

Founder Role Identity Strategy, Entrepreneurial Attitude and Entrepreneurial Proclivity among Potential Retirees in Plateau State

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Abstract: this study seeks to examine the effect of founder role identity on entrepreneurial proclivity using the mediating role of entrepreneurial attitude. To achieve this purpose, four objectives were established: firstly, to determine the relationship between founder role identity and entrepreneurial proclivity, secondly to determine the relationship between founder role identity and attitude, thirdly, to determine the relationship between attitude and entrepreneurial proclivity, and lastly to determine the extent to which attitude mediate the relationship between founder role identity and entrepreneurial proclivity. Given the purpose of this study, the cross-sectional survey design was used to collate data from a population of 510 potential retirees of the Bureau for Establishment, Plateau State Secretariat. The Krejcie and Morgan sample size selection model was used to determine the sample size of 226 potential retirees randomly selected from the state secretariat in Jos. The data was properly analysed using multiple regression analysis. The results of the findings indicated that there was a positive relationship between Founder role identity and entrepreneurial proclivity, secondly Founder role identity has significant influence on attitude, thirdly attitude has significant influence on entrepreneurial proclivity, and lastly entrepreneurial attitude function as an important intermediary in the relationship between founder role identity and entrepreneurial proclivity. In conclusion, founder role identity should be planted in the perceptions of potential retirees as it helps significantly in influencing their participation in business. Also, Policy makers and the government should increase their participation in the entrepreneurial training and development of potential retirees to expand their ability that will result to starting a business before and after retirement.

Keywords: Founder Roll Identity, Strategy, Entrepreneurial Attitude, Entrepreneurial Proclivity, Potential Retirees.

I. INTRODUCTION

In the entrepreneurial domain it is recognized that the actions and behaviours of a founder in the pre-start-up phase of a business are profound, this is due to the fact that entrepreneurship has increasingly evolved to such an extent of not only becoming a career but also a desirable option for most people to live a passive life. Entrepreneurship practice among different categories of people starting from early adulthood and late adulthood including the retirees is crucial to the wellbeing of individuals as well as enhancing the economy of the nation. Interest in senior entrepreneurs is on the rise, owing to the social and economic changes related to the aging population in many countries across the globe

(Mouraviev and Avramenko (2020). More than half (54%) of America's small business owners (entrepreneurs) are 50 to 70 years old (Lesonsky, 2019). 75% of pensioners in Nigeria are trapped in poverty at their retirement age as a result of lack of small-scale business information and skills that could provide alternative income to retirees as entrepreneur in Nigeria (Ali, 2014; Merton, 2014). The aged like the "youth" have certain peculiar qualities that are innate. Most of them are trainable. Identifying their potential as entrepreneurs will help them develop the proclivity to start a business.

In the entrepreneurial domain, it is recognized that the actions and behaviours of a founder or founding team on the creation and subsequent development of a firm are profound; this is because entrepreneurial activities are infused with meaning as a result of the expression of an individual's identity. Identities – individual and organizational – can potentially serve as powerful elements that both drive and are shaped by entrepreneurial actions (Leitch and Harrison 2016). In entrepreneurship, founder role identity is a multifaceted construct consisting of two dimensions: identity centrality, and identity complexity (Hoang and Gimeno 2010). Founder centrality denotes the subjective importance of the founder role to an individual's self-concept while complexity captures diversity and richness in the person's conceptions of the role. These Scholars, Hoang and Gimeno (2010) demonstrated how the dimensions of founder identity influence role transition and added that founding efforts are shaped to a significant degree by the centrality and complexity of founders' role identity. In the concept of identity centrality, entrepreneurial identities are "cognitive schemas of interpretations and behavioural prescriptions that allow individuals to understand what it means to be an entrepreneur" (Murnieks, C. Y., Mosakowski, E., & Cardon, M. S. 2014).

