Determinants of entrepreneurial intentions among the immigrants: Canadian perspective

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Abstract: The observational study revolves around the attitudes towards entrepreneurship. A survey of 387 Canadian immigrants, predominantly from the South Asian countries, i.e., Pakistan and India, was conducted. The data was then analysed using SmartPLS 3.2.8. The study reveals that perceived structural support (PStS) is a weak pointer of entrepreneurial intentions. Instead, personal attributes, i.e., self-efficacy and internal locus of control, contribute to entrepreneurial intentions. The outcomes also raise questions about the Canadian government's immigration strategy, which chooses foreigners based on financial potential and not on starting their own business. The study serves as a guideline for policymakers that if immigrants carrying personal attributes of high self-efficacy provided social support in the immigrant country, they could quickly start a new business.

Keywords: immigrants; entrepreneurial intentions; social support; structural support; Canada.

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1 Introduction

The small business sector has been treated as an issue virtually separate from mainstream economic development. Canadian small business sector contributes a significant share in job-creation and economic growth. Despite its substantial contribution to the economy, startups' failure rate is alarming (Ibrahim and Soufani, 2002). It is estimated that half of Canada's startups cannot survive their first five years of operation (Fischer and Reuber, 2010). Entrepreneurs exist in every society. Their intention to start a new business is

affected by their perceptions of social, structural, and personality traits (Díaz-casero et al., 2012; Sesen, 2013; Turker and Senem Sonmez, 2009). In developed counties like Canada, economic prosperity and innovation are led by new startups.

The majority of immigrant entrepreneurship literature reveals that immigrants are more likely to start a new business than natives (Kerr and Kerr, 2016). There is a consensus that small businesses can fuel economic growth and reduce unemployment by creating new jobs (Sandra Ma Sánchez and Fuentes García, 2010). However, there is no conclusive evidence of what makes the immigrants start a new business instead of looking for a job. Researchers have made their effort to establish an individual's entrepreneurial profile by looking at internal factors like creativity, innovation, risk-taking attitude McClelland (1967) to external factors like social support of family and friends and structural support by the government (Díaz-casero et al., 2012; Goel et al., 2007; Liñán and Chen, 2009; Turker and Senem Sonmez, 2009).

As per the 2016 Canadian census, 21.6% of the population consists of immigrants (Statistics Canada, 2016). The unemployment rate among Canadian immigrants who reached Canada in the last five years is 8.6%, whereas the Canadian-born unemployment rate is 4.5% (Canadian Labour Market, 2018). Recent research and data published reveal that immigrants coming through skill worker programs face significant employment barriers (Islam, 2007). Promoting entrepreneurship among immigrants can yield positive economic growth (Vandor and Franke, 2016) and reduce immigrants' unemployment rate.

Entrepreneurs contribute a significant share in the local growth of any country (Acs, 2006). Startups help to generate new job opportunities and may even be the source of innovation in technology. A study of Canadian entrepreneurs suggested that Canadians lack entrepreneurial ambitions (Industry Canada, 2008). This is reflected in a recent report of the World Bank, 'doing business 2018', where Canada ranks 18th in terms of starting a new business (World Bank, 2017). This is not encouraging for the new immigrants to create a new business. Structural support for entrepreneurial activity is directly related to the intentions (Turker and Senem Sonmez, 2009). If structural support, among other variables provided, immigrants will not look for jobs; they come prepared to start a new business. This, in turn, becomes the engine of innovation and job creation (Acs, 2006). Entrepreneurship can play a pivotal role during the downtime Canada is experiencing.

The research on immigrant's intention to start a business has gotten critical universal scholastic consideration (Bauder, 2008). There has been a surge of research on the topic since 2000, but it tends to focus on a segment of societies like ethnicity (Zhang and Chun, 2018) or migrated to the business class category (Bauder, 2008; Rahman, 2018). However, lesser is known about the entrepreneurship intentions of the immigrants arriving in Canada. The study is an effort to learn more about the factors, i.e., personal attributes, structural or social factors that influence new immigrants' entrepreneurial intentions.

The outcome is required to reveal some insight into various issues. It will test Canadian immigrant's entrepreneurial intentions. Likewise, it will fill in as an explanation of connections between EI and social and structural support and personality traits such as self-efficacy, locus of control, and risk-taking. Moreover, education and family background will be assessed. Finally, policymakers could discover valuable bits of knowledge from the study.

