurship. This clearly determines there is no association between age and the entrepreneurial intention. Similarly, Hatak et al. (2014) founded in their study that older employees are less inclined to act entrepreneurially than the younger colleagues. This statement determines that there is no association between age and the entrepreneurship intention and there are other factors such as environmental, cultural, financial and economic factors that contribute to the entrepreneurship intention. Hence, the present study also proves that the age is not related to entrepreneurial intention as younger one has more willingness to take the entrepreneurship as their profession than the older ones. Therefore, government should come up with the capacity building initiatives for all the age groups to boost entrepreneurship culture in Bhutan irrespective of their age. Additionally, the TTI in Khuruthang should also collaborate with entrepreneurship related NGOs such as Loden Foundation to boost the entrepreneurial intention among the TTI trainees.

Table 2. Cross tabulation of age groups and profession preference in future

	Profession you prefer in future				Total
	Civil Servant	Entrepreneur	Private Employee	None	
Age Groups 15 to 18 years	1.7%				1.7%
19 to 22 years	38.8%	18.2%	3.3%	0.8%	61.2%
23 to 25 years	19.0%	6.6%	5.8%		31.4%
26 and above	1.7%	2.5%	1.7%		5.8%
Total	61.2%	27.3%	10.7%	0.8%	100.0%

Table 3. Chi-square test result of age groups and profession preference in future

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	10.618 ^a	9	.303
Likelihood Ratio	11.314	9	.255
Linear-by-Linear Association	4.389	1	.036
N of Valid Cases	121		

a. 11 cells (68.8%) have expected count less than 5. The minimum expected count is .02.

5.3 Comparing Past Job Experience and the Future Profession

From the TTI in Khuruthang, Punakha the trainers were asked whether they have past job experiences or not mainly to determine the association between past job experiences and the entrepreneurial intention. The cross tabulation in Table 4 determines that there is no relationship between past job experience of the trainees and the entrepreneurship intention as those who have past job experiences are more inclined towards taking civil servant (44.6%) as their future profession compare to entrepreneurship which consists of only 19%. Moreover, the study conducted Chi-square test of independence mainly to determine the associations between the past job experience and the entrepreneurial intention. And the result of likelihood ratio in

Table 5 indicates no significant association $\chi^2 (2, N=121) = 1.389, p=.708$. The relationship

is further supported as χ^2 calculated= 1.389 is lesser than χ^2 tabulated=7.815. The study determined that there is no association between past job experience and the entrepreneurship intention among TTI trainees in Khuruthang, Punakha. Thus, the study rejected H_a 'There is significant relationship between past job experiences and entrepreneurial intention'.

According to Fatoki (2014) noted that the students with previous work experience have a higher level of entrepreneurial intention compared to students without previous work experience. This study indicated that there is positive association between entrepreneurial intention and the past job experience. Similarly, as per Dendup and Acharja (2017) found that except for academic performance, the result of age, the fields of study and job experience have significant influence on student's entrepreneurial intentions upon their graduation in the royal university of Bhutan. However, in the case of the present findings there is no significant association between past job experience and the entrepreneurial intention among TTI trainees in Khuruthang, Punakha. This clearly determines that there are other factors such as field of study and the environmental factors that affect entrepreneurship intention among TTI trainees in Khuruthang, Punakha. Therefore, CSOs and NGOs such as Loden Foundation should provide entrepreneurial opportunities to the youth irrespective of their previous job experiences. Furthermore, TTI should collaborate with RUB to develop module related to entrepreneurship in TTI curriculum mainly to enhance entrepreneurial intention among TTI trainees in Khuruthang, Punakha.

Table 4. Cross tabulation of past job experience and profession preference in future

	Profession you prefer in future				Total
	Civil Servant	Entrepreneur	Private Employee	None	
Past Job Experiences Yes	44.6%	19.0%	6.6%	0.8%	71.1%
No	16.5%	8.3%	4.1%		28.9%
Total	61.2%	27.3%	10.7%	0.8%	100.0%

Table 5. Chi-square test result of past job experience and profession preference in future

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1.142 ^a	3	.767
Likelihood Ratio	1.389	3	.708
Linear-by-Linear Association	.331	1	.565
N of Valid Cases	121		

a. 3 cells (37.5%) have expected count less than 5. The minimum expected count is .29.

