

RELATIONSHIP BETWEEN PERCEIVED SOCIAL SUPPORT WITH A MOTIVATION AND MENTAL WELL-BEING OF ASPIRING ENTREPRENEURS

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ABSTRACT

The current study aimed to identify the relationship between Perceived Social Support with A-Motivation and Mental Well-Being of Aspiring Entrepreneurs. The study used a quantitative research design for data collection. It employed the convenience sampling technique, gathering information from 300 participants, out of which 188 participants were selected using scales, viz. Multidimensional Scale of Perceived Social Support (MSPSS), Work Extrinsic and Intrinsic Motivation Scale (WEIMS) and The Warwick–Edinburgh Mental Well-Being Scale (WEMWBS). Participants' age lay between 16 and 45. Data was collected from people, who belonged to a business-related educational background, with start-ups that reached their operational stage such as incubation centers, who aimed to start an E-business and had social media accounts with minimum 50 followers, and who enrolled in the institutes within premises of Karachi. The procedure began by taking permission from higher authorities and distributing survey forms to individuals. The findings of this study revealed a significant weak positive relationship between Perceived Social Support and Mental Well-Being of Aspiring Entrepreneurs, and no relationship was determined between Perceived Social Support and A-Motivation. The alpha value of Perceived Social Support, A-Motivation and Mental Well-Being was ($\alpha=0.778$), ($\alpha=0.669$) and ($\alpha=0.888$). The Sig. (2-tailed) value for Mental Well-Being was 0.000.

Keywords: Perceived Social Support, A-Motivation, Mental Well-Being, Aspiring Entrepreneurs, Correlation

INTRODUCTION

Entrepreneurship is the process of designing and establishing a business whether small or large, to make profits. Moreover, those people who began initiating this process, employing entrepreneurial methods for the creation of a new venture are known as entrepreneurs (Shane, & Venkataraman, 2000). Besides, we can see an emerging trend in people wanting to become entrepreneurs. Such individuals are known as Aspiring Entrepreneurs.

An Aspiring Entrepreneur is an individual who is hopeful to start his venture. He dreams and aspires to become a successful entrepreneur one day—people today desire to become entrepreneurs because the start-up environment has evolved worldwide. With technological innovation that enables a broad group of individuals to access different entrepreneurial opportunities, people don't just deem entrepreneurship a chance to grow as individuals but also consider it an effective way to become great problem solvers and solution-orientees (Kauffman, 2016).

Generally, Aspiring Entrepreneurs step up in the field of entrepreneurship with certain motives. These motives work as a powerful driving force(s) that play an important role in determining their aspiration towards their dream of becoming a successful entrepreneur. For example, some Aspiring Entrepreneurs are motivated towards entrepreneurship for the sake of escaping unemployment, having better economic incentives, greater growth opportunities and so on (Renata et al., 2018). While others

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are motivated to experience the sense of self-accomplishment. A study held by Collins et al. (2004) also validate that Achievement Motivation is crucial and is positively correlated with an individual's choice of choosing entrepreneurship as a career and Aspiring Entrepreneur's performance to excel in the entrepreneurship field.

Indeed, a pattern that has been seen and observed in entrepreneurial trends includes one major factor—is A-Motivation, which is a person's desire to achieve his goal. Achievement Motivation is the inclination or the inner urge of a person to attain something bigger and more significant to feel self-accomplishment (McClelland, 2005). A person cannot become a successful entrepreneur unless they are highly motivated to achieve their desired objective. It works as a fuel to stimulate them. Namely, Achievement Motivation; works as a valid predictor in determining the entrepreneurial success among individuals, beginning from inception through the established entrepreneurial phase (Sabiou et al., 2018). When a person is motivated to achieve his goal, he possesses an elevated level of perseverance and passion for reaching those goal(s). Aspiring Entrepreneurs who have more significant amounts of Achievement Motivation do not give up even after failure. They try again and again till the goal is not achieved (Sinha, 2014).

McClelland represented the notion that the need for achievement also called the Achievement-Orientation starts developing particularly during middle childhood in which family socialization plays the primary role. Especially, families that are high in morals and standards, self-reliance and has less dominant father figures; are fundamental in creating Achievement-Orientation among Aspiring Entrepreneurs. It fosters the behaviors among these Aspiring Entrepreneurs such as problem-solving, goals attainment, feedback seeking and risk-taking. The findings of Ahmed et al. (2020) also concluded that the absence of family support leads to more regret among individuals who aspired to start a venture, thereby reducing their future intentions of becoming entrepreneurs. Hence, the notion of McClelland emphasized on the importance of Perceived Social Support for Aspiring Entrepreneurs' Achievement-Orientation i.e., Achievement Motivation is affirmed.

