
- **Basic Research**

Entrepreneurial Self-Efficacy and Its Influence on Entrepreneurial Intention among Nurse Interns

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Abstract

Background: Entrepreneurial self-efficacy is a critical factor in an individual's ability to engage in entrepreneurial activities. Self-belief in one's entrepreneurial capabilities plays a pivotal role in determining their participation in entrepreneurial ventures. Cultivating entrepreneurial zeal is perceived as a foundational attitude, significantly influencing nursing students' career decisions. **Aim:** This study aimed to assess the influence of entrepreneurial self-efficacy ESE on entrepreneurial intention among nurse interns. **Subjects and Methods:** A descriptive correlational design was utilized, focusing on (200) nurse interns at Ain-Shams University Hospitals during the 2021-2022 academic year. Data collection involved two instruments: first tool divided into two parts, 1st -part personal characteristics data, 2nd part Self-Efficacy scale and second tool entrepreneurial intention survey. Data gathering span from December 2021 to February 2022. The findings underscored a strong connection between entrepreneurial confidence and the overall entrepreneurial inclination among the nursing interns. **Conclusion:** A higher degree of entrepreneurial self-assurance corresponded to a more pronounced entrepreneurial intention. There was no discernible difference in entrepreneurial confidence between male and female interns. **Recommendations:** We advocate for the incorporation of entrepreneurial training into the internship curriculum, which should encompass mentorship and cooperative communication strategies.

Keywords: Entrepreneurial confidence, Entrepreneurial aspiration, Nursing Trainees.

Introduction

It is crucial to conduct an in-depth examination of the phenomenon of entrepreneurship. Entrepreneurship is widely recognized as a significant driver of economic progress in numerous countries. (Alam, Kousar, and Shabbir, 2020). According to Amjad, Rani, and Sa'atar (2020), Persistent entrepreneurship plays an integral part in driving employment growth. and the largest contributor to economic growth. The creation of independent employment. Finally, scholars, professionals, alongside regulators all encourage the development of a spirit of entrepreneurship. In the realm of nursing, entrepreneurship embodies a slew of characteristics, from spotting opportunities to legislative awareness. Attributes like self-belief, flexibility, and innovation are intrinsically linked to entrepreneurial tendencies in nursing. It's crucial to instill a sense of entrepreneurial spirit among nurses, equipping them to identify business prospects in the evolving healthcare sector.

Entrepreneurship can be viewed and grasped via two unique lenses: the individuals and the institutional, perspective. From an individual's perspective, one might conceptualize it as "the ability to exhibit creativity by an individual within or outside the boundaries of an organization." The argument signifies that it pertains to the capacity for generating innovative and creative concepts. There is a prevailing belief that the entrepreneurial spirit is a trait that can be developed and cultivated through time. (Schlepphorst, Koetter, Werner,2020).

From the standpoint of the institution, “entrepreneurship implies decision and policy making in a manner that achieve goals and objectives of the enterprise to ensure effectiveness and efficiency so as to reduce risk of loss of investment” (Ali, Abd Allah, & Al-hosany, 2020).

Entrepreneurship in Nursing can be described as: having a sense of opportunity, being autonomous, independent, flexible, determined, innovative, proactive, self-confident, disciplined, open minded, responsible, acting holistically, capturing new healthcare environments, adding value to the profession in the perspective of society, boosting the economic development of the nation, conducting financial alongside conflicts resolution, and being legislatively mindful. (Ferreira et al, 2017). Interpersonal and professional traits like autonomy, self-efficacy, freedom, flexibility, innovation, proactivity, and responsibility are closely associated with the prospect of entrepreneurship in nursing. Successful business owners appreciate the importance of adaptability and openness, but not when it comes regarding their fundamental beliefs (Liñán and Chen, 2021).

Kim and Lim, (2019) stressed the necessity of cultivating entrepreneurship among nurses by pursuing opportunities for businesses that could gain from their acquired knowledge and experience in the emerging medical field. Hence, it is imperative to create a culture beneficial to cultivating varied and dynamic nursing entrepreneurship. This environment would enable nursing students to pursue their interests, develop and strategize

their career progression in nursing entrepreneurship, both during their college years and post-graduation.