Starting a business is an intentional act. Bird (1988) admitted that people take entrepreneurship as a deliberate career choice. In other words, people do not engage in entrepreneurship as accidents, people engage in entrepreneurship as an intentional act conceived by their attitude. Entrepreneurial intentions are very important in helping us in understanding the overall process of entrepreneurship. Entrepreneurial proclivity according to Matsuno, Mentzer, and Ozsomer (2002), is a firm's predisposition to accept entrepreneurial process, practice, and

decision making. Entrepreneurship occurs because entrepreneurs take actions to pursue business opportunities (Dakung, Munene, & Balunywa, 2016). This is in view of the fact that intention is the best predictor of behaviour (in our case entrepreneurship behaviour) as argued by Krueger (2000). Shamsudeen, Keat, Hassan (2017). looks at entrepreneurial proclivity at a point where if entrepreneurial opportunity is being identified and recognized, the exploitation of such opportunity will lead to entrepreneurial success. It is what triggers an action within the individual person to establish key initial characteristics for new businesses formation (Krueger 1993). Therefore, recognizing the founding identity of retirees could trigger their engagement in entrepreneurial activities.

1.1 Objectives of The Study

The main purpose of the study is to determine if entrepreneurial attitude mediates the effect on the relationship between founder role identity and entrepreneurial proclivity among potential retirees in Plateau State. Specifically, this study shall seek to:

1. To determine the relationship between founder role identity and entrepreneurial proclivity among potential retirees in Plateau State.
2. To determine the relationship between founder role identity and attitude among potential retirees in Plateau State.
3. To determine the extent to which attitude influence entrepreneurial proclivity
4. To determine the extent to which attitude mediate the relationship between founder role identity and entrepreneurial proclivity among potential retirees in Plateau State.

1.2 Hypothesis

The following hypotheses were tested in this study

H₁: There is no significant relationship between founder role identity and entrepreneurial proclivity among potential retirees in Plateau State.

H₂: There is no significant relationship between founder role identity and attitude among potential retirees in Plateau State.

H₃: There is no relationship between attitude and entrepreneurial proclivity of potential retirees in Plateau State.

H₄: Attitude does not mediate the relationship between founder role identity and entrepreneurial proclivity of potential retirees in Plateau State such that when their attitude is high it strengthens the relationship and when it is low it weakens the relationship.

1.3 Significance of The Study

This study will constitute valuable contributions to the existing body of knowledge in the following areas:

Practical Significance

This offers more insight on how potential retirees can identify their potentials, and develop the proclivity that can lead to their being self-reliant. It will also give a better picture of how entrepreneurial proclivity is formed and how the different dimensions of founder role identity can impact on the proclivity to commence a business.

Policy Significance

By enabling government and policymakers to direct thought and resources to develop policies and timely programs on entrepreneurial training for civil servants to aid in their formulation of entrepreneurial proclivity, and consequently, create business ventures, that would see them become self-reliant after retirement.

Theoretical Significance

By employing multi-theoretical framework which provides a basis for individuals to develop a positive attitude towards business, this study for the first time is considering entrepreneurial attitude in a mediating capacity in the model. The theoretical significance can be drawn from two perspectives: first, whether or not the findings support the tenets of the existing theory. Second, whether or not the findings have filled the theoretical questions and gaps. This study will make a significant contribution to the field of knowledge by providing contributions towards a methodological position; where it contended and provided evidence for explaining entrepreneurial proclivity from the potential retirees' perspective. Through this, the study will improve the understanding of factors that explain how potential retirees develop the proclivity to go into entrepreneurship in order to survive the menace of life after retirement.

II. LITERATURE REVIEW

2.1 Conceptual Framework

The research framework is developed from the contribution of previous studies. The study proposes a novel perspective to understanding entrepreneurial proclivity of potential retirees through the predictive power founder role identity. Founder role identity (identity centrality, identity complexity) is proposed to associate directly with entrepreneurial proclivity. Additionally, entrepreneurial attitude is proposed to relate indirectly between founder role identity and entrepreneurial proclivity. This model is depicted in figure 1 below:

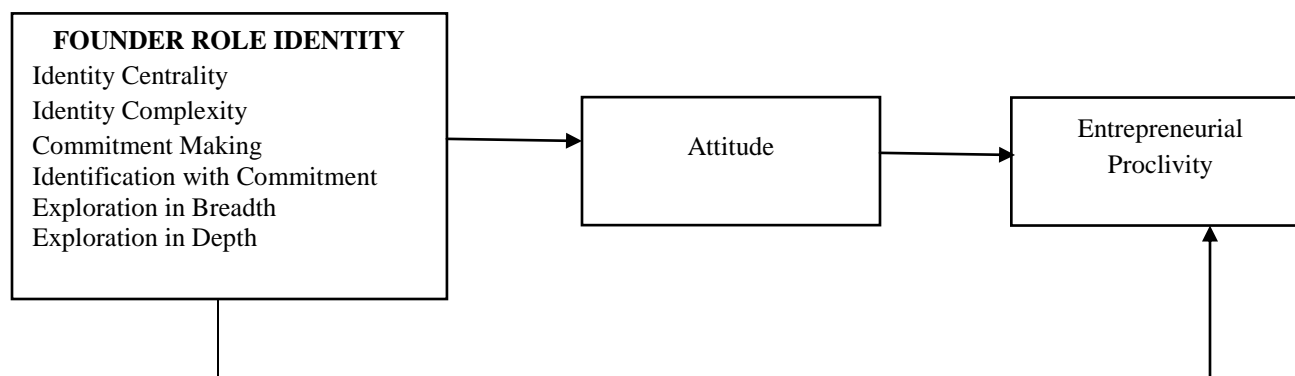


Figure 1: Conceptual Model

2.2 Empirical Review

2.2.1 Founder Role Identity and Entrepreneurial Proclivity

Becoming an entrepreneur is fraught with unknown and uncertainties that may challenge one's sense of self, the ability to develop a coherent, positive sense of self as a founder can adversely affect motivation and well-being and, eventually, could contribute to the demise of a venture (O'Neil, Ucbasaran, and York 2020). Understanding how individuals' interests in different entrepreneurial roles form has important implications for the management of entrepreneurial human capital and new venture performance (Roach and Sauermann 2015). Extant studies have revealed that the best immediate

Considering the relationship between the founder role identity and entrepreneurial proclivity existing research suggests that when individuals possess the necessary financial, human, and social resources, they are able to create, implement, and reap the rewards of entrepreneurial behaviours (Covin and Slevin, 1991) which in turn can lead to higher intention to engage in entrepreneurial activities (Shane and Venkataraman, 2000). Additionally, scholars have conceptually demonstrated the possibility that entrepreneurial passion for founding might bring beneficial effects on firm-level outcomes such as the intention to expand (e.g., Shane S., Edwin A. L., and Collins C. J. 2003; Cardon, M. S., Wincent, J., Singh, J., & Drnovsek, M. 2009; Cardon, M. S., Gregoire, D. A., Stevens, C. E., & Patel, P. C. 2013). Xu (2014) confirms a positive impact of founder's identity on new venture creation. Yitshati and Kropp (2016) find that entrepreneurial identity among high-tech (retirees in our case) and social entrepreneurs is shaped over time through a combination of prior work and personal experiences, including interactions with mentors and business partners.

O'Neil and York J. (2020) found that founders' identities have a significant impact on ventures creation. Similarly, Zuzul and Tripsas (2019) found that founders see themselves as discoverers' identifying new opportunities and exploiting them to build successful businesses. This is to say that individuals who perceive themselves as entrepreneurially capable are expected to be alert and sensitive to opportunity and be able to take advantage of such opportunity if worthwhile. The interaction between passion for founding and

identity centrality of founding is positive towards persistence and creativity, (Cardon et al., 2013) and persistence has been identified as a characteristic of individuals who show high levels of intention to go into entrepreneurship (Cardon et al., 2009). Callero (1985) emphasized how consistency between behaviour and role centrality enhances feelings of self-efficacy which rest on successful role performance.

Similarly, individuals with a strong passion to found new ventures are more likely to exploit entrepreneurial opportunities and perform better than those with a weaker passion to engage in entrepreneurial activities (Shane and Venkataraman, 2000). This indicates that founder identity relates to entrepreneurial activity that occurs because entrepreneurs intend to pursue growth opportunities and achieve performance.

2.2.2 Attitude and Entrepreneurial Proclivity

Ajzen (1991) has verified on the link between attitude and intention. According to Vamvaka; Stoforos; Palaskas, & Botsaris (2020), the Theory of Planned Behaviour assumes that the immediate antecedent of a specific voluntary deliberative behaviour is a person's intention to engage in the behaviour, while intention follows from the person's attitude, subjective norm, and perceived behavioural control (PBC) which is the proximal antecedents of a behavioural intention. Taking entrepreneurship as a product of attitude, one's intention towards entrepreneurship can be considered as the primary predictor to becoming an entrepreneur.

Review of the literature finds strong arguments for intentions, with existing applications of intentional models and self-efficacy showing consistent support (Krueger & Brazeal, 1994). Intentions are single best predictor of any planned behaviour, including entrepreneurship. Investigating the effect attitudes had on intention to start on business, Douglas and Shepherd (2002) found that the intention to be an entrepreneur is stronger for those with more positive attitudes to risk and independence. Furthermore, path analysis confirms that the correlation between attitudes and behaviour is fully explained by attitude – intentions, and intentions – behaviour links (Kim & Hunter, 1993).