Factually, positive Social Support has been perceived as one potent stimulator in encouraging entrepreneurial intention and potential in Aspiring Entrepreneurs. Perceived Social Support is defined as the presence of support resources when they are necessary. Social Support is the support that we receive by others, having a trusted group of people to turn to when in need, whether it is an everyday situation or an unusual critical moment scenario (Cobo-Rendón et al., 2020). Significantly, the impact of support by someone special and family members are given substantial emphasis (Çavuş et al., 2017). That is why Perceived Social Support is vital for Aspiring Entrepreneurs.

On the other hand, substantial evidence from various research also emphasize that Perceived Social Support has a positive relationship with mental health. With respect to Aspiring Entrepreneurs, adequate Perceived Social Support from friends, spouse, parents, teachers, colleagues etc. leads to higher Mental Well-Being in Aspiring Entrepreneurs. While it is deemed that individuals often begin aspiring to become entrepreneurs during young adulthood, especially when they are at college and in this population, Social Support from friends and family has been linked positively with Psychological Well-Being (Khallad, & Jabr, 2016).

Therefore, Mental Well-Being is as important as financial Well-Being to any Aspiring Entrepreneur. Mental Well-Being is having good mental health with happiness and contentment, low levels of grief, overall good psychological health, and outlook (APA). Mental Well-Being facilitates entrepreneurs in delivering their best and adding value to the business activities they are supposed to do (Hatak, 2021). Mental Well-Being is critical for entrepreneurs because of their need to depend on their cognitive reasoning, affective explanations, and answers, as well as behavioral actions, all in pursuit of their successful start-ups (Rauch et al., 2018). Unarguably, individuals with ambitions to become entrepreneurs tend to persist and perform better if they have stable mental health and Well-Being (Stephan, 2018).

The current research aimed to identify the relationship between Perceived Social Support with Achievement Motivation and Mental Well-Being of Aspiring Entrepreneurs. With increased inclinations towards research on entrepreneurial intention and potential today, one most prevailing concern that is emerging are some social aspects such as the part of Social Support in the potential of ambitious and Aspiring Entrepreneurs and its latent impact on their willingness to engage in entrepreneurial activities. It has been concluded that determined individuals can become successful entrepreneurs, having sufficient Social Support. A study by Chen & He (2010) showed that perceived

social environment including the Social Support by friends and family as well as the social norms such as culture had a positive impact on Chinese students' entrepreneurial intentions, depicting that Social Support indeed impact Aspiring Entrepreneurs' intention toward entrepreneurship.

REVIEW OF LITERATURE

Scholars and academicians have defined entrepreneurship as a quickly developed field over the past twenty years. According to Schumpeter (1934), entrepreneurship works as a motivating force, and an entrepreneur himself is an innovator in an economy. Schumpeter (1934) asserts that entrepreneurs significantly contribute to producing novel products and services that transform lives. These entrepreneurs were initially ordinary but ambitious people who aspired to become business tycoons. In books, Aspiring Entrepreneurs are often discussed multiple times and are called ambitious individuals resolute to start their ventures and prefer pursuing careers as business people and not employees (Aziz et al., 2012).

Blass (2018) investigates the research on successful entrepreneurs and discovers the role of business curriculum and personal factors for Aspiring Entrepreneurs for them to decide if entrepreneurship is the pathway for them, and how they need to steer the pathway to success. This was observed through determining four elements which were, meaning of success and failure; capability to take risk; capability to develop resilience and recovery from setbacks; and level of action orientation to become things done. The results revealed that Aspiring Entrepreneurs need to learn about themselves and how they are going to manage themselves through the entrepreneurial voyage.

With great emphasis on different aspects of entrepreneurial functioning such as the personal ones, psychological and social aspects remain of utmost significance. Certainly, psychosocial factors play a positive role in determining the degree of entrepreneurial intention amongst Aspiring Entrepreneurs (Nasip et al., 2017; Zvarikova & Kacerauskas, 2017). When psychosocial factors work in harmony with individuals, they tend to succeed in entrepreneurship. On the contrary, if these factors become problems for them, it may lead to detrimental consequences, such as individuals giving up on their entrepreneurial dreams. The psychosocial factors influence the intention of entrepreneurs on a larger scale. It has a crucial impact over the determination and setting up objectives for the start-up. Perceived Social Support, Achievement Motivation and Mental Well-Being are three of the psychosocial factors that influences the responsibilities and intent of the entrepreneurs. They positively cater the roles, manage stress and boost the resilience.