2 Literature review: key variables

2.1 Entrepreneurship intentions

Approaches towards entrepreneurship might be related to an individual's social or personality traits. Entrepreneurship intentions gained the researchers' attention after Shapero's seminal work was published three decades ago (Shapero and Sokol, 1987). He presented a model of 'entrepreneurship event (SEE)', an intention model that focused on two perceptions of individuals, namely desirability and feasibility. Consequently, they considered judgements critical for entrepreneurship behaviour and suggested that certain life-changing events such as immigration or a job loss can instigate entrepreneurship activity. Another well-known work in entrepreneurship literature is Ajzen (1991) theory of planned behaviour (TPB), which provided a conceptual design to understand the complexities of individuals' social behaviours in society. The approach has identified three behavioural antecedents of entrepreneurship intentions, 'attitude towards behaviour', 'social norm', and 'perceived behavioural control'. Both SEE, and TPB assumed that exogenous events could not directly influence 'intention' or behaviour; these events can somewhat alter an individual's perceptions. Research in later years has lent strong support to both these theories (Engle et al., 2010; Iakovleva et al., 2011; Liñán and Chen, 2009).

At the advent of the 21st century, research in entrepreneurs shifted its focus towards finding individuals' personality traits likely to start a business (Fayolle and Liñán, 2014; Kisubi and Korir, 2021). The specific question that this field of study strived to answer is: Are there any certain traits that increase an individual's possibility of becoming an entrepreneur? Can these traits increase the entrepreneur's chances of success? Scholars in the field gravitated towards the Big 5 personality trait model (Yang and Ai, 2019). Several studies on the issue compared to the personality traits of managers with entrepreneurs. They suggested that entrepreneurs tend to be more open to experience, more extroverted, score higher on Conscientiousness, and are less agreeable and neurotic than managers (Amjad et al., 2020a, 2020b; Envick and Langford, 2000; Zhao and Seibert, 2006). The big 5 model was criticised for its overly general nature and inability to predict the entrepreneur's circumstantial-specific behaviour. The Big 5 model was also futile in providing a particular channel through which these personality traits affect entrepreneurial outcomes (Rauch et al., 2014). Consequently, research in later years extended the Big 5 model offered a multidimensional personality framework by incorporating additional traits including locus of control, self-efficacy, the propensity for risk-taking, need for autonomy, uncertainty avoidance, etc. (Asma et al., 2019; Díaz-garcía and Jiménez-moreno, 2010; Dirgiatmo et al., 2019; Ojiaku et al., 2018).

2.2 Perceived social support (PSoS)

Several other exogenous variables such as social support (Edelman et al., 2016), Culture (Morrison, 2000), macroeconomic indicators (Saeed et al., 2014), entrepreneurship education (Zhang et al., 2014) and gender (Chreim et al., 2018) are found to be related to entrepreneurial activity. A crucial determinant that gained academicians' attention in the field of Entrepreneurial intention is 'perceived social support', defined as one's perception of feeling loved, valued, esteemed, and part of a supportive social network (Díaz-casero et al., 2012). Prior studies have provided evidence that family norms,

resources, and support of friends and family have a critical effect on starting a new venture Aldrich and Cliff (2003), particularly in the case of young entrepreneurs (Nielsen and Lassen, 2012). Edelman et al. (2016) found that emotional support of the family and social capital accessible in terms of the family's prior social ties with the entrepreneur world is critical for starting a new business. Thus the hypothesis of the study is

H1: PSoS has a positive correlation with the EI

2.3   Perceived structural support (PStS)

Researchers and policymakers in entrepreneurship have highlighted the importance of perceived structural support (PStS) in establishing new ventures (Turker and Senem Sonmez, 2009). Entrepreneurship is likely to flourish if the social, cultural, economic, political, and technological environment is favourable. For example, suppose there are barriers to entry. In that case, it will suppress the tendency for entrepreneurship, whereas an ideal environment for businesses such as subsidies, tax rebates, low barriers to entry will instigate entrepreneurship. Henrekson and Stenkula (2010) contended that state policies that provide support mechanisms, infrastructures, and entrepreneurial systems offer social and economic stimulus to establish new ventures. Mas-Verdú et al. (2015) noted the importance of public infrastructure and governmental support for starting a new business. Stephan et al. (2015) suggested that an institutional environment encompassing government activism and a socially supportive national culture is imperative for the creation of new business ventures in the country. Thus the present study hypothesis that:

H2: PStS has a positive correlation with the EI

2.4   Self-efficacy (SE)

An essential dimension of an entrepreneur's personality identified in the literature is 'self-efficacy' Self-efficacy is found to be correlated with a performance at work Stajkovic and Luthans (1998), career choices Lent and Hackett (1987), and Small enterprises growth (Baum and Locke, 2004). Self-efficacy is perceived to affect the level of effort and determination of an individual's specific task and their selection of activities and behavioural settings (Utami et al., 2019). Individuals with higher levels of self-efficacy think that they can control their thoughts and actions and have the ability to affect change (Bandura, 2000). Self-efficacy has been linked to entrepreneurship intention because entrepreneurs perceive that they have skills superior to other people, and they can achieve more favourable outcomes by applying those capabilities (Markman et al., 2002). Thus, persons with high self-efficacy are more likely to start new ventures (Wang et al., 2016).

