

## Entrepreneurial Intention among Head Nurses

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### Abstract

**Background:** Entrepreneurial intention is seen as human inclinations that could result in the establishment of businesses. **Aim:** To assess entrepreneurial intention levels among head nurses. **Study design:** Descriptive correlational research design was used. **Setting:** The study was conducted at Sohag and Main Assiut Universities Hospitals. **Subjects:** 120 head nurses at two study settings 60 for each .**Tools:** One tool were used to collect data: Self-administered questionnaire sheet including two parts:-a): Personal data sheet and b): Entrepreneurial Intention assessment scale. **Results:** The study revealed that about half of studied head nurses had moderate entrepreneurial intention level at Sohag University Hospital and Main Assiut University Hospital (48.30% and 55 %) respectively. **Conclusion:** At Sohag University Hospital and Main Assiut University Hospital the highest mean scores are "I have seriously though in starting a firm" in entrepreneurial intention items. There was statistical significant relation between studied head nurses entrepreneurial intention and their marital status and years of experience in nursing profession at Sohag University Hospital. **Recommendations:** Provide workshops to foster nursing entrepreneurship awareness and provide continuous support for nurse entrepreneurs in hospitals.

**Keywords:** Entrepreneurial Intention, Entrepreneur & Head Nurses

### Introduction

Entrepreneurship is an important factor in preserving wealth, generating new employment possibilities and lowering unemployment rates in national economies. Because of its benefits to both individual and community health, nursing initiative is promoted globally, much like many other health-related professions . Entrepreneurship can help nurses find new opportunities and raise their profile in the community. Achieving excellence in the health sector is viewed as requiring nurses to be creative and entrepreneurial in order to improve patient safety and health care (Tekin & Bekar , 2022) .

There are various ways to define entrepreneurship; some regard it as a method for creating a successful business, while others see it as a means of developing one's abilities and thinking. However, creating jobs and promoting economic growth is the ultimate goal of the entrepreneurship (Hessels & Naudé , 2019) . An entrepreneur is someone who takes the chance to launch their own company based on a concept they have or a product they have created, taking up the majority of the risks and sharing in the company's profits (Mohamed et al ., 2022) .

Becoming an entrepreneur starts with having an entrepreneurial intention. Entrepreneurial intention is the ambition to launch a new company and assume ownership or founder ship of the enterprise. Entrepreneurial intention is the idea that someone wants to start their own business as a career. Additionally, entrepreneurs typically possess the traits of goal orientation, risk-taking, tenacity and excellent communication (Yoopetch, 2021). In the most recent research on entrepreneurship, entrepreneurial intention has been regarded as a key concept because of the evidence that entrepreneurial intention even predicts long-term future entrepreneurial activity (Marques et al., 2018) .

The practice of nursing entrepreneurship involves taking measured risks, operating in a comprehensive manner, grasping opportunities , exhibiting self-reliance, independence, adaptability, determination, creativity, self-assurance, self-control , discipline and responsibility (Copelli et al., 2019) .

Nursing entrepreneurship entails exploring novel care environments, elevating the stature of the nursing profession in society, advancing the country's economy, handling money and conflict resolution, being informed about rules and

regulations and maintaining an optimistic outlook . With nursing entrepreneurship, nurses can work for themselves and pursue their passion for using cutting-edge techniques to improve health outcomes (Mohamed et al., 2023) . A nurse entrepreneur is someone who starts their own firm in the healthcare sector by utilising their background in nursing together with their inventiveness, knowledge of business processes and ability to make profitable investments (Dar & Qadir , 2022) .

Nursing entrepreneurship raises the value of nursing services and offers a chance to learn more about the nursing profession. The first nursing entrepreneurship trial in Egypt offers highly skilled nursing services in homes while being monitored by the government. Furthermore ,the Egyptian government encourages entrepreneurship through the Technology Innovation and Entrepreneurship Centre (TIEC), an Egyptian institution that offers financial assistance and training for private practice trials (El-Kharashy et al ., 2023).