Perceived Social Support is support from a group of individuals who have created an impact on our life, whether it was in times of need or while celebrating an achievement. Perceived Social Support is an essential factor in an Aspiring Entrepreneur's growth, as it allows them to get the motivation and dedication to achieve the goal they have set while being backed up by the people who are there for them. For example, Çavuş et al. (2017) identified Social Support in entrepreneurship by targeting 302 students at Mersin Toros University. It was determined that Social Support could affect a student's social entrepreneurship skills. To further observe, it was concluded that two factors were considered (1) support of someone special (2) support of the family, and the results were that those students who possess the support of someone special (0.398) and of the family (0.351) showed more importance on their perception of social entrepreneurship (Çavuş et al., 2017). Thus, the results tell that Social Support can change wishful entrepreneurs' drive to thrive in the field.

Particularly, the major determinants and social agents that play a vital role in providing Social Support are parents, friends, teachers, and someone special. While supportive measures from these social agents are crucial, support from one social agent can be more consequential as compared to support from other agents and hence, in determining the motivation and performance of a person (Song et al., 2015). Parents are the most important socializing agents at home who have a long-lasting influence on individual development, especially their attitudes toward learning. Friends and teachers come on the second number whose support tells a person's the levels of self-concept and psychological distress that people experience, including the kind of academic and social objectives they aim to pursue in the future (Song et al., 2015).

On the other hand, Achievement Motivation is the tendency of a person to achieve something larger and more substantial to feel self-accomplishment (McClelland, 2005). The need for achievement gives aspiring individuals a motive to excel, improve, and grow. For this purpose, Nasip et al. (2017) examined the relationship between psychological characteristics, including the need for achievement,

aka A-Motivation, and entrepreneurial intention among students of Malaysia. Sum of 676 students belonging to University Malaysia Sabah (UMS) was asked to participate in the survey. The data was evaluated employing the partial least square technique version 2.0. Hence, the findings demonstrated the positive relationship between the two.

Likewise, Owoseni (2014) examined the relationship of certain personality factors like Achievement Motivation on the entrepreneurial intentions. Using the survey research design, primary data was collected from two hundred and twenty-eight participants of private universities in Oyo state. The findings showed that there was a crucial link between the two. The study also recommended Aspiring Entrepreneurs to evaluate the risks involved in a certain business to avoid the loss.

Then there is Mental Well-Being – an essential factor for striving people aiming to become entrepreneurs. Mental Well-Being includes a person's overall good physical and psychological health (APA). With unstable mental health, Aspiring Entrepreneurs cannot take deliberately calculated risks and decisions and devise negative feelings the doubt, which leads to unproductivity. Thus, Mangkualam et al. (2018) examined the variables of independent behavior and positive mental health for entrepreneurial intentions were examined. One hundred thirty-six psychology students in UII were selected through random sampling. According to the results, there is a positive relationship of independent behavior and mental health towards entrepreneurial intentions.

Likewise, Zhang et al. (2015) explore entrepreneurial intention by applying the theory of planned behavior which labels that intent of a behavior depends on social norm, attitude and controlled behavior. Two other contextual determinants were also discovered: short-term risk-taking preference and Psychological Well-Being. The structural equation modeling technique was used to examine 275 questionnaire responses from participants of a university in the U.S. It was proposed that participants with a short-term risk-taking preference are probable to start a business. Also, participants who score more on Psychological Well-Being are probable to initiate a venture too.

Perceived Social Support has vastly been associated with the Achievement Motivation of individuals. In fact, many studies stresses on the valiant relationship of Perceived Social Support and Achievement Motivation with one another. Even generally, many types of research emphasize how early adolescents who perceive their parents, friends, teachers as supportive show better performance in school than those who do not find their socializers as helpful (Ahmed et al., 2010). Another research was mentioned in a similar study amongst lower-middle-class students of several ethnic groups. It was concluded that participants with adequate Social Support from family, family, and teachers had a reputable achievement, two years later.

Similarly, Social Support, especially from parents is crucial from the early stage of life and the support that one gets in childhood will play a significant role in determining career growth in any field. For example, Maqsd & Coleman (1993) was keen in identifying the role of parents in Achievement Motivation of children. Research has showed that parents have a strong impact on the development of the Achievement Motivation of their children. Children whose achievement, initiative, and competitiveness are strengthened by their parents are more possible to develop a high level of Achievement Motivation. Thus, children who live away from their parents for considerable period may have a lower level of Achievement Motivation.

