

EMPLOYEE TO ENTREPREUR: A TRANSITION MINDSET OF PRIVATE SECTOR EMPLOYEES DURING COVID19 PANDEMIC

Mr. Ezhil Maran. K. P¹ & Dr. M. Jeevarathinam²

¹Research Scholar (FT), Department of Commerce, CSH, SRMIST, Chengalpattu, Tamil Nadu

Mail Id- ezhilmarankp@gmail.com

² Research Supervisor, Department of Commerce, CSH, SRMIST, Chengalpattu, Tamil Nadu

Mail Id- jeevaram@srmist.edu.in

Abstract

India is a second largest country with highest cases of Covid19 that has turned into a global pandemic. As a measure to control the spread of Covid, the government imposed lockdown throughout the Country. The Lockdown imposed in India has its own economic consequences; Indian business is also experiencing unprecedented problems, including issues associated with employees. This lockdown severely disrupted business activity and mobility, with millions of private sector employees traveling back to their villages as opportunities to work in the cities dried up. According to Rubix Data Sciences, there has been a massive surge of 26% in the new company incorporation in FY21. This study attempts to assess the problems of private sector employees and the transition mindset that has cropped up among employees to change over as an entrepreneur during pandemic. This study also wants to highlight the motivational factors and obstacles that resist the employees from becoming an entrepreneur. The primary data is collected by using online survey method from different categories of private sector employees. This present study attempts to give a clear insight in to the title mindset of private sector employees and also the factors influenced to change over during pandemic and also adds other new insights.

Keywords: Transition mindset, Private sector employees, Entrepreneur Pandemic.

I. Introduction

There are always unlimited wants and needs, a normal and fixed income may not always be adequate for every family units. As a result, here are many people in the job market who aspire to be entrepreneurs and are willing to take on more risk in exchange for additional income. (Zanti Kosiyanon, 2016). Employees who want to change over from organization employment to become an entrepreneur may recognized valuable entrepreneurial opportunities and, as a result, may have better entrepreneurial performance than other individuals. Employees, on the other hand, are typically cautious to switch to entrepreneurship due to the risk involved in getting income in entrepreneurship against the guaranteed income in organizational employment. (Gacheru, E. 2007). Great and innovative ideas must be thoroughly researched and tested before they can be implemented. For these reasons, many people believe they are not yet prepared to cross that barrier, as there are numerous challenges ahead. They would rather work as employees and wait for the 'right time.' Unfortunately, for some, the right time never comes because they are afraid of losing their steady income and secure job, especially if they

are trying to start a family. Entrepreneurship does not guarantee a steady income or success. Any investment or decision entails some level of risk. That is most likely why many people who have a strong desire to become entrepreneurs remain in the labour market and continue to work their day jobs. In reality, putting a business plan into action necessitates far more than just confidence and funding. It necessitates hard work and total dedication to the business. This requires a substantial amount of effort, self-discipline, and sacrifice on the part of both the entrepreneur and their family.

II. Review of Literature

Gacheru. E 2007 The study attempted to find out in what way some employees transition to entrepreneurship while others do not. The study asks also whether employee entrepreneurial activity outside of the employer organization is incompatible with organization employment. It focuses specifically on how family factors may have an impact on this transition choice. Employees seek an economic safety net and good labour market circumstances to shield their families from the negative economic effects of business failure, according to the research. The study proposes two strategies for countries to enhance entrepreneurial activity: first, supporting employee transfer to entrepreneurship, and second, encouraging flexible work schedules.

Zanti Kosiyanon (2016) The study aims to find out the best ways to be a successful entrepreneurs. It was revealed that entrepreneurs do not always need to actively seek out opportunities but the information usually comes from a social network, which requires would-be entrepreneurs to continuously exchange their ideas and collect information from others in relation to fresh ideas. The study has been conducted with two entrepreneurs who had no previous experience or knowledge in the service business that they are now in, but they were able to become extremely successful. It's all about using social media to find information that can be applied to their knowledge in the right situation and at the right time. The study concluded that, employees who want to become entrepreneurs must be able to spot a good opportunity when it appears. The best methods identified from study are social networking and being alert to opportunities.

