

PERSONALITY TRAITS AND SOCIAL SUPPORT AS PREDICTORS OF ENTREPRENEURIAL INTENTION: EVIDENCE FROM NURSING STUDENTS IN NIGERIA

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Abstract

At the moment, entrepreneurship is commonly seen as strategic to innovation, job creation and socio-economic development, among others, including the healthcare industry. However, limited focus has been placed on psychological and social determinants of entrepreneurial intention among nursing students. The primary objective of this paper was to evaluate the capacity of personality dimensions and perceived social support mechanisms to predict entrepreneurial intention within a sample of Nigerian nursing students. Utilizing a cross-sectional survey design, this investigation was anchored in the Big Five Personality Traits Model, Social Support Theory, and the Theory of Planned Behavior. Data were gathered from a convenience sample of 200 nursing students across two selected universities located in Osun State, Nigeria. MSPSS (Multidimensional Scale of Perceived Social Support), 10-item Personality Inventory (TIPI), and Entrepreneurial Intention Scale (EIS) served as the mechanism for data retrieval. Statistical analysis was performed using SPSS version 22 and AMOS for path-estimate presentation, employing descriptive statistics, independent-samples t-tests, and observed-variable regression/path models. Extraversion ($B = 4.77$, $p < .001$), conscientiousness ($B = 1.71$, $p = .004$), and openness to experience ($B = 3.45$, $p < .001$) were found to significantly predict entrepreneurial intention, while agreeableness and neuroticism failed to do so. Perceived social support was also a significant positive predictor ($B = 0.52$, $p < .001$). Moreover, female students recorded significantly higher entrepreneurial intention scores than male students ($p < .01$), and students with prior entrepreneurial experience had higher entrepreneurial intention scores than those without such experience ($p = .013$). The empirical evidence accentuates the urgency of incorporating entrepreneurship education into nursing education programmes and support systems that can harness personality strengths and family, peer and significant-other support networks. The results are relevant to health system innovations, youth employment and economic resilience in emerging economies.

Keywords: Entrepreneurial intention, personality traits, perceived social support, nursing students, Nigeria

Introduction

Nigeria has gone through a long-standing trend of the migration of healthcare workers, often known as the “Japa” phenomenon, which is a Yoruba coinage- meaning to escape or to “run-

away”. This has become a common term used to explain the unprecedented emigration of skilled health professionals to foreign western countries in search of a better opportunity. This escalating trend is particularly evident among Nigerian physicians and nurses, who are increasingly migrating to Anglophone nations—namely the United Kingdom, Canada, Australia, and the United States—attracted by superior remuneration, safer working environments, and advanced career development opportunities. Empirical evidence (Ajala et al, 2025; Zakir 2025) shows that thousands of Nigerians healthcare workers have been migrating in the recent years leaving hospitals with shortages, and putting work strains on the remaining healthcare workers.

Available evidence shows that this challenge is not peculiar to Nigeria as similar patterns are observed in other low-and-medium income countries (LMICs) across the world. For instance, the Philippines has for long been a leading exporter of nurses to other countries in the world (Valdez et al, 2024; Corpuz, 2023), while other countries like Kenya and Ghana have also reported losing their numerous health professionals to countries with high income (Adam et al, 2025; Kiptulon et al, 2025; Maina, 2024). The trends have been associated with reduced healthcare service coverage, high-patient to staff ratio, and poor health system resilience in times of emergencies like the Covid19 pandemic (Omiyi et al, 2025; Moyo et al, 2023).

Even with policymaking focusing mostly on raising wages, enhancing working conditions, as well as advocating ethical standards of recruitment, researchers are still very much of the views that the retention strategies should also encompass new professional avenues that will improve career satisfaction among the health workers at the local levels. Based on the deteriorating situation, promotion of entrepreneurship among healthcare professionals is one of the approaches that have been recommended because it has not been given much attention. According to Hasan et al. (2023) and Wassink (2020), entrepreneurial engagement can open supplementary sources of income and professional autonomy for health workers. In Kenya and the Philippines, researchers have noted that some health workers who engage in small-scale private practice or social enterprises report greater career satisfaction within local systems (De Mesa et al., 2023; Adeniran et al., 2021). For instance, midwives in South Africa have ventured into private home-care services, telehealth, wellness consultancy, or medical supply enterprises, thereby creating additional sources of income and expanding healthcare access (Okeke & Ngunyulu, 2025). In the present paper, healthcare-worker migration is retained only as a contextual background for the relevance of healthcare entrepreneurship; migration intention or retention intention was not directly measured in the empirical model.