### Significance of the study

Healthcare entrepreneurship is important to the economy because it is a major factor in the revolutionary changes that are occurring in both the public and private healthcare sectors, as well as in the establishment of several new start-ups. These chances help nurses improve both personally and professionally. Examples of these opportunities include starting their own companies or creating new tools for patient care (Thepna et al., 2023). While the researcher reviewed of the literatures found that two internationally studies published in professional articles and journals, the first one titled by" What makes for future entrepreneurs? The role of digital competencies for entrepreneurial intention " reported by Bachmann et al , (2024) , second titled by " A bridge between entrepreneurship education, program inspiration, and entrepreneurial intention: the role of individual entrepreneurial orientation. Evidence from Latin American emerging economie" reported by Perez et al , (2024) and there are one national studies , titled by " Effect of Entrepreneurship Training Program for Nursing Students on Their Entrepreneurial Intention and Motivation " done by (Elgendy et al ., 2024) . Therefore the present study aimed to assess the entrepreneurial intention levels among head nurses.

### Aim of the study

This study aimed to assess entrepreneurial intention levels among head nurses at Sohag

University Hospital and Main Assiut University Hospital.

### Specific objectives

- Measure the levels of entrepreneurial intention among head nurses.
- Compare the entrepreneurial intention levels among head nurses at Sohag University Hospital and Main Assiut University Hospital.

### Research question

-What are the levels of entrepreneurial intention among head nurses?

### Subject & Method

**The methodology pursued in the conduction of the study portrayed according to the following designs:**

- 1 -Technical design.
- 2 -Administrative design.
- 3 -Operational design
- 4- Statistical design.

### Technical design

This design includes research design, Setting, Subjects and data collection tools.

### Research design

The current study was carried out using a descriptive research design.

### Setting

The present study was conducted at Sohag and Main Assiut Universities Hospitals: Sohag University Hospital , it is Multi-specialty governmental hospital consists of six buildings, each of which has five floors with bed capacity 913 beds. Main Assiut University Hospital including departments and special units with total beds number (1516) which classified as follow:surgical unit (255) beds, medical units (140) beds , intensive care units (173) beds and other units ( postoperative care units, emergency care units, operation room, trauma units and special treatment units) (948) beds.

### Subject

The subject of the present study was including the total number of head nurses at Sohag University Hospital (No. =60) and equal number from Main Assiut University Hospital was selected systematic randomly from total number (120), by assigning numbers to the head nurses in each department and then randomly choosing from those numbers.

### Data collection tool

The data needed for the study was collected using one tool that includes two parts:

**Part1:** Personal data including: age, gender, marital status, educational qualification, years of experience, family entrepreneurial background and residence.

**Part2: Entrepreneurial Intention questionnaire:** which developed by Orman, (2009) , modified by Ali et al , (2020) and adopted by the researcher to assess the desire of participants to be an entrepreneur and included six

items (I am ready to do anything to be an entrepreneur, My professional goal is becoming an entrepreneur , I will make every effort to start and run my own firm , I am determined to create a firm in the future , I have seriously thought in starting a firm and I have got the firm intention to start a firm someday ). The questionnaire was scored through 5- points Likert scale, as follows (1) for strongly disagree, (2) disagree, (3) to some extent, (4) agree and (5) for strongly agree.

#### Scoring system:

The total score is equal (30) and is classified as follow: Less than 60 % indicated that entrepreneurial intention of head nurse is low level , from 60% to84 % indicated that entrepreneurial intention of head nurse is moderate level and from 85% to100 % indicated that entrepreneurial intention of head nurse is high level .

### Administrative design

Formal letters were sent to the Dean of the Assiut University Faculty of Nursing, the Directors of the Sohag and Main Assiut Universities Hospitals and the Nursing Director for both Sohag and Main Assiut Universities Hospitals requesting official approval to conduct this study and gather the required data.

### Ethical considerations

The study proposal was approved by Ethical Committee in the Faculty of Nursing, Assiut University and the Faculty of Medicine, Sohag University. Oral agreement was taken from all the participants. Confidentiality of obtained data was assured and the purpose, nature and the aim of the study was explained to all participants before starting data collection.