H3: SE has a positive correlation with the EI

2.5   Locus of control (LoC)

Among the personality traits of entrepreneurs, locus of control (LOC) is one of the most widely studied traits. Developed by Rotter (1966) and has undergone various adaptations and refinements, the LOC construct has been used in many organisational and managerial studies (Mueller and Thomas, 2001). LOC is related to one's belief that his decisions

based on his skills, abilities, and efforts are the controlling force of his life, contrary to external forces. Internal LOC is conceptually related to the potential entrepreneur's audacity to carry out their plans. Hence, researchers found evidence that LOC is positively correlated to the likelihood of starting a business (Levine and Rubinstein, 2017). Internal LOC is also related to other dimensions of entrepreneurship, such as entry and exit decisions in a business venture (Caliendo et al., 2014), entrepreneurial growth (Lee and Tsang, 2001), and business success (Rauch and Frese, 2007).

H4: LoC has a positive correlation with the EI

2.6 Risk-taking attitude (RT)

The relationship between risk-taking attitude and entrepreneurship has its roots in (Knight, 1921). Kihlstrom and Laffont (1979) Contended that risk-averse people end up being employees, whereas risk-takers will likely become entrepreneurs. Risk propensity is the tendency of an individual to undertake or avoid risk in particular decision contexts. Several studies have empirically validated that an individual's propensity to take risks is related to the likelihood of venturing into business (Hall and Woodward, 2010; Lazear, 2004). Researchers have also examined the interrelationship between risk tolerance and other personality traits (Barbosa et al., 2007). Densberger (2014) contended that individuals with higher entrepreneurial self-efficacy tend to be more risk-tolerant, thus exhibiting higher entrepreneurial intentions. Therefore the present study hypothesises that

H5: RT has a positive correlation with the EI

2.7 Family background

Family as a social system exerts a significant influence on individuals belonging to the social unit. Hence individuals with an entrepreneurial family background are more likely to become entrepreneurs because of their constant interaction with their business-minded social environment. Family ties can play a strategic role in decisions, particularly finance, information, material, technology, etc. Such vital aid from family helps create new business ventures (Klyver, 2007). Altinay et al. (2012) found that family traits play a defining role in university students' entrepreneurial intention from the UK's hospitality and tourism sector. Oluwafunmilayo et al. (2018) found that family background affected attitudes, feasibility, and desirability for starting new ventures among University students. Herman (2019) found high entrepreneurial intentions in students with informal entrepreneurship education through entrepreneurs' business family background compared to those getting formal entrepreneurial education. Thus the present study hypothesises that

*H6: the Family background correlates with EI*

2.8 Education

The effect of education on entrepreneurial intentions has received the attention of the research community. However, the evidence provided is inconclusive. On the one hand, education can improve the knowledge and self-efficacy of potential entrepreneurs; on the other hand, good grades make it easy to find employment, thus hindering new ventures

(Wang et al., 2002). However, many researchers have found evidence that entrepreneurship can be stimulated through education. Sánchez (2011) found that entrepreneurial education affected students' capabilities and intentions of starting new ventures. Küttim et al. (2014) found that entrepreneurial education positively affected entrepreneurial intentions. In a recent study, Vodă and Florea (2019) found that entrepreneurial education substantially impacted EI. It provided youth with the necessary skills, knowledge, and capacities to embark on different challenges in starting new ventures, see Figure 1.

