

# Entrepreneurial Skills and Entrepreneurial Intention among Employees/Laborers in Tagum City Public Market

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**Abstract**— This study aimed to determine the influence of entrepreneurial skills on entrepreneurial intention using quantitative, non-experimental descriptive design. The data were gathered from the 130 employees/laborers in Tagum City Public Market through a purposive sampling technique. The study used an adapted questionnaire to collect relevant data and provide a clear understanding to respondents. The statistical tools used were Mean, Person-r, and Regression Analysis. Results revealed that the level of entrepreneurial skills in terms of technical skills was high. At the same time, it was very high for managerial skills, leadership skills, entrepreneurial personal skills, and personal maturity, and the overall mean was also very high. The level of entrepreneurial intention in terms of nascent entrepreneurship, choice intention, and commitment to entrepreneurship was very high, and the overall mean was very high. Further, there is a significant relationship between entrepreneurial skills and the entrepreneurial intention of employees/laborers. Regarding entrepreneurial skills, only managerial skills, leadership skills, and personal maturity skills significantly influence entrepreneurial intention.

**Keywords**— Financial Management, Entrepreneurial Skills, Entrepreneurial Intention, Employees/ Laborers, Tagum City Public Market, Philippines.

## I. INTRODUCTION

Entrepreneurship has been growing all across the world, acknowledged as a practical and realistic technique for progress, economic expansion through the creation of new job possibilities, encouraging social transformation, and assisting societies in recovering from economic downturns and conflicts (AL-Qadasi & Gongyi 2020, pp. 196-208). Individual entrepreneurial intentions substantially impact the establishment of new enterprises, which aid in economic development (Gonzaga, M. & Manigo, J. 2023). It is necessary while starting a new business (Etrata & Raborar 2022, pp. 57-66). However, quitting a stable job to pursue an entrepreneurial career is uncommon and challenging. Employees may be

resistant to entrepreneurial initiatives due to concerns about giving up a stable source of income, uncertainty about the new business's performance, the risk of losing their professional reputation, or the possibility of apparently endless labor required to keep a business afloat (Maran K P 2022, p. 3122). This study aligns with our research agenda and supports the UN Sustainable Development Goal of Decent Work and Economic Growth by promoting sustainable economic growth for entrepreneurship, innovation, job creation, and decent work conditions within this sector.

Filion (2021, pp. 72-83) stated that an entrepreneur begins and grows a business despite incredible risk and uncertainty. It was revealed that common internal issues faced by new entrepreneurs include generating business concepts and vision, raising start-up funds, and choosing the ideal business site. In terms of external challenges, new entrepreneurs are constantly challenged by competition, unforeseen business challenges, and others (Fong, E. Y. et al. 2020, p. 223). Employees who notice a lack of normative support for entrepreneurial endeavors in their external environments create their businesses (Sperber and Linder 2019, pp. 533-546). However, there has been less emphasis on prospective entrepreneurs and identifying the elements that influence their entrepreneurial plans and readiness to establish their businesses (Mohan P.S. 2022, p.60). Entrepreneurial intention is a person's awareness of a problem and developing a future business strategy to address it. It contributes to reducing unemployment, expanding work possibilities, and assisting the government in boosting economic growth. Its financial contribution leads to social and human welfare, which provides value to society (Mala et al. 2019, pp. 112-119).

Further, developing entrepreneurial intention and abilities, once again, is a process targeted at generating income for the benefit of long-term growth and economic success (Al-Qudah et al. 2022, pp. 44-61). Many articles have established a

relationship between entrepreneurial skills and entrepreneurial intent (Sobrero et al. 2020, p. 3; Etrata & Raborar 2022, pp. 57-66). Entrepreneurial skills are required for success in today's employment economy. Because of the complexities and unpredictability of today's environment, the same level of expertise is needed to push worldwide improvements in digital technology, make useable things, and innovate new solutions as a team effort (Jardim 2021, p. 356). Thus, entrepreneurial intention is someone's desire or predisposition to actively guide entrepreneurial actions or behavior, such as launching a new business (Gonzaga, M. & Manigo, J. 2023). It is a mental state that promotes people to favor self-employment over stable-paying jobs (Etrata & Raborar 2022, pp. 57-66). It was noted that support for entrepreneurial activity has become crucial in developing countries due to its growing importance in producing job opportunities and speeding economic growth (Naz et al. 2020, p. 1822).