### Operational design

The operational design included preparatory phase, pilot stud and field work.

### Preparatory phase

After reviewing the available literature concerning the topic of the study, which took about three months from the beginning of June to the end of August 2023 to end the proposal of the study .

### Pilot study

A pilot study was conducted in order to evaluate the tool's clarity, the amount of time needed to collect data, the head nurses' accessibility and potential issues that might arise when collecting data. It was done on 10% of total sample of studied head nurses (No. =12) working at Sohag and Main Assiut University Hospital (six head nurses from each hospital). The data was gathered during the pilot study was tested for its internal consistency by alph-cronbach's test the result was entrepreneurial intention was 0.92. The pilot study's head nurses were included in the study's overall sample because no modifications were made thereafter. This period took about 2 weeks.

### Field work

The researcher obtained data from the study participants in the work unit by giving them the self-administered questionnaire. The researcher clarified the study purpose to the participants and explained that the data will only be utilised for scientific research. Filling out the study tool took each participant about 30 minutes. The collection of data took about two months from the beginning of November to the end of December 2023.

### Statistical design

Data entry and statistically analysis were done using SPSS version 28 statistical software package for social science. Descriptive statistics were used to present the data as frequencies, percentages, means and standard deviations .The chi-square test was used to compare quantitative variables and statistical significance was considered at  $P < 0.05$ .

### Results

**Table (1):** Shows that at Sohag and Main Assiut Universities Hospitals high percentage of studied head nurses having bachelor degree in nursing (93.3% and 91.7%) respectively , are female (81.7% and 83.3 % ) respectively and married (86.7% and 83.3% ) respectively . Also about half of them living in rural (53.3% and 51.7%) respectively and having family entrepreneurial background (55.0% and 51.7% ) respectively . At Sohag University Hospital , half of studied head nurses aged 30 years to less than 35 years old (50

) and having experience 5 years to less than 10 years (40 %). At Main Assuit University Hospital, more than half of studied head nurses aged 35 years and more (56.7 %) and having experience 15 years to less than 20 years (48.3 %).

**Table (2):** Shows that at Sohag University Hospital nearly half of studied head nurses agreed on “ My professional goal is becoming an entrepreneur , I am determined to create a firm in the future and I have seriously thought in starting a firm ” (45% , 50% and 46.7% ) respectively. Also at Main Assuit University Hospital nearly half of studied head nurses agreed on “I have seriously thought in starting a firm” (46.7%).

**Table (3):** Shows that at Sohag University Hospital the highest mean scores are " My professional goal is becoming an entrepreneur , I have seriously thought in starting a firm and I have got the firm intention to start a firm someday " items (3.8833±.9222 , 3.8833±.9404 and 3.8500±1.022 ) respectively . Also at Assuit University Hospital the highest mean scores are " I have seriously thought in starting a firm " (4.0833±.9440) .There are no statistical significant differences between mean scores related entrepreneurial intention items at both Hospitals at p value <0.05 .

**Figure (1):** Shows that at Sohag University Hospital low percentage of studied head nurses had low entrepreneurial intention level (18.30%). While at Main Assuit University Hospital low percentage of them had low entrepreneurial intention level (21.70%). Also at Sohag University Hospital nearly half of studied head nurses had moderate entrepreneurial intention level (48.30%). While at Main Assuit University Hospital more than half of them had moderate entrepreneurial intention level (55 %). Also shows that at Sohag University Hospital one third of studied head nurses had high entrepreneurial intention level (33.30 %). While at Main Assuit University Hospital about nearly one quarter of them had high entrepreneurial intention level (23.30%).

**Table (4):** Shows that there are statistical significant relation between studied head nurses entrepreneurial intention and their marital status and experience years in nursing profession at Sohag University Hospital. While at Main Assuit University Hospital there are no statistical significant relation between studied head nurses entrepreneurial intention and personal data ( p< 0.05\*) .