Likewise, for Aspiring Entrepreneurs, when there is strong Social Support from friends, family, special ones, and even teachers and colleagues, there are most chances of a person's elevated Mental Well-Being. Indeed, a strong relationship between Perceived Social Support and Mental Well-Being exists for Aspiring Entrepreneurs. When ambitious individuals strive to start their ventures, if they are acknowledged by their close people, it positively influences their mental health. As a result, they are likely to get motivated and achieve success in the future (Barton et al 2018).

To observe and evaluate the Perceived Social Support on Mental Well-Being of Aspiring Entrepreneurs, certain variables were considered: work, family, and career. Parasuraman et al. (1996) observed 111 men and women entrepreneurs, in which 59 were men and the rest, 52 were women, aging between 26 - 61. Certain measures were taken; schedule inflexibility, autonomy, job participation, work-role overwork and many others. The findings of this study show that work, family, and career all have a great impact on different areas of Aspiring Entrepreneur's Well-Being, furthermore it was examined and evaluated that work and family create a much greater impact on career success, job satisfaction and life stress (Parasuraman et al., 1996).

Hypotheses

H1: There will be a positive relationship between Perceived Social Support and A-Motivation of Aspiring Entrepreneurs.

H2: There will be a positive relationship between Perceived Social Support and Mental Well-Being of Aspiring Entrepreneurs.

MATERIALS AND METHODS

Research Design

A quantitative research design was used to collect data from the participants. A quantitative study collects data in countable form so that it can be analyzed numerically (Apuke, 2017).

Participants

A total of 188 participants were selected out of 300. Some participants were those who had launched their start-up, i.e., they had received their funding, and they were at their operational stage and the remaining participants were those who were studying business or entrepreneurship program and they must be enrolled either in a four-year degree for bachelors or a two-year degree for masters to be a part of the study. We also included those participants that aimed to start an E-business, having social media accounts with minimum 50 followers. Convenience sampling technique, which comes under non-probability sampling technique was used to reach the participants aged 16-45.

Participants were selected on the basis of following inclusion criteria and excluded vice versa. Data from 300 participants was gathered and used. The age range was comprising 16-45. Participants belonging to a business-related educational background either obtaining a whole degree (four-year bachelor's or two-year masters) or studying as a subject course and aspire to become entrepreneurs in the future. Participants with no business-related educational background but owning a space for working on a start-up. Participants that aim to start an E-business, having social media accounts with minimum 50 followers. Participants enrolled in the institutes within premised of Karachi. Participants that are mentally fit, having the full potential to exhibit their abilities. Participants that fully read the subject information sheet and give consent to participate.

Measures

Informed Consent

The participants first got the consent form to provide them with a basic understanding of the study, their roles as participants, and how the research could be used for forthcoming connotations. A consent form was used to ensure their mutual consensus in the participation.

Demographic Information Sheet

A demographic sheet was used that provided an insight into the population, established on various characteristics such as age, gender, family background, educational background, and the questions related to the start-up etc. The evidence gathered from the form further communicated participants statistically encompassed professional funding, opportunity recognition, etc.

Multidimensional Scale of Perceived Social Support (MSPSS)

MSPSS was established by Zimet, Dalhem, Zimet, & Farley (1988). It is a 12-item scale to identify a person's perception of support from family, friends, and a significant other. Each question is rated on a seven-point Likert-type response format (1 = very strongly disagree; 7 = very strongly agree). The collective/over-all scores range from 12 to 84. The score ranging from 12-35 could be considered low perceived support; a score of 36-60 could be considered medium perceived support and a score from 61-84 could be considered high perceived support. The scale exhibited good reliability due to its internal consistency rates (Cronbach Alphas ranging from 0.85 to 0.93).

Work Extrinsic and Intrinsic Motivation Scale (WEIMS)

The Work Extrinsic and Intrinsic Motivation Scale (WEIMS) established by Tremblay et al. (2009) is an 18-item scale of work motivation theoretically grounded in self-determination theory (Deci & Ryan, 2000). It is based on 3 indexes (i.e., work self-determination index, work self-determined and, non-self-determined motivation). It is separated into 6 subscales and all the subscales have 3 items, which parallel to the 6 types of motivation (i.e., intrinsic motivation, integrated, identified, introjected, and external

regulations, and A-Motivation). WEIMS is a 7-point Likert-type scale ranging from 1 = “Does not correspond at all”, 4 = “Correspond moderately”, and 7 = “Corresponds exactly.”