(Ida Nadia et al., 2017) The purpose of the research study is to arrive at how employees entrepreneurial inclinations are influenced by their attitudes, subjective standards, and perceived behavioural control. There were 150 employees in total, with 61 percent having prior business experience and 39 percent having none. The sample comprised of 94 females and 56 males, with 60 academicians and 90 non-academicians. There was a strong positive and significant association between employee attitude and entrepreneurial intention, implying that attitude played a substantial part in pushing people to pursue entrepreneurship as a career. Apart from subjective norms, perceived behaviour control had a moderately positive and significant relationship with employee entrepreneurial intent. The study concludes that employees who were involved in the entrepreneurial environment through giving entrepreneurship education to students had a substantial association with entrepreneurial intention among employees.

(Jemal, 2021) The objective of the study is to review the existing literature on the influence of entrepreneurial attitude and entrepreneurial competency on SMEs' performance. Entrepreneurial mindset and competence have a favorable and significant impact on SMEs'

success, indicating that the greater the traits of mind set, the better the SMEs' performance. It is concluded that the better the entrepreneur's entrepreneurial competency, the more likely their business will flourish in SMEs. Appropriate expertise is unavoidable and ensures that SME performance is improved.

(Lindh, 2017) The dissertation investigates the components and dynamic process of entrepreneurial learning for entrepreneurs and non-entrepreneurs alike. The dissertation proposes cognition, affect, and motivation awareness as core components of entrepreneurial learning. The dissertations also reveal that entrepreneurial learning is the active and simultaneous regulation of cognitions, emotions, and motivations in order to achieve goals. This dissertation delves into both individual and potential societal entrepreneurial development. In terms of individual development, this dissertation exhibit that concurrent and active regulation of cognitions, emotions, and motivations fosters entrepreneurial mindsets and behaviors.

(Kouakou et al., 2019) The objective of the study is to provide a variety of literature reviews, contents, and ideas on entrepreneurial mindset. A career in entrepreneurship necessitates the development of an entrepreneurial mindset through an interactive process. It is a combined study of the idea of entrepreneurship and the concept of entrepreneurial mindset from various perspectives and viewpoints of several scholars. The article recommended a qualitative survey and provided a relevant multitude model on the cognitive aspect and personality traits of understanding entrepreneurial mindset. The study concluded that everyone should start teaching students about entrepreneurship at a young age because entrepreneurs are the backbone of the country's economic development.

Research Methodology

Statement of the problem

The COVID-19 pandemic has triggered one of the worst jobs crises leads to job loss which created the impact felt for number of years and the other side with the increase in usage of technology and applications in businesses, the ease of doing business has undoubtedly pushing the employees inclined to start up a new venture. Government of India and state governments taken various control measures to battle with Covid19 one among that is country wide lockdown were all business transactions were totally disturbed even online mode of transactions also faced restrictions in delivery a product to customers. With these pros and cons, the present study attempt to assess the transition mindset of employees who gained knowledge, experience, ideas in their present employment and other motivational factors push them to start their own business set up.

Objectives

1. To assess the practical difficulties faced by the respondents in the present employment
2. To analyze the transition mind-set of employees to entrepreneur
3. To identify the transition factors influenced the employees to change over

Primary Data

Sources of Data

The present study covers five sectors across the chennai region in the state of Tamil Nadu. The

entire chennai regions were distributed the questionnaire viz., four major zones such as East, West, North and South. The respondents were collected from education, marketing, manufacturing, service and IT/ITES sector. A total of 50 respondents were collected through convenience sampling method for the study from different sectors.

Secondary Data

The secondary data were collected from various journals, articles websites, books, etc.,

Limitations

1. The number of respondents in the study is limited to 50
2. The data collected is only from Chennai city.
3. Employees belongs to education, marketing, manufacturing, IT and service sector are only targeted respondents.
4. The data collected through online may subject to response bias.