In the local context, the researchers have not found any study focusing on the relationship between entrepreneurial skills and entrepreneurial intention of employees/laborers in the Tagum City Public Market. It indicates that the current study will make a specific contribution and develop new information on entrepreneurial skills and intentions among employees/laborers. Thus, this study aims to assess entrepreneurial skills and investigate how well Tagum City Public Market employees/laborers can focus on initiating an enterprise, acquire the capacity to guide and oversee ventures and understand their impact on the intention to become an entrepreneur. Furthermore, researchers are eager to find methods to assist them. By conducting the research, respondents can improve their entrepreneurial intentions. The researchers found the scenario convincing since it could raise awareness among the target audience of this study and potentially motivate them to take action, thus justifying the importance of this research. Indeed, this investigation will provide insights that could significantly enhance business creation knowledge.

On the other hand, the independent variable- Entrepreneurial skills is anchored to the Entrepreneurial Skills theory or Theory of Jack-of-All-Trades, which demonstrates that people with balanced skills in diverse sectors are better suited to become entrepreneurs (Lazear 2004, pp. 208-211). Work experience, accomplishments (both formal and informal), and talents can all help develop skills (Aldén et al. 2017, pp.1-13). Entrepreneurship education activities can help people develop their abilities (Gonzaga, M. & Manigo, J. 2023). Furthermore, the theory demonstrates that someone with more diverse abilities is better prepared to become an entrepreneur (Lazear 2004, pp. 208-211). According to the empirical data, university-based entrepreneurship education and training promote the development of student entrepreneurship skills. Entrepreneurship education in universities encourages the development of student entrepreneurial abilities (Gonzaga, M. & Manigo, J. 2023; Din et al. 2016, pp.117-123). Saptono et al. (2020, p. 262) emphasized that entrepreneurship education is an excellent technique to prepare for entrepreneurship. As a result,

it is believed that entrepreneurial readiness can be boosted through entrepreneurship education geared toward developing entrepreneurial skills. Entrepreneurial skills can help students build their start-up enterprises (Shirokova et al., 2016, pages. 386-399) and entrepreneurial practices (Ekpe et al., 2015, pp. 150-154).

Furthermore, entrepreneurial skills are the aptitude or understanding that successfully leads an organization's activities. Thus, entrepreneurial skills can be defined as the ability to learn and instill unique attributes necessary for business activities, which necessitate interaction between the economic and social environments. It is characterized by technical skills, managerial skills, leadership skills, entrepreneurial personal skills, and personal maturity skills (Al Mamun et al. 2019, p. 148). First, *technical skills* refer to assessing operational abilities in addition to essential product or service production, which involves managing supply chains, understanding new technology, and applying specialist information or skills. This competency is learned on the job after formal education (Rusiniati et al. 2021, p.114). Second, managerial skills, which include decision-making, planning, and delegation, are essential to the success of a business. They are acquired through education and practice. Organizational skills are frequently defined as a manager's ability to implement knowledge (Čulková K. et al. 2021, p.1).

Thirdly, leadership skills can be enhanced by enhancing leadership abilities for both people and financial resources. This situation is based on the evolution of leadership as an activity or art of persuading others to want to collaborate based on one's ability to guide others to achieve organizational goals. Leadership abilities are a leader's ability to direct, influence, and teach individuals to accomplish the organization's objectives (Gümüş et al. 2020, pp. 23-44). Fourth, entrepreneurial personal skills are the skills that empower individuals with knowledge about dealing with and engaging with others. Individuals must prioritize the development of interpersonal skills when performing various types of responsibilities and activities and accomplishing career objectives. These are the listening, responding, and delivering feedback skills (Kapur 2020, p. 7). Fifth, personal maturity skills include self-awareness, reflecting on what occurred, identifying and fixing flaws, accepting responsibility for problem resolution, and devising solutions. It can help individuals become more effective and prepared for workplace challenges. Personal maturity skills cannot be taught; they are acquired through experience, introspection, and learned humility (Rusiniati et al. 2021, p. 114).