A positive score shows a self-determined profile, and a negative score shows a non-self-determined profile. Higher levels of work self-determination accompany a positive work environment. The greater the value of one’s work self-determination profile, the person is likely to be more engaged in and gratified with his or her job. Also, the lesser value should increase his or her probabilities of feeling work stress and readiness to leave the organization. The scale exhibited high levels of reliability and validity. The internal consistency (Cronbach’s alpha coefficient) was .84.

The Warwick-Edinburgh Mental Well-Being Scale (WEMWBS)

The Warwick-Edinburgh Mental Well-Being Scale (WEMWBS) was established by Sarah Stewart-Brown and favored by Professor Stephen Platt from the University of Edinburgh in 2007. It is an ordinal scale encompassing 14 thoroughly phrased items that assist mental essence improvement, ambitions and be free of canopy effects in population samples. WEMWBS is a 5-point Likert-type scale ranging from 1 being ‘None of the time’ to 5 being ‘all of the time.’ All the responses that have been marked from 1 to 5 will then be added to calculate a final score. The lesser score is 14, and the greater is 70. The higher the score, the greater Mental Well-Being will be. The scale indicates good validity, test-retest reliability (0.83), and internal consistency (0.91). Its Cronbach alpha is 0.89 (Stewart & Janmohammd, 2008).

Procedure

The procedure began by obtaining permission from higher authorities of different institutes across the city. Approval from the participants' institutes was taken by getting an official permission letter signed by the higher officials. Later, the researcher informed the participants regarding their contribution to the study, employing a consent form. The former part was to help the participants obtain an insight into the reason and significance of the research and what procedure was likely to be followed.

Conversely, the latter part was to request the consent of participants, explaining the purpose of the survey for the participants, respectively, assuring the voluntary participation of students and that they can withdraw any time alongside promising their confidentiality to remain intact. The consent form also highlighted the probability of future usage of the collected data for other purposes and provided equal opportunity to all students to agree or disagree with future data usage. Afterwards, a demographic form was provided to the consented participants asking for their personal information such as age, gender, family background, and other information, etc.

We used an offline mode of data collection which started by addressing a sample of 300 participants from different institutions across Karachi. We employed free-to-use scales for all variables, Perceived Social Support, A-Motivation, and Mental Well-Being which can easily be found on any online platform such as google scholar. Before the commencement of the procedure.

As per our first inclusion criteria, we first targeted students studying business/entrepreneurship, whether as a course or an obtaining a degree in it and intend to become entrepreneurs. For this purpose, we surveyed different educational institutes, including universities and other public or private institutes that could be a part of our research. We were initially assessing them by asking whether they aspire to become entrepreneurs in the future. It was ensuring us the person is suitable for participation. Next, we were asking them if they would like to be a part of our research. We were providing them with the subject consent form on their affirmative response and then proceed with the demographics, followed by a survey.

We were also approaching people with official funding in their hands, and their start-up reached its operational stage. Likewise, we were also including people that aim to start an E-business, having social media accounts with minimum fifty followers. After ensuring that they were willing to participate, we handed them over our consent form to officially certify their participation in the research. Demographic form followed by survey questionnaires took place afterwards. Lastly, after collecting data from various sources, all the results were analyzed using appropriate statistical techniques.

RESULTS

Table 1. Frequency and Percentages and of Demographic Variables (N=188)

Variables	f	%
Gender		
Male	117	62.2%
Female	71	37.8%
Marital Status		
Single	163	86.7%
Married	11	5.9%
Engaged	2	1.1%
In Relationship	3	1.6%
N/A	9	4.8%
Entrepreneurship or any Business-Related Subject/Course		
Yes	140	74.5%
No	48	25.5%
Plans		
Yes	188	100.0%
No	-	-
Spent time		
Yes	110	58.5%
No	78	41.5%
Risks and Objectives		
Yes	174	92.6%
No	14	7.4%
Opportunity Recognition		
Institution(s)	30	16.0%
Incubation Center	13	6.9%
Social Media Platforms	105	55.9%
Other	40	21.2%
Professional Funding		
Yes	77	41.0%
No	111	59.0%

The above Table 1 shows the frequency distribution and the percentages of demographic variables that were considered in the current research.