In the study of Dahhalan, Jaafar, and Rosdi M. (2014), the findings showed that both attitude (attitude toward

money, attitude toward start-up) influence entrepreneurial intention (proclivity). Similarly, Ferreira et al., (2012) findings indicate that need for achievement, self-confidence, and personal attitude affect entrepreneurial intention among secondary students (the retirees in our case). Entrepreneurial intentions are very important in helping individuals understand the overall process of entrepreneurship. It is what triggers an action within the individual person to establish key initial characteristics for new businesses formation (Krueger 1993). Starting a business is an intentional act. Bird (1988) admitted that people take entrepreneurship as a deliberate career choice. In other words, people do not engage in entrepreneurship as accidents, people engage in entrepreneurship as an intentional act conceived by their attitude.

2.2.3 The Role of Entrepreneurial Attitude

Attitude could serve as a valuable support capable of enhancing the discovery of business opportunity to potential entrepreneurs. In this study, attitude is viewed as the propensity of individuals particularly the retirees in our case to become entrepreneurs. In acquaintance with entrepreneurship study, an entrepreneurial attitude has highlighted among scholars as a determinant variable (Wardana L. W., Narmaditya B. S., Wibowo A., and Maendra A. M. 2020). Ajzen (2002) have provided several categories of entrepreneurial attitude: the need for attainment, personal behaviour control, innovation, and self-esteem. According to Mueller et al. (2014a), personal attitude towards the focal behaviour, reflects an individual's expectations about desirable, or undesirable consequences resulting from the focal behaviour. Attitudes therefore, influence intentions.

2.3 Theoretical Review

2.3.1 Planned Behaviour Theory

The theory of planned behaviour was proposed by Ajzen (1985) through his article "From intentions to actions: A theory of planned behaviour". The theory explains that there are three factors that influence a person's intention to perform a behaviour (attitude, subjective norm, and perceived behavioural control). According to the theory, if people evaluate the suggested behaviour as positive (attitude), and if they think their significant others want them to perform the behaviour (subjective norm), this results in a higher intention (motivation) and they are more likely to do so. According to Cruz et al. (2015), the attitude is a tendency to react effectively in response to the risks that would be faced in a business. Attitude has a lot to do with the mind which highly relate to human behaviour. In this study, we used the Planned Behaviour Theory to show how a person's entrepreneurial proclivity can be influenced by his/her behaviour (founder role identity).

Relevance of Planned Behaviour Theory

The theories are relevant to this study because they facilitate the understanding of the concepts and variables used

in the study. The Theory of Planned Behaviour (TPB) helps to explain the relationship between the independent variable (founder role identity) and the dependent variable (entrepreneurial proclivity), and also provides the basis for the introduction of entrepreneurial attitude as an intervening variable. According to theory, individual engage in an activity such as starting a business as a deliberate action which is reflected on their intention to this behaviour (Ajzen 1991).

2.3.2 Social Cognitive Learning Theory

Albert Bandura (1986) is known as the father of cognitive theory. The Bandura's social cognitive learning theory is a basis for understanding the learning process of entrepreneurship to foster individuals' interest in entrepreneurship. This theory provides a framework for understanding, predicting, and changing human behaviour. Moreover, Social Cognitive Theory (SCT) places a heavy focus on cognitive concepts. It is also focused on how children and adults operate cognitively on their social experiences and how these cognitions then influence behaviour and development. In (SCT) intention plays a prominent role in the self-regulation of behaviour. Intentions whether expressed in determination to engage in a specific course or to perform, increase the likelihood that sought futures will be realized (Bandura, 1986:467).

III. METHODOLOGY

3.1 Research Design

A survey research design was adopted in this study which consist of a population of 510 potential retirees of the Bureau for Establishment, Plateau state Secretariat. From this population, the Krejcie and Morgan (1970) sample size selection model was used to determine the sample size of 226 potential retirees randomly selected from the state secretariate in Jos.

