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How Entrepreneurial Attitude, Motivation, and Intention is Affected by Growth Constraints? Evidence from Women Entrepreneurs in Gulf Countries

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Abstract

The contribution of women to economic development has received considerable attention in recent years. We argue that influential impediments affect women's sustainable entrepreneurial intention to start and run a business, and contribute to national economic growth. This study aims to investigate the impact of social networking, family support, and access to finance on entrepreneurial intention by using entrepreneurial motivation and attitude as mediators between growth constraints and entrepreneurial intention among women in the Gulf countries. Stratified sampling method will be used to collect data from 5,600 women in Gulf countries including the United Arab Emirates, Bahrain, Kuwait, Iraq, Oman, Qatar, and Saudi Arabia. The latest available version of the Statistical Package for Social Science (SPSS) software 25 and AMOS version 22 will be used to analyse the data and find information to respond the proposed research hypotheses. Based on the results, important recommendations will be suggested for policymakers and regulators to provide appropriate support to empower women in Gulf countries. This study would offer novel theoretical strand in entrepreneurship literature and extends valuable insights for academicians and women practitioners.

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Keywords: Entrepreneurship; Women Empowerment; Gulf Countries; Entrepreneurial Intention; Motivation

Introduction

In the last decades, a considerable attention has been given to women and their effective roles in the development of a country (Sing, 2018). Globally, the main concern involving women in different sectors of the country, however, implementing the idea of changing the status of women among patriarchal societies was not an easy task. The women's report of the Global Entrepreneurship Monitor 2018-2019, shows that the rate of total entrepreneurial activity of women was 10.2% (Lesonsky, 2020). This indicates that these changes are low pace, especially in most of the countries in Asia and Africa (Azubire, 2017). In most of the time, working women are spending their lives under pressure of several sociocultural expectations. For example, there are a lot of women in Iran and India who are facing gender inequality (Azubire, 2017). Same as, in Arab countries, women are facing social bindings that create hurdles in their individual growth and their participation in gross domestic progress (The Center of Arab Women for Training and Research & The International Finance Corporation Gender Entrepreneurship Markets, 2007). This research highlights on the factors which have an impact on the entrepreneurial intention among women in the gulf countries. In this research, three factors which will be examined which are social networking, family support and access to finance. This research will also investigate the mediating role of entrepreneurial attitude and entrepreneurial motivation between these growth factors and the entrepreneurial intention.

Literature Review

Empowering women to be entrepreneurs is considered as a way in order to enhance them socially, economically and culturally. It is the procedure by which the women can accomplish their social and economic challenges and put their contribution in national growth (Hasin et al., 2018). There are many institutions in the world which preferred to hire female employees as they believe on the women skills to fulfil the production requirements in a more effective and economical way (Singh, 2018). Although, with the increasing literacy rate, the probability of women employment is increasing, but still owing to different challenges, the desire results are not achieved to achieve national progress through full participation of women (Hasin, et al., 2018). So, there is a desire needs to investigate the potential challenges which qualified women are facing in order to adopt employment opportunities. This situation in one side, is increasing unemployment in the country, while on another side, discouraging the entrepreneurial contribution of women in national progress.

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Social networking:

The efficient social networking is a key factor which lead to the success of entrepreneurs (Taormina and Lao, 2007). Upton and Broming (2019) indicated that social networking assists the entrepreneurs in achieving their economic activities and growing their business opportunities. Building strong social networks among entrepreneurs is important because this helps them in expanding their knowledge, meeting partners to start businesses and finding new resources for their businesses (Higgins and Pinelli, 2020). Entrepreneurs with limited social networks and with people who do not have valuable knowledge in entrepreneurship, perform less efficiently in their business compared to entrepreneurs with high quality social networks and who can take advantages from them. However, females' entrepreneurs usually encounter several hurdles in establishing efficient social networks which can help them in their business. This barrier blocks their financial expansion and their business knowledge. The social networks of successful entrepreneurs are used to supplement their education, knowledge, and skills and which increase the probability of their business success (Upton and Broming, 2019).

Social networking is the relationships of individuals with each other (Kim and Sherraden, 2014). Zafar et al. (2012) made note that the "size of social network refers to the number of individuals in the network and its composition refers to the degree to which network is made up of either family members or friends". Klyver and Foley (2012) pointed out that social networks are essential for the entrepreneurial activity and there are two types of social networks which are formal and informal. The informal social networks include family, friends, and neighbours. While the formal networks are the professional relations includes bankers, lawyers, and accountants. Entrepreneurs with efficient networks can receive prudent advice and avoid counterproductive in the business (Dowla, 2011).