H7: Education correlates with EI

Figure 1   Theoratical model
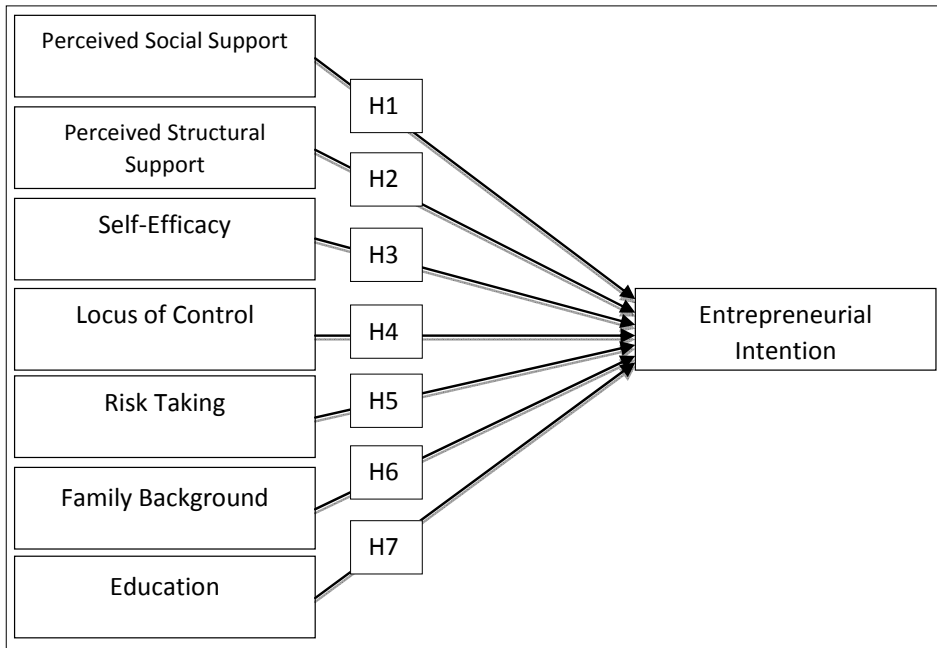
3   Methodology

The study's target population was Canadian immigrants who moved to Canada under the Federal Skill Worker (FSW) and the Provincial Nominee Program (PMP). The accessible population includes those who moved to Canada and are permanent residents already. Because convenient sampling was used to collect the data, the respondents were mostly from South Asian countries, i.e., Pakistan and India. Participants were invited through WhatsApp and Facebook groups for newly arrived Canadian immigrants. An invitation message was sent to the group members containing a survey link. There were a total of 5 WhatsApp groups, and each group comprised 256 members. And a close group on Facebook with more than Five-thousand participants was targeted at the time of the study. The targeted sample was mainly from the South Asian countries, i.e., Pakistan and India. Researchers himself were a member of all these groups. The data collection took

place over three months, from April 2019 – June 2019. All the participants were immigrants who moved to Canada in the last Three-years.

3.1   Measurement

A survey questionnaire of 27 items was designed after extensive literature review and advice from content experts in Entrepreneurial intentions (EI). Twenty-five items of the survey were measured using a 5points Likert-type scale. Participants were requested to agree or disagree with the statement ranging from 1 to 5.

Entrepreneurial intentions (EI): EI was assessed using six items (Liñán and Chen, 2009). Participants were presented with short statements (e.g., I will make every effort to start and run my firm) to show an agreement on a 5 point Likert-type scale.

Perceived social support (PSoS): The level of PSS was measured using two items (Turker and Senem Sonmez, 2009). PSS items include family and friends (e.g., If I decided to be an entrepreneur, my family members would support me).

Perceived structural support (PStS): To assess PStS, a four-item scale of Turker and Senem Sonmez (2009) was used. Four short statements were presented to the participants and asked to respond from 1 (strongly agree) to 5 (strongly disagree). For example, the 'Canadian economy provides many opportunities for an entrepreneur'.

Personality traits (PT): PT was assessed using 13 items to measure three sub traits of personality.

1   Self-efficacy (SE) items derived from Chen et al. (2001) were used. For example, the item includes "I will be able to achieve most of the goals that I have set for myself".

2   To measure 'locus of control', three items Chung and Ding (2002) were used (e.g. 'Becoming an outstanding entrepreneur depends mostly on timing and opportunity').

3   To assess the 'risk-taking attitude', a scale of 4 items was designed. Three of the questions were taken from Chen et al. (2012) and one question was derived from Wang and Wong (2004). An example of one such item is "I value the courage demonstrated in decisions and actions even in uncertain conditions".

Besides, two basic information questions were asked to participants about their family's involvement in business and if they have taken any course on entrepreneurship before. The literature review to construct the model is presented in Table 1.