3.2 method of Data Analysis

The data was properly analysed using multiple regression analysis to check for normality of data, linearity, and multicollinearity of the independent variables. The evaluation of model fit with data was conducted to test the direct and indirect relationship. Additionally, confirmatory factor analysis (CFA) was conducted on the constructs used in this study. Accordingly, the data collected was analysed using scientific and computerized packages, specifically the statistical package for social sciences (SPSS) version 23 and AMOS (Analysis Moment of Structure) version 23, a path analysis which shows the relationship between dependent, mediating and independent variables using diagrams to show the impact of the independent variable on the dependent variable.

IV. DATA PRESENTATION AND ANALYSIS

The questionnaires were distributed to 226 potential retirees in Plateau State. The retrieved questionnaires from the respondents were sorted to identify the usable ones. Out of

the 226 questionnaires administered to the respondents, 182 usable ones were returned completed and finally used for the data analysis therefore, giving a response rate of 80.5% which is adequate for the study because it is within the threshold for accepting self-administered questionnaires of 76% for completion and 26% for rejection (Sudman, Greely & Pinto, 1965).

4.1 Demographic Characteristics of Respondents:

Table 1: Response Rate of Respondents

Item	No of questionnaires
Distributed	226
Received	182
Not Retrieved	44
Usable	182
Total response rate	80.5%

Source: Field survey (2021)

4.2 Descriptive Statistics

This section captures the characteristics of the respondents using age, gender, marital status, work experience, retirement period.

Table 2: Distribution of sample according to demography of respondents

Variable		Frequency	%
Gender	Male	89	48.9
	Female	93	51.1
	Total	182	100
Age	50-55	53	29.1
	56-60	57	31.3
	61-65	40	22.0
	66 and above	32	17.6
	Total	182	100
Marital Status	Single	24	13.2
	Married	108	59.3
	Widowed	38	20.9
	Divorced	12	6.6
	Total	182	100
Work Experience	Senior Staff	89	48.9
	Junior Staff	92	51.1
	Total	182	100
Retirement Period	1 year time	42	23.1
	2 years	54	29.7
	3 years	25	13.7
	4 years	22	12.1
	5 years	39	21.4
	Total	182	100

Source: Field survey (2021)

Overall Model Testing

To analyse the structural relationship between measured variables and latent constructs, the Structural Equation Model (SEM) was used. This method is preferred because it estimates the multiple and interrelated dependence in a single analysis. Model fit was analysed (Table 3)

Table 3: Summary of Measurement Model Result

Measure	Cut-off for good fit	Fitness
X ² /df	p-value>0.05	2.579
GFI	GFI≥0.95	0.946
AGFI	AGFI≥0.90	0.950
TLI	NNFI≥ 0.95	0.971
RMSEA	RMSEA<0.08	0.079

Source: Field survey (2021)

Figure 2: Measurement model

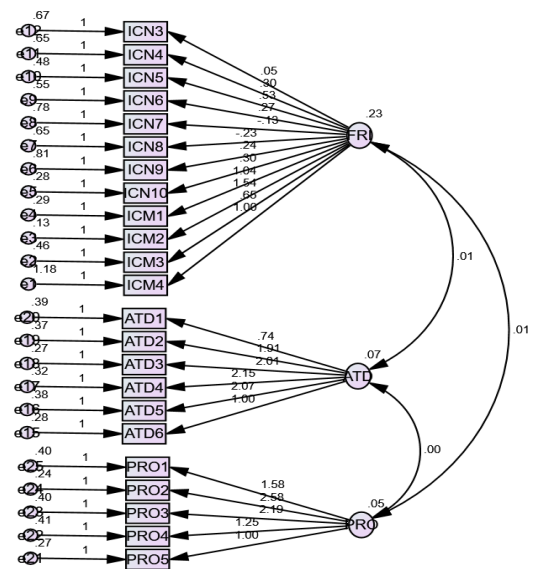


Table 4: Regression results of Direct and Indirect Paths

Hypothesis	Relationship	S. E	B	T-value	P	Decision
H ₁	FRI→EP	.116	1.261	2.257	0.000	Not Supported
H ₂	FRI→ATD	.091	0.023	1.257	0.024	Not Supported
H ₃	ATD→PRO	.258	0.392	1.597	0.011	Not Supported

Source: AMOS IBM SPSS 23.0 Output

Test of Reliability

The reliability of the measurement tools is assessed using composite reliability.