Conversely, not all health professionals are much oriented towards entrepreneurial activity for various reasons that may be personality factors related as entrepreneurial orientation is usually influenced by personality traits and environmental supporting systems which may vary in the contexts of people from different backgrounds. Openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism are the five features of the Big Five personae trait framework and have been extensively utilised to explore individual variations in entrepreneurial behaviour. Openness, extraversion, and conscientiousness are some of the traits that have often been linked with opportunity recognition, risk tolerance, and the inclination to engage in entrepreneurial activities (Bergner et al., 2023; Kritikos, 2022).

On top of the personality factors, social support networks are also very important in influencing the desire to engage in entrepreneurship. Family and peer support, mentors, and institutions have the potential to boost confidence, perceived risk and can offer access to

resources of value needed for success in entrepreneurial venture. In the case of students in nursing programs, exposure at an early age to entrepreneurship education and favourable academic conditions can open up new career opportunities other than the conventional employment routes.

In Nigeria, integrating entrepreneurship into nursing training can play two significant roles: equipping prospective nurses to engage in healthcare innovation and service delivery, and offering sustainable economic opportunities within the health sector. This claim is treated as a career-development and health-innovation argument rather than as direct evidence that entrepreneurship reduces migration, since migration intention was not measured in the present study. The argument is also in line with the Theory of Planned Behavior, which focuses on how attitudes, subjective norms and perceived behavioural control can influence behavioural intentions. It is against this background that the current research paper examines the predictive capabilities of personality traits and social support on the entrepreneurial intention among the nursing students in Osun State, Nigeria. The study offers evidence which can impact the future education policy, workforce development policies to combat healthcare workforce migration through the identification of psychological and social factors that promote entrepreneurial thoughts in the minds of nursing students.

The present study contributes to the expanding body of literature on healthcare entrepreneurship by investigating the impact of personality traits and perceived social support on entrepreneurial intention among Nigerian nursing students. Though other studies have addressed the topic of entrepreneurial intentions among university students (Ojewumi et al., 2020) there is a scarcity of investigations that specifically address the topic of entrepreneurial intentions in nursing students in relation to the sub-Saharan African healthcare workforce migration. Through the combination of psychological and social approaches, this work presents the empirical findings which can be used in educating entrepreneurs, training the healthcare workforce, and policy debates to create more career opportunities among the healthcare workers in the developing economies.

Statement of the Problem

The migration of healthcare professionals from Nigeria to high-income countries has become a major challenge for the sustainability of the healthcare system. While existing interventions have focused largely on improving remuneration, working conditions, and workforce policies, limited attention has been given to entrepreneurship as an alternative pathway for enhancing career satisfaction and economic opportunities among healthcare professionals. Entrepreneurial intention is increasingly recognized as an important factor in promoting innovation, self-employment, and professional resilience. Nevertheless, not all healthcare professionals or students exhibit the same entrepreneurial orientation. Existing studies suggest that psychological factors such as personality traits and environmental factors such as perceived social support may also influence entrepreneurial intention. This does not suggest that personality and social support are the only or superior predictors; rather, they are the specific psychosocial predictors examined in this paper alongside established entrepreneurship concepts such as attitudes, perceived behavioural control, entrepreneurial education, opportunity recognition and access to resources. Despite the growing research on entrepreneurship among university students, there is limited empirical evidence focusing specifically on nursing students in Nigeria.

Additionally, few studies have examined how personality traits and perceived social support jointly influence entrepreneurial intention within nursing education in Nigeria. This gap limits the development of evidence-based educational interventions aimed at fostering entrepreneurship among future healthcare workers. The paper therefore focuses on entrepreneurial intention as the measured outcome, while healthcare workforce migration is used only to situate the wider importance of expanding career pathways in healthcare. For that reason, this study examined the predictive roles of personality traits and perceived social support on entrepreneurial intention among nursing students in Osun State, Nigeria.

Research Questions

1. To what extent do personality traits predict entrepreneurial intention among nursing students?
2. To what extent does perceived social support predict entrepreneurial intention among nursing students?
3. Does prior entrepreneurial experience influence entrepreneurial intention among nursing students?
4. Are there gender differences in entrepreneurial intention among nursing students?

Research Hypotheses

H1: Personality traits will significantly predict entrepreneurial intention among nursing students.

H2: Perceived social support will significantly predict entrepreneurial intention among nursing students.