Entrepreneurial self-efficacy (ESE) is a psychological attribute that plays a significant role in motivating individuals to pursue entrepreneurial activities during the preparatory phase. Research suggests that individuals with higher levels of entrepreneurial self-efficacy tend to exhibit a greater inclination towards engaging in entrepreneurial activities. **(Jahani et al, 2018).**

According to the definition of entrepreneurial self-efficacy, it is "a construct that measures a person's belief in their own abilities to perform on the various skill requirements necessary to seek an unexpected entrepreneurial opportunity." Self-efficacy a motivational factor that is associated with confidence in one's ability to succeed and has an impact on one's level of cognition. **(Kim et al, 2021).**

Chiengkul et al. (2023) indicate that entrepreneurial self-efficacy (ESE) incorporates a variety of predictions regarding what motivates people, as well as their risk-taking possibility, and how might encourage them to establish their own enterprises. ESE also relates to Individuals' self-perceptions regarding their potential and qualities play a crucial role in various aspects of entrepreneurship. These encompass the possession of requisite competencies, identification of entrepreneurial prospects, initiation of a novel venture, effective management of an organization, and enhancement of organizational performance. **(Madawala et al.,2023).**

The concept of Entrepreneurial Self-Efficacy holds great importance in determining an individual's tendency towards pursuing entrepreneurship as a career path and also plays a role in defining their perception of a newly founded enterprise as an achievable goal. As a result, this influences the willingness of individuals to pursue entrepreneurship and their intention to engage in entrepreneurial activities. **(Maheshwari and Kha, 2022 & Christensen et al.,2023).**

Entrepreneurial intention refers to a cognitive state characterized by the desire and motivation to create and execute novel business initiatives. This statement explicates the inherent characteristics and capability of an individual in terms of recognizing and capitalizing on prospects, as well as their capacity to establish novel enterprises in the forthcoming period. Entrepreneurial intention refers to an individual's passion and dedication towards establishing an innovative organization. **(Bui et al., 2020).**

Numerous factors that influence entrepreneurship, involving but not limited to: entrepreneurship educational programs, prior experiences, cultural influences, gender, familial exposure to entrepreneurship, educational environment, behavioral and emotional variable, financial conditions, personal principles, opinions, social expectations, sources of motivation (both internal and external), as well as perceptions of entrepreneurship. **(Arnaert et al,2018).**

Educational Entrepreneurial Intentions (EEI) are significantly impacted by the interaction between scholar psychological characteristics and environmental conditions. This research investigated the relationship among personal traits including proficiency, self-confidence, autonomy, creativity and entrepreneurial intention. **(Robinson et al, 2018).**

The performance of organizations is significantly influenced by aspects associated with entrepreneurship, including leadership, entrepreneurial enthusiasm, and entrepreneurial self-efficacy, as stated in the **Global Entrepreneurship Monitor (2019)** Report. Hence, it is vital to enhance the comprehension of the interdependencies among these factors, as their inadequate understanding impacts the global cessation of corporate operations.

So Entrepreneurial self-assurance or ESE is a mental construct influencing the inclination towards entrepreneurial ventures. Several factors impact entrepreneurial pursuits, from education to personal values. Understanding the complex interplay of these factors is essential for organizations.

Significance of the study:

Nursing entrepreneurship provides nursing interns with the opportunity to participate in independence initiatives, empowering students to actively accomplish their personal aspirations and commitment to improving quality of work life through the use of creative ideas. **(Wilson, Whitaker, & Whitford, 2012).**

Entrepreneurship plays a crucial role in the sustainability of organizations by fostering a culture of continuous innovation, which in turn leads to the creation and advancement of innovative services. **(Eminoglu & Gungormus, 2019).**

Entrepreneurial Self-Efficacy is considered as essential for nurse interns to qualify as an entrepreneur, along with entrepreneurial self-efficacy has a direct impact on entrepreneurial intention; hence, this study was conducted to determine the significance of entrepreneurial self-efficacy ESE on entrepreneurial intention among nurse interns. Therefore Empowering nursing interns with entrepreneurial skills fosters creativity and innovative services. Given the direct impact of entrepreneurial confidence on entrepreneurial intentions, this study delves into its significance among nursing interns.

AIM:

This study aimed to assess the influence of entrepreneurial self-efficacy on Entrepreneurial Intention among nurse interns

Research Design:

A descriptive correlation design was utilized to conduct this study

Research Questions:

- 1- What is the level of entrepreneurial self-efficacy among nursing interns?
- 2- What is the level of entrepreneurial intention among nursing interns?