In Chinese communities, people believe on the power of social networking and it is used to overcome business hardships and it is considered as strong motive in their businesses. Social networking is used for advising, sharing business information, and solving problems (Taormina and Lao, 2007). Dowla (2011) pointed out that social networks help entrepreneurs in getting access to financial resources, information, and market insights. Hence, most of the individuals use their social networks in all phases of starting up the business and especially in the planning phase (Upton and Broming, 2019). Entrepreneurs take advantage from their trusted ties social networks to talk about the preliminary of their businesses (Upton et al., 2014).

Dowla (2011) pointed out that in the establishment phase, some entrepreneurs use their social networks to overcome the first hardships such as understanding the business market, registration formalities and the law of taxes. Then, in the planning stage, entrepreneurs seek to access the human and financial capital through accessing their largest social network. In the last stage, which is the establishment stage, entrepreneurs concentrate a lot in their activities of their business and do not rely much to their networks (Upton et al., 2014). There are some individuals who tend to avoid any constraints in their business by using their informal relations at the beginning of their business and then, they expand their networks by including diverse formal relation (Dowla, 2011).

Social networks and social capital:

There are different shapes of resources which can be obtain by the entrepreneurs through their social networks such as advice, industry information, emotional support, financial support, and other pertinent resources (Taormina and Lao, 2007). One of the essential resources which can be facilitated from the social networking of the entrepreneurs is social capital. Valenzuela et al. (2009) indicated that social capital is the financial resources which individuals obtain through their social networks. Dowla (2011) added that social capital in the entrepreneurship context is the intangible resources that entrepreneurs get them from their social networks. People with diverse social networks tend to have more social capital compare with people with less diverse networks (Valenzuela et al., 2009).

Gender and social networking:

Most of the countries realized the significant role of women's and their contribution in the economic growth. One of the important factors which has an impact on the economic growth is women's social networks in the field of entrepreneurship. Therefore, there are several studies which examined gender differences in social networks and how this could affect the entrepreneurs' performance. Social network varies among male and female which could impact on the outcomes of the business directly (Upton and Broming, 2019).

Rudhumbu et al. (2020) pointed out that female entrepreneurs have limitation in their networks because they always tend to not interact with people who they do not know or trust. Women tend to get advice through utilizing their informal networks such as their families, female neighbours, and friends while men tend to get advice in business from their professional networks (Upton and Broming, 2019; Kim and Sherraden, 2014). According to the data published by Global Entrepreneurship Monitor, men and women have different social networks. Women tend to have more women in their networks and less male entrepreneurs (Upton and Broming, 2019). Hence, women

obtain less benefits from their social networks because they are mainly associated with relatives and not business partners (Kim and Sherraden, 2014).

In Addition, social networking has an impact on women entrepreneurs in mid-Norway and mid-Sweden. The effective social network is the key resource in the growth and in the development of a business. The researchers found out that ambitious women entrepreneurs in the mid-Norway and mid-Sweden have more professional networks compare to their informal networks (Bogren, et al., 2012). Nevertheless, Upton and Broming (2019) pointed out that women entrepreneurs have less diverse networks in the business compared to the men and this considers as a key challenge for them.

Accessing professional and social networks can help in getting funding sources. However, women have fewer networks compare to men and which hinder them from taking advantages from their networks (Upton and Broming, 2019). For example, women in Sudan considered the limitations of social networking as one of the constraint that they encounter when they start up a business. They do not have social networks which can facilitate and support their businesses. Limitation in social networking among women entrepreneurs in Sudan effect on their profitability and their willingness to expand their business as well (Said and Christine, 2020). Upton et al. (2014) emphasized that women tend to have less relation networks compare to men who have more social relationship which support them to get more business opportunities in the market.

Social Networking and Entrepreneurial Intention

Entrepreneurial intention is a driving force behind starting new business and which contribute significantly to the growth of the economy of a country. There are few studies which examined the impact of social networking on the entrepreneurial intention of the individuals (Akolgo et al., 2018). Individuals with positive attitudes toward social networking, have more behavioural intentions and motivations to start-up a new business and to become entrepreneurs (Taormina and Lao, 2007). Zafar et al. (2012) pointed out that social network has an impact on the entrepreneurial drive and plays essential role in developing entrepreneurial intentions.

Financial support

Accessing to capital is one of the most hinders which is facing the entrepreneurs' growth. There are many entrepreneurs who are planning to start new businesses, but they face the obstacles of getting the capital to fund these businesses. Most of the banks they have different policies to give loans to individuals. They request collaterals and other requirements which hinder individuals from having the required capital to start their business (Sandhu et al., 2011). Aragon-Sanchez et al. (2017) argues that entrepreneurs lack the financial support because of the lenders who do not want to take risk by investing their money with new entrepreneurs. Upton et al. (2014) asserted that entrepreneurs need financial support in order to start-up new business and to sustain the activities of their businesses in the long-term. In addition, women preferred to use their personal saving money to fund their businesses and tend to avoid the external financial support such as bank loans, supplier financing, leases, and external equity (Orser et al., 2006). Magoulios and Kydros (2011) emphasized that female entrepreneurs tend to use personal credit and personal saving to initiate a business and to run its activities compare to men who tend to use external funding resources.