5.4 Analyzing Individual Interest in Taking Up the Entrepreneurship

The trainees in Khuruthang, Punakha were asked to answer whether they have individual interest in entrepreneurship or not mainly to determine the relationship between individual interest and the entrepreneurial intention among the trainees. And in Table 6, the result showed that there is no significant relationship between individual interest and the entrepreneurship intention among the trainees as those trainees who are interested in entrepreneurship are not willing to take entrepreneurship as their future career rather they are more inclined towards civil servant. And also a Chi-Square test of independence was performed to assess the relationship between the two categorical variables (individual interest and preferred profession in the future). The result in table 7 shows no significant association χ^2 (2, N=121) = 1.547,

$p=.672$. The association is affirmed as χ^2 calculated= 1.547 is lesser than χ^2 tabulated= 7.815.

This indicates that there is no significant relationship between the individual interest and the entrepreneurial intentions among TTI trainees in Khuruthang, Punakha. In this case, since the p -value (.672) is greater than the typical significance level of 0.05. Thus, the study rejected H_a , 'There is significant relationship between individual interest and entrepreneurial intention' indicating that there is no significant association between individual interest as a factor of business and preferred profession in the future.

As per Neneh (2020) argued that in her findings that entrepreneurial passions plays significant role shaping entrepreneurial intention which has the positive relationship. This statement determines that individual interest impacts entrepreneurial intention. Similarly, Schwarz et al. (2009) mentioned that pertaining to the environmental conditions, the students interest in business was detected as one of the significant factor for entrepreneurial intention. This study also indicates the positive relationship between individual interest and the entrepreneurship intention. However, in the case our finding there is no significant association between individual interest and the entrepreneurship intention specifically among TTI trainees in Khuruthang, Punakha. Thus, rather than the individual interest one needs other factors such as budget, access to market, skilled labour, sophisticated technologies, and economic stability for one to have entrepreneurial intention. Therefore, it is important for the relevant government sectors and authorities to provide numerous kind of support such as financial and economic to enhance entrepreneurial intention among the TTI trainees in Khuruthang, Punakha.

Table 6. Cross tabulation of individual interest and profession preference in future

		Profession you prefer in future			
		Civil Servant	Entrepreneur	Private Employee	None
Individual Interest as a Factor of Entrepreneurship	Yes	57.9%	25.6%	9.1%	0.8%
	No	3.3%	1.7%	1.7%	
Total		61.2%	27.3%	10.7%	0.8%
					Total
					93.4%
					6.6%
					100.0%

Table 7. Chi-square test result of individual interest and profession preference in future

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1.882 ^a	3	.597
Likelihood Ratio	1.547	3	.672
Linear-by-Linear Association	.933	1	.334
N of Valid Cases	121		

a. 5 cells (62.5%) have expected count less than 5. The minimum expected count is .07.

5.5 Social Support

The study also determined the relationship between the social support and the entrepreneurial intention among TTI trainees in Khuruthang. And the study conducted cross tabulation which is shown in Table 8 that clearly indicates no relation between social support and the entrepreneurial intention among the TTI trainees in Khuruthang, Punakha as those trainees who perceive that social support from family, friends and mentors are important in taking entrepreneurship are less inclined to take entrepreneurship as their future profession. This clearly indicates that social support does not influence entrepreneurship intention. The Pearson chi-square test was also conducted to examine the relationship between "Family, friends, or mentor encourage to take entrepreneurship" and "Profession you prefer in the future" based on the provided contingency table. The result of likelihood ratio in Table 9 shows no

significant association $\chi^2 (2, N=121) = 3.150, p=.369$. The relationship is approved as χ^2

calculated= 3.150 is lesser than $\chi^2_{\text{tabulated}} = 7.815$. With a chi-square value of 2.757 and 3 degrees of freedom, the associated p-value is 0.431. Since this p-value is greater than the typical significance level of 0.05, we do not have sufficient evidence to reject the null hypothesis. Therefore, based on the Pearson chi-square test, we conclude that there is no significant relationship between the encouragement from family, friends, or mentors to pursue entrepreneurship and the preferred future profession in a way the study rejects H_a , 'There is significant relationship between social support and entrepreneurial intention'.