## Results

Table (1): Distribution of personal data of head nurses in study sample (N= 120)

Personal data	Sohag University Hospital (n=60)		Main Assuit University Hospital(n=60)		Total (N=120)	
	No	%	No	%	No	%
<b>Age</b>						
< 25	0	0.0	0	0	0	0.0
25<30	5	8.3	10	16.7	15	12.5
30<35	30	<b>50</b>	16	26.6	46	38.3
≥ 35	25	41.7	34	<b>56.7</b>	59	49.2
Mean ±SD	32.14±3.710		35.78±5.218			
<b>Gender</b>						
Male	11	18.3	10	16.7	21	17.5
Female	49	<b>81.7</b>	50	<b>83.3</b>	99	82.5
<b>Marital status</b>						
Single	5	8.3	9	15.0	14	11.7
Married	52	<b>86.7</b>	50	<b>83.3</b>	102	85.0
Widow	3	5	1	1.7	4	3.3
<b>Educational Qualifications</b>						
Bachelor Degree In Nursing	56	<b>93.3</b>	55	<b>91.7</b>	111	92.5
Master's Degree In Nursing Science	3	5.0	5	8.3	8	6.7
Doctoral Degree In Nursing Science	1	1.7	0	0	1	.8
<b>Experience years in nursing profession</b>						
< 5 years	1	1.7	3	5.0	4	3.3
5years < 10years	24	<b>40</b>	13	21.7	37	30.9
10 years < 15years	15	25.0	10	16.7	25	20.8
15years < 20years	17	28.3	29	<b>48.3</b>	46	38.3
. > 20years	3	5.0	5	8.3	8	6.7
Mean ±SD	6.21±1.43		9.631±.382			
<b>Residence</b>						
Rural	32	<b>53.3</b>	31	<b>51.7</b>	63	<b>52.5</b>
Urban	28	46.7	29	48.3	57	47.5

\*Note :SD,standard deviation ; N ,total sample size ; n , sub sample

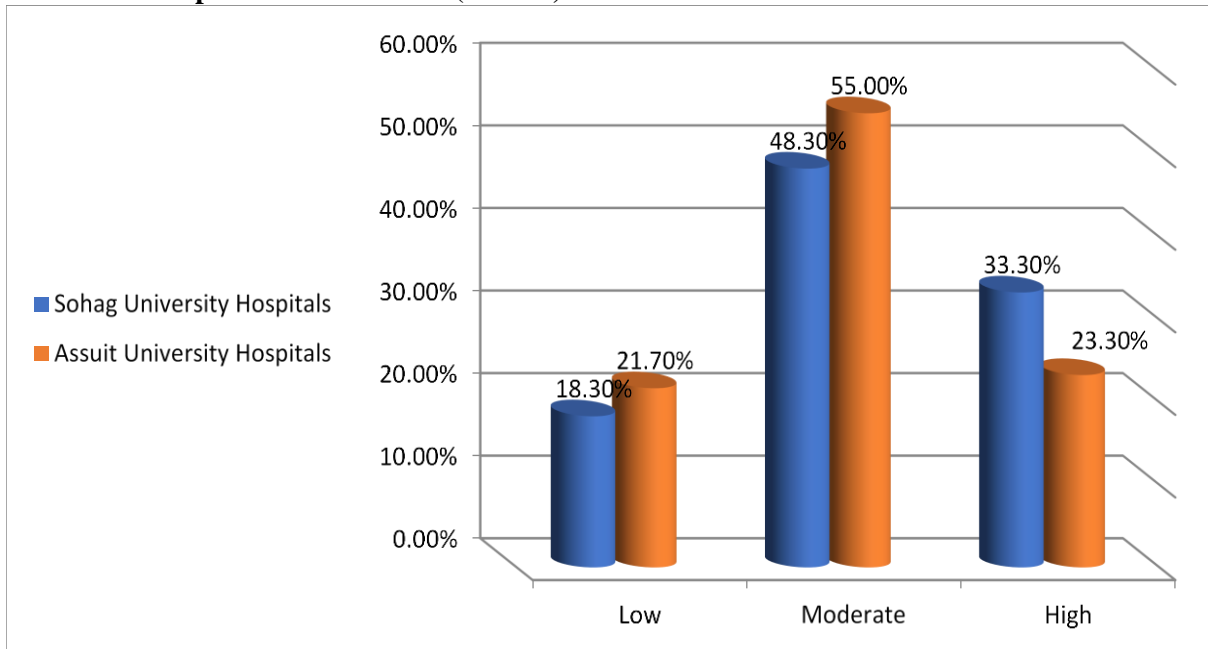
**Table (2): Distribution of the studied head nurses' entrepreneurial intention at Sohag and Main Assuit Universities Hospitals (N=120)**