3.2   Data analysis

After the repeated calls and using personal influence (as a moderator to the study groups), a sample of 387 respondents was collected. All the questions were mandatory, so there was no missing data. SmartPLS 3.2.8 was used in this study. SmartPLS was adopted due to its better predictive power (Ringle et al., 2015). The study attempted to predict the immigrants' behaviour of starting a new business and the factors contributing to their intention to start a new business. So, the PLS is believed to be the better predictor when the study focuses on prediction and decision making (Lai et al., 2013; Venaik et al., 2005).

Table 1   Literature review of model construct

Dependent variable	Source
Entrepreneurship Intent	Díaz-garcía and Jiménez-moreno (2010), Liñán and Chen (2009) and Ooi Yeng et al. (2011)
Independent variables	
Personality traits	Sesen (2013)
Risk averse	Wang and Wong (2004)
Self-efficacy	Díaz-casero et al. (2012), Díaz-garcía and Jiménez-moreno (2010) and Liñán and Chen (2009)
Locus of control	Díaz-garcía and Jiménez-Moreno (2010)
Self confidence	Turker and Senem Sonmez (2009)
Perceived education support	Turker and Senem Sonmez (2009)
Perceived relational support	Díaz-casero et al. (2012), Goel et al. (2007), Liñán and Chen (2009) and Turker and Senem Sonmez (2009)
Perceived structural support	Turker and Senem Sonmez (2009)
Family business	Goel et al. (2007) and Wang and Wong (2004)
University Education (support) gives you new ideas	Ooi Yeng et al. (2011)

Figure 2   AVE for proposed model
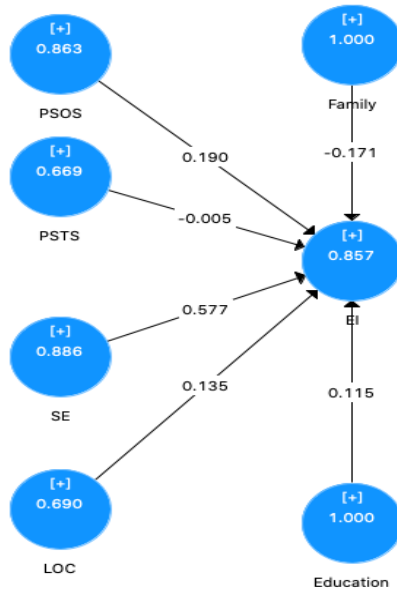
The proposed model was assessed by applying the validity and reliability of the variables being used in the study. Many scholars recommend composite reliability (CR) to measure reliability compared to other measures, i.e., Cronbach's alpha (Hair et al., 2011).

Moreover, PLS-SEM was preferred over the CBM-SEM because it obtains the solution with small sample sizes. Technically, its algorithm can simultaneously compute the SEM relationships between several independent and dependent variables (Ahmed et al., 2019; Venaik et al., 2005).

Table 2, Figures 2 and 3 show that all the items have displayed an outer loading of above 0.70 to determine the reliability of the variables and AVE greater than 0.5 to indicate Convergent Reliability. By following the minimum acceptable level value of 0.5 Hulland (1999) for item loading, no item is removed. Moreover, all the constructs showed high composite reliability scores of above 0.8. Table 3 indicates that the values ranged between 0.870 and 0.975, thus confirming sufficient reliability.

Table 2   Measurement model (Convergent validity and construct reliability)

	Items	*Loadings[a]*	*Rho_A[b]*	*CR[c]*	*AVE[d]*
Entrepreneurial intention	EI1	0.869	0.967	0.973	0.857
	EI2	0.921			
	EI3	0.935			
	EI4	0.943			
	EI5	0.951			
	EI6	0.933			
Perceived social support	PSOS1	0.941	0.859	0.927	0.863
	PSOS2	0.917			
Perceived structural support	PSTS1	0.882	0.913	0.889	0.669
	PSTS2	0.894			
	PSTS3	0.647			
	PSTS4	0.825			
Self-efficacy	SE1	0.924	0.970	0.975	0.886
	SE2	0.966			
	SE3	0.951			
	SE4	0.972			
	SE5	0.892			
Locus of control	LOC1	0.807	0.779	0.870	0.690
	LOC2	0.870			
	LOC3	0.813			

Items removed: indicator items are below Cronbach Alpha 0.5: - RT1.

Latent variable rho_A is below 0.7: RT (0.659).

All items loading > 0.5 indicates indicator reliability (Hulland, 1999).

All average variance Extracted (AVE) > 0.5 as indicates Convergent Reliability (Bagozzi and Yi, 1988; Fornell and Larcker, 1981).

All Composite reliability (CR) > 0.7 indicates Internal Consistency (Gefen et al., 2000).