Table 5: Test for Composite Reliability

INDICATOR VARIABLE		LATENT VARIABLE	STANDARDIZED LOADINGS	COMPOSITE RELIABILITY (C/C+ME)		
ICM4	<-- -	Founder Role Identity	0.4	0.703423001		
ICM3	<-- -		0.417			
ICM2	<-- -		0.896			
ICM1	<-- -		0.676			
ICN10	<-- -		0.255			
ICN9	<-- -	Attitude	0.126	0.092838024		
ICN8	<-- -		0.132			
ICN7	<-- -		0.068			
ICN6	<-- -		0.17			
ICN5	<-- -		0.34			
ICN4	<-- -		0.171			
ICN3	<-- -		0.027			
ATD6	<-- -		Proclivity		0.448	0.756824817
ATD5	<-- -				0.662	
ATD4	<-- -				0.706	
ATD3	<-- -	0.713				
ATD2	<-- -	0.639				
ATD1	<-- -	0.297				
PRO5	<-- -	Proclivity	0.396	0.672481794		
PRO4	<-- -		0.404			
PRO3	<-- -		0.614			
PRO2	<-- -		0.767			
PRO1	<-- -		0.49			

Source: Standardized loadings obtained from CFA using Amos 23

Correlation Analysis

Correlation analysis was run to establish whether associations exist among the study variables. Results of the analysis, as per table 6 indicate that association exists between the study variables.

Table 6: Correlation among the study variables

		FOUNDER	ATTITUDE	PROCLIVITY
FOUNDER	Pearson Correlation	1		

ATTITUDE	Pearson Correlation	.165*	1	
PROCLIVITY	Pearson Correlation	.039*	.123*	1

*. Correlation is significant at the 0.05 level (2-tailed).

4.3 Test of Hypothesis

Table 7: Regression results of Direct and Indirect Paths

Hypothesis	Relationship	S. E	B	T-value	P	Decision
H ₁	FRI→EP	.116	1.261	2.257	0.000	Not Supported
H ₂	FRI→ATD	.091	0.023	1.257	0.024	Not Supported
H ₃	ATD→PRO	.258	0.392	1.597	0.011	Not Supported

Source: AMOS IBM SPSS 23.0 Output

Interpretations:

From table 4.13,

- Hypothesis 1:** Founder role identity is not significantly related with entrepreneurial proclivity. Hypothesis 1 examine the relationship between founder identity and entrepreneurial proclivity ($\beta=1.261$, T-value=2.257, $P<.05$) and thus, the Null hypothesis was not supported while the alternate hypothesis was supported. By implication, this suggests that positive changes in founder identity are associated with positive changes in entrepreneurial proclivity of potential retirees in Plateau State.
- Hypothesis 2:** Founder role identity is not significantly related with entrepreneurial attitude. Hypothesis 2 examine the relationship between founder role identity and attitude ($\beta =.023$, T-value=1.257, $P<.05$) and thus, the Null hypothesis was not supported while the alternate hypothesis was supported. By implication, this suggests that a positive change in founder role identity strategy is associated with positive changes in entrepreneurial attitude of potential retirees in Plateau State.
- Hypothesis 3:** Entrepreneurial attitude is not significantly related with entrepreneurial proclivity. Hypothesis 3 examine the relationship between attitude and entrepreneurial proclivity ($\beta =.392$, T-value=1.597, $P<.05$) and thus, the Null hypothesis was not supported while the alternate hypothesis was supported. By implication, this suggests that positive changes in entrepreneurial attitude are associated with positive changes in self-employment proclivity of potential retirees in Plateau State.

Table 8: Decision Matrix for Mediation Effect

INDEPENDENT VARIABLE	MEDIATION VARIABLE	INTERACTION VARIABLE	MEDIATION EFFECT
Significant	Significant	Significant	Yes

Source: Andrew F. Hayes (2013)

Mediation Interpretation

Hypothesis 4: Entrepreneurial attitude mediates the relationship between founder role identity and entrepreneurial proclivity ($\beta = .2.261$, $T\text{-value} = 1.467$, $P < .05$). The results showed that the Baron and Kenny (1989) criteria for establishing existence of mediation were met, thus, providing support for hypothesis H₄. By implication, this suggests that positive changes in entrepreneurial attitude are associated with positive changes in founder role identity and entrepreneurial proclivity of potential retirees in Plateau State.

Decision: Relying on the decision matrix in table 4.14 above: entrepreneurial attitude has a mediating effect on the relationship between founder role identity and entrepreneurial proclivity.