Results and Discussions

SECTION I (a): DEMOGRAPHIC PROFILE OF RESPONDENTS

Table - 1

Variable	Distribution	Number of Respondents	Percentage of Respondents
Age	Below 25	5	10
	Between 25 to 30	2	4
	Between 31 to 35	9	18
	Between 36 to 40	27	54
	Above 41	7	14
Total		50	100
Gender	Male	42	84
	Female	8	16
Total		50	100
Qualification	Upto High School	1	2
	Graduation	6	12
	Post Graduation	36	72
	Profession	7	14
Total		50	100
Marital Status	Married	38	76
	Unmarried	12	24
	Divorced	0	0
	Separated	0	0
Total		50	100
Annual Income	Up to Rs. 100000	9	18
	Between Rs. 100001 to Rs. 200000	7	14
	Between Rs.200001 to Rs.	16	32

	300000		
	Between Rs 300000 to Rs. 400000.	4	8
	Above Rs. 400000	14	28
	Total	50	100

Source: Primary data

The above table No. 1 depicts the demographic variables of the sample respondents regarding transition mindset of private sector employees post covid19. The capacity of respondents to pursue a job as an entrepreneur is heavily impacted by the age group 36 to 40, and this group may be more mature and confident to change over as an entrepreneur. Male group dominates in the gender. The educational status is one of the key factors to attains the objective of study and peoples who are completed their post graduation is majorly dominating the group. Among the marital status married group accounted as majority and it reveals the respondents are in the mindset to take risk in their future career as an entrepreneur.

SECTION I (b): EMPLOYMENT STATUS OF THE RESPONDENTS

Table - 2

Variable	Distribution	Number of Respondents	Percentage of Respondents
Current employment classification	Education	16	32
	Manufacturing	6	12
	Service	12	23
	IT/ITES	14	28
	Marketing	2	4
Total		50	100
Length of service in the present employment	Less than two years	15	30
	Between 3 to 4 years	4	8
	Between 5 to 6 years	11	22
	Between 7 to 8 years	3	6
	Above 9 years	17	34
Total		50	100
Promotion achieved in the employment	Less than two years	20	40
	Between 3 to 4 years	11	22
	Between 5 to 6 years	4	8
	Between 7 to 8 years	3	6
	Above 9 years	2	24
Total		50	100
Major difficulty in the present	Reduction in pay	12	23
	Work pressure	12	23
	Deferment	1	2
	No pay	5	10

employment	Others	20	40
Total		50	100
Financial difficulties managed	Reduced expenses	19	38
	Part time jobs	3	6
	Managed from savings	9	18
	Borrowed from others	9	18
	Others	10	20
Total		50	100

Source: Primary data

Table No. 2 shows the employee related profile of the respondents. Among the current employment of respondents the education seems to be little high (32%) and least in marketing sector (4%). As far as length of service in the current employment above 9 years seems high (34%) and low registered in 7 to 8 years (6%). It is clear from the study that high experienced employees registered more in the sample. Similarly in the promotion attained by the respondents registered high in less than two years (40%) and low in 7 to 8 years (6%). As far as major difficulties concerned of the respondents it recorded more in others category (40%) and less in deferment (2%). In financial difficulties managed concerned the respondents recorded more in reduced expenses (38%) category and less part time jobs (6%).

SECTION II (a): DIFFICULTIES FACED BY EMPLOYEES DURING PANDEMIC

Table - 3

There is no association between demographic variables and difficulties faced by employees

Variables	Value	df	Sig. (2-sided)
Age	7.125	8	.523
Gender	4.500	4	.343
Marital status	9.000	4	.061
Qualification	9.563	8	.297
Annual Income	19.500	16	.244

Source: Primary data

Table No. 3 shows the chi-square testing results of demographic profile and difficulties faced by employees during pandemic. The results of all demographic variables are above 0.05 at 5% significant level. Hence the null hypothesis is accepted and there is no association between demographic variables of respondents and difficulties faced by employees.