Table 2. Descriptive Statistics and Alpha Reliability Coefficient, Univariate Normality of Research Variables (N=188)

Items	A	M	SD	SK	K
Perceived Social Support	.778	63.984	13.754	-.505	1.855
A-Motivation	.669	12.340	4.046	-.368	.321
Mental Well-Being	.888	49.414	10.101	-.548	.728

Table 2 provides descriptive statistics including mean, standard deviation, skewness, kurtosis and alpha reliabilities of Perceived Social Support ($\alpha=.778$), A-Motivation ($\alpha=.669$) and Mental Well-Being ($\alpha=.888$). Moreover, the normal distribution can be revealed through kurtosis and skewness. According to George & Mallery (2018), if the skewness and kurtosis ranges lies between ± 2 the data will be considered to be normally distributed. So, the above data shows a normal distribution of all variables.

Table 3. Correlations between Perceived Social Support with A-Motivation and Mental Well-Being of Aspiring Entrepreneurs

	Mental Well-Being	A-Motivation	Perceived Social Support
Mental Well-Being	-	.036	.368**
A-Motivation		-	.086
Perceived Social Support			-

Table 3 shows that there is a significant weak positive correlation between Perceived Social Support and Mental Well-Being ($r=0.368$). Moreover, there is no correlation between Perceived Social Support and A-Motivation ($r=0.086$).

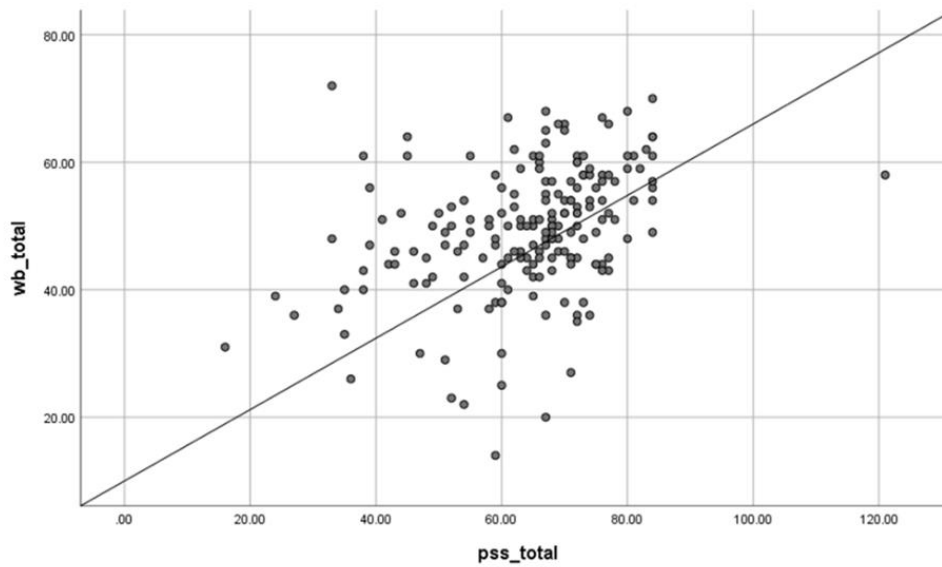


Figure 1. Scatterplot Diagram Showing Weak Positive Relationship between Perceived Social Support and Mental Well-Being of Aspiring Entrepreneurs

The above Figure 1 shows that y (Mental Well-Being) increases as x (Perceived Social Support) increases and the points do not lie on a straight line. So, there is a weak positive relationship between Perceived Social Support and Mental Well-Being.

Table 4. Simple Linear Regression Analysis Showing Predicting Role of Perceived Social Support as a Determinant of Mental Well-Being

Criterion	B	B	P	R	R ²	ΔR ²
Perceived Social Support	.368	.270	.000	.368	.135	.131

Table 4 predicts that a unit change in the predictor variable of Perceived Social Support will result in a change in the criterion variable, which is Mental Well-Being, with a predictive percentage of 13%. A-Motivation was not included in regression analysis as there was no relationship between Perceived Social Support and A-Motivation.

DISCUSSION

This study provides a novel space for researchers to investigate the relationship between Perceived Social Support with A-Motivation and the Mental Well-Being of Aspiring Entrepreneurs. We define Perceived Social Support as the Social Support that we receive by others, having a trusted group of people to turn to when in need, whether it is an everyday situation or an unusual critical moment scenario (Cobo-Rendón et al., 2020). Achievement Motivation or A-Motivation is defined using McClelland’s need of achievement theory which emphasizes the inner urge of a person to attain something bigger and more significant to feel self-accomplishment. Likewise, Mental Well-Being is explained employing the definition put forth by APA as a condition of happiness and contentment, low levels of suffering, overall good physical and psychological health, or good quality of life.