V. FINDINGS

The results of the test of hypothesis 1 revealed that founder identity has a positive and significant influence on entrepreneurial proclivity. Hypothesis 1 was therefore not supported meaning that when potential retirees energetically pursue their business goals whenever their performance is least expected they are able to develop their desire to look for funds to start their business. Therefore, potential retirees who always think about ways of getting out of their own problems will develop the proclivity to mobilize funds to start their own businesses. The findings support Metcalfe (2004) who states that entrepreneurs have to face and cope with uncertainty and unpredictable situations and believe they can make a new business happen (self-employment intention) and pursue their belief by acting to achieve their goals.

The results of hypothesis 2 revealed that founder role identity has a positive and significant influence on entrepreneurial attitude. Hypothesis 2 was therefore not supported meaning that when a potential retiree is faced with difficult task, it is possible to accomplish it. Therefore, they are confident about their future business. This finding is in line with Bandura (2000) who is of the view that People with high levels of self-efficacy can anticipate obstacles that might hinder achieving their goals.

The results of the test of hypothesis 3 revealed that there is a significant relationship between entrepreneurial attitude and entrepreneurial proclivity. Hypothesis 3 was therefore not supported meaning that despite the age of the potential retirees, when face with difficult challenges they will maintain confidence in their ability to overcome it and even in face of adversity they will pursue their business goals. This finding is supported by the works of Ayala and Manzano, (2014) who established that in the uncertain environment that

entrepreneurs operate in, resilient individuals, who show a high degree of tolerance for ambiguity and respond appropriately to change, may be better prepared to be self-employed.

Hypothesis 4 revealed that entrepreneurial attitude mediates the relationship between founder identity and entrepreneurial proclivity of potential retirees in Plateau State. Hypothesis 4 was therefore not supported. Meaning that when potential retirees have a close relationship with other entrepreneurs and the society at large it will help them develop a positive mindset about their future business and they will make every effort to start and succeed in business.

Also, this research finding supports the planned behavior theory which is based on the premise that individuals engage in an activity (such as starting a business) as a deliberate action which is reflected on their intention to this behavior (Ajzen, 1991). With this theory, Ajzen (1991) argues that a person's attitude towards behavior, subjective norm, and perceived behavioral control are the significant factors that determine his intention. And social career theory characterized by self-efficacy, outcome expectations, and goals/intent are necessary in facilitating self-employment intention (Robert Lent, Steven brown, & Gail Hackett 1994). Hence, potential retirees must connect themselves with certain entrepreneurial attitude and behavior to develop the intention to be self-employed and establish successful business. From this study, it is reasonable to posit those potential retirees in the Nigerian Ministries and Parastatals who energetically pursued their goals in life are seen to be establishing their own businesses.

VI. CONCLUSION

The ability of older people participation in business to better their lives after retirement has been a major concern all over. However, the plight of these retirees in Nigeria (Plateau State in our case) is alarmin. Hence, drawing the attention of many to the importance of developing entrepreneurial intentions among this group of people. This study attempts to examine the entrepreneurial proclivity of potential retirees in Plateau State using three determinants which includes, founder role identity, attitude, and entrepreneurial proclivity. The main objective of this study was to establish the relationship that exists between these variables. From the results of the analysis in chapter four, the study revealed that these three variables have a statistically significant effect on the entrepreneurial proclivity of potential retirees in Plateau State.

The study concludes that these elements are critical to the proclivity of potential retirees therefore; the awareness of these determinants will significantly and positively influence retirees' participation in business.

Based on the findings of this study, it was recommended that the influence founder role identity has on entrepreneurial proclivity has implications that should not be overlooked by potential retirees as well as individuals.

Entrepreneurship should be planted in the perception of employees as it helps them live a passive life after retirement. Potential retirees in Nigeria and Plateau State in particular should invest more in their founding identity in order to enhance their proclivity towards entrepreneurship by engaging in a profitable business. Secondly, Policy makers and the government should increase their participation in the entrepreneurial training and development of potential retirees to expand their ability that will result to starting a business before and after retirement. These trainings can be in the form of skill acquisition, and management training. Finally, the significant influence of the society is crucial. Hence, the society should help encourage and support the aged through positive interaction to encourage them to be self-employed.

VII. SUGGESTIONS FOR FURTHER STUDY

Future research should attempt to examine the effect of founder role identity dimensions (identity centrality and identity complexity) as it affects entrepreneurial proclivity across gender, and people with disability to further affirm or negate this research work.

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