



Determinants of Employee Transition to Entrepreneurship: A Test of Theory of Planned Behavior and the Dualistic Model of Passion

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ABSTRACT

Promoting Employee Transition to Entrepreneurship (ETE) is one of the many channels to boost the entrepreneurial development of any nation. ETE in developing countries needs further attention from scholars to broaden its determinants. Within the theoretical frameworks of the Theory of Planned Behaviour (TPB) and the Dualistic Model of Passion (DMP), the current study studied the determinants of ETE intention. Randomly drawn employees from Sri Lankan private and state institutions made the sample ($n = 218$). The instruments with acceptable reliability and validity properties measured the study variables. Attitude, subjective norms, perceived behavioral control, harmonious passion, obsessive passion, and ETE intention were scaled on a seven-point Likert scale. Structural equation modeling analyzed the data. The findings showed that employees' ETE intention is positively affected by all the tested variables other than perceived behavioral control. Notably, the results demonstrated that obsessive passion had a beneficial impact on ETE intention, although it is often thought to influence behavioral intention negatively. Thus, the study suggests that the ETE can emphasize any nation's entrepreneurial development by shaping employees' attitudes, perceived social influences, favorable interests, and even adverse interests to form a combined force to promote start-ups. The study's implications demonstrated the ability to model the ETE by integrating various theoretical frames that predict behavioral intentions.

Keywords: Developing Countries; Dualistic Model of Passion (DMP); Employee Transition to Entrepreneurship (ETE); Structural Equation Modelling (SEM); Theory of Planned Behavior (TPB)

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1. Introduction

Entrepreneurship—initiating and operating a business for progress and profit (Carland et al., 1984)—can be traced back to ancient Greece, where entrepreneurial efforts brought independence and social and economic transformation. As a result, the significance of entrepreneurial activity in society endures for longer than that of any other organisational functional area (Saravathy, 2004). At certain times and life milestones, entrepreneurial endeavours start to take off. Numerous factors, including macro-environmental factors

(Venkataraman, 1997), characteristics of entrepreneurial possibilities, and personal motivations (Shane et al., 2003), might influence them. Individual reasons are acknowledged as the most prevalent and difficult pathway toward the establishment of new ventures among them (Venkataraman, 1997).

According to multiple studies, the majority of entrepreneurs are either direct or indirect former workers of established businesses (Gacheru, 2007). Employees are inspired to start their businesses in their industries as a result of being better informed about the potential in particular industries (Shane et al., 2003; Gacheru, 2007). These elements encourage workers to leave their current jobs and start their businesses (Sorenson & Audia, 2000). Additionally, certain hygiene aspects support the Employee Transition to Entrepreneurship (ETE), particularly if an employee is unhappy with the terms of their current organisational employment in comparison to what they would expect as an entrepreneur (Moore & Muller, 2002). Amit & Miller (1995), opportunity cost (Sorenson & Audia, 2000; Stuart & Sorenson, 2003), professional closer to entrepreneurs (Stuart & Ding, 2006), and the relationship between income and ability (Velamuri & Venkataraman, 2005) were also discovered to be ETE's driving forces. According to Burton et al. (2016), ETE is described as "leaving one organisation to find another." An alternative to this is to start your own business (i.e., work for yourself) or move from employment to unemployment. Employees of an organisation, however, are permitted to pursue part-time entrepreneurial endeavours while still working for that organisation. For instance, Dyer and Handler (1994) referred to this as "entrepreneurial careers by moonlighting": starting from the soft layer to reduce the likelihood of failure. Starting businesses while maintaining a full-time job is referred to as a "partial transition to entrepreneurship," according to Gacheru (2007) and Tennakoon et al. (2002). The transition from employment to entrepreneurship, whether complete or partial, is frequently preferable from an economic and social perspective to Employee Transition (ET) to unemployment (Hyytinen & Maliranta, 2008). Because of this, the entrepreneurial literature has focused more on ETE than ET on unemployment. ETE has been demonstrated to have a wide range of advantageous effects for many stakeholders. According to Moore and Muller (2002), Stuart & Sorenson (2003), Stuart & Ding (2006), and others, entrepreneurs offer higher income in the form of profit (as opposed to salary), the status that comes with owning a firm, enhanced quality of life, social capital, a sense of self-worth and pleasure, and much more.

Though they face the danger of failure, dysfunctional behavioural effects including tension, stress, and violence, financial, competition limits, technological, legal, managerial, human capital, and political challenges (Aldrich, 1999; Shane et al., 2003), they still have to contend with these issues. Consequently, ETE frequently has a positive impact on the economy through an increase in the number of businesses, increased GDP as a result of the operation of new ventures, improved employment opportunities, reduced industry competition, and improved social well-being as a result of the uplift in the economy. The theoretical and empirical literature on entrepreneurship is heavily skewed toward ETE (Thomson & Minhas, 2017). Many of the causes that have caused ETE have already been investigated in Western contexts. Since people gain knowledge, skills, and social capital while working for well-known businesses, the desire to launch a new company naturally develops in their minds (Sorensen & Fassiotto, 2011).