H3: There will be a significant difference in entrepreneurial intention between students with and without prior entrepreneurial experience.

H4: There will be a significant gender difference in entrepreneurial intention among nursing students.

Literature Review

Theoretical Framework and Conceptual Integration

This study is anchored on three complementary theoretical perspectives: the Big Five Personality Traits Model, Social Support Theory, and the Theory of Planned Behavior. The Big Five Personality Traits Model explains stable individual differences in openness to experience, conscientiousness, extraversion, agreeableness and neuroticism, and it provides a basis for expecting that personality-related tendencies can shape entrepreneurial orientation. Social Support Theory explains how perceived support from family, friends and significant others can enhance confidence, reduce perceived risk and strengthen the willingness to pursue valued goals. The Theory of Planned Behavior explains entrepreneurial intention as a planned behavioural tendency shaped by attitudes, subjective norms and perceived behavioural control.

The three frameworks are complementary in the present study. Personality traits represent internal psychological dispositions, perceived social support represents the immediate relational environment captured by the MSPSS, and entrepreneurial intention represents the outcome measured through the Entrepreneurial Intention Scale. The study did not test the

separate TPB components as independent predictors; rather, the adapted Entrepreneurial Intention Scale was used as a combined outcome measure of entrepreneurial intention. Similarly, social support is interpreted strictly in relation to the MSPSS domains of family, friends and significant others, while references to mentors or institutions are discussed only as wider educational implications rather than measured support sources.

Entrepreneurial Healthcare Education

Entrepreneurial intention in healthcare education has become more of a topic of discussion where educational organizations are exploring new approaches of training health professionals to work in complex and demanding health care settings. Entrepreneurial intention can be understood as a student's conscious readiness or willingness to pursue entrepreneurial activity, opportunity recognition or venture creation within a relevant professional context. In the healthcare systems, entrepreneurial thinking supports flexibility, creativity, and problem-solving to deal with unrelenting service delivery issues (Lim et al., 2024).

In case of nursing students, entrepreneurship can be found in various forms such as nurse-led clinics, telehealth, home-care agencies, and wellness consulting and health product development. Training on entrepreneurship will similarly provide career options outside the conventional employment channels and promote new ways of delivering healthcare services (Monteagudo et al., 2025; Silva et al., 2023). The idea of promoting entrepreneurship in the health care education is gaining recognition globally as a tool in enhancing the resiliency of the health systems (van As, & Cooke, 2025; Raimi, 2025). Healthcare providers who possess entrepreneurial skills can thus be in a better place to create solutions relevant to the locale and enhance access to services and respond to new health demands. As a result, the introduction of entrepreneurial education into nursing programmes has been suggested as one of the methods of developing leadership, innovation, and sustainable professional practice in healthcare systems (Gardim et al., 2024).

In the Nigerian setting, the increasing number of healthcare professionals leaving their homes has contributed to the heated debates over the necessity of other career-related opportunities (Madubuko & Nwaka, 2024; Ugochi et al., 2023). The integration of entrepreneurship education have the potential of enabling nursing graduates to develop healthcare services and businesses that not only supplement the already existing health systems but also give financial independence which ultimately can play a role in workforce retention as well as the creation of innovative health solutions (Orr, et al., 2025; Yu & Wen, 2025).

Personality Traits and Entrepreneurial Intention

Personal personality differences that comprises of openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism, are all generally accepted as key indicators of entrepreneurial behaviour (Haj Youssef et al., 2026; Reindl & Zacher, 2025). The openness to experience is one personality dimension which has recorded considerable attention in the exploration of entrepreneurial tendencies based on the Big Five framework of personality (Zhao & Seibert, 2008; Barrick & Mount, 1991). The concept of openness to experience is traditionally related to the creativity, curiosity, and openness to new ideas. Open people are usually more likely to spot opportunities and come up with innovative solutions, which are keys to entrepreneurial action (Abu Raya et al., 2023). In the healthcare environment, these

characteristics can motivate professionals to develop new service models or use new technologies.

Entrepreneurial success has been linked to conscientiousness defined as discipline, persistence, and orientation towards goals. Entrepreneurs are often in need of solid organisational capabilities, ability to be able to plan long-term and the endurance to overcome challenges (Roberts et al., 2009; Duckworth & Seligman, 2005). The conscientious people can be in a better position to handle the operational requirements associated with healthcare ventures in the light of entrepreneurship as it relates to health care. Extraversion has also been linked to entrepreneurial involvement because of the relationship with social communication, networking and leadership. Entrepreneurs usually use good interpersonal skills to facilitate professional networks, generate clients and marshal resources to their business (Singh & Basri, 2024).