All of Cronbach's alpha > 0.7 indicates Indicator Reliability (Nunnally, 1994).

Table 3   Indicator item cross-loading

	EI	LOC	PSOS	PSTS	SE
EI1	0.869	0.515	0.615	0.571	0.689
EI2	0.921	0.701	0.522	0.574	0.719
EI3	0.935	0.68	0.55	0.539	0.741
EI4	0.943	0.633	0.608	0.534	0.741
EI5	0.951	0.650	0.629	0.517	0.719
EI6	0.933	0.605	0.573	0.515	0.741
LOC1	0.532	0.807	0.523	0.439	0.674
LOC2	0.599	0.87	0.461	0.395	0.68
LOC3	0.567	0.813	0.332	0.451	0.599
PSOS1	0.629	0.459	0.941	0.635	0.614
PSOS2	0.533	0.524	0.917	0.516	0.622
PSTS1	0.621	0.527	0.52	0.882	0.631
PSTS2	0.520	0.489	0.58	0.894	0.618
PSTS3	0.199	0.134	0.431	0.647	0.321
PSTS4	0.414	0.372	0.519	0.825	0.662
SE1	0.684	0.641	0.573	0.63	0.924
SE2	0.748	0.718	0.641	0.734	0.966
SE3	0.669	0.672	0.595	0.668	0.951
SE4	0.767	0.748	0.677	0.688	0.972
SE5	0.800	0.879	0.627	0.612	0.892

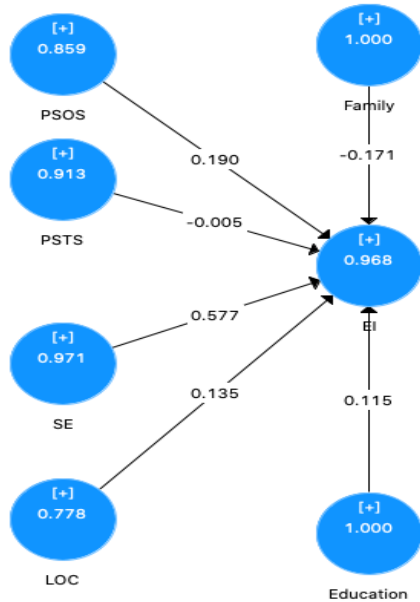**Figure 3**   Rho-A for the proposed model

Table 4 shows the model discriminant validity as per Fornell and Larcker Criterion as all values are above 0.7. Also, if the HTMT value is below 0.90, discriminant validity can be established between two reflective constructs. We find that the HTMT upper confidence interval limit is below the one value. Thereby we find that the HTMT inference criterion indicates that all HTMT values are significantly different from 1. Therefore, discriminant validity is established, Table 5.

Table 4 Discriminant validity (Fornell and Larcker criterion)

	EI	LOC	PSOS	PSTS	SE
EI	0.926				
LOC	0.683	0.831			
PSOS	0.629	0.526	0.929		
PSTS	0.585	0.514	0.624	0.818	
SE	0.784	0.783	0.664	0.709	0.941

*The Diagonal is the square root of the AVE of the latent variables and indicators the highest in any column or row.

Table 5 Discriminant validity (HTMT)

	EI	LOC	PSOS	PSTS	SE
EI					
LOC	0.787				
PSOS	0.694	0.658			
PSTS	0.591	0.575	0.733		
SE	0.806	0.899	0.734	0.75	

Table 6 Structural model hypothesis testing: bootstrapping direct effect result

	Relationship	Std. Beta	Std. error	t-value	Decision	f^2	95%CI LL	95%CI UL
H1	PSOS → EI	0.190	0.057	3.357**	Supported	0.051	0.1	0.285
H2	PSTS → EI	−0.005	0.036	0.153**	Rejected	0.000	−0.061	0.056
H3	SE → EI	0.577	0.07	8.248**	Supported	0.217	0.449	0.682
H4	LOC → EI	0.135	0.051	2.668**	Supported	0.019	0.057	0.226
H5	Family → EI	−0.171	0.033	5.201**	Supported	0.076	−0.225	−0.118
H6	Education → EI	0.115	0.036	3.188**	Supported	0.032	0.056	0.175

**$p < 0.01$, *$p < 0.05$.

R2 (Entrepreneurial Intention = 0.670), Adjusted R2 = 0.665

Effect size impact indicator are according to Cohen (1998), f^2 values: 0.35 (strong), 0.15 (moderate), and 0.02 (weak).

SRMR value is 0.078, which is less than 1. It shows the model's fitness (Henseler et al., 2015; Hu and Bentler, 1998).