There are many researchers documented that the lack of financial support considers as an impediment for most women entrepreneurs in many countries. Financial support is another important factor which impact on the entrepreneurial intention of women (Said and Christine, 2020). In addition, access to capital impact entrepreneurial intentions significantly and it is important pillar for the entrepreneurs' success. There are many females used their own savings to start up business even though it is a small amount of money. In many countries around the world women entrepreneurs have limitation financial resources due to substantial requirements of the lenders (Aragon-Sanchez et al., 2017). Said and Christine (2020) pointed out that there are many females who have the intention to become entrepreneurs but accessing to the capital is what hinders them. Hence, they start small businesses which required small amount of money.

In Oman, lacking wealth consider one of the hinders that face Omani women to start-up new business. Omani women could be disadvantaged in using external funding support such as banks because of the collateral which cannot be afford by most of them (Khan et al., 2005). There are few women entrepreneurs who used the commercial banks to fund their businesses and to maintain their business activities. However, the majority of Omani women in Dhofar governorate preferred to fund their business from their personal saving, relatives or government agencies (Yusoff et al., 2018).

Family support

Family support is essential for entrepreneur to start-up business and to be successful (Al-Abri et al., 2018). This is also supported by several previous studies (Osorio et al, 2017; Said and Christine, 2020; Chavali, K., 2016; Ambad and Damit, 2016). Most women have the intention to be entrepreneurs when they have supportive families

who encourage them to be in this field. They are motivated to be hard working entrepreneurs when their families support them financially and emotionally. When a family is supportive, women feel encouraged and fearless to start new business (Said and Christine, 2020). Osorio et al. (2017) assured that a family plays essential role in affecting individuals' intentions to start new ventures.

Omani women live in a patriarchal society. Thus, it is important for females to get supportive families to start their businesses (McElwee and Al-Riyami, 2003). Zafar et al. (2012) pointed out that entrepreneurs' families can provide financial support, new ideas and access to market. They added that entrepreneurial intention is influenced by the family support because families tend to encourage individuals in their first phase of starting-up new business. Said and Christine (2020) highlighted that family support is also very helpful for women when they face impediments in starting a new business. They stated that supportive family plays crucial role for new entrepreneurs with new businesses.

Entrepreneurial attitudes

Entrepreneurial attitudes referred to how individual observe starting a new business whether it considers it as a worthwhile idea, helpful or it is a positive activity (Ajzen, 1971). The Reasoned Action Theory and Planned Behavior Theory highlighted on how attitudes of individuals impact on their and behavioural intentions and these intentions effect their behaviours. Individuals with high entrepreneurial attitudes obtain higher utility in their business. The most entrepreneurial attitudes among individuals are related to income, ownership, and independence. The result of this study revealed that ownership attitude has influenced the individual and it is the reason behind their entrepreneurial intentions. Then, followed by the income and independence attitudes which have an impact on the entrepreneurial intentions in differing degrees (Fitzsimmons and Douglas, 2005).

Females' entrepreneurs have different attitudes compare to men and which are influenced by different barriers such as fear of failure, lack of support and lack of competency. These attitudes influence the females' entrepreneurial intentions to become entrepreneurs directly (Shinnar et al., 2012). However, many women in Pakistan believe that entrepreneurship is associated with masculine roles (Ul Hassan and Naz, 2020). Entrepreneurial attitudes of individuals are influenced by families' support because they are expected to be economic support and intellectual (Osorio et al., 2017). Bakheet et al. (2019) pointed out that the entrepreneurial attitudes of the Omani youth are influenced by confidence. They explained that building confidence is essential and impact their attitudes and their intention to start new ventures.

Entrepreneurial motivation

Entrepreneurial motivation shows the reasons behind the individuals' decision of starting a new business (Lloyd, 2019). There are different motives which lead some individuals to be entrepreneurs such as ambition, independence, risk taking and need for achievements (Taormina and Lao, 2007). Moreover, Tlaiss, (2015) indicated that most of the entrepreneurs are motivated by improving their social status, personal development, and other non-economic motives. The report of the Global Entrepreneurship Monitor (GEM) of Oman 2019 showed that the main motivations behind start-up a business are to gain a living due to the vacancies scarce, obtain wealth, increase income, or pursue their families' traditions (Al Shukaili et al., 2019). The entrepreneurial motivation for both males and females is that they tend to start their own business in order to seek professional independence (Strobl et al., 2012). Mansour (2018) stated that young females in UAE tend to be more motivated to be entrepreneurs than men.