In contrast, negative correlation has been established between neuroticism and entrepreneurial behaviour for the fact that some neurotic individuals might be more anxious, risk averse and emotionally unstable- traits that can lower their chances of indulging in risky entrepreneurship (Tsaknis, et al., 2025, Rauch & Frese, 2007). The evidence in the context of agreeableness is more ambivalent since the presence of high agreeableness can promote cooperation at the same time; diminish competition and risk-taking behavior (Li, et al., 2022; Sahputra & Berlianto, 2021).

Researches carried out with the students of various universities have always demonstrated that the most stable predictors of entrepreneurial intentions and entrepreneurship attitude are openness, conscientiousness, and extraversion (Hossain et al., 2024; Sahputra & Berlianto, 2021). These results indicate that personality factors are important in determining entrepreneurial orientation in young professional people.

Social Support and Entrepreneurial Results

Other than personality traits, there are also social environments that could affect entrepreneurial activities (Neneh, 2020; Xu et al., 2021). In this study, social support is defined in line with the Multidimensional Scale of Perceived Social Support as the emotional and relational support that individuals perceive from family, friends and significant others (Zimet et al., 1988). Such support can enhance confidence, reduce perceived risk and strengthen willingness to undertake entrepreneurial risks (Divine & Lauzon, 2025; Saleh et al., 2025). Entrepreneurial confidence can be boosted when students receive encouragement, reassurance and practical guidance from those close to them. Studies in Malaysia, Kenya and Nigeria have confirmed that strong support systems can increase entrepreneurial intention and improve resilience against business-related stressors (Hewen & Omar, 2025; Ilevbare et al., 2022). Social support can be particularly important in promoting entrepreneurial activities in collectivist societies where factors of family and community play significant roles in career choice (Huang et al., 2024; Shayo, 2023).

Entrepreneurship as a Retention Strategy in Healthcare Workers

Entrepreneurship is also discussed in the healthcare literature as one route for widening professional opportunities and improving healthcare innovation. The entrepreneurial programmes in some countries where there is a shortage of health experts have empowered

health practitioners to start locally based businesses while maintaining professional involvement in community health services. For instance, telehealth programmes and nurse-led health businesses have increased healthcare accessibility in different settings and created extra revenue possibilities for practitioners. These initiatives show that entrepreneurial practices can be used to sustain health care delivery and enhance professional satisfaction (Lim et al., 2024).

In nations prone to high healthcare professional migration, such as Nigeria, the promotion of entrepreneurial opportunities may contribute to broader career development and economic resilience among healthcare workers (Baldemor et al., 2025; Bulto, 2024). However, because the present study did not measure migration intention, entrepreneurship is not presented here as a tested retention mechanism. Instead, it is treated as a relevant background issue that strengthens the practical importance of examining entrepreneurial intention among nursing students (Rahmanianaraki et al., 2024; Bärnreuther, 2023).

Although, past research has determined the association between personality traits, social support and entrepreneurial intention amongst university students, there is very little research on the association in nurse education in sub-Saharan Africa. Besides that, the increasing migration of medical practitioners, especially the so-called “Japa” phenomenon in Nigeria, has seldom been incorporated into the discourse of entrepreneurship in healthcare training. The way psychological characteristics and social support can drive entrepreneurial intention in nursing students can thus be of use in educational policy and workforce retention policy. It is based on this backdrop that the current study explores the predictive abilities of personality traits and the perceived social support on entrepreneurial intention of nursing students in Nigeria.

Materials and Method

Research Design

The study used a quantitative cross-sectional survey research design to investigate the predictive significance of personality traits and perceived social support on the entrepreneurial intention of nursing students in Osun State, Nigeria. The survey method was suitable for evaluating relationships among the variables and gathering data from the selected population within a restricted timeframe (Creswell & Creswell, 2023). Personality traits and perceived social support constituted the independent variables, while entrepreneurial intention served as the dependent variable.

Population and Sampling

The population comprised nursing students of Obafemi Awolowo University and Osun State University, both in Osun State, Nigeria. The wording 'nursing students' is used because the final demographic table included students across different levels of study. These students were chosen because of their location at the intersection of healthcare training, service delivery and possible involvement in entrepreneurship. Although nursing is traditionally considered a service-oriented profession, the addition of entrepreneurial prospects can increase professional options and strengthen innovation-oriented healthcare practice.