- 3- Finding out the influence of entrepreneurial self-efficacy entrepreneurial intention among nursing interns.

Subjects & Methods

Setting:

The research took place at Ain-Shams University Hospitals, comprising four distinct institutions, where nurse trainees underwent their training.

Subjects:

Convenience sample of all nurse interns (200) nurse interns, during internship year 2021 - 2022. divided across the four hospitals, participated, **as follows:**

- **Ain-Shams University Hospital:**(68) nurse interns in five settings: Cardio-thorathic surgery ICU, Chest ICU, Geriatric ICU, Hemodialysis unit, and epidemic diseases unit;
- **El-demerdash Hospital:** (: 55) nurse interns in three settings: Uro-Surgery operation, Orthopedic Surgery operation, and General Surgery operation.
- **Cardio-vascular Hospital:** (40) nurse interns in five settings: Cardio-thorathic surgery ICU, Chest ICU, Geriatric ICU, Hemodialysis unit, and epidemic diseases unit;
- **Pediatrics Hospital:** (37) nurse interns in three settings: Neonatal ICU, Emergency department, and Intermediate ICU.

Tool of data collection:

Two primary tools were used to accomplish the goal of this study: an entrepreneurial self-efficacy questionnaire; entrepreneurial intention questionnaire. Both tools utilized a Likert scale for responses.

Tool I: Entrepreneurial self-efficacy scale: the tool contains of two parts:

1st part: Personal characteristics information: such as age, gender, self-employed before, attended training programs about entrepreneurship and Training unit.

2nd part: entrepreneurial self-efficacy scale:

To assess the level of Entrepreneurial Self-Efficacy, a modified version of a tool created by De Noble et al. (1999). This tool contains of 33 items, classified to six dimensions of opportunity recognition skills, skills of building innovative environment, investor relationship building skills, core goal recognition skills, unexpected challenges and human resource development skills. The reliability and validity of the tool has been examined and confirmed in study of Hosseinpour (2012). **scoring:** The participants were asked to responds based on the five-point Likert scale, including strongly disagree to strongly agree.

the items using five-point Likert type scale (1= strongly disagree to 5= strongly agree) based on the degree of their agreement with the statement.

Tool II: entrepreneurial intention questionnaire:

This questionnaire adopted from Mohamed .M (2022), based on comprehensive review of literature for a gauge of nursing students' entrepreneurial intentions, it involved (32) items, (11) subscales: entrepreneurial intention (7 items), Opportunity seeking (2 items), Perseverance (2 items), Risk-taking (2 items), Demand for efficiency and quality

(2 items), Commitment to work contract (2 items), Information-seeking (3 items), Goal-setting (3 items), planning (3 items), Persuasion and networking (3 items), Self-confidence (3 items). Validity and reliability of this tool were assessed and affirmed by (Safa & Mangeli, 2018). **Scoring:** The participants were asked to answers the items using five-point Likert type scale (1= strongly disagree to 5= strongly agree) according to the degree of their agreement with the statement.

Reliability:

Cronbach's Alpha Coefficient assessed the tools' internal consistency, with both showing commendable reliability. The reliability test showed that the scale used was reliable to measure entrepreneurial self-efficacy. (Cronbach alpha = 0.923) among nurse interns.

Administrative Measures:

Necessary permissions were secured from the concerned authorities. The researcher personally interacted with the interns, explaining the research objectives and collecting data

Field work:

Data collection span from December 2021 to February 2022, after securing all official permissions, the researcher collected data by herself through meeting each nurse intern individually at the training site, explaining the aim of the study and the method of filling out the questionnaire about entrepreneurial awareness, intention, and obtaining verbal consent to participate with interns participating during their scheduled shifts Each nurse intern took from 15 to 20 minutes to fill out this form. The data were collected three days per week in day and night shifts.

Statistical Methods:

The SPSS version 20 facilitated data tabulation and analysis. Various statistical tests like ANOVA and chi-square were employed, with p-values indicating significance levels.

Results

Table (1) Distribution of the nurse intern's according to personal characteristics (n=200).