On the other hand, the dependent variable- Entrepreneurial Intention (EI) is anchored on the Theory of Planned Behavior (Ajzen 1991), which explains intentions in terms of the subjective norm (SN), normative belief (NB), and perceived behavioral control (PBC). Intentions are still regarded as the best predictor of human action (Krueger 2008, pp.841-850). For entrepreneurial studies, BI is replaced with entrepreneurial intention (EI), which refers to an intentional desire to become an entrepreneur (Wilson et al. 2007, pp.387-406). An attitude is

defined as "a disposition to react positively and negatively to an object, person, institution, or event" (Ajzen 2005, p. 3). The attitude towards a behavior is characterized as "the extent to which a person has a positive or negative evaluation or assessment of the behavior in question" (Ajzen 1991, pp. 179-211). It represents the initial phase of an individual's inclination towards entrepreneurship. Perceived Behavioral Control (PBC) is associated with people's confidence in their ability to conduct the activity under inquiry and their belief in managing that behavior. PBC is related to the behavior's feasibility, and individuals frequently embrace activities they feel they can control and master (Fayolle 2006, pp.701-720).

Furthermore, entrepreneurial intention pertains to individuals' desire to start their businesses. When an individual can achieve the necessary circumstances for launching a particular business enterprise, such inspiration becomes action. Entrepreneurial intentions are critical to the entrepreneurship process. It is the initial phase of a person's inclination toward entrepreneurship. Choice intention, dedication to entrepreneurship, and nascent entrepreneurship are its defining characteristics (Dao et al. 2021, p. 124).

First, choice intention is a subtype of entrepreneurial intent that refers to the decision to pursue an entrepreneurial career rather than a salaried one. Choice intention is seen as more essential than behavioral intention. Personal background, individual preferences, and external factors like economic conditions and market trends impact entrepreneurial choice intentions. Catalyzes business launch planning, and entrepreneurial energy leads to a desire to pursue an entrepreneurial career (Saeid 2020, pp. 331-344). Second, commitment to entrepreneurship is an essential component of running a business. Entrepreneurial commitment is the entrepreneur's consistency in reaching goals while adhering to entrepreneurial ideals. Without a strong commitment, the organization cannot achieve its goals, and corporate performance cannot increase (Rauf 2020, p. 92). Third, in nascent entrepreneurship in emerging entrepreneurship literature, motivations for starting a business include autonomy, achievement, readiness to become an entrepreneur, and financial aspiration. The more wannabe entrepreneurs wanted independence, the less intently they looked for an idea (Zhou and Wu 2021, pp. 1-11).

Entrepreneurs create jobs, boost competition, promote innovation, and adjust to shifting social and market trends (Gujrati et al. 2019, pp. 21-28). Entrepreneurship combines competitive, visionary, honest, service, empowerment, and an uncompromising, independent attitude (Rusli et al. 2021, pp.338-343). These strategies attempt to provide learners with the necessary information and skills connected to entrepreneurial intent and possibilities for personal growth and learning. Individuals can learn from previous experiences and make better selections using this information because they use their emotions to help them make decisions (Fernández-Pérez et al. 2019, pp. 281-305). Entrepreneurial intent is essential for creating a new path in entrepreneurial business. Many people are already active in entrepreneurial initiatives that can boost

their company's path (Baskaran et al. 2020, p. 3). Individuals may have enhanced choice autonomy, job control, financial incentives, and a sense of significance if willing to create their businesses (Delano-Gueguen and Lián 2019, pp. 527–543).

The findings of this study redounded to the benefit of the following: Firstly, *Employees/Laborers*, this study was directed to investigate the individuals who worked as employees or laborers and had aspirations to start their businesses encountered a range of obstacles, such as financial resources, intense competition, and the need for thorough market research. Some workers might have had to shift from being employees to becoming entrepreneurs, which necessitated acquiring business management, marketing, and financial planning abilities. Secondly, *LGU Tagum*, when individuals who worked as employees or laborers wanted to venture into their business endeavors, governments could play a role in aiding this transition and providing support for entrepreneurial pursuits. Governments could assist and support employees or workers who aspired to create their own enterprises. Lastly, *for Future Researchers*, this study gave them a starting point to expand the scope of their research in terms of the variables covered in the study and helped their research to be more reliable.