According to Khayru (2021) stated that social support has significant relationship with entrepreneurial intention in which the study showed in detail that the higher the level of

social support received by adolescents, the higher the level of entrepreneurial intention possessed by adolescents. This statement clearly determines that positive relationship between social support and the entrepreneurship intention. Similarly as per Neneh (2022) found that social support has a positive and significant influence on entrepreneurial intention as indirect effect of entrepreneurial passion on entrepreneurial intention through entrepreneurial self-efficacy was moderated by social support. However, the current study suggests that social support is not significant for one to have entrepreneurship intention. Therefore, to build entrepreneurship intention among TTI trainees in Khuruthang, Punakha, the Royal Government of Bhutan should have initiatives such as access to market, and awareness programs.

Table 8. Cross tabulation of social support and profession preference in future

			Profession you prefer in future			
			Civil	Entrepreneur	Private	
			Servant		Employee	None
Social Support in taking Entrepreneurship	Yes	33.9%	12.4%	4.1%	0.8%	51.2%
	No	27.3%	14.9%	6.6%		48.8%
Total		61.2%	27.3%	10.7%	0.8%	100.0%

Table 9. Chi-square test result of social support and profession preference in future

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.757 ^a	3	.431
Likelihood Ratio	3.150	3	.369
Linear-by-Linear Association	.906	1	.341
N of Valid Cases	121		

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is .49.

6. Conclusion

In Bhutan youth unemployment is increasing rapidly. And for this entrepreneurship is one of the options for the youths to eradicate the challenge of unemployment. However, it is proved that there are less numbers of Bhutanese taking entrepreneurship as their future career due to numerous factors like environmental, cultural, financial, individual and economical factors. Thus, to analyze the factors that affect entrepreneurial intention, this study particularly determined the effect of individual factors such as age, past job experience, individual interest, and social support contributing to entrepreneurial intention of TTI trainees in Khuruthang, Punakha. The present study found that all the factors such as age, past job experience, individual interest, and social support have no significant influence on entrepreneurial intention of the TTI trainees in a way the study rejects alternative hypothesis (H_a).

Additionally, this study clearly indicates that there are no factors specifically the individual factors such as age, past job experience, individual interest, and social support affecting individuals to have entrepreneurial intention and take up the business. Also, the study determines that there are other factors affecting entrepreneurship intention than the individual factors. Therefore, the current findings suggest that the Ministry of Education and Skills Development to introduce entrepreneurial educations in the TTI and VTI curriculum and to collaborate with RUB, NGOs and CSOs mainly to have economic, cultural, environment, and financial support to encourage the trainees to have entrepreneurial intention. This study did not determine the influence of environmental, economical and cultural factors on entrepreneurial intention, which paves the road for future researchers to conduct in-depth study on it.

References

- Allis, R. (n.d.). *The early entrepreneurs*. Retrieved from <https://hive.org/world/the-history-of-entrepreneurship/>
- Almahry, F. F. (2018). A review paper on entrepreneurship education and entrepreneurs' skills. *Journal of Entrepreneurship Education*, 21(1). Retrieved from <https://sg.docworkspace.com/d/slHmMwr60AbrF3aEG>
- Ball, D. S. (2005, May). *The importance of entrepreneurship to hospitality, leisure, sport and tourism*. Retrieved from <https://sg.docworkspace.com/d/slFCMwr60AVeK3KEG>
- Dendup, T., & Acharja, I. L. (2017). Effect of individual factor on entrepreneurship intention among undergraduate students in Bhutan. *World Journal of Business and Management*, 3(2), 1-15. <https://doi.org/10.5296/wjbm.v3i2.11779>
- Fatoki, O. (2014). The entrepreneurial intention of undergraduate students in South Africa: The influences of entrepreneurship education and previous work experience. *Mediterranean Journal of Social Sciences*, 5(7), 294-299. <https://doi.org/10.5901/mjss.2014.v5n7p294>
- Fujita, A., Lhendup, J., & Thinley, S. (2022). *Promoting entrepreneurship in Bhutan*. <https://doi.org/10.56506/USDA5186>
- Hatak, I., Harms, R., & Fink, M. (2014). Age, job identification, and entrepreneurial intention. *Journal of Managerial Psychology*, 30(1), 38-53. <https://doi.org/10.1108/JMP-07-2014-0213>
- Huang, Y., An, L., Wang, J., Chen, Y., Wang, S., & Peng, W. (2021). The role of entrepreneurship policy in college students' entrepreneurial intention: The intermediary role of entrepreneurial practice and entrepreneurial spirit. *Frontiers in Psychology*, 12, 1-12. <https://doi.org/10.3389/fpsyg.2021.585698>
- Khayru, R. K., Nichen, N., Chairunnas, A., Safaruddin, S., & Tahir, M. (2021). Study on the relationship between social support and entrepreneurial intention experienced by adolescents. *Journal of Social Science Studies*, 1(2), 1-10. <https://doi.org/10.56348/jos3.v1i2.14>
- Llisterri, J. J., Kantis, H., Angelelli, P., & Tejerina, L. (2006). *Is youth entrepreneurship a necessity or an opportunity?* Inter-American Development Bank.