The research incorporated 200 nursing interns, with an average age of 23 years. As depicted in Table 1, females constituted 68.5% of the sample. A significant

81.0% had not participated in any entrepreneurial training programs. A substantial 68.5% received their training in critical care units, and approximately 79.0% had previous self-employment experience.

Table (2): Showed the descriptive results of Entrepreneurial Self-Efficacy level among nurse interns (n=200).

Table 2 showcases that there were significant statistical relationships between the overall entrepreneurial self-efficacy of nurse interns and each of the six dimensions of entrepreneurial self-efficacy, including its cumulative score. Notably, among these relationships, 85.0% were associated with the core goal recognition skills dimension of entrepreneurial self-efficacy.

figure1: demonstrates that less than one quarter of the nurse interns (23.5%) had low level of entrepreneurial self-efficacy. and about three quarter of them 76.5% had high level of entrepreneurial self-efficacy.

Table (3): Showed the descriptive results of Entrepreneurial intention level among nurse interns(n=200).

Referring to Table 3 concerning entrepreneurial intention, the percentages across all its subscales were closely aligned. The nurse interns showcasing a high level of entrepreneurial intention varied between subscales, with 87.0% in the "Self-Confidence" subscale and 63.5% in the "Commitment to Work Contract" subscale.

Table (4): Correlation matrix of Entrepreneurial intention and Entrepreneurial self-efficacy scale dimensions' scores.

(*) Statistically significant at $p < 0.05$ (**) statistically significant at $p < 0.01$

Table 4 clearly demonstrates significant statistical correlations between the nurse interns' overall entrepreneurial self-efficacy and every subscale of the entrepreneurial intention score, including its cumulative measure. In each of these correlations, a higher ESE corresponded to a higher entrepreneurial intention score, with a correlation coefficient of $r = 70\%$.

Table (5): Correlations between nurse interns Entrepreneurial Self-Efficacy level and Entrepreneurial intention level and their characteristics.

(*) Statistically significant at $p < 0.05$ (**) statistically significant at $p < 0.01$

Nurse interns' total level of Entrepreneurial Self-Efficacy had a statistically significant weak positive correlation with their gender ($r = 27\%$).

Table (1) Distribution of the nurse intern's according to personal characteristics (n=200).

Personal Characteristics	Frequency	Percentage
Age:		
<20	17	8.5
21-22	169	84.5
>23	14	7
Range	19-24	
Mean ± SD	22.3±1.84	
Gender:		
Male	63	31.5
Female	137	68.5
Are you self-employed before?		
No	42	21
Yes	158	79
Have you attended training programs about entrepreneurship?		
No	162	81
Yes	38	19
Training unit		
Critical	137	68.5
Non-Critical	63	31.5

Table (2) Showed the descriptive results of Entrepreneurial Self-Efficacy level among nurse interns (n=200).

Total Entrepreneurial Self-Efficacy level	High		Low		Chi-square	
	No	%	No	%	X ²	P-value
1- Opportunity recognition skills,	145	72.5	55	27.5	81.000	<0.001*
2- Skills of building innovative environment	142	71	58	29	70.560	<0.001*
3- Investor relationship building skills	168	84	32	16	184.960	<0.001*
4- Core goal recognition skills	170	85	30	15	196.000	<0.001*
5-Coping with Unexpected Challenges	136	68	64	32	51.840	<0.001*
6- Human resource development skills.	155	77.5	45	22.5	121.000	<0.001*
Total	153	76.5	47	23.5	112.360	<0.001*

Figure 1: demonstrates high level of entrepreneurial self-efficacy.