4   Results and discussion

The R2 value was calculated for each variable used in the study to assess and interpret the proposed model. In determining the significance of the proposed structural model, the researchers commonly suggest bootstrap techniques (Hair et al., 2011). The same method was used in this study to see whether the obtained value of path-coefficients is significant and how big their effect size is. A two-tailed test was applied based on the predicted relationships among the chosen variables shown and discussed in the theoretical model. A bootstrapping was done at 5000 samples for this investigation, comprising an indistinguishable number of observations from the original sample to create the standard errors and t-values (Hair et al., 2013).

Furthermore, in the data analysis, f^2 values are calculated, representing and explaining the interaction effect size among the variables used in the structural model. The R square values indicate the extent of variance in the response variable is explicated by the independent variables' effect size, which is connected with it. The point of reference values for the significance of R square values are suggested as 0.67 (large), 0.33 (moderately strong, and 0.19 poor/weak (Hair et al., 2011).

PSOS $\beta = 0.190$; PSTS $\beta = -0.005$; SE $\beta = 0.577$; LOC $\beta = 0.135$: Family $\beta = -0.171$, and Education $\beta = 0.115$) explained 68.6% variance in EI. Moreover, PSOS, SE, LOC, family, and education are found to have a significant positive effect on EI respectively ($t = 3.357$, $p = 0.01$; $t = 8.248$, $p = 0.01$; $t = 2.668$, $p = 0.01$; $t = 5.201$, $p = 0.01$: $t = 3.188$, $p = 0.01$). PSTS showed an insignificant relationship with EI ($t = 0.153$, $p = 0.01$).

A two-tailed test to generate t-values was used to measure the significance level (Hair et al., 2013). Table 6 indicates that PSTS could not establish a significantly negative relationship with EI as the t value is below 1.96 ($t = 0.153$, $p = 0.01$). The rest of the variables indicate significant direct relationships with the t value more than 1.96 at $p = 0.01$. It can be concluded based on the obtained t values that only H2 did not significantly support the proposed relationship between PSts and entrepreneurial intention (EI). Other hypotheses (H1, H3, H4, H5, H6, and H7) were supported with high t values. Path coefficient values and the R-square variance in EI are shown in Figure 4. Table 6 also indicates the values for f^2, which explain the relationship path between the independent and response variables. PSOS ($f^2 = 0.051$), LOC ($f^2 = 0.019$), family ($f^2 = 0.076$), and education ($f^2 = 0.032$) are found to have very low interaction with EI due to low f^2 values. The f^2 value between $0.02 < = 0.15$ is interpreted to be weak effect, values between $0.15 < = 0.35$ moderate effect, and $> = 0.35$ strong effect (Cohen's, 1988).

A moderate interaction effect size between SE and EI was obtained with f^2 value of 0.217. The strongest interaction term was obtained between SE and EI, with a moderate f^2 value of 0.217. The other R-square values confirm that the response variable's variance is attributed to the selected independent variables in this study.

This study was designed to examine the influence of personality traits (self-efficacy and locus of control), PSS, and PStS on Canadian immigrants' entrepreneurship intention. The results showed that PSS and self-efficacy are significant contributors to preparing immigrants for entrepreneurship initiatives. Suppose the immigrants found a large population in their community. In that case, they may perceive a high sense of social support for entrepreneurship intention and often find opportunities to provide products or services familiar to their cultural group. Their findings suggest that self-efficacy has a significant role in having a solid faith in the individuals' capacity to

perform in various circumstances. Firmer entrepreneurial self-efficacy beliefs are critical in increasing attitudes towards entrepreneurial acts, leading to higher intentions for new venture creation. Earlier studies on the subject, Izquierdo and Buelens (2011) have asserted that an individual with a high degree of self-efficacy for a particular work or assignment has a high probability of following and continuing the task to achieve the targeted results. Self-efficacy is essential to the ability to act innovatively and look for appropriate opportunities at the right time. If self-efficacy is increased, then there would be reduced fear of entrepreneurship. People migrate to another country with the planned intention to have better chances to settle down for life. They are more likely to experience more pressure because of their need to adapt to a new environment. The government has a significant role in providing flexible laws, rules, and infrastructure to promote entrepreneurship activities. This will turn the fear of entrepreneurship into increased risk-taking behaviour.