Profile of the Respondents in terms of Gender		
Gender	Frequency	Percentage
Male	80	62%
Female	50	38%
<b>Overall</b>	<b>130</b>	<b>100%</b>

This study determined the influence of entrepreneurial skills and entrepreneurial intention among employees/laborers in Tagum City Public Market. Specifically, it sought to answer the following objectives: *First*, it assessed entrepreneurial skills among employees/laborers in Tagum City Public Market, including technical skills, managerial skills, leadership skills, entrepreneurial personal skills, and personal maturity skills. *Secondly*, it assessed the level of entrepreneurial intention in terms of choice intention, commitment to entrepreneurship, and nascent entrepreneurship. *Third*, it identified the significant relationship between entrepreneurial skills and entrepreneurial intention among employees/laborers in Tagum City Public Market. *Lastly*, the researchers determined the domain of entrepreneurial skills that significantly influences the entrepreneurial intention of employees/laborers.

The study's hypotheses were tested at a .05 level of significance, stating that there was no relationship between entrepreneurial skills and entrepreneurial intention and that no domain of entrepreneurial skills significantly influenced entrepreneurial intention among employees/laborers in Tagum City Public Market.

## II. METHOD

This chapter outlines the methods used in conducting the study, encompassing details on research participants, research materials and research design.

### Research Respondents

The study's respondents were the employees/laborers of Tagum City Public Market. They were identified by the list provided by the City Economic Enterprises Office Market Operation, which revealed 183 employees/laborers. The respondents were identified using Slovin's formula to determine the number of samples, considering a 5% margin of error and a 10% non-response rate. Slovin's formula was utilized to determine the necessary sample size in situations where the population size was vast to feasibly sample each member (Rono 2018, p. 965). Given the population, the study's total sample was the 130 employees/laborers in Tagum City Public Market.

Profile of the Respondents in terms of Age		
Age	Frequency	Percentage
18-30	20	15%
31-40	30	23%
41-50	44	34%
above 50	36	28%
<b>Overall</b>	<b>130</b>	<b>100%</b>

This study employed purposive sampling, a method used in research to deliberately select individuals or groups of individuals who possessed specific characteristics pertinent to the research question or objective. This nonprobability sampling technique allowed researchers to target and include participants most likely to provide valuable insights and information for the study (Hassan 2023, p. 1). This was followed by systematic sampling, which allowed the selection of a representative sample from a given population. The process was more straightforward because only the first selection was random, and then the fixed sampling interval sped up the rest of the process (Frost 2023, p.1).

*Research Instruments*

In this study, the researchers used an adapted questionnaire. The entrepreneurial skills items were adopted from the survey of Durkin & Gunn (2016), Lichtenstein and Lyons (2001); Loué and Baronet (2012); Chang and Rieple (2013); Prüfer and Prüfer (2019); Schallenkamp and Eichholz (2006), while entrepreneurial intention items were adapted from the survey of Kolvereid and Isaksen (2006), Liñán & Chen (2009), van Gelderen et al. (2008), Thompson (2009), and McGee et al. (2009) and was modified to fit in the context of the study.

The instrument underwent validation by a panel of experts. It was given a validation rating of 4.85, which indicated that the clarity of direction and items, the presentation or organization of items, the suitability of items, and the adequateness of items per category, the attainment of purpose, objectivity, scale, and evaluation rating systems are presented excellently. The questionnaire examined entrepreneurial skills among the respondents with indicators: technical skills, managerial skills, leadership skills, entrepreneurial personal skills, and personal maturity skills. The questionnaire examined entrepreneurial intention among the respondents with indicators: choice intention, commitment to entrepreneurship, and nascent entrepreneurship. The measurement of both research variables was conducted using Likert scales or Likert-type questions, which assessed their degree of agreement with a statement on a

scale ranging from (5) Very High, (4) High, (3) Moderate, (2) Low, and (1) Very Low (Daarol 2022, p. 3).

*Research Design and Procedure*

This study used a quantitative, non-experimental research design that employed correlational techniques. Non-experimental research designs refer to strategies for conducting quantitative research in which no variables were manipulated. This method was used to investigate a particular phenomenon; correlational research sought to identify and understand the connections or associations between different variables and make predictions based on existing information (Stangor & Walinga 2019). In the conduct of this study, the research ethics guidelines were followed. The respondents affixed their duly executed, fully informed permission to the top section of a survey questionnaire.