Entrepreneurial intention

Individuals are influenced positively by their intentions to become entrepreneurs and start-up new businesses (Strobl et al., 2012). The entrepreneurial intention refers to individuals' determination and willingness to start a business and to be entrepreneurs (Kolvereid, 1996). Aragon-Sanchez et al. (2017) stated that entrepreneurial behaviour is influenced by entrepreneurial intentions. They added that there is a significant connection between social networks and entrepreneurial intentions. Ameh and Udu (2016) emphasized that social networks help individuals to interact with individuals who could help them to have new ideas which will lead to build their entrepreneurial intentions. Individuals with highly positive social networking, have higher entrepreneurial intention than others (Taormina and Lao, 2007). The entrepreneurial intention connected also to the financial resources because individuals with high financial resources have high entrepreneurial intention to start-up a business (Aragon-Sanchez et al., 2017).

Women have less entrepreneurial intentions to start new businesses compared to their male counterparts (Mansour, 2018). There are several factors which influence females' intentions to become entrepreneurs like perceived impediments (Strobl et al., 2012). Said and Christine (2020) indicated another factor which influence the entrepreneurial intention of women which is the family support. They claimed that women with supportive families have higher intention to start-up a new business.

Schematic Diagram of Proposed Research Framework

The research framework shows the relationship between independent variable, mediating variables, and dependent variable. The Figure 1 illustrates the independent variable which are social networking, family support and access to finance. While the mediating variables are the entrepreneurial attitude and entrepreneurial motivation. There is one dependent variable, which is the entrepreneurial intention.

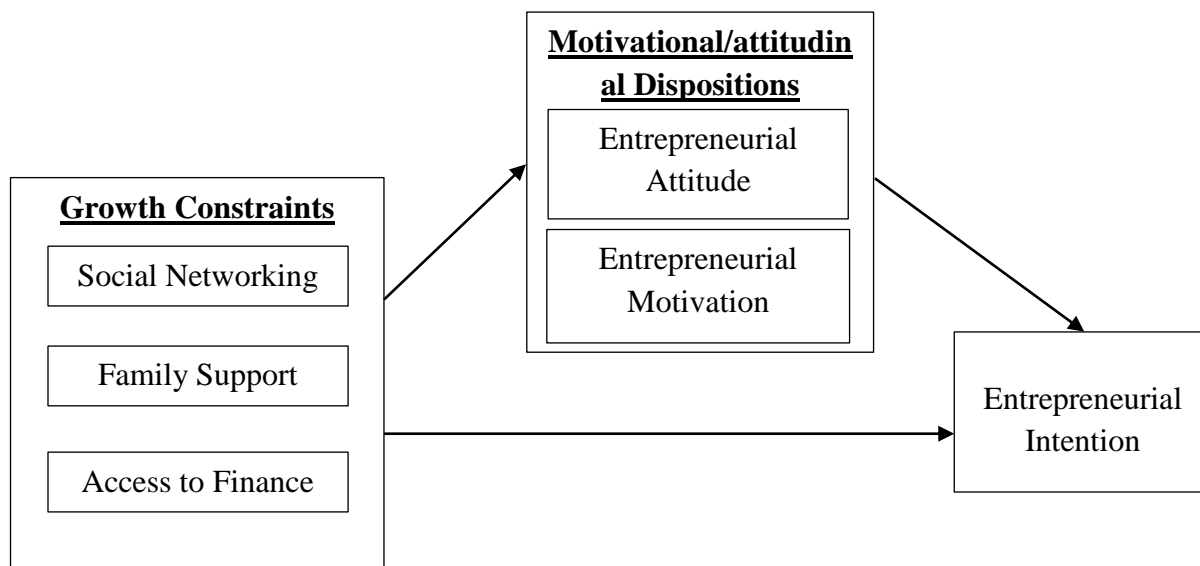


Fig 1 Schematic of Proposed Research Framework

Methodology

This research considers as a basic research because the purpose of conducting it is to expand the knowledge of the factors which impact on the entrepreneurial intentions among women in the gulf countries. This research also examines the mediating role of entrepreneurial attitude and entrepreneurial motivation between growth constraints and entrepreneurial intention on women in the gulf countries. A quantitative method (survey) is used in this research. There are fifteen hypotheses which were tested. It is cross sectional research due to the limitation of the time.