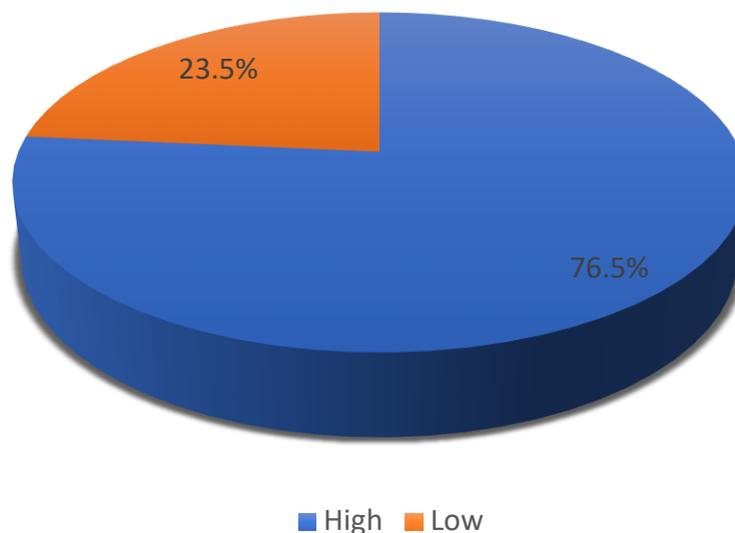
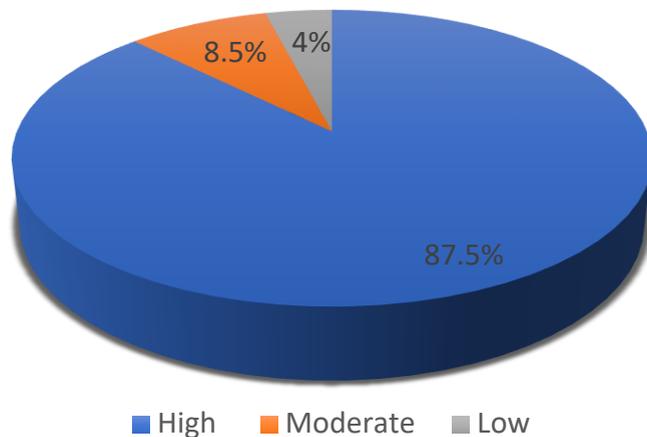


Table (3): Showed the descriptive results of Entrepreneurial intention level among nurse interns(n=200).

Total Entrepreneurial intention level	High		Moderate		Low		Chi-square	
	No	%	No	%	No	%	X ²	P-value
1- Entrepreneurial Intention	170	85	21	10.5	9	4.5	361.995	<0.001*
2- Opportunity Seeking:	165	82.5	23	11.5	12	6	327.705	<0.001*
3- Perseverance;	175	87.5	17	8.5	8	4	397.005	<0.001*
4- Risk-Taking;	166	83	32	16	2	1	343.140	<0.001*
5- Demand for Efficiency and Quality;	173	86.5	20	10	7	3.5	383.505	<0.001*
6- Commitment to Work Contract	182	91	12	6	6	3	449.340	<0.001*
7-Information-Seeking	185	92.5	10	5	5	2.5	472.875	<0.001*
8- Goal-Setting	176	88	16	8	8	4	404.160	<0.001*
9- Planning	167	83.5	22	11	11	5.5	341.115	<0.001*
10-Persuasion and Networking	184	92	9	4.5	7	3.5	464.685	<0.001*
11-Self-Confidence	180	90	7	3.5	13	6.5	433.905	<0.001*
Total Entrepreneurial intention level	175	87.5	17	8.5	8	4	397.005	<0.001*

Table (4): Correlation matrix of Entrepreneurial intention and Entrepreneurial self-efficacy scale dimensions' scores.



	Total entrepreneurial intention score	
	R	P- value
Total entrepreneurial self-efficacy score	0.704	<0.001*