The key discoveries of this study offer a compelling insight into our considerations regarding the relationship between our independent and dependent variables. The results infer a significantly positive relation of Perceived Social Support with the Mental Well-Being of Aspiring Entrepreneurs. On the other side, no relationship was determined between Perceived Social Support and A-Motivation (See Table 3). While the former findings support the research by Khallad &, Jabr (2016), the latter goes against the prior research outcomes, such as of Ahmed et al. (2020), who concluded that the absence of family support leads to more regret among individuals who aspired to start a venture, thereby reducing their future intentions of becoming entrepreneurs.

Our first hypothesis, parallel to prior studies that imply Perceived Social Support and Mental Well-Being are positively correlated, has a massive literature in its support (Barton et al. 2018; Khallad &, Jabr, 2016; Stephan, 2018). A correlation between the two variables is positive when both the

variables move in the same direction, whether upwards or downwards. In our research, we hypothesized that as Perceived Social Support from friends, family, and a significant other; increases, the Mental Well-Being of Aspiring Entrepreneurs also increases. Our hypothesis was approved as we witnessed a positive correlation between the two variables. This positivity was further backed up by (Barton et al. 2018), who has the similar verdict that when determined individuals aim to start their ventures are accompanied by their close people in terms of positive feedback and acknowledgement, it positively influences their mental health. Consequently, they are more motivated and likely to succeed in the future.

However, our results indicate a significantly weak positive correlation between the abovementioned variables. Statistically, a significant correlation between the two variables exists when the probability of obtaining the desired correlation coefficient is less than five percent out of a hundred, i.e., 0.05. Likewise, two variables are likely to demonstrate a weak relationship when both the variables, despite going in the same direction, the strength of their relationship is frail). Hence our findings stress the significantly weak positive correlation between Perceived Social Support and Mental Well-Being. Meaning that although as Perceived Social Support increases, so does the Mental Well-Being of Aspiring Entrepreneurs, the chances of their occurrence in the same direction are less than 5 percent out of a hundred with a delicate level of strength.

As shown in the scatterplot diagram, the scatterplots above highlight the connections between Perceived Social Support and Mental Well-Being. For both Perceived Social Support and Mental Well-Being, these graphs show symbols at the X and Y coordinates of the data points (Fayolle et al., 2014).

The X-axis represents Perceived Social Support values. It is the independent variable, as is customary. Values of Mental Well-Being are represented on the Y-axis. It is traditionally the dependent variable. Symbols are plotted at our data's (X, Y) coordinates (Fayolle et al., 2014). On the same graph, different colored/shaped symbols might be used to represent other groups. Fit lines can be overlaid to see how well a model fits the data. A positive correlation is indicated by a correlation of +1, which means that both variables move in the same direction. Because numbers that tend to climb together suggest a positive correlation, the graph represents the positive relationship. The strength of the correlation is measured on a scale of -1.00 to +1.00. The correlation coefficient, abbreviated as r , measures the degree and direction between two variables.

When the r -value is closer to +1 or -1, it implies that the two variables have a stronger linear relationship. A -0.97 correlation is a strong negative correlation, whereas a 0.10 correlation is a weak positive correlation. A +0.10 correlation is weaker than -0.74, and a -0.98 correlation is stronger than +0.79 (Kipkosgei, 2022). Our data represents the value of r of Perceived Social Support and Mental Well-Being as 0.368. The data points at the start of the graph cluster more separately than the data points in the mid graph. Consequently, the first dataset displays a weak relationship (Fayolle et al., 2014).

For further confirmation, we did an additional analysis performing the regression analysis on the hypothesis that emphasized the significantly weak positive correlation between Perceived Social Support and the Mental Well-Being of Aspiring Entrepreneurs. Our findings show a significantly positive weak correlation between Perceived Social Support and Mental Well-Being (See Table 4). The significance level is 0.01, representing the significant positive relationship between Perceived Social Support and Mental Well-Being ($p=0.000$). The strength of Perceived Social Support on the Mental Well-Being of Aspiring Entrepreneurs that is weak; is exhibited by ($\beta=.368$).