SECTION II (b): TRANSITION MINDSET OF EMPLOYEES TOWARDS ENTREPRENEUR

Table - 4

There is no association between demographic variables and transition mindset of employees

Variables	Value	df	Sig. (2-sided)
Age	8.000	4	.092
Gender	.714	2	.700

Marital status	.313	2	.855
Qualification	4.600	4	.331
Annual Income	7.250	8	.510

Source: Primary data

Table No. 4 shows the chi-square testing results of demographic profile and transition mindset of employees. The results of all demographic variables are above 0.05 at 5% significant level. Hence the null hypothesis is not rejected and there is no association between demographic profile of respondents and transition mindset of employees.

SECTION II (c): FACTORS INFLUENCED BY EMPLOYEES TO CHANGE OVER

Table - 5

There is no association between demographic variables & factors influenced by employees to change over

Variables	Value	df	Sig. (2-sided)
Age	5.500	4	.240
Gender	1.429	2	.490
Marital status	.313	2	.855
Qualification	4.400	4	.355
Annual Income	6.375	8	.605

Source: Primary data

Table No. 5 shows the chi-square testing results of demographic profile and factors influenced by employees to change over. The results of all demographic variables are above 0.05 at 5% significant level. Hence the null hypothesis is not rejected and there is no association between demographic variables of respondents and factors influenced.

III. (a) Anova for Testing Significant Differences among Age and Selected variables

Table - 6

H0: There is no significant difference between age and selected variables

Particulars		Sum of Squares	D.F	Mean Square	F Ratio	Significant
Difficulties faced in the current employment	Between Groups	6.000	2	3.000	.818	.485
	Within Groups	22.000	6	3.667		
	Total	28.000	8			
Transition mindset of employees to change over	Between Groups	2.267	2	1.133	4.327	.060
	Within Groups	1.833	7	.262		
	Total	4.100	9			
Factors influenced to change over	Between Groups	.267	2	.133	.243	.790
	Within Groups	3.833	7	.548		
	Total	4.100	9			

Source: Primary data

From the above analysis the researcher try to describe about anova table there are three dependent variables on independent variable. Difficulties faced in the current employment of the respondents is the p value .485 followed that factors influenced to change over of the respondents p value .790 and the least p value is .060 recorded in transition mindset of employees to change over. So, all the dependent variables calculated is more than the table value hence null hypothesis accepted therefore no significant differences between age and among the dependent variables.

III. (b) Anova for Testing Significant Differences among Gender and Selected variables
Table - 7

There is no significant difference between gender and selected variables

Particulars		Sum of Squares	D.F	Mean Square	F Ratio	Significant
Difficulties faced in the current employment	Between Groups	4.500	1	4.500	1.340	.285
	Within Groups	23.500	7	3.357		
	Total	28.000	8			
Transition mindset of employees to change over	Between Groups	.005	1	.005	.009	.926
	Within Groups	4.095	8	.512		
	Total	4.100	9			
Factors influenced to change over	Between Groups	.576	1	.576	1.308	.286
	Within Groups	3.524	8	.440		
	Total	4.100	9			

Source: Primary data

From the above anova table the researcher try to describe the three dependent variables on independent variable. Difficulties faced in the current employment of the respondents is the p value .285 followed that factors influenced to change over of the respondents p value .286 and the highest p value is .926 recorded in transition mindset of employees to change over. So, all the dependent variables calculated is more than the table value hence null hypothesis accepted therefore no significant differences between gender and among the dependent variables.