We argue that influential impediments affect women's sustainable entrepreneurial intention to start and run a business, and contribute to national economic growth. This study used quantitative method (a survey) to collect data from different geographical locations across the Gulf countries. Stratified sampling method will be used to collect data from 5,600 women across all gulf countries including the United Arab Emirates, Bahrain, Iraq, Oman, Qatar, Saudi Arabia and Kuwait. To test the direct and mediating impacts, Preacher and Hayes method (2004) will be used. The latest available version of Statistical Package for Social Science (SPSS) software - 25 and AMOS version - 22 will be used to analyze the data and find information to respond the proposed research hypotheses. According to the population statistics of Gulf Cooperation Council countries 2020, there are 22.4 million women in the Gulf countries (National Center for Statistical Information, 2020). As recommended by Ruane (2005), a sample of 0.025% will be selected representing around 5,600 respondent women. The proportionate method of stratified sampling will be used to generalize the evidence-based findings across the Gulf regions. Based on the results, recommendations will be communicated to the respective policymakers and regulators on evidence-based effective planning to empower entrepreneurial women. This study would offer novel theoretical strands in the entrepreneurship literature and extend valuable insights for the academicians and practitioner women.

Research Instrument

In this research, the calibrated items of published variables were used which adapted for the questionnaire to collect the primary data. Questionnaire tool was utilized in this study and it included list of questions in two parts which reflect the variables which are examined in the study. The questions were adapted from previous literature. The first variable which is social networking has four items and they were developed by (Taormina & Lao, 2007; Yeung & Tung, 1996). The second independent variable is family support that includes five question adapted from (Osorio, Settles, & Shen, 2017). Whereas questions related to the third independent variable which is financial support, are adapted from (Aragon-Sanchez, Baixauli-Soler, & Carrasco-Hernande, 2017). The entrepreneurial attitude is a mediating variable with five questions adapted from (Ajzen, 1971). The second mediating variable is

entrepreneurial motivation and has seven questions adapted from (Taormina & Lao, 2007). Finally, the entrepreneurial intention is the dependent variable which has five questions adapted from (Kolvereid, 1996). The questionnaire is organized using seven-point Likert scale which are strongly agree, somewhat agree, agree, neutral, somewhat disagree, disagree, and strongly disagree. The respondents can choose any point in the scale which will express their opinions toward the statements in the questionnaire.

The questionnaire comprised of descriptive introduction of women, their geographical location, social status, age, work experience, business experience, educational level and other descriptive findings. Then, in the social networking part, questions addressed the relationship between social networking and starting a new business. It identified whether the social networking could lead to success in the business or no. Another part in the questionnaire is family support. It illustrates the influence of the family support on the entrepreneurial intention in women in the gulf countries. It showed the link between family support and starting up a new business. It investigated how the family will respond when the women in the gulf countries decide to start new business. The third part showed the third independent variable which is access to finance. It examined how women in the gulf countries raise capital for their new business and whether they will utilize banks, friends, the family or other financial institutions.

In addition, the following parts of the questionnaire addressed adapted questions related to the mediating variables which are entrepreneurial attitude and entrepreneurial motivation. These questions showed the different attitudes of women in the gulf countries to be entrepreneurs. Whether starting a new business is viewed as helpful, beneficial, positive activity or rewarding. In the entrepreneurial motivation part, questions illustrated the different motivations of women in the gulf countries which lead them to be entrepreneurs. For example, improving their financial status, being owners or having control and authority at their own businesses. Furthermore, the last part of the questionnaire includes questions of the dependent variable, which is the entrepreneurial intention. The questions reflected the respondents' intentions regarding starting up new business. It showed whether women in the gulf countries have the intention to be entrepreneurs or no.

Data Collection Procedure

The questionnaires were translated to Arabic language because the research population are women in the gulf countries who are having a different level of education and most of the suburb area, there are certain language barriers, and they can easily understand Arabic as first language. The translation has been reviewed by two professors from language faculty in Sohar University. The self-administered questionnaires were distributed online to 5,600 women in Gulf countries. The questionnaire's link along with the ethical approval were also sent to different universities in the Gulf countries. The Postgraduate Centre in Sohar University sent SMS with the questionnaire's link to the female students from Oman.

Data Analysis Method

To test the direct and mediating impacts, Preacher and Hayes method (2004) is applied. The latest available version of Statistical Package for Social Science (SPSS) software - 25 and AMOS version - 18 are used to analyse the data and find information to respond the proposed research hypotheses. To respond research hypotheses, different statistical tests are used to analyse the data. Descriptive analysis is used to exam the demographic of respondents. Cronbach Alpha test is used to investigate the reliability and internal consistency of survey items. Correlation matrix is used measure the relationship among variables and finally regression analysis is used to find the impact of predictors on endogenous variables and to predict the role of mediators between predictors and entrepreneurial intention among women in the gulf countries.