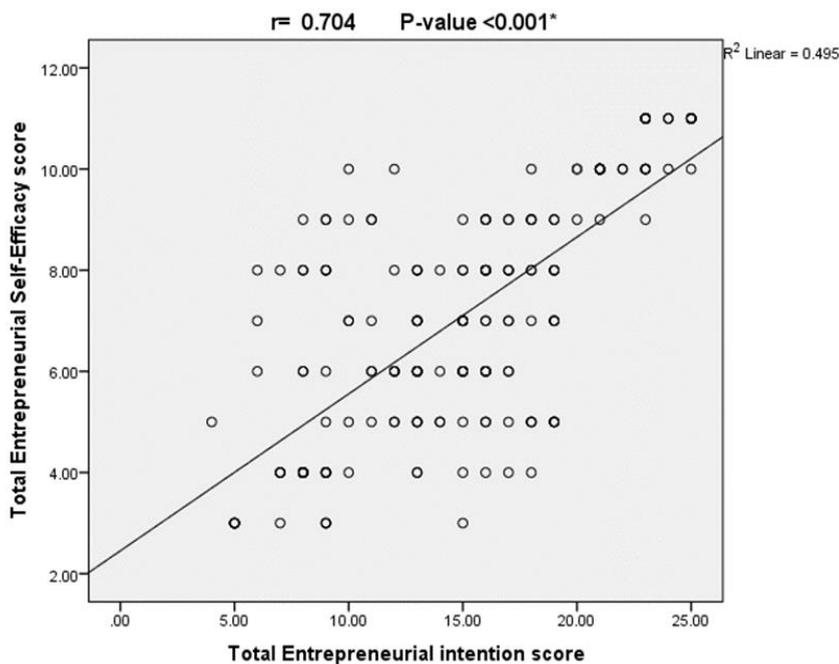


Table (5): Correlations between nurse interns Entrepreneurial Self-Efficacy level and Entrepreneurial intention level and their characteristics.

	Spearman's rank correlation coefficient	
	Entrepreneurial intention	Entrepreneurial Self-Efficacy
Entrepreneurial Self-Efficacy	.378**	
Constant	.101	0.240*
Gender	.010	0.277**

Discussion

Entrepreneurial Self-Efficacy (ESE) has a direct correlation with entrepreneurial intent, as evidenced by past research (**Naktiyok et al., 2010**). Embracing entrepreneurship often reflects a drive for professional development. Consequently, nursing scholars are positioned to both innovate within healthcare and venture into business (**Neck & Corbett, 2018**). The research at hand was structured to evaluate the repercussions of ESE on the entrepreneurial aspirations of nurse interns. The observations signified that a vast majority of the interns exhibited considerable entrepreneurial confidence and intent.

The study was aimed at assessing the impact of entrepreneurial self-efficacy on entrepreneurial intention among nurse interns. According to the current study findings, they are presented in the following parts: The results of the study indicate that about three-quarters of nurse interns have a high level of entrepreneurial self-efficacy and about more than two-thirds of them were having a high level of Entrepreneurial intention. And statistically significant relations between Entrepreneurial Self-Efficacy and entrepreneurial intention, higher ESE was associated with higher Entrepreneurial intention score.

A significant finding was the direct proportionality of ESE to the entrepreneurial aspirations, which aligns with conclusions made by **Lohani (2018)**. **Setiawan's (2013)**, findings also mirror this, underscoring a substantial entrepreneurial confidence among students, particularly those who had prior entrepreneurial ventures. However, these findings were not in line with Ali's 2019 Egyptian study, which noted a considerable portion of nurse interns lacking prior self-employment experience. Additionally, this research found a near-equitable gender distribution among nursing interns. This supports **Hamzehei et al.'s (2022)**, almost all of medical library and information science students

(78.5%) were female; observation, suggesting that gender doesn't significantly impact entrepreneurial confidence.

The present analysis reinforced the robust correlation between ESE and entrepreneurial intention, marking ESE as a prominent predictor of entrepreneurial ambitions among nurse interns. Hence, ESE should hold greater prominence in entrepreneurial studies.

Further, a significant segment of the interns displayed pronounced entrepreneurial intent. In comparison with Turkey, this percentage was relatively high (**Gulluce, 2009**). That emphasizes that, 63.5% ESE can be pivotal in determining factors influencing entrepreneurial intentions. According to the findings of the current study, entrepreneurial self-efficacy enhanced entrepreneurial intention among nurse interns. This is additionally consistent with previous studies, which indicated entrepreneurial self-efficacy to be an indicator of entrepreneurial intention. (**Hsu et al, 2017**).

Consequently, entrepreneurial self-efficacy can be defined as the ability to manage stress resulting from unclear responsibilities, which enhances entrepreneurial intention by motivating ongoing efforts and trials to handle challenging expectations. (**Jeong & Chae, 2016**). Individuals who perceive entrepreneurship as an opportunity for eventual commitment tend to have a higher level of entrepreneurial self-efficacy. However, those with a low level of entrepreneurial self-efficacy could notice a decline in the availability of such opportunities since they perceive entrepreneurship as an uncertain enterprise with potential financial risks. Self-efficacy for entrepreneurs was shown to have significant effects on starting a business and the mitigation of stress associated with a career. (**McGee et al, 2009**). Considering Kim and Lim's (**2021**) perspective, mentoring from seasoned nurse entrepreneurs can exponentially benefit nursing students' entrepreneurial pursuits.