Items	Sohag University Hospital (n=60)										Main Assuit University Hospital (n=60)									
	Strongly agree		Agree		To some extent		Disagree		Strongly Disagree		Strongly agree		Agree		To some extent		Disagree		Strongly Disagree	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
1-I am ready to do anything to be an entrepreneur	14	23.3	22	36.7	18	30.0	5	8.3	1	1.7	11	18.3	22	36.7	16	26.7	9	15.0	2	3.3
2-My professional goal is becoming an entrepreneur	16	26.7	27	45.0	11	18.3	6	10.0	0	0.0	13	21.7	23	38.3	15	25.0	9	15.0	0	0.0
3-I will make every effort to start and run my own firm	11	18.3	12	20.0	18	30.0	19	31.7	0	0.0	12	20.0	20	33.3	20	33.3	7	11.7	1	1.7
4-I am determined to create a firm in the future	13	21.7	30	50.0	8	13.3	8	13.3	1	1.7	12	20.0	20	33.3	19	31.7	8	13.3	1	1.7
5-I have seriously though in starting a firm	22	36.7	28	46.7	3	5.0	7	11.7	0	0.0	16	26.7	28	46.7	9	15.0	7	11.7	0	0.0
6-I have got the firm intention to start a firm someday	23	38.3	23	38.3	8	13.3	6	10.0	0	0.0	18	30.0	22	36.7	15	25.0	3	5.0	2	3.3

**Table (3): Compare mean and standard deviation scores of studied head nurses entrepreneurial intention at Sohag and Main Assuit Universities Hospitals (N =120)**

Items	Sohag (n=60)	Assuit (n=60)	T test P value
	Mean± S. D	Mean± S. D	
I am ready to do anything to be an entrepreneur	3.7167±.9758	3.5167±1.0655	1.007 .318
My professional goal is becoming an entrepreneur	3.8833±.9222	3.6667±.9857	1.251 .216
I will make every effort to start and run my own firm	3.7167±.9222	3.8500±1.0222	-.683 .497
I am determined to create a firm in the future	3.7667±.9977	3.5667±1.0145	1.097 .277
I have seriously though in starting a firm	3.8833±.9404	4.0833±.9440	-1.169 .247
I have got the firm intention to start a firm someday	3.8500±1.022	3.9833±.9295	-.740- .462
Total entrepreneurial intention	23.15±5.0382	22.06±4.8603	1.181 .242

Figure (1): Distribution of studied head nurses at Sohag and Main Assuit Universities Hospitals related to the total entrepreneurial intention (N =120)



**Table (4): Relation between the studied head nurses entrepreneurial intention level and their personal data at Sohag and Main Assuit Universities Hospitals (N=120)**