Additionally, coworkers who have previously run their businesses may support their friends' entrepreneurial intentions (Nanda & Sorensen, 2010). A related conclusion was that new business owners are more likely to undertake riskier methods, obtain venture capital funding, and capture untapped market opportunities when they have a history of working together. EI is therefore encouraged with employment experience. People become entrepreneurs because of their innate personal qualities and, for those who currently have work, firm-specific characteristics. Location, age, and diversification tactics of incumbent enterprises are associated with the propensity to move from employment to entrepreneurship (Gompers et al., 2005). People with some work experience are more likely to become entrepreneurs. According to empirical data, social context, particularly the workplace environment, may influence people's decisions to become entrepreneurs (Srensen & Fassiotto, 2011). Even though entrepreneurship has been a popular academic topic, ETE has frequently been ignored. Therefore, research in this particular area is crucial. The goal of the current study is to clarify the ETE literature. The factors that influence ETE in developed countries have been satisfactorily researched, but there is little empirical support for the entrepreneurial-friendly environment in developing nations (Velamuri & Venkataraman, 2005; Stuart & Ding, 2006; Rachmawan et al., 2015; Antawati, 2017). In comparison to other nations in the surrounding region, Sri Lanka's entrepreneurial penetration was very low (De Silva & Wright, 2019). The causes of ETE are unlikely to be investigated in low-income nations where the political, economic, and social infrastructure is less favourable to the establishment of new ventures, despite the lower penetration of ETE being reported. Due to the dearth of research, the current study set out to look at the factors that influence ETE in the context of Sri Lanka.

2. Literature Review

Theory of Planned Behaviour

The TPB integrates individual beliefs into a broader framework of the relationships between attitudes, intentions, beliefs, and behaviour (Ajzen, 2020). Per the TPB, behavioural intention and Perceived Behavioural Control (PBC) can predict behaviour success (Kan & Fabrigar, 2017). Further, TPB is regarded as one of the most well-liked theories for examining social and psychological behaviours and is often used to predict various sorts of human behaviour (Wu et al., 2017). This theory bases its prediction of behavioural intention on three main variables: attitude, subjective norm, and PBC (Ajzen, 2015). People's attitudes reflect whether they think the behaviour is appropriate or inappropriate. Understanding social pressure as the cause of specific conduct is a subjective norm. People's perceptions of the simplicity or complexity of a given behaviour are referred to as "perceived behavioural control" (Rahman et al., 2022, p. 9400). TPB is one of the most extensively studied theories in various scenarios involving behavioural intentions (Liao et al., 2007; Shiao & Chau, 2016; Huang, 2023). TPB has already debated entrepreneurship-related variables in earlier publications. Several studies have found TPB indicative of entrepreneurial ambition in various situations (Heuer & Kolvereid, 2014; Goethner et al., 2012; Kautonen et al., 2015; Aloulou, 2015; Wach & Wojciechowski, 2016; Seng et al., 2022). However, a few studies investigated an integrated model that connected TPB with other concepts (Huang, 2023; Rahman et al., 2022).

Dualistic Model of Passion

A person's life is intrinsically related to their passion. Passion is a strong predisposition toward a self-defining activity that individuals love, value, and dedicate substantial amounts of time and energy to (Vallerand, 2010). Vallerand and colleagues developed a passion model that considers duality (Vallerand et al., 2003a; Vallerand et al., 2003b). The DMP states that people engage in many activities throughout their lives to satisfy their core psychological requirements for relatedness, competence, and autonomy (Vallerand, 2010). According to Deci and Ryan's (2000) self-determination theory, people are motivated to study their environment to advance. Passion is classified as harmonious or obsessive by DMP, depending on how it is incorporated into a person's self-identity (Rahman et al., 2022). Harmonious Passion (HP) results from the autonomous absorption of the event in the self when people consciously notice the activity and choose to engage with a passionate interest without any contingencies (Mageau et al., 2011). When passion is in balance, it takes up a prominent but non-dominant place in a person's psyche. Consequently, the individual controls the activity, consistent with other critical aspects of life (Vallerand, 2012; Verner-Filion & Vallerand, 2016). On the contrary, Obsessive Passion (OP) is an overwhelming appetite to engage in a beloved activity (Vallerand, 2010). The person is compelled to keep engaging in the action. Obsessively passionate individuals may have an unquenchable urge to participate in the activities that they value (Vallerand, 2015). Generally, obsessively passionate persons report poorer levels of psychological well-being and experience more negative emotions, worry, and tension. Previous studies have linked both forms of passion with entrepreneurial motives (Schenkel et al., 2019; De Clercq et al., 2013; Thorgren et al., 2014; Bayraktar & Jiménez, 2022). Most reported HP's positive effect (Forest et al., 2011; Landay et al., 2022; Stenseng, 2008; Wang & Chu, 2007) while OP found a negative and mixed effect on entrepreneurial initiatives (Rahman et al., 2022; Bayraktar & Jiménez, 2022; Omorede et al., 2013; Stenseng et al., 2011).