Figure 4 Results of path analysis
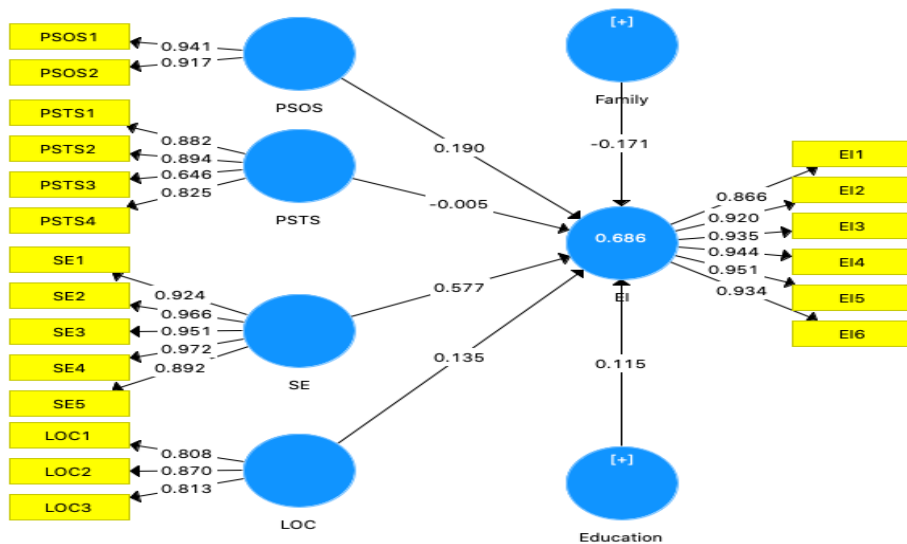
The study results confirm that immigrants' entrepreneurship intention is influenced by PSS in line with the findings of Edelman et al. (2016). Whereas the study did not find the support that observed structural support affect EI. Moreover, the study results confirm that other personality traits, such as locus of control, affect EI, as posited by prior literature (Levine and Rubinstein, 2017). The study also lends strong support that family background and education significantly affect entrepreneurial intentions, confirming the findings of Herman (2019) and Vodă and Florea (2019), respectively.

5   Conclusion

The purpose of the study was to explore the determinants of entrepreneurship intention of Canadian Immigrants. The study found strong support that individuals' personality traits and social support are significant determinants of entrepreneurship intention.

Self-efficacy is vital to the eagerness to act in a pioneering way, distinguishing and holding onto openings. If self-efficacy is expanded, at that point, there would be decreased dread of business. High self-adequacy is a reliable indicator of an individual's aims to begin a business at another place. Bandura (1997) revealed that a person with high self-efficacy for a specific errand is bound to seek after and afterward persevere in that assignment. These findings affirm this present study.

At long last, two findings are essential to specify. First, PStS does not contribute to the entrepreneurial intentions of Canadian immigrants. This is quite contrary to the earlier literature review. Second, family background – anyone in the family doing business – is not found significant as well. Initially, it was hypothesised that those with prior experience or close observations of someone doing business might positively affect entrepreneurial intentions.

However, there is a need to carry out more research to expand the scope of this study. An in-depth study to explore the barriers and challenges that immigrants entrepreneurial face can shed light on the factors that impede individuals from starting new ventures. Such an attempt may also help find out the reasons behind the high failure rate of new startups. Further research in the field will help design appropriate interventions to improve the policies and infrastructure needed to encourage and develop entrepreneurship attitudes among the youth.

5.1   *Recommendations and limitations*

The government must recognise the positive impact of immigrant entrepreneurship in boosting economic growth. Policymakers need to emphasise developing innovative strategies to benefit immigrants who brought their experiences and wealth. The present study will help the policymakers consider the most critical factors in facilitating and teaching the entrepreneurial culture to contribute to the host country's socio-economic welfare. The more a government supports immigrants by having less bureaucratic regulations and procedures, the better the business growth. Different entrepreneurial support services can be offered to new immigrants, such as training, support in completing the business set up formalities, legal advice, and mentoring to mature and materialise the intention of the immigrants to start their setup.

This study also has its limitations. Firstly, this study's sample size was appropriate from the analysis and theoretical point of view; the authors consider the sampling method a limitation. Also, a bigger sample size with a progressively assorted geological scope of respondents from various parts of Canada will improve the results to accomplish increasingly generalisable outcomes. The factors utilised in the present investigation are not the sole determinant of immigrants' entrepreneurial intentions. Other potential factors can be additionally investigated regarding their effect on worker enterprise intention to start a new business. Moreover, information on gender and the amount of time the respondent spent in Canada was not collected for this study. Although Bauder (2008) could not establish any relationship between the two, future studies can validate the findings by including these two variables.

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