This view is fortified by **Wardana et al. (2020)**, suggesting that hands-on entrepreneurial training refines entrepreneurial acumen, subsequently enhancing ESE and fostering entrepreneurial intentions. **Ahn et al, 2017** stated that an entrepreneurial education approach based on collaborative work could promote entrepreneurial self-efficacy and entrepreneurial intention among students. To encourage practical entrepreneurship, project-based workshops and entrepreneurial concept challenges such as financing, employment, and facilities have recently been recommended. These initiatives will enable students to have a positive attitude towards entrepreneurship and actively engage in entrepreneurship.

Conclusion

In summation, this research dictates that augmented entrepreneurial self-efficacy results in elevated entrepreneurial intentions, irrespective of gender differences.

Recommendations

Based on the findings, the following are recommended:

- **Nurse Training:** Emphasize the cultivation of entrepreneurial skills to ensure nurses are well-equipped to adapt to the evolving healthcare landscape.
- **Leverage Research and Tech:** Harness these as instruments to bolster entrepreneurial training.
- **Curriculum Revamp:** Nursing schools should prioritize enhancing entrepreneurial ESE and fostering positive entrepreneurial outlooks.
- **Entrepreneurial Education:** Advocate for entrepreneurship courses and mentorship to propel nursing students towards entrepreneurial success.
- **Training Programs:** Integrate entrepreneurship into internship curricula, emphasizing mentorship and communication skills.

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الملخص العربي

الكفاءة الذاتية لريادة الأعمال وتأثيرها على الإستعداد لريادة الأعمال بين امتياز التمريض

مقدمة: تعتبر الكفاءة الذاتية لريادة الأعمال مهمة بالنسبة لأي شخص ليكون رائد أعمال. وتعتبر عقلية أساسية لتعزيز نية ريادة الأعمال. فهي تؤثر على تطوير وتعزيز نية ريادة الأعمال وبالتالي تزيد من احتمالية بدء الحياة المهنية بين طلاب التمريض.

الهدف: من هذه الدراسة هو تقييم تأثير الكفاءة الذاتية لريادة الأعمال ESE على نية ريادة الأعمال بين الممرضين المتدربين.

المواضيع وطرق العمل:

تصميم البحث: تم استخدام التصميم الارتباطي الوصفي لإجراء هذه الدراسة، المكان: أجريت الدراسة في مستشفيات جامعة عين شمس. المواضيع اشتملت الدراسة على (200) ممرض متدرب خلال العام الدراسي 2021-2022. أدوات جمع البيانات: تم جمع البيانات من خلال أداتين، الأداة الأولى مقسمة إلى قسمين، الجزء الأول بيانات الخصائص الشخصية، الجزء الثاني مقياس الكفاءة الذاتية لريادة الأعمال، الأداة الثانية استبيان النية الريادية. بدأ العمل الميداني من ديسمبر 2021 وحتى نهاية فبراير 2022.

النتائج: كشفت نتيجة الدراسة أن المستوى العام للكفاءة الذاتية لريادة الأعمال بين الممرضين المتدربين كان مرتفعاً وأن أقل من ربع الممرضين المتدربين فقط لديهم مستوى منخفض من الكفاءة الذاتية لريادة الأعمال. كان المستوى الإجمالي لنية ريادة الأعمال مرتفعاً أيضاً، وتم الكشف عن علاقات ذات دلالة إحصائية بين إجمالي الكفاءة الذاتية لريادة الأعمال للممرضات المتدربات وجميع المقاييس الفرعية لدرجة نية ريادة الأعمال وكذلك مع إجماليها.

الخلاصة: خلصت الدراسة الحالية إلى أن ارتفاع الكفاءة الذاتية في ريادة الأعمال كان مرتبطاً بارتفاع درجة النية في ريادة الأعمال، ولم تكن هناك فروق ذات دلالة إحصائية في مستويات الكفاءة الذاتية في ريادة الأعمال بين الممرضين والممرضات المتدربين. التوصيات: أوصينا بأن تتضمن البرامج التدريبية الخاصة بطلاب الامتياز برنامج تدريبي خاص بريادة الأعمال ضمن برنامج التدريب الداخلي لهم، بما في ذلك توجيه رواد الأعمال، وتقنيات الاتصال التعاوني. الكلمات الدالة: الكفاءة الذاتية لريادة الأعمال، نية ريادة الأعمال، الممرضات المتدربات.