ETE frequently has a positive impact on the economy by increasing the number of businesses, enhancing employment possibilities, reducing industry competition, and improving societal well-being as a result of the expansion of the economy. However, projecting the ETE intention proved difficult due to its multidimensionality. Thus, an integrated model would be preferable to evaluating ETE intention rather than a single theoretical base. To the authors' knowledge, DMP has yet to be tested with TPB to predict the ETE. The present study would fill a knowledge gap in ETE by developing an integrated TPB and DMP model.

Conceptualization and Development of Hypotheses

The integrated model suggested by Rahman et al. (2022) was adapted to conceptualize the present study's argument (Figure 1).

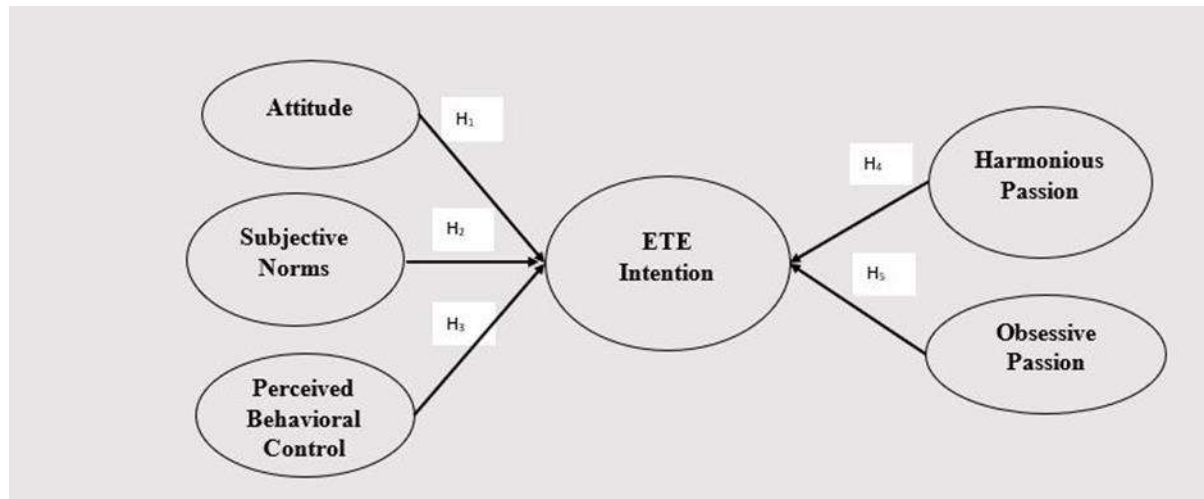


Figure 1: The Integrated Model of TPB and DMP

Attitude

The TPB states attitude as the degree to which a person has a favourable or unfavourable evaluation of the behaviour of interest (Ajzen, 1991). In entrepreneurship, the difference between judgments of personal attractiveness in being self-employed and organizationally employed has been referred to as "attitude toward self-employment" (Souitaris et al., 2007, p. 567). Attitude indicates the individual's belief in becoming an entrepreneur (Lián & Chen, 2009; Ajzen, 2001; Autio et al., 2001). According to Thrikawala (2011), attitude plays a significant role in a person's career choice in entrepreneurship.

According to Shook and Bratianu (2010), an individual's attitude toward a specific problem is determined by his or her views about the outcome. The greater the perception, the better the end product. Furthermore, the better the perception, the higher the inclination to engage in certain behaviours. A positive attitude toward entrepreneurship is a powerful predictor of entrepreneurial intention (Sharahiley, 2020; Engle et al., 2010; Schlaegel & Koenig, 2014; Zampetakis et al., 2009). Many have argued that the more robustly an individual shows a positive attitude towards starting a business, the better their intention to start a new venture is (Ida Nadia et al., 2017; Sari, 2014; Kibler, 2013; Douglas & Fitzsimmons, 2013). It suggests that attitude has a significant role in motivating people to pursue entrepreneurship as a career. An employee who preferred a high income as a symbol of achievement or success and to obtain autonomy, power, and freedom had a favourable attitude toward money, which often tended to happen in successful entrepreneurs (Douglas & Shepherd, 2021; Lim & Teo, 1997). As a result, the current study proposes that employees' attitudes toward ETE considerably impact their intent.