In the data-gathering process, purposive sampling was employed because the study was conducted on specific individuals in settings. The respondents were chosen through systematic sampling, wherein every second individual in the list was selected. The quantitative aspect involved creating an acceptable schedule for obtaining data for the intended respondents to answer the questions. The data collection procedure relied on questionnaires. The focus of the study was to determine the relationship between entrepreneurial skills and entrepreneurial intention among employees/laborers in Tagum City Public Market.

The following statistical tools were used to evaluate data and make interpretations: Firstly, Mean was used to determine the level of entrepreneurial skills and entrepreneurial intention among employees/laborers in Tagum City Public Market. Secondly, Person-r was used to examine the relationship between entrepreneurial skills and entrepreneurial intention. Lastly, Simple Linear Regression was used to evaluate which area of entrepreneurial skills best predicted entrepreneurial intention among employees/laborers in Tagum City Public Market.

III. RESULTS AND DISCUSSIONS

This chapter shows the result of the study. The findings are presented in a logical order that corresponds with the research objectives.

*Level of Entrepreneurial Skills*

Shown in Table 1 are the mean scores for the indicators of Entrepreneurial Skills among Employees/Laborers in Tagum City Public Market, with an overall mean of 4.28, described as high with a standard deviation of 0.55. This means that employees/laborer's entrepreneurial skills are very much evident.

TABLE 1. Level of Entrepreneurial Skills

Indicator	Mean	SD	Descriptive Level
Technical skills	3.96	0.90	High
Managerial skills	4.30	0.59	Very High
Leadership skills	4.44	0.60	Very High
Entrepreneurial personal skills	4.34	0.64	Very High
Personal maturity skills	4.37	0.56	Very High
<b>Overall</b>	<b>4.28</b>	<b>0.55</b>	<b>Very High</b>

The cited overall mean was the result gathered from the following computed mean scores from highest to lowest: 4.44 or very high with a standard deviation of 0.60 for *Leadership skills*; 4.37 or very high with a standard deviation of 0.56 for *Personal Maturity skills*; 4.34 or very high with a standard deviation of 0.64 for *Entrepreneurial Personal skills*; 4.30 or very high with a standard deviation of 0.59 for *Managerial skills*; 3.96 or high with a standard deviation of 0.90 for *Technical skills*.

*Leadership skills* have the highest mean, which is very evident. This shows that employees/laborers can lead a team through a significant change or transition and ensure a smooth implementation, encourage and bring out the best in employees, and share the business' vision and mission with the employees. The respondents can improve their leadership skills, stay updated with current leadership trends and practices, and encourage employees to excel. The findings are also supported by the study by Akhwaba et al. (2020, pp.80-86), which emphasized the importance of leadership abilities such as vision, team building, communication, planning, delegation, decision-making, and problem-solving in guaranteeing efficient business execution. In addition, the study discovered that leadership skills are essential for keeping individuals engaged and inspired.

While, *personal maturity skills* have the second highest mean, which is very much evident. It comes out that respondents can make decisions when faced with conflicting risks and opportunities, use creative thinking to develop an innovative solution to a business challenge or problem, and have self-confidence in decision-making. The respondents can demonstrate perseverance in achieving long-term business goals and prioritizing and managing responsibilities in a business environment. The findings indicate that personal maturity skills include self-awareness, business reflection, problem-solving, and solution-finding ability combined with the capacity to foster positive collaboration with co-workers (Sariwulan et al. 2020, pp.269-280). At the same time, *entrepreneurial personal skills* have the third highest mean, which is very much evident. It indicates that employees/laborers can develop practical communication skills that will benefit the business, effective time management skills that help business maximize productivity and achieve business goals, and adaptability and openness to change that contribute to entrepreneurial success. The respondents' networking and relationship-building skills contribute to the growth of a business, and their creativity and innovation contribute to entrepreneurial success. The findings emphasized entrepreneurial personal abilities, including creativity, which enables entrepreneurs to create innovative ideas and products that suit customers' demands in novel ways (Kapur 2020, p.7).