Experiments Set up & Results

Reliability and Validity

This research is based on the quantitative method and questionnaire was used to collect the data. In order to measure the reliability of this Likert scale questionnaire, Cronbach's alpha (coefficient alpha) is used to check the internal consistency for each variable as illustrated in Table 1 below. The entrepreneurial intention got 0.89 the highest score of coefficients alpha and lowest coefficient alpha is for the social networking variable (.70) but still acceptable.

Table 1:
Reliability Statistics (Cronbach Alpha)

Variables	Cronbach Alpha	Number of items
Social Networking (SN)	0.70	4
Family Support (FS)	0.87	5
Access to Finance (AF)	0.76	4
Entrepreneurial Attitude (EA)	0.80	5
Entrepreneurial Motivation (EM)	0.78	7
Entrepreneurial Intention (EI)	0.89	5

Convergent and discriminant validity were checked through the values of Average Variance Extracted (AVE), Maximum Shared Variance (MSV) and Average Squared Shared Variance (ASV), for convergent validity, the values of AVE should not be less than 0.5, and to check discriminant validity, the MSV value should be more than the values of ASV and less than the values of AVE. The value under Table: 2 lies within the acceptable range, it means data is valid in both aspects

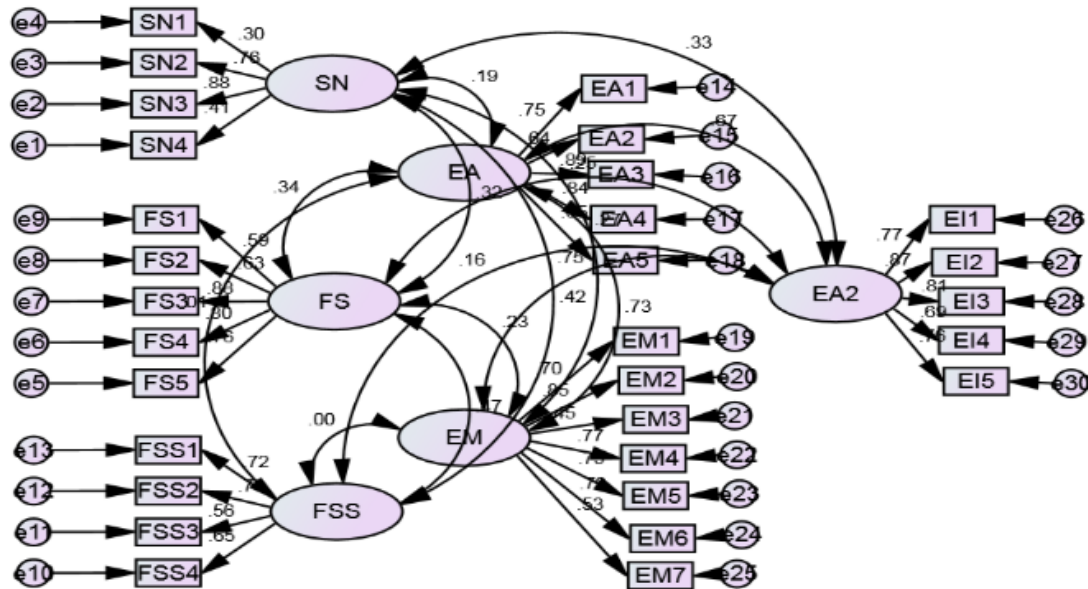


Fig 2: Measurement model

Table 2:
Validity Analysis

	AVE	MSV	ASV
Entrepreneurial Intention (EI)	0.611	0.564	0.241
Social Networking (SN)	0.551	0.179	0.099
Family Support (FS)	0.546	0.225	0.111
Access to Finance (AF)	0.501	0.225	0.086
Entrepreneurial Motivation (EM)	0.505	0.49	0.245
Entrepreneurial Attitude (EA)	0.577	0.536	0.226

Correlation Analysis

The correlation analysis is used to measure the correlation between the dependent variables, mediating variables, and independent variables. These correlations between the variables are shown in Table 3. There are significant correlations in most variables. For example, there is a significant relationship between social networking and entrepreneurial intention with the value ($r=0.294$). There is also a significant association between family support and entrepreneurial attitude with the value ($r=0.129$). In addition, the entrepreneurial motivation has significant impact on social networking and access to finances with the values ($r=0.213$) and ($r=0.680$) respectively. Nevertheless, the entrepreneurial motivation has insignificant impact on family support with the value ($r=0.027$).