H1: Attitude positively affects the ETE intention

Subjective Norms

Subjective norms are the notion that a significant individual or group would accept and support a specific behaviour (Ajzen, 1988). The perceived social pressure from others and the drive to adhere to other people's opinions shape subjective norms (Rivis & Sheeran, 2003; Ajzen, 1988; Liao et al., 2007; Roh et al., 2022).

Because these opinions of individuals are inherently subjective, this element is referred to as subjective norms (Ajzen & Fishbein, 1975). The subjective norm is usually examined in research by asking participants how much they believe their closest ones - family members, acquaintances, or coworkers - would support them in entrepreneurial activities (Lián & Chen, 2009; Ajzen, 2001). The subjective norms are vital as they have been seen to predict an individual's inclination to enterprise formation (Schmitt-Rodermund, 2007; Stuetzer et al., 2016; Thompson, 2009; Politis et al., 2016; Kobylńska, 2022). Parallely, an unfavorable attitude toward entrepreneurship among pressure groups typically translates into a reluctance to pursue an entrepreneurial profession (Dyer, 1992). As a result, people entering the labour market see full-time work as a more appealing option for their future careers than creating their businesses. On the other hand, perceived support from pressure groups boosts self-esteem and the desire to pursue an entrepreneurial career (Ismail et al., 2009; Rahman et al., 2022). Thereby, the authors suggest that subjective norms have a favourable influence on ETE intention.

H2: Subjective norms positively affect the ETE intention

Perceived Behavioural Control

PBC is people's perception of their ability to carry out various behaviours, which is determined by an individual's perception of ease or difficulty in carrying out the desired behaviour (Ajzen, 1988). Entrepreneurial PBC is then described as a subjective estimate of one's entrepreneurial abilities, resources, and chances of success (Yang, 2013). It represents the perceived ease or difficulty of carrying out the behaviour and is considered to be influenced by prior experience as well as expected obstructions and hurdles (Ajzen, 2005). PBC refers to an individual's perception of how difficult it would be to carry out a specific action (Ajzen, 2002). In the ETE context, behavioural control such as resource limitations, fear of failure, lack of expertise and business acumen can be perceived as behavioural control that restricts employees from transiting from employment to entrepreneurship (Wijethunge et al., 2020; Madhubhashini & Tennakoon, 2020; Moriano et al., 2012). Many authors demonstrated the conceptual compatibility of PBC and poor self-efficacy (Ajzen, 1991), as both are concerned with one's sense of competence to begin a social endeavour (Tran & Korfes, 2016; Kolvereid & Isaksen, 2006; Moriano et al., 2012). This is supported by entrepreneurship literature, which emphasises the importance of self-efficacy as a mechanism for overcoming perceptions of higher financial, technological, and legal uncertainties that are frequently associated with the formation of new ventures (Markman et al., 2002; Obschonka et al., 2010). On the other hand, business resources and entrepreneurial skills are objective and necessary for the entrepreneurial process to flourish. The absolute quantity of resources and the abilities of entrepreneurs may significantly impact entrepreneurial intention, which can be seen as people's subjective assessments of resources and ability impact entrepreneurial intent (Krueger et al., 2000). Some people view the same resources as abundant, whereas others view them as rare. The same holds for how people view their skills. Entrepreneurship is seen as an opportunity rather than a danger by those confident in their skills and resources. They are more likely to pursue it than pessimists (Wilson et al., 2007). Likewise, PBC is a reliable indicator of behavioural intention in many contexts (Boyd &

Vozikis, 1994; Guerrero et al., 2009; Obschonka et al., 2010). Thus, the current study assumes that PBC negatively influences ETE intention.

H3: Perceived behavioural control negatively affects the ETE intention

Harmonious Passion

DMP identified two types of passion: harmonious and obsessive, which reflect the favourable and adverse aspects of passion. As demonstrated by the DMP, passion engages and involves individuals and favours long-term impacts on many individual outcomes. Depending on the type of passion, they can have either positive or negative outcomes (Moe, 2016). HP results from a person's autonomous integration of favourite activities into their identity. The passionate action is freely selected, interacts harmoniously with numerous parts of life, and is perceived by the person who experiences a favourable effect when engaged in it (Yadav & Dhar, 2021). The HP of entrepreneurs has been recognized as a factor in increasing venture creation and subsequent venture performance (Laskovaia et al., 2022). It implies that harmoniously passionate entrepreneurs have greater chances of reaching entrepreneurial success. Nevertheless, Ho and Pollack (2014) found that both types of passion were positively linked to the financial performance of ventures. Additionally, HP affects entrepreneurial intentions and risk-taking (De Clercq et al., 2013; Schulte-Holthaus, 2019; Schenkel et al., 2019). Moreover, entrepreneurs with HP were likelier to identify opportunities and launch new ventures (Bao et al., 2017; Chen & Zhou, 2017). This existing evidence led researchers to hypothesize a positive link between HP and ETE intention.