A sample population of 210 nursing students between ages 16-30 were identified and used for the study with the aid of convenience sampling method based on availability and the necessity to acquire responses within the limited time. Each student was given an equal opportunity to participate as long as he/she was studying the nursing programme during the period of the study. Out of a total 210 questionnaire administered, 204 were returned which

indicates a response rate of 96.2, deemed good enough to perform statistical analysis (Israel, 1992). Nonetheless, 4 questionnaires were excluded as they were not completed fully, which left 200 questionnaires (N = 200) used in the analysis.

Instruments

For data collection, a structured four-part questionnaire comprising of socio-demographic questions and three measuring scales was used. The first section of the questionnaire gathered socio-demographic data such as age, sex, marital status, religion, ethnicity, year/level of study and previous entrepreneurial experience. The second section measured perceived social support through the Multidimensional Scale of Perceived Social Support (MSPSS) designed by Zimet et al. (1988). The MSPSS is a 12-item measure created to evaluate perceived support from family, friends, and significant others. The responses were in the form of a five-point Likert scale with ratings from 1 (strongly disagree) to 5 (strongly agree). Past research has indicated that the MSPSS has high reliability, with subscale Cronbach alpha values often above .85 (Pina et al., 2025). The third part assessed personality traits in accordance with Ten-Item Personality Inventory (TIPI) invented by Rammstedt and John (2007). The TIPI measures the five dimensions of personality: extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience. Items were graded on a five-point Likert scale and reverse scoring was made where the need arises. The last part of the questionnaire evaluated entrepreneurial intention using the Entrepreneurial Intention Scale (EIS) created by Liñán and Chen (2009). The instrument has 19 items corresponding to personal attitudes, perceived behavioural control, and subjective norms, which are in line with the Theory of Planned Behavior (Ajzen, 1991). In the present study, the items were combined into an overall entrepreneurial intention score rather than analysed as separate TPB subscales. Responses were measured on a five-point Likert scale whereby higher scores indicate stronger entrepreneurial intention. The adapted scale also showed high internal consistency, with a Cronbach alpha coefficient of .91.

Procedure

Initial preliminary visit was conducted to the study areas for interaction with the authorities and the prospective participants before data collection. All the respondents gave informed consent after being told that they can freely decline participation if they so wish. Assurance of confidentiality was also reiterated at each step of the research. The questionnaires were given at a personal level for the respondents to clearly understand the instructions and in order to enhance the response rates.

Data Analysis

The collected data were coded and analysed with the Statistical Package for the Social Sciences (SPSS 22.0), while AMOS estimates were used only to present observed-variable path coefficients and model diagrams for the regression paths. The socio-demographic traits of the respondents were summarized using descriptive statistics such as means, standard deviations and frequency distributions. Inferential statistical tests consisted of multiple regression/path analysis to test the predictive capacity of personality traits and perceived social support on entrepreneurial intention. Independent-samples t-tests were used to evaluate gender differences in entrepreneurial intention and differences based on previous entrepreneurial experience. This was all done at a level of $p < .05$, which is the normal practice of statistical testing in social science research (Field, 2021).

Results and Discussions

Respondents Socio-demographic Characteristics

There were 200 valid questionnaires in the analysis. Table 1 is the presentation of the socio-demographic characteristics of the respondents.

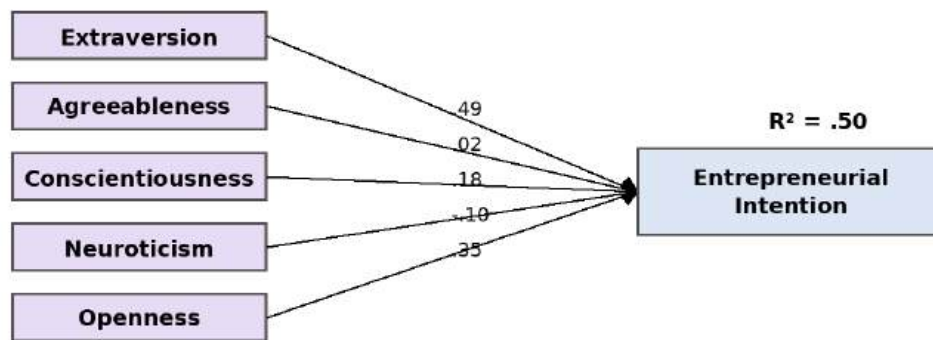
Table 1: Respondents' Socio-demographics (N = 200)