Table 1:

Correlation matrix

	EI	SN	FS	AF	EM	EA
Entrepreneurial Intention (EI)	1.000					
Social Networking (SN)	0.294**	1.000				
Family Support (FS)	0.324**	0.320**	1.000			
Access to Finance (AF)	0.246**	0.302**	0.014	1.000		
Entrepreneurial Motivation (EM)	0.245**	0.213**	0.027	0.680**	1.000	
Entrepreneurial Attitude (EA)	0.316**	0.236**	0.129*	0.599**	0.672**	1.000

Note: **Correlation coefficient is always significant at the 0.01 level (2-tailed), and *correlation is significant at the 0.05 level (2-tailed)

Mediation Analysis

The Structural equation modelling (SEM) is used to analyse the collected data and to test proposed hypotheses. Then, regression weights will follow this analysis to reveal the impact of independent variables on dependant variable. Structural model in Fig: 02 is showing that there are three independent variables, social networking (SN), family support (FS) and financial support (FSS). While entrepreneurial intention is the dependent variable. The entrepreneurial attitude (EA) and the entrepreneurial motivation (EM) are the mediating variable. In the structural diagram, after drawing the parameters, the direction of the variable can be seen.

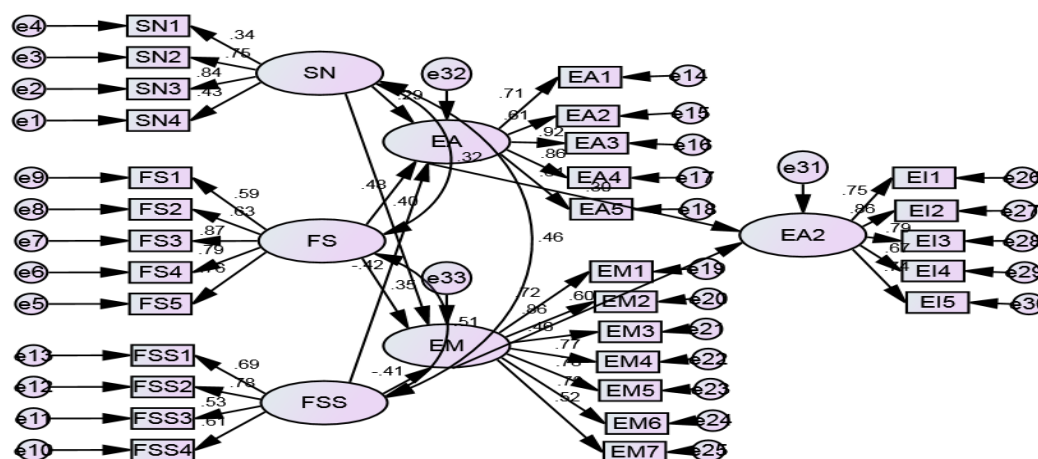


Fig 3: Structural model

Table 4 shows that the social networking has a significant impact on entrepreneurial attitude with a p-value 0.0010. Family support and access to finance have significant impact on entrepreneurial attitude with a p-value 0.000. Thus, alternative hypothesis H2 is accepted. Similarly, the growth constraints which are social networking, family support and access to finance have significant impact on entrepreneurial motivation with p-value 0.000. Thus, alternative hypothesis H3 is accepted. Entrepreneurial attitude and entrepreneurial motivation have significant impact on the dependent variable which is entrepreneurial intention with a p-value 0.000. Thus, alternative hypothesis H1 is

accepted. However, there is significant negative impact of access to finance and entrepreneurial attitude. similarly, access to finance has a negative impact on entrepreneurial motivation.

Table 4:
Regression Weights

			Estimate	S.E.	C.R.	P
Entrepreneurial Attitude	<---	Social Networking	.317	.098	3.228	.001
Entrepreneurial Attitude	<---	Family Support	.302	.055	5.470	.000
Entrepreneurial Attitude	<---	Access to Finance	-.240	.058	-4.143	.000
Entrepreneurial Motivation	<---	Social Networking	.547	.138	3.955	.000
Entrepreneurial Motivation	<---	Family Support	.274	.067	4.118	.000
Entrepreneurial Motivation	<---	Access to Finance	-.294	.073	-4.002	.000
Entrepreneurial Intention	<---	Entrepreneurial Attitude	.384	.074	5.161	.000
Entrepreneurial Intention	<---	Entrepreneurial Motivation	.603	.073	8.269	.000

Table 5:
SEM Mediation Analysis

Relations	Direct effect Sig level (0.05)	Indirect effect Sig level (0.05)
Relationship between family support & entrepreneurial motivation	.348	.000
Relationship between the family support and entrepreneurial attitude	.481	.000
Relationship between family support and entrepreneurial intention	.000	.355
Relationship between social networking and entrepreneurial motivation	.403	.000
Relationship between social networking and entrepreneurial attitude	.295	.000
Relationship between the social networking and entrepreneurial intention	.000	.332
Relationship between access to finance and entrepreneurial motivation	-.411	.000
Relationship between access to finance and entrepreneurial attitude	-.423	.000
Relationship between access to finance and entrepreneurial intention	.000	.000
Relationship between entrepreneurial motivation and entrepreneurial attitude	.000	.000
Relationship between entrepreneurial motivation and entrepreneurial intention	.601	.000
Relationship between entrepreneurial attitude and entrepreneurial motivation	.000	.000
Relationship between entrepreneurial attitude and entrepreneurial intention	.304	.000