- Loi, M., Fayolle, A., Gelderen, M. V., Riot, E., Refai, D., Higgins, D., & Cavarretta, F. (2018). *Entrepreneurship education at the crossroads: Challenging taken-for-granted assumptions and opening new perspectives*. Retrieved from <https://sg.docworkspace.com/l/slCaMwrr60AcTA3aEG>
- Martins, J. M., Shahzad, M. F., & Xu, S. (2023). Factors influencing entrepreneurial intention to initiate new ventures: Evidence from university students. *Journal of Innovation and Entrepreneurship*, 12(1). <https://doi.org/10.1186/s13731-023-00333-9>
- Meyer, N., & de Jongh, J. (2018). The importance of entrepreneurship as a contributing factor to economic growth and development: The case of selected European countries. *Journal of Economics and Behavioral Studies*, 10(4), 287-299. [https://doi.org/10.22610/jebs.v10i4\(j\).2428](https://doi.org/10.22610/jebs.v10i4(j).2428)
- Neneh, B. N. (2020). Entrepreneurial passion and entrepreneurial intention: The role of social support and entrepreneurial self-efficacy. *Studies in Higher Education*, 47(3), 587-603. <https://doi.org/10.1080/03075079.2020.1770716>
- Quadrini, V. (1999). *The importance of entrepreneurship for wealth concentration and mobility*. Retrieved from <https://sg.docworkspace.com/l/slOyMwr60Aa6i3KEG>
- Quendren, L. (2023, January 25). Tackling unemployment through skills development. *Kuensel*. Retrieved from <https://kuenselonline.com/tackling-unemployment-through-skills-development/>
- Schwarz, E. J., Wdowiak, M. A., Jarz, D. A. A., & Breitenacker, R. J. (2009). The effects of attitudes and perceived environment conditions on students' entrepreneurial intent: An Austrian perspective. *Education + Training*, 51(4), 272-291. <https://doi.org/10.1108/00400910910964566>
- Sharma, D., & Gautam, K. P. (2020). Challenges and prospects of entrepreneurship in Bhutan from the lens of business educators. *Journal of Economics, Management and Trade*, 26(9), 63-71. <https://doi.org/10.9734/JEMT/2020/v26i930292>
- Sharma, K. P. (2023, February 20). Youth unemployment increases in 2022. *Kuensel*. Retrieved from <https://kuenselonline.com/youth-unemployment-increase-in-2022/>
- Silagadze, A. (2017). "Post-Soviet paradoxes" of unemployment rate. *Bulletin of the Georgia National Academy of Sciences*, 11(1), 136-141.
- Singh, E. H., Wangda, S., Khan, S., & Ahmad, S. (2019). Assessing the challenges in the growth of micro, small and medium enterprises in Thimphu Dzongkhag. *Delhi Business Review*, 20(2). Retrieved from <https://sg.docworkspace.com/l/slGKMwr60AYjH3aEG>
- Valliere, D. (2014). Culture, values and entrepreneurial motivation in Bhutan. *Journal of Enterprising Communities*, 8(2), 126-146. <https://doi.org/10.1108/JEC-02-2013-0002>

Waiba, P. S. (2018). Entrepreneurial perception of university graduates of Royal University of Bhutan. *Bhutan Journal of Research & Development*, 7(1). Retrieved from <https://sg.docworkspace.com/d/slHSMwr60AcWW3KEG>

Wangmo, C., Wangmo, J., Wangmo, Y., & Phuntsho, S. (n.d.). *How do I instill the sense of innovation and entrepreneurship skills in the minds of Bhutan?* Proceedings of the First Action Research Seminar. Retrieved from <https://sg.docworkspace.com/d/slBuMwr60AfuT3KEG>

Yale Insights. (2017, October 12). *What does entrepreneurship look like around the world?* Retrieved from <https://insights.som.yale.edu/insights/what-does-entrepreneurship-look-like-around-the-world>

Copyright Disclaimer

Copyright for this article is retained by the author (s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/4.0/>).