*Managerial Skills* also have a very high mean, which means that it is very much evident. It shows that employees/laborers can handle operation management and activity in business, set up an organizational structure that synchronizes with people's skills, and have the ability to make strategic plans. The respondents are responsive enough to make decisions in a changing environment, such as a technological change, an

economic recession, or a financial crisis, and they can develop a concept and business plan. The findings indicate that management abilities help boost performance. An entrepreneur's ability to manage a business organization is equally critical for business success (Hindasah et al. 2020, pp.625-633). Lastly, *Technical Skills* has the lowest mean, which means it is much evident. It shows that employees/laborers may have the ability to exploit technology for new product/service design, using information systems for management and production, and have the ability to acquire or access technology experts or consultants. The respondents can reduce production costs by adopting new technology and managing cash transactions coming in and out of the business. The findings are also supported by the study by Sariwulan et al. (2020, pp.269-280), including the ability to operate any equipment required in technical work. This highlights the importance of developing and teaching technical skills in entrepreneurship.

*Level of Entrepreneurial Intention*

Shown in Table 2 are the mean scores for the indicators of Entrepreneurial Intention among Employees/Laborers in Tagum City Public Market, with an overall mean of 4.41, described as high with a standard deviation of 0.50. The employees/ laborers are experiencing very high entrepreneurial intention.

The cited overall mean was the result derived from the following computed mean scores, from highest to lowest: 4.50 or very high with a standard deviation of 0.54 for *Commitment to entrepreneurship*; 4.49 or very high with a standard deviation of 0.60 for *Choice intention*; 4.26 or very high with a standard deviation of 0.63 for *Nascent entrepreneurship*.

TABLE 2. Level of Entrepreneurial Intention

Indicator	Mean	SD	Descriptive Level
Choice intention	4.49	0.60	Very High
Commitment to entrepreneurship	4.50	0.54	Very High
Nascent entrepreneurship	4.26	0.63	Very High
<b>Overall</b>	<b>4.41</b>	<b>0.50</b>	<b>Very High</b>

*Commitment to entrepreneurship* has the highest mean, which means that it is very much evident. This shows that employees/laborers are determined to create a firm (business venture), have seriously thought of starting a firm, and will make every effort to start and run their own business. The respondents' professional goal is to become entrepreneurs, and they consider it very likely that they will be running their firms in the future. The finding is also supported with the study by Khayru et al. (2022, pp.49-60) a business can only be profitable, advanced, and significant if it commits. Commitment attracts a person, as seen by his actions and behavior. Commitment to entrepreneurship is also characterized as self-interest and a strong desire to establish, promote, and sustain the existence of a business that is running under the most challenging situations.

Secondly, *choice intention* has the second highest mean, which means that it is very much evident. It turns out that respondents would rather own their own business than earn a higher salary employed by someone else, they are willing to

make significant personal sacrifices to stay in business, and would rather own their own business than pursue another promising career. The employees/laborers can ensure that their choices align with the company's overall strategic direction and that they'll work somewhere else only long enough to make another attempt to establish their own business. This finding is supported by the study's concentration on intentions to pursue entrepreneurship as a career choice rather than actual entrepreneurs who may already possess these particular cognitive characteristics (Liguori et al. 2019, p.14).

Lastly, *nascent entrepreneurship* has the lowest mean, which is very much evident. It shows that employees/laborers attend seminars and conferences that focus on starting their own business, read books on how to set up a firm, and spend time learning about starting a firm. The respondents participate in seminars on writing a business plan and how they can handle the financial aspects of starting and running a business, such as securing funding and tracking expenses. The findings emphasized providing opportunity confidence as a conceptual framework for nascent entrepreneurs' growing conviction that the opportunity at hand is achievable and that they can begin a venture to capitalize on it (Dimov 2019, p.1143).