Category	Level	N (%)
Age	16-20 years	65(32.5)
Age	21-25 years	116(58.0)
Age	26-30 years	19(9.5)
Sex	Male	79(39.5)
Sex	Female	121(60.5)
Religion	Christianity	149(74.5)
Religion	Islam	47(23.5)
Religion	Traditional African	4(2.0)
Ethnicity	Yoruba	169(84.5)
Ethnicity	Igbo	16(8.0)
Ethnicity	Hausa	9(4.5)
Ethnicity	Others	6(3.0)
Marital status	Single	180(90.0)
Marital status	Married	18(9.0)
Marital status	Divorced	2(1.0)
Year/level of study	100	132(66.0)
Year/level of study	200	8(4.0)
Year/level of study	300	37(18.5)
Year/level of study	400	9(4.5)
Year/level of study	500	4(2.0)
Year/level of study	MSC	10(5.0)
Have you engaged in any entrepreneurial venture before?	Yes	141(70.5)
Have you engaged in any entrepreneurial venture before?	No	59(29.5)

Table 1 reveals that the predominant age demographic among participants was 21-25 years and the majorities were female respondents. A majority of the participants were Christians and members of the Yoruba ethnic group. The table also shows that most respondents were single and in their 100-level of study, while a small proportion were MSc students. Because of this distribution, the sample composed of not strictly undergraduate nursing students but they also included an assorted numbers of postgraduate students. The study did not disaggregate the results by university, and no between-university comparison was conducted; this should be considered when interpreting the findings.

Hypothesis Testing

Hypothesis One: Personality Traits and Entrepreneurial Intention



Hypothesis 1 stated that personality traits would be important predictors of entrepreneurial intention among nursing students. Figure 2 illustrates the structural model reflecting the relationship between personality traits and entrepreneurial intention, and Table 2 provides the unstandardised path estimates.

Table 2: Direct effects of personality traits on entrepreneurial intention (AMOS estimates)

Predictor	Estimate (B)	S.E.	CR (t)	p-value	Decision ($\alpha=0.05$)
Extraversion	4.77	.52	9.18	<.001	Significant
Agreeableness	.14	.47	.28	.770	Not significant
Conscientiousness	1.71	.58	2.92	.004	Significant
Neuroticism	-.91	.51	-1.77	.077	Not significant
Openness	3.45	.55	6.35	<.001	Significant

Note: SE = Standard Error, P= Probability level

The results from analysis revealed that extraversion ($B = 4.77$; $t = 9.18$; $p < .001$), conscientiousness ($B = 1.71$; $t = 2.92$; $p = .004$), and openness to experience ($B = 3.45$; $t = 6.35$; $p < .001$) had significant predictive effects on entrepreneurial intention, but agreeableness ($B = .14$; $t = .28$; $p = .770$) and neuroticism ($B = -.91$; $t = -1.77$; $p = .077$) did not show significant predictive effects. The total contribution of all the personality traits in explaining the variance in entrepreneurial intention was 50% ($R^2 = .50$). Based on empirical evidence, the hypothesis which specified that a relationship exists between these variables was partially supported and confirmed, as indicated by the statistically significant paths.

Hypothesis Two: Social Support and Entrepreneurial Intention

Additionally, the second hypothesis evaluated the extent to which perceived social support acts as a determinant of entrepreneurial intention among the surveyed participants. To evaluate this assumption, a linear regression modeling approach was implemented the results of which are outlined in Table 4.3 and the model is presented in Figure 3

Figure 3 – Model of Social support predicting entrepreneurial intention.

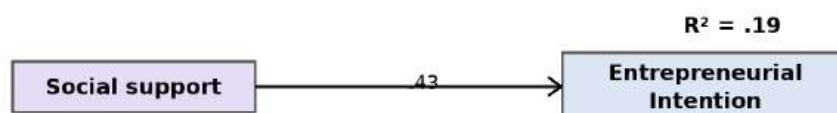


Table 3 - Regression estimate of social support predicting entrepreneurial intention

Predictor	B (unstandardised coefficient)	S.E.	T	p-value	R ²	Decision ($\alpha=0.05$)
Social support	.52	.07	6.78	<.001	.19	Significant

Note:

- SE represents the Standard Error
- CR denotes the Critical Ratio
- P indicates the Probability level

Findings indicate that social support was a statistically significant predictor of entrepreneurial intention ($B = .52$, $t = 6.78$, $p < .001$), explaining 19% of the variance in entrepreneurial intention ($R^2 = .19$). The result shows that the extent of perceived support from family, friends and significant others is meaningfully linked to entrepreneurial intention among nursing students. Hence, the hypothesis was supported.