However, the prediction only increases with the minor fraction but Perceived Social Support was nonetheless a forecaster of Mental Well-Being in Aspiring Entrepreneurs ($B=.270$) up to 13% ($R=.131$), which is supported by a study put forth by Khallad &, Jabr, (2016) that adequate Social Support from loved ones can have a positive impact on Aspiring Entrepreneur's Mental Well-Being thereby motivating them to start their ventures.

In contrast to our expectations, no relationship was found between Perceived Social Support and A-Motivation. Although previous studies such as (Eagle et al., 2019; Chen & He, 2010) emphasized the positive relationship between Perceived Social Support and the A-Motivation of Aspiring

Entrepreneurs, our results show the opposite. Possible reasons could be cultural differences between eastern and western societies. Most of the previous studies are done in western countries where so much Social Support is given to others, especially by family and even more precisely by parents (Cirik, 2015). They are more encouraged to start their ventures.

On the contrary, people in Eastern cultures are hardly motivated to start something new. As a matter of fact, people here are mostly questioned about their capabilities, Achievement-Oriented and are put down whenever they think of something innovative. Additionally, in eastern countries, parents are always involved in the decision-making of their children's lives which sometimes positively or negatively impacts their goals (Alden et al., 2018). Likewise, Cromie (1987) indicates that non-economic factors other than Perceived Social Support for Aspiring Entrepreneurs, such as a sense of individuality, autonomy, and a desire for job satisfaction, are important enough to enhance their entrepreneurial intention (Cromie, 1987).

Our research findings had a substantial influence of an extraneous variable namely gender. Gender, which is defined as the society's perception of deeming men and women based on the culturally-motivated definition of masculinity and not the biological differences (Afifi, 2007), is typically used as a demographic variable to examine its indirect effect with dependent variables. With reference to its impact on Aspiring Entrepreneurs' intention to start their ventures, Polas et al. (2019) define gender differences as influential in entrepreneurial intention. In our research, we analyzed the relationship of gender with Perceived Social Support, A-Motivation, and Mental Well-Being, respectively. The results demonstrate a significant positive relation of gender with Mental Well-Being, while no relation was observed with A-Motivation and Perceived Social Support. It could be inferred that aspiring male entrepreneurs had better Mental Well-Being as compared to females.

In addition, our results may be significantly affected by the extraneous variable of gender. With great difference in sample size between males and females, the majority of our participants comprised males. Many reasons can fall for the justification of this difference between the sample size between the two. The first one is the cultural aspect. According to Lent et al. (2000), the familial environment and the broader socio-culture (e.g., societal culture) significantly impact a person's career choice. Typically, the Asian culture has a rigid mindset for females and regards entrepreneurship as masculine. It is because mainly entrepreneurship is strongly linked with traits such as dominance, aggressiveness, Achievement-Oriented, and the ability to endure challenges, having the independence to take actions and competency to bear risk-taking. These traits are automatically associated with men of the society rather than women (Haus et al., 2013). In fact, females that own these characteristics are called 'bad women' in Asian communities, especially in Pakistan (Ali et al., 2011).

On the other hand, women in Asian cultures like India, Pakistan, and Bangladesh are considered homemakers, caretakers, and motherly figures to look after children. Thus, the findings by (Ali et al., 2011) reveal that in countries like Pakistan that work on masculine, feminine roles and where women are put inferior to men, nobody dares to support them in starting their ventures. This point ultimately leads to the increasing influence of gender discrimination in Pakistani society. Indeed, gender discrimination plays a key role in determining a career in entrepreneurship (Díaz-García, M. C., & Jiménez-Moreno, 2010). According to Díaz-García, M. C., & Jiménez-Moreno, (2010), contrary to women, men having congruence between masculine and entrepreneurial attitudes are likely to have firm entrepreneurial intentions.

CONCLUSION

To conclude, our research findings demonstrate a significant weak positive relationship between Perceived Social Support and the Mental Well-Being of Aspiring Entrepreneurs. On the contrary, no relationship was determined between Perceived Social Support and A-Motivation. In parallel to prior studies that imply Perceived Social Support & Mental Well-Being, our first hypothesis has also positively correlated. (Barton et al. 2018), has the similar verdict that when determined individuals aim to start their ventures are accompanied by their close people in terms of positive feedback and acknowledgement, it positively influences their mental health.

Consequently, they are more motivated and likely to succeed in the future. Similarly, some studies present a positive relationship between Perceived Social Support & A-Motivation, such as (Eagle et al., 2019; Chen & He, 2010). However, our study has given contrary results. Possible reasons could be cultural differences between eastern and western societies.

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