H4: Harmonious passion positively affects the ETE intention

Obsessive Passion

The DMP identified two modes of passion: obsessive passion is the overwhelming desire to engage in a particular activity despite its rationale. It is considered harmful due to the unbearable stress it causes toward achieving specific behavioural targets. The negative effect has been established in various study contexts (Rahman et al., 2022; Forest et al., 2011; Landay et al., 2022; Vallerand et al., 2007; Wang & Chu, 2007). However, in the entrepreneurial setting, obsessive passion has contradictory effects on start-up intention (Bayraktar & Jiménez, 2022; Newman et al., 2021). A variety of motivations drive individuals' entrepreneurial intentions (Carey et al., 2010; Douglas et al., 2021; Wijethunge et al., 2020). Among them, economic and social motives were highly influential on individuals' entrepreneurial moves (Davis, 1973; Wijethunge et al., 2020). The desire to achieve a certain degree of financial ability and/or social status leads people to engage in entrepreneurial activities that are attractive to them. Regarding the ETE, employees experience an identical situation where they tend to transition to entrepreneurship to make good money beyond the monthly pay sheet. Similarly, excessive excitement for ETE is feasible since economic incentives may urge an employee toward entrepreneurship. Nevertheless, the beneficial aspects of obsessive passion in the entrepreneurial setting have not gotten much attention or yielded inconsistent outcomes (Newman et al., 2021). Hence, the present study hypothesised that employees' obsessive passion for ETE significantly affects their intention.

H5: Obsessive passion positively affects the ETE intention.

3. Research Methodology

The study follows a quantitative methodology. A field survey objectively collects and evaluates quantitative data. Predictors of TPB and DMP were the determinants of ETE intention (i.e., attitude, subjective norms, perceived behavioural control, harmonious passion, and obsessive passion). The objective assessment of study variables was achieved through pre-tested instruments. A pilot study (n = 67) assessed the instruments' validity and reliability. All instruments' Cronbach's Alpha values were internally consistent (Hair et al., 2014). The EFA validated that each instrument had appropriate explanatory power. The refined instruments of six constructs were composed of 18 items. The answer scale was a seven-point Likert scale, with zero and seven representing "strongly disagree" and "strongly agree," respectively. Participants in the study were employees from large and small industrial establishments under the Sri Lankan Industrial Development Board's (SLIDB) purview. The recent labour force survey stated it as 6500 million (Department of Census and Statistics, 2019). The authors adopted Krejcie and Morgan's (1970) guidelines on sample size determination. Consequently, 384 employees were initially targeted. The study followed a stratified sampling technique where all nine Sri Lankan provinces were covered. The sample units were drawn based on major and minor industrial estates administered by SLIDB. Then all the industries located in 13 industrial estates were classified based on the International Standard Industrial Classification (ISIC) Revision 4. The lists of employees in each industry corresponding to each category of ISIC served as the sampling frame. Based on the random numbers, several sample units proportional to the total number of employees in each ISIC category were selected. The enhanced representation of all industrial setups was expected to boost the generalizability of the findings. A standardised questionnaire was employed to gather the data. It was mailed to the respondents via their respective administrative offices. Once completed, surveys were shipped back to researchers by coordinating personnel from each industry, while questionnaires were physically collected from nearby sources. The 58% response ratio generated 218 valid responses amenable to further analysis. The statistical analysis was performed by structural equation modelling in SmartPLS (version 4).

4. Analysis and Discussion

According to the demographics of the respondents, men outnumber women (62%). The majority of respondents (67%) are between the ages of 28 and 41. There were 67% married respondents, with 47% having children. More than half of the sample (57%) were executives with significant economic and career stability. Furthermore, 45% had a bachelor's degree or higher, allowing them to compare employment and entrepreneurship rationally.

Descriptive statistics reveal a balanced distribution of responses across the response scale. As a result, neither the extreme nor partial data is detected.

Analysing the data first entails assessing the measurement model to determine the validity and reliability of the instruments (Hair et al., 2021). The conceptual model of the present study consists of reflective indicators and latent constructs. The reflective measurement model assessment criteria include Composite Reliability (CR) and Cronbach's Alpha to evaluate internal consistency reliability, indicator loading to evaluate individual indicator reliability, and Average Variance Extracted (AVE) to evaluate convergent validity (Hair et al., 2014). Reflective measures with satisfactory reliability and validity properties were retained to estimate the latent constructs (Table 1).