Hypothesis 3: Prior Entrepreneurial Interests and Entrepreneurial Intention

Hypothesis three was to test whether that there is a difference in entrepreneurial intention depending on the prior involvement in entrepreneurial ventures. An independent-samples t-test was performed to evaluate this hypothesis, with the findings demonstrating a statistically significant divergence between the two mean scores.

Table 4: Independent-samples t-test of prior entrepreneurial engagement on entrepreneurial intention (N = 200)

DV	Engagement in entrepreneurial venture	N	Mean	Std	df	t	p-value
Entrepreneurial intention	Yes	141	72.78	15.84	198	2.51	.013
Entrepreneurial intention	No	59	66.56	12.95			

The findings indicate that respondents who had previous experiences with entrepreneurship had a higher score on entrepreneurial intention ($M = 72.78$; $SD = 15.84$) than those who had not experienced entrepreneurship prior to the study ($M = 66.56$; $SD = 12.95$). This difference was statistically significant, indicating that past entrepreneurial involvement had a positive association with entrepreneurial intention, $t(198) = 2.51$, $p = .013$. In line with this, the hypothesis was accepted.

Hypothesis 4: Differences in Gender in Entrepreneurial Intention.

The fourth hypothesis examined whether there was a difference between genders when it comes to entrepreneurial intention. The statistical output of the independent-samples t-test is detailed in Table 5.

Table 5: Independent-samples t-test of gender on entrepreneurial intention (N = 200)

DV	Gender	N	Mean	Std	df	T	p-value
Entrepreneurial intention	Male	79	67.52	15.99	198	-2.69	.008
Entrepreneurial intention	Female	121	72.85	15.67			

The table reveals that the female respondents ($M = 72.85$, $SD = 15.67$, $n = 121$) had higher scores on entrepreneurial intention as compared to their male counterparts ($M = 67.52$, $SD = 15.99$, $n = 79$), $t(198) = -2.69$, $p = .008$, with the resulting analysis demonstrating a statistically significant divergence between the groups. This finding demonstrates that statistically significant gender variations exist regarding entrepreneurial intention within the study population. Thus, the hypothesis was accepted and supported.

Discussion

In this study, an assessment was conducted to determine the degree to which personality traits, perceived social support, gender, and past entrepreneurial experience serve as predictors of entrepreneurial intention among nursing students within Osun State, Nigeria. The results have implications for entrepreneurship education in healthcare fields and for policy-making on career development among future healthcare professionals. Although the introduction situates the study within the broader concern of healthcare-worker migration, the empirical findings should be interpreted strictly in relation to entrepreneurial intention because migration or retention intention was not measured.

The findings revealed that extraversion, conscientiousness, and openness to experience had a significant predictive effect on entrepreneurial intention, but not agreeableness and neuroticism. These results show consistency with the findings of earlier research that asserts that personality characteristics related to creativity, persistence, and social engagement are the key predictors of entrepreneurial behaviour (Mtibaa & Boudabbous, 2026; Yangailo & Qutieshat, 2022). In particular, participants characterized by elevated extraversion scores are likely to possess enhanced interpersonal and networking capabilities that may be used to promote entrepreneurial intention. Conscientiousness is an indicator of discipline and goal focus which is imperative in the management of entrepreneurial ventures (Tran & Pham, 2024; Ojedokun & Ekanem, 2011). On the same note, openness to experience is associated with creativity and flexibility which are character traits that enhance opportunities recognition and innovativeness (Akin-Oguntuase, 2026; Adegbola & Ogunjemilua, 2025). The lack of any substantial association between agreeableness and neuroticism is also in line with the previous research findings thus, indicating that the two traits are less predictable in entrepreneurial behaviour (tolerance (Kathayat et al., 2023; Al-Ghazali et al., 2022; Rauch & Frese, 2007). Although agreeableness can promote teamwork, it is not always equated to the drive of being an entrepreneur. Neurotic persons might also not be willing to participate in risk and uncertainty-related activities.