III. (c) Anova for Testing Significant Differences among Marital status and Selected variables
Table - 8

There is no significant difference between marital status and selected variables

Particulars		Sum of Squares	D.F	Mean Square	F Ratio	Significant
	Between Groups	16.071	1	16.071	9.431	.018

Difficulties faced in the current employment	Within Groups	11.929	7	1.704		
	Total	28.000	8			
Transition mindset of employees to change over	Between Groups	.100	1	.100	.200	.667
	Within Groups	4.000	8	.500		
	Total	4.100	9			
Factors influenced to change over	Between Groups	.100	1	.100	.200	.667
	Within Groups	4.000	8	.500		
	Total	4.100	9			

Source: Primary data

The above anova table describes the three dependent variables on independent variable. Difficulties faced in the current employment of the respondents p value is .018 and highest p value registered in factors influenced to change over and transition mindset of employees to change over as .667. Hence the factors influenced to change over and transition mindset of employees to change over the calculated value is more than the table value hence null hypothesis accepted and difficulties faced in the current employment the calculated value is lesser than the p value. Therefore there is significant difference between marital status and difficulties faced in the current employment and null hypothesis is rejected.

III. (d) Anova for Testing Significant Differences among qualification and Selected variables

Table - 9

There is no significant difference between qualification and selected variables

Particulars		Sum of Squares	D.F	Mean Square	F Ratio	Significant
Difficulties faced in the current employment	Between Groups	14.583	2	7.292	3.261	.110
	Within Groups	13.417	6	2.236		
	Total	28.000	8			
Transition mindset of employees to change over	Between Groups	1.433	2	.717	1.881	.222
	Within Groups	2.667	7	.381		
	Total	4.100	9			
Factors influenced to change over	Between Groups	.233	2	.117	.211	.815
	Within Groups	3.867	7	.552		
	Total	4.100	9			

Source: Primary data

From the above table it describes the three dependent variables on independent variable. Difficulties faced in the current employment of the respondents p value is 0.110 and transition mindset of employees to change over as accounted for 0.222 and highest p value registered in factors influenced to change over is 0.815. Hence all three dependent variable p values are more

than the table value hence null hypothesis accepted. Therefore there is no significant difference between qualification and selected variable and null hypothesis is accepted.

III. (e) Anova for Testing Significant Differences among annual income and Selected variables

Table - 10

There is no significant difference between annual income and selected variables

Particulars		Sum of Squares	D.F	Mean Square	F Ratio	Significant
Difficulties faced in the current employment	Between Groups	18.833	4	4.708	2.055	.251
	Within Groups	9.167	4	2.292		
	Total	28.000	8			
Transition mindset of employees to change over	Between Groups	2.100	4	.525	1.313	.379
	Within Groups	2.000	5	.400		
	Total	4.100	9			
Factors influenced to change over	Between Groups	1.600	4	.400	.800	.574
	Within Groups	2.500	5	.500		
	Total	4.100	9			

Source: Primary data

From the above table it describes the three dependent variables on independent variable. Difficulties faced in the current employment of the respondents p value is 0.251 and transition mindset of employees to change over as accounted for 0.379 and highest p value registered in factors influenced to change over is 0.574. Hence all three dependent variable p values are more than the table value hence null hypothesis accepted. Therefore there is no significant difference between annual income and selected variable and null hypothesis is accepted.

Conclusion:

The opportunity may be recognized from various sources of available information's. All the employees may not able to explore their ideas and make it in to a reality. The employees who have intention to start some startups must analyze the feasibilities on different angles of the environment. The successful entrepreneurs are they in alertness to opportunity, dynamic skills and active participating in social network. On the favor side, if they are willing to create their new ventures, they may get more decision independently, work control, financial benefits, and a feeling of purpose. Employees who start their own businesses offer more creativity, new job creation, and an infusion of new and improved goods or processes for society as a whole. Though, leaving a secure job to pursue an entrepreneurial career path is rarely happening and not easy task. Thus, on the negative side, employees might resist entrepreneurial moves due to their concerns about giving up a secure source of income, uncertainty about whether the new business will succeed the risk of losing their professional reputation or the prospect of the seemingly relentless efforts required to keep a business afloat.

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