Table 1: Measurement Model Properties

Construct	Item	Factor Loading	t-statistic	AVE	CA	CR
Attitude (AT)	AT1	0.843	29.021	0.723	0.811	0.826
	AT2	0.849	21.759			
	AT4	0.858	33.42			
Subjective Norms (SN)	SN2	0.911	48.005	0.816	0.775	0.816
	SN4	0.896	38.208			
	SN5	0.850	36.264			
Perceived Behaviour Control (PBC)	PBC1	0.958	26.675	0.892	0.881	0.892
	PBC3	0.931	13.592			
	PBC6	0.968	26.953			
Harmonious Passion (HP)	HP1	0.940	57.077	0.892	0.879	0.892
	HP2	0.949	81.087			
	HP3	0.878	75.603			
Obsessive Passion (OP)	OP2	0.876	30.016	0.767	0.849	0.767
	OP3	0.897	38.873			
	OP 5	0.853	31.04			
ETE Intention (ETEI)	ETE1	0.834	20.769	0.715	0.800	0.715
	ETE2	0.869	44.289			
	ETE3	0.834	38.438			

Source: Survey Data (2021/2022), n = 218

The measurement model comprises five endogenous latent constructs and one exogenous latent construct (Table 1). All the standardised factor loadings of the indicators satisfy the minimum threshold criterion (> 0.7) for establishing the indicator reliability of reflective constructs (Hair et al., 2014). It ensures the factor loadings' statistical significance at a 95% confidence level. The Cronbach Alpha and Composite Reliability values indicate that the instruments were internally consistent (> 0.7). The AVE values of each latent construct demonstrated that the indicators are adequately convergent (> 0.5). The discriminant validity of latent constructs is then examined with the Fornell and Larcker criterion (1981). The respective inter-construct correlation values are less than the square root of the AVE of the latent constructs (Table 2), indicating that discriminant validity is met (Fronell & Larcker, 1981).

Table 2: Discriminant Validity

	AT	ETEI	HP	OP	PBC	SN
AT	0.850					
ETEI	0.532	0.845				

HP	0.368	0.413	0.944			
OP	0.458	0.452	0.320	0.876		
PBC	-0.100	-0.169	-0.076	-0.016	0.945	
SN	0.696	0.558	0.238	0.459	-0.190	0.903

Source: Survey Data (2021/2022), n = 218

The structural model is used for evaluating hypothesised relationships once the measurement model has been verified for validity and reliability (Hair et al., 2013, Janadari et al., 2016). Initially, the collinearity of the constructs is observed for possible multicollinearity issues (Table 3). The collinearity of all of the pathways is acceptable [Variance Inflation Factor (VIF) < 3.3]. It implies that the structural model's exogenous variables are free of multicollinearity (O'Brien, 2007; Rogerson, 2001).

Table 3: Collinearity among the Constructs

Construct	VIF
Attitude	2.178
Harmonious Passion	1.208
Obsessive Passion	1.392
Perceived Behavioral Control	1.050
Subjective Norms	2.123

Source: Survey Data (2021/2022), n = 218

The results of the PLS bootstrap process aided in evaluating the significance of the path coefficients. The significance of the path coefficients of the structural model resembles the power of each independent variable on the dependent variable. The significant paths' regression coefficient (β) should be larger than 0.1, while the t-value should be 1.96 or more for a 95% confidence level test (Hair et al., 2014). Based on the above decision criteria, four hypotheses were detected to be supported by the data (Table 4). Resultantly, attitude, subjective norms, harmonious passion, and obsessive passion significantly affected employees' ETE intentions.

Table 4: Path Coefficients and Significance among Constructs

Hypothesis	Relationship	β	t statistic	P value	Decision
H1	Attitude -> ETE Intention	0.351	4.534	0.012	Supported
H2	Subjective Norms -> ETE Intention	0.308	3.145	0.002	Supported
H3	Perceived Behavioural Control -> ETE Intention	-0.076	1.345	0.179	Not Supported
H4	Harmonious Passion -> ETE Intention	0.225	3.348	0.001	Supported
H5	Obsessive Passion -> ETE Intention	0.169	2.686	0.007	Supported

Source: Survey Data (2021/2022), n = 218

The coefficient of determination is used to assess the predictive model's relevance (R²). The model's R² score is 0.734, indicating that the model's explanatory power is well-fitted (Chin, 1998). Furthermore, the impact sizes of the predictors suggest that attitude and obsessive passion have a larger effect on ETE

intention, but harmonious passion and subjective norms have moderate effects (Table 5). On the other hand, PBC did not appear to have any effect on the ETE purpose of the current study's environment. Next, the model's predictive relevance (Q2) is assessed to evaluate the explanatory power of the dependent construct (Hair et al., 2014). The Q2 value (0.593) of the ETE intention evidenced a strong explanatory power (Chin, 1998). The study succeeds in generating statistical evidence for four determinants of ETE intentions. As such, the attitude, subjective norms, harmonious passion, and obsessive passion were found to significantly predict employees' ETE intention, while PBCs were uninfluential.