Personal data	Sohag University Hospital						P.value X2	Main Assuit University Hospital						P.value X2
	High		Moderate		Low			High		Moderate		Low		
Age	No	%	No	%	No	%	No	%	No	%	No	%		
< 25	0	0.0	0.0	0.0	0.	0.0	5.314 .257	0	0.0	0.0	0.0	0.0	0.0	8.593 .198
25<30	3	5.0	2	3.3	0	0		7	11.7	2	3.3	1	1.7	
30<35	10	16.7	15	25.0	5	8.3		8	13.3	5	8.3	3	5	
≥ 35	10	16.7	9	15.0	6	10		11	18.3	14	23.3	9	15	
<b>Gender</b>														
Male	4	6.7	5	8.3	2	3.3	3.339 .188	2	3.3	7	11.7	1	1.7	1.421 .492
Female	7	11.7	24	40.0	18	30.0		11	23.3	23	38.3	13	21.7	
<b>Marital status</b>														
Single	5	8.3	0	0.0	0	0.0	12.703 .013*	6	10.0	3	5.0	0	0.0	6.445 .168
Married	19	31.7	21	35.0	12	20.0		20	33.3	25	41.7	5	8.3	
Widow	0	0.0	1	1.7	2	3.3		0	0.0	0	0.0	1	1.7	
<b>Educational Qualifications</b>														
Bachelor Degree In Nursing	20	33.3	27	45.0	9	15	--	23	38.3	22	36.7	10	16.7	2.555 .635
Master's Degree In Nursing Science	3	5.0	0	0.0	0	0.0		5	8.3	0	0.0	0	0.0	
Doctoral Degree In Nursing Science	1	1.7	0	0.0	0	0.0		0	0.0	0	0.0	0	0.0	
<b>years of experience in nursing profession</b>														
< 5 years	1	1.7	0	0.0	0	0.0	10.774 .029*	2	3.3	1	1.7	0	0.0	8.950 .347
5years < 10years	10	16.7	11	18.3	3	5.0		7	11.7	5	8.3	1	1.7	
10 years < 15years	6	10.0	8	13.3	1	1.7		6	10.0	2	3.3	2	3.3	
15years < 20years	4	6.7	8	13.3	5	8.3		9	15.0	11	18.3	9	15.0	
. > 20years	0	0	0	0	3	5.0		0	0.0	2	3.3	3	5.0	
<b>Family entrepreneurial background</b>														
Yes	3	5.0	16	26.7	14	23.3	5.235 .073	6	10.0	18	30.0	7	11.7	.283 .868
No	8	13.3	13	21.7	6	10.0		7	11.7	15	25.0	7	11.7	
<b>Residence</b>														
Rural	6	10.0	16	26.7	10	16.7	.135 .935	7	11.7	20	33.3	4	6.7	4.071 .131
Urban	5	8.3	13	21.7	10	16.7		6	10.0	13	21.7	10	16.7	

**Discussion**

It has always been the goal of some people to launch their own business. While some people can do this by concentrating on it from the start and not working elsewhere, others can attempt to do this after working for other businesses and obtaining experience. One of the most important elements influencing the outcome of these endeavours is the individuals entrepreneurial intention, which refers to their eagerness, conviction and mental readiness to launch their own busines (Başar et al , 2024 ) . The current study was carried with the aim to assess entrepreneurial intention among head nurses at Sohag University Hospital and Main Assiut University Hospital.

From the findings of the current study, it showed that at both Sohag and Main Assuit Universities Hospitals high percentage of studied head nurses had bachelor degree in nursing, is female and married (Table, 1). These findings were consistent with Abd-Elrhaman et al , ( 2023 ) , they reported that all of head nurses were females , the majority of them were married and more than two-thirds of head nurses had Bachelor of Nursing Science .

Regarding age at Sohag University Hospital, half of studied head nurses were aged 30 years to less than 35 years old. While at Main Assiut University Hospital more than half of studied head nurses were aged 35 years and more Tables (1). These findings were



consistent with **Saleh , (2013)** , they reported that above half of the nursing leaders at Assiut University Hospital were aged >30 years . These findings were inconsistent with **Aly et al , (2016)** , they reported in their study on head nurses in Alexandria University Hospitals' critical care units that the minority of them were aged 55- < 57 years. With respect to years of experience at Sohag University Hospital about two fifth of studied head nurses had experience 5 years to less than 10 years. On the other hand at Main Assiut University Hospital more than two fifth of studied head nurses had experience 15 years to less than 20 years (**Table, 1**). These findings were inconsistent with **Al sayaydeh , (2015)** , who reported in their study of leaders more than third of them have less than 5 years of experience .

Also, there were about half of studied head nurses living in rural and having family entrepreneurial background (**Table, 1**). This result was inconsistent with **Elgendy et al ., (2024)** , they reported in their study that three quarters of the study participants their place of residence was urban and the highest percentage of them didn't have family or friends who worked in his /her own private business .