Table 5 shows that there is a significant indirect impact of family support on entrepreneurial motivation with p value .000. However, there is insignificant direct impact of family support on entrepreneurial motivation with p-value 0.348. Whereas there is insignificant direct impact of family support and entrepreneurial attitude with p-value .481. Family support has significant direct impact of entrepreneurial intention with a p-value .000. But has insignificant indirect impact of entrepreneurial intention with a p-value 0.355. In addition, social networking has significant direct impact of entrepreneurial intention with a p-value .000. But has insignificant indirect impact of entrepreneurial intention with a p-value 0.332. But there is negative insignificant direct impact of access to finance and entrepreneurial motivation and entrepreneurial attitude with p-value -.411 and -.432. Entrepreneurial intention has significant indirect effect on entrepreneurial motivation with p-value 0.000. But there is insignificant direct impact of entrepreneurial intention on entrepreneurial motivation with a p-value 0.601. Also, entrepreneurial attitude has significant direct and indirect effect on entrepreneurial motivation with p-value 0.000 for both. Entrepreneurial attitude has a significant indirect effect on entrepreneurial intention with a p-value 0.000. Nevertheless, there is insignificant direct impact of entrepreneurial attitude on entrepreneurial intention with a p-value 0.304.

Results of Tested Hypotheses

The results in the regression analysis indicated that some of the tested hypotheses are accepted and some are not as Table 6 revealed. The growth constraints which are family support, access to finance and social networking have significant impact on entrepreneurial intention among women. However, social network, access to finance and family support have insignificant relationships with the mediating variables which are entrepreneurial attitude and entrepreneurial motivation. This means that hypotheses 4 to 9 are rejected as shown in the table. There is a partial mediation exists in between financial support and entrepreneurial intentions with p-value 0.000 and there is no other mediation exists in all other cases.

Table 6:

Result of Tested Hypotheses

Hypotheses	Accepted /Rejected
H ₁ : Social networking has significant impact on entrepreneurial intention in women in the gulf country.	Accepted
H ₂ : Family support has significant impact on entrepreneurial intention in women in the gulf country.	Accepted
H ₃ : Access to finance has significant impact on entrepreneurial intention in women in the gulf country.	Accepted
H ₄ : Social networking has significant impact on entrepreneurial attitude in women in the gulf country.	Accepted
H ₅ : Family support has significant impact on entrepreneurial attitude in women in the gulf country.	Rejected
H ₆ : Access to finance has significant impact on entrepreneurial attitude among women in the gulf country.	Rejected
H ₇ : Social networking has significant impact on entrepreneurial motivation among women in the gulf country.	Rejected
H ₈ : Family support has significant impact on entrepreneurial motivation among women in the gulf country.	Rejected
H ₉ : Access to finance has significant impact on entrepreneurial motivation among women in the gulf country.	Rejected
H ₁₀ : Entrepreneurial attitude significantly mediates between social networking and entrepreneurial intention among women in the gulf country.	Rejected
H ₁₁ : Entrepreneurial attitude significantly mediates between family support and entrepreneurial intention among women in the gulf country.	Rejected
H ₁₂ : Entrepreneurial attitude significantly mediates between access to finance and entrepreneurial intention among women in the gulf country.	Rejected
H ₁₃ : Entrepreneurial motivation significantly mediates between social networking and entrepreneurial intention among women in the gulf country.	Accepted
H ₁₄ : Entrepreneurial motivation significantly mediates between family support and entrepreneurial intention among women in the gulf country.	Rejected
H ₁₅ : Entrepreneurial motivation significantly mediates between access to finance and entrepreneurial intention among women in the gulf country.	Rejected

Conclusion

This study investigated the impact of social networking, family support, and access to finance on entrepreneurial intention by using entrepreneurial motivation and attitude as mediators between growth constraints and entrepreneurial intention among women in the Gulf countries. The findings show the significant associations between the two growth constraints, family support and social networking and the entrepreneurial intentions among women in the Gulf countries. Nevertheless, the third growth constraints, has insignificant correlation with entrepreneurial intention. In addition, the mediation analysis tables show that all the three growth constraints have significant impact on entrepreneurial attitude among women in the Gulf countries. Similarly, the analysis shows that the significant association of entrepreneurial motivation between growth constraints and entrepreneurial intention among women in the Gulf countries.

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