Table 5: The Effect Size (f2) of Predictors

Predictor	f2	Effect Size
Attitude	0.418	Large
Harmonious Passion	0.174	Moderate
Obsessive Passion	0.360	Large
Perceived Behavioural Control	0.010	No effect
Subjective Norms	0.179	Moderate

Source: Survey Data (2021/2022), n = 218

The TPB theorises that attitudes, subjective norms, and PBC might influence individuals' intentions (Ajzen, 2020). Many earlier studies have shown consistent results (Aloulou, 2015; Wach & Wojciechowski, 2016; Seng et al., 2022). The current study discovered that attitude and subjective norms had comparable associations, whereas PBC produced inconclusive results. Attitude is the prime driver of any behavioural intention (Ida Nadia et al., 2017; Sari, 2014; Kibler, 2013). This notation is valid for entrepreneurial context as well (Lián & Chen, 2009; Ajzen, 2001; Autio et al., 2001; Sharahiley, 2020; Engle et al., 2010; Schlaegel & Koenig, 2014; Zampetakis et al., 2009), Entrepreneurial intentions however to a greater extent rooted in the deeper attitude of the individuals towards pursuing an entrepreneurial career (Douglas et al., 2002; Lim & Teo, 1997). The study specifically tested attitude's influence on the ETE intention of employees. ETE intention is undoubtedly risky for an employee with a significant degree of employment and financial stability. Thus, only a stronger positive attitude towards entrepreneurial initiative can drive an employee to step out of the comfort zone he/she is presently enjoying.

Subjective norms are one of TPB's three determinants of behavioural intention (Ajzen & Fishbein, 1975; Roh et al., 2022). They denote one's belief that a person or group of importance will approve or disapprove of a specific behaviour (Lián & Chen, 2009). Subjective norms are powerful determinants of behavioural intentions in many contexts, including entrepreneurial initiatives (Stuetzer et al., 2016; Thompson, 2009; Politis et al., 2016; Kobylińska, 2022). The present study also found subjective norms significantly influencing the ETE intention. The social pressure from the pressure groups such as immediate family, peers, and co-workers possess immense power in pushing an individual from employment to entrepreneurship. For an employee

considering entrepreneurship as a career choice of him/her, these individualised norms come into action by influencing their intention to move from employment to entrepreneurship. Subjective norms also have an element of social persuasion (Dyer, 1992; Rahman et al., 2022). Consequently, individuals who receive favourable subjective norms toward ETE will make up his/ her mind to leave the secured job to pursue a challenging entrepreneurial career.

TPB identified PBC as the next driver of behavioural intention (Ajzen, 1988). PBC refers to people's perceptions of their ability to perform specific behaviours with ease or difficulty (Yang, 2013). Based on the challenging aspect of ETE, the study postulated that the PBC might have a detrimental impact on ETE intention. However, the study found that PBC is insignificant as a determinant of behavioural intention. Previous studies show mixed results. Wijethunge et al. (2020), Madhubhashini and Tennakoon (2020), and Moriano et al. (2012) have reported inconsistent results by suggesting a positive impact of PBC on behavioural intention. Nevertheless, some authors reported a negative effect between PBC and behavioural intentions (Koka et al., 2020; Malinen & Savolainen, 2016; Burger, 1989). Remarkably, the perception of a loss of control results in an adverse effect on behavioural intention, leading to constrained behavioural outcomes (Burger, 1989). ETE is a prudent choice for everyone who values financial and works stability (Wijethunge et al., 2020). Furthermore, numerous circumstances beyond an entrepreneur's control impact business success (Shane et al., 2003; Thomson & Minhas, 2017; Tennakoon et al., 2021). As a result, employees contemplating entrepreneurship may have a sense of loss of control. The current study's findings revealed a negative effect that, in the investigation setting, could have been more statistically significant. It may be due to the strength of other predictors (such as attitude and obsessive passion), which mitigated the detrimental influence of PBC. Investigations of different contexts with different study designs are encouraged to address the inconsistencies.

Passion has long been identified as a forerunner of entrepreneurial initiatives (Yadav & Dhar, 2021; Tennakoon et al., 2021). DMP conceptualises passion's positive and harmonious aspects as a determinant of behavioural intention (Vallerand, 2010; Rahman et al., 2022). The present study conceptualises harmonious passion for affecting the ETE intention. The findings back up the claim. The results are consistent with the previous findings (Schenkel et al., 2019; De Clercq et al., 2013; Thorgren et al., 2014; Bayraktar & Jiménez, 2022). Individuals with a harmonious passion pick activities they enjoy, produce good feelings for and have a complete experience with. For starters, harmonious passion is more adaptable and harmonic and produces more favourable emotions. It helps keep individuals engaged in a particular task. When individuals discover that they can gain from an activity, they will continue participating in it (Feng & Chen, 2020). As a result, the positive impact of a harmonious desire for ETE is established, prompting employees to consider moving into entrepreneurship when they are optimistic about having their own businesses.