The other important finding is that perceived social support significantly predicts entrepreneurial intention. Students who reported greater support from family members, friends and significant others had higher chances of reporting stronger entrepreneurial intention. This result aligns with social capital perspectives that highlight the significance of robust relationships in entrepreneurial engagement (Hewen & Omar, 2025; Ehondor et al., 2024; Muhammed et al., 2021; Xie et al., 2021). Positive relational environments can reduce perceived risk, boost self-confidence, and encourage students to consider entrepreneurship as a realistic career-related option.

Gender differences in the entrepreneurial intention were also identified in the study; the female respondent's scores were higher as compared to male respondents. Even though in the past, some studies have indicated that entrepreneurial intention is higher in males (Adelowo

et al., 2023; Ugwuanyi et al., 2021), the present result could be attributed to the rising number of women engaging in entrepreneurial behaviors in Nigeria. In a field like nursing, which is female dominated; entrepreneurship can also be an avenue through which women will gain more financial stability and professional freedom-a trend particularly notable in necessity-driven contexts (CBN, 2024; Ojewumi et al., 2021).

Furthermore, the outcomes also recommend that previous entrepreneurial involvement is linked to entrepreneurial intention. This observation favors the experiential school of thought that holds that applied experience in entrepreneurial task is associated with confidence, knowledge, and recognition of opportunity (Abusomwan, 2024; Chen et al., 2024). In the case of students in nursing programs, engagement in smaller-scale activities like the sale of health products, home-related support, or wellness consultation can solidify the entrepreneurial orientation and increase employment opportunities outside of the conventional job. These results are especially applicable to current debates on career development and innovation among healthcare trainees in Nigeria. The continuous exodus of nurses and doctors to other countries with higher pay has placed pressure on the local health system (Samuel & Haruna, 2025; Federal Ministry of Health and Social Welfare, 2025). However, the present study does not test whether entrepreneurship reduces migration. Rather, it suggests that entrepreneurship education may expand students' perception of possible career pathways within nursing and healthcare.

Inclusion of entrepreneurship education in nursing programmes can thus help to increase the career scope of healthcare professionals, support healthcare innovation, and encourage opportunity recognition in health-related service delivery. Such education should be presented as a complement to, not a substitute for, broader structural reforms in remuneration, working conditions and health-system governance. In general, the results indicate that selected personality traits, perceived support from family, friends and significant others, and previous entrepreneurial background are significant in the development of entrepreneurial intention among nursing students. These aspects should be factored into educational interventions aimed at promoting entrepreneurship in healthcare training programmes, but personality traits should not be used as fixed selection criteria for entrepreneurship support.

Conclusion and Recommendations

Conclusion

This study analyzed the complex interplay between personality profiles and perceived social support mechanisms, tracking their subsequent influence on entrepreneurial intention among nursing students. The empirical findings reveal that extraversion, conscientiousness, and openness to experience serve as critical determinants of entrepreneurial intention. Furthermore, the presence of perceived social support and prior background in entrepreneurship significantly intensify this professional orientation. Female respondents also recorded higher entrepreneurial intention scores when compared to males, suggesting that women in nursing may be increasingly receptive to entrepreneurial career options alongside clinical practice. These results indicate the relevance of various psychological traits and favourable social settings in the development of entrepreneurial intention amongst nursing students. Besides playing a role in personal career development, the outcomes of the research have wider implications for healthcare innovation in Nigeria. The growing migration of healthcare workers, also known as the Japa phenomenon, remains an important contextual

issue; however, entrepreneurship should be discussed as one possible career-development pathway and not as a directly tested solution to migration in this study (Gyimah et al., 2025; Quiño et al., 2025).

Based on these findings, some recommendations are made. First, nursing programmes should embrace entrepreneurship education in the form of courses on healthcare innovation, business development, and enterprise management. Second, entrepreneurship education should be supported by family- and peer-oriented encouragement strategies, because the social support variable measured in this study captured support from family, friends and significant others. Third, mentorship programmes may be introduced as educational support initiatives, but such recommendations should be understood as practical extensions rather than direct measures of the MSPSS construct.

Policymakers and university administrators can also support nurse-led innovation through training opportunities, entrepreneurship clinics, business-development guidance and ethical healthcare enterprise education. Since access to finance was not measured in the study, recommendations on grants or financial incentives should be treated cautiously and explored in future research. Future studies should include other health-related fields and adopt longitudinal designs to examine how entrepreneurial intention develops during professional preparation.

Educational institutions can contribute by enhancing entrepreneurial skills in nursing students, encouraging inclusive support for students across all personality profiles, and helping students translate healthcare knowledge into responsible, innovative and socially useful career possibilities within the Nigerian health industry.

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