From the findings of the current study, it revealed that at Sohag University Hospital nearly half of studied head nurses agreed on "My professional goal is becoming an entrepreneur, I am determined to create a firm in the future and I have seriously though in starting a firm". While at Main Assiut University Hospital nearly half of studied head nurses agreed on "I have seriously though in starting a firm" (**Table, 2**). This result may be due to head nurses desire to have more control over their work environment. Entrepreneurship offers the freedom and autonomy to shape their own destiny. Also head nurses are on the front lines of healthcare, witnessing patient needs firsthand. This exposure could spark business ideas to address unmet needs or improve existing services. These findings were consistent with **Ali et al, (2020)** who reported that majority of the study participants were agreed or strongly agreed for items of the entrepreneurial intention.

From the findings of the current study , it clarified that at Sohag University Hospital the highest mean scores were " My professional goal is becoming an entrepreneur , I have seriously though in starting a firm and I have got the firm intention to start a firm someday " items . Also at Assiut University Hospital the highest mean scores were "I have seriously though in starting a firm" (**Table, 3**).

This result may be due to these items frame entrepreneurship as a long-term professional goal ("someday"). Head nurses who are interested in entrepreneurship might acknowledge this aspiration without being ready to take immediate action. These findings were partially consistent with **Solesvik , (**

**2013)** who reported that the items with highest mean in entrepreneurial intention items were " I have got intention to start a private practice someday " followed by " I have seriously though in starting a private practice " .

Also, there are no statistical significant differences between mean scores related entrepreneurial intention items at both Hospitals (**Table, 3**) . This result may be because head nurses might have a general interest in entrepreneurship but haven't focused on specific aspects yet. Their intention might be broad rather than targeted towards a particular entrepreneurial pursuit.

From the findings of the current study, it clarified that at Sohag and Main Assiut Universities Hositals about half of studied head nurses had moderate entrepreneurial intention level (**Figure, 1**). This might be attributed to nursing positions typically provide stable income and benefits, reducing financial anxieties. Entrepreneurship often involves financial risks and head nurses might be cautious about jeopardizing their financial security especially if they have families to support. This result was inconsistent with **Fatoki, (2014)** who revealed that study participants have high entrepreneurial intentions to start businesses. These findings were inconsistent with **Ozaralli & Rivenburgh , (2016)** who revealed that study participants have low entrepreneurial intentions to start businesses .

From the findings of the current study, it clarified that there was statistical significant relation between studied head nurses entrepreneurial intention and their marital status and experience years in nursing profession at Sohag University Hospital (**Table, 4**). These findings were consistent with **Salem & Mobarak (2019)**, they found that unmarried respondents show higher entrepreneurial intention than married. These findings were inconsistent with **Khanal , (2024)** , who found that there are no significant differences between entrepreneurial intention and marital status and Work experience .

From the findings of the current study, it clarified that there were no statistical significant relation between studied head nurses entrepreneurial intention and their personal data at Main Assiut University Hospital (**Table, 4**). These findings were inconsistent with **Panda & Arumugam , (2023)** , who found that there are significant relationship between entrepreneurial intentions and personality traits.

## Conclusions

**In the light of the study results, the following conclusions can be drawn:**

About half of studied head nurses had moderate entrepreneurial intention level at Sohag and Main Assiut Universities Hospitals. At Sohag University Hospital and Main Assiut University Hospital the

highest mean scores are "I have seriously thought in starting a firm" in entrepreneurial intention items. There was statistical significant relation between studied head nurses entrepreneurial intention levels and their marital status and years of experience in nursing profession at Sohag University Hospital.

### Recommendations

**In the light of the study results, the following recommendations are suggested:**

1. Workshops should be implemented by nurse managers to foster nursing entrepreneurship.
2. Nurse Managers should provide continuous support for nurse entrepreneurs in hospitals.
3. Cultivating the entrepreneurial culture in the health care industry employees to encourage more entrepreneurial behaviour among the nursing care team.
4. Taking into account the environmental and personal elements that influence the entrepreneurial intention that assist head nurses to start their own businesses.
5. Learn more about the needs of nurse entrepreneurs by conducting further research with a larger number of practicing nurses.

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