The DMP's next element of passion is obsessive passion. The negative effect of obsessive passion has been proven in various research scenarios (Rahman et al., 2022; Forest et al., 2011; Landay et al., 2022). On the other hand, it has reported inconsistent effects on start-up intentions. There, the obsession acts as a powerful force to pursue anything (good or bad) that is overly interesting (Bayraktar & Jiménez, 2022; Newman et al., 2021). Economic and social factors are particularly significant in individuals' entrepreneurial decisions (Davis, 1973; Wijethunge et al., 2020). Economic motives, for example, may play a significant role by forming an obsessive passion within an employee to go for venture creation (Douglas et al., 2021; Wijethunge et al., 2020). Social factors such as religious and racial divisions may also form an obsessive drive within individuals to transit from employment to entrepreneurship. The present results confirm the positive impact of obsessive passion on ETE intention. The transition from employment to entrepreneurship may be more complicated than the transition from unemployment to entrepreneurship. Even with a negative motive, ETE requires more push-in power. Likewise, obsessive passion in the ETE context has positively affected ETE intention.

The study spanned out the boundaries of ETE intention by proposing an integrated model of TPB and DMP. It found empirical support for an enhanced set of determinants, namely, attitude, subjective norms, harmonious passion, and obsessive passion, to predict ETE intention narrowed to Sri Lankan context. The implications of the study's findings centered on the empirical support for the integrated model of TPB and DMP to predict ETE intention. Further, the results imply that obsessive passion, often regarded as an adverse effect, can be inverted into a positive force to instill ETE. The findings also unearth important insights into the world of work. As such, promoting entrepreneurship as the principal or complementary living model can be instrumentalized by strengthening employees' attitudes and passion. Knowledge and awareness about entrepreneurial careers can improve favourable subjective norms and affect the ETE. Accordingly, ETE can emphasize any nation's entrepreneurial development by shaping employees' attitudes, perceived social influences, favourable interests, and even adverse interests into a combined force to promote start-ups.

5. Conclusion

The current study sought to identify the factors contributing to ETE in the Sri Lankan context. The researchers experimentally evaluated the factors that influence employees' ETE intentions in both commercial and public institutions in Sri Lanka using data from TPB and DMP. A field survey that used a survey instrument that collected information directly from respondents backed the quantitative method. The data analysis was carried out via structural equation modeling to assist the hypothesis testing. Based on the study's findings, it can be said that attitudes and subjective norms, two TPB components, have a great deal of potential to influence ETE intention. On the other hand, their PBC was not shown to be relevant in affecting the transition decision. Moreover, the favourable and adverse passions of DMP theory were found to strengthen the transition motive of employees. Implications are identified in the realm of a proposed integrated model to predict ETE intention and the theoretical establishment of the positive effect of an adverse form of passion over the transition intention from employment to entrepreneurship.

As per the present study's findings, psychological factors such as attitude and subjective norms are fundamental to people's propensity to behave entrepreneurially and to discover and seize opportunities. Other psychological traits, such as passion, were discovered to boost entrepreneurs' self-confidence. Entrepreneurs should have passion, firm intentions, and inspiration to succeed. On the part of the employees, several self-centric activities would help raise their transitional drive. Among them are discovering their strengths and weaknesses to pursue entrepreneurial success; continuous learning through improving competencies; learning lessons from role models; improving forecasting and adaptability to potential environmental changes; and maintaining relationships and social networks. It is also advised that the necessary government authorities in emerging nations create supportive and stimulating economic, financial, and legal settings for businesspeople to boost their self-confidence and positive outlook on an entrepreneurial career.

The current study may be regarded as one of the pioneering attempts to research the drivers of ETE intention in the Sri Lankan context due to the paucity of background material on ETE in developing nations. This study does have certain restrictions, though. The poll is only focused on Sri Lanka. Furthermore, no controls were used to choose the best sample for the subject matter. As a result, further studies in other industries and countries are required to increase the representativeness of the research findings. Additionally, since the survey was done via questionnaire, the findings may be transversal, with no examination of the dynamics of the time horizon. Future follow-up research can be more longitudinal to visualize the associations better. Lastly, this study does not study the intermediary role of other possible intervening variables (i.e., mediators or moderators), which can be studied in the future. Despite the limitations mentioned above, this study still further understands the novel avenues of influencing the transitional intention of employees that policymakers can best use to boost entrepreneurial initiatives.

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