*Significant Relationship between Entrepreneurial Skills and Entrepreneurial Intention among Employees/Laborers in Tagum City Public Market*

Table 3 shows a significant relationship between entrepreneurial skills and entrepreneurial intention among employees/laborers in Tagum City's public market. Person-r was used to determine the correlation between the two variables. The results revealed that entrepreneurial skills and entrepreneurial intention yield a p-value of <.001, which is less than 0.05, meaning it is significant. The result leads to the decision that the null hypothesis, which stated no significant relationship between Entrepreneurial skills and Entrepreneurial Intention among Employees/Laborers in the Tagum City Public Market, is rejected. It also implies that there is a significant association between two correlated variables. Furthermore, the r-value of 0.776 indicates a positive relationship between the two variables. The result implies that as employees'/laborers' entrepreneurial skills develop, so does their entrepreneurial intention toward their ideas and readiness to start their businesses.

The findings support the Entrepreneurial Skills theory, also known as the Jack-of-All-Trades theory, which suggests that individuals with a balanced set of skills across various fields are more likely to succeed as entrepreneurs (Lazear 2004, pp. 208-211). Skills can be cultivated through work experience, achievements (both formal and informal), and natural talents (Aldén et al. 2017, pp. 1-13).

TABLE 3. Significance on the Relationship between Entrepreneurial Skills and Entrepreneurial Intention among Employees/ Laborers in Tagum City Public Market

Variables	Mean	SD	r-value	p-value	Decision
Entrepreneurial skills	4.28	0.55	0.776*	< .001	
Entrepreneurial intention	4.41	0.50			H0 is rejected

\*Significant at 0.05 level of significance

Participation in entrepreneurship education can further enhance these skills (Gonzaga, M. & Manigo, J. 2023). Additionally, the theory indicates that individuals with a broader skill set are better equipped for entrepreneurial success (Lazear 2004, pp. 208-211). The findings also indicate that in business, entrepreneurial intention pertains to a new entrepreneur's ambition to start his business with devotion. Entrepreneurial ventures can be seen as a primary platform for the entrepreneurial process (Shahzad et al. 2021, p.3). They can design, identify, and realize the goal with entrepreneurial intention. This vision might be established as an opportunity, initiative, or plan to do something more effectively (Fleck et al. 2020, p.9) Entrepreneurial skills involve recognizing people's talent and abilities to start new projects (Das et al. 2019, pp. 226-237). Skills can lead to long-term growth in the business (Collins et al. 2020, pp.454-463). It will improve their business skills and help them succeed (Gubik et al. 2019, pp.347-368). The results also support the Theory of Planned Behavior (Ajzen 1991), which outlines intentions through the concepts of subjective norm (SN), normative belief (NB), and perceived behavioral control (PBC). Intentions continue to be seen as the strongest predictor of human behavior (Krueger 2008, pp. 841-850).

*Regression Analysis on the Influence of Entrepreneurial Skills on Entrepreneurial Intention among Employees/Laborers in Tagum City Public Market*

Table 4 shows the regression analysis on the influence of Entrepreneurial skills towards the Entrepreneurial Intention among Employees/ Laborers in Tagum City Public Market. The table shows the F-ratio of 48.222 and the p-value of <.001, less than the 0.05 level of significance. The null hypothesis is rejected, which stated that there is no domain of entrepreneurial skills that have a significant influence towards entrepreneurial intention.

TABLE 4. Regression Analysis on the Influence of Entrepreneurial Skills on Entrepreneuria Intention among Employees/ Laborers in Tagum City Public Market

Entrepreneurial skills (Indicators)	B (Unstandardized coefficients)	β (Standardized coefficients)	t-value	p-value
constant	0.977		4.327	< .001
Technical skills	-0.007	-0.013	-0.190	0.850
Managerial skills	0.168	0.196*	2.321	0.022
Leadership skills	0.207	0.247*	3.131	0.002
Entrepreneurial personal skills	0.066	0.084	0.877	0.382
Personal maturity skills	0.352	0.395*	4.058	< .001
<b>Dependent Variable:</b>	<b>Entrepreneurial intention</b>			
R= 0.813	$R^2 = .47$			
F-ratio = 48.222	p-value < .001			

\*Significant at 0.05 significance level

Thus, there is a domain in entrepreneurial skills that significantly predicts the entrepreneurial intention. The R-value of 0.813 indicates a highly positive relationship between entrepreneurial skills and entrepreneurial intention. Further, the result shows that 64.7% of the variance is explained by the indicators (R-squared of 0.647 and p-value of <.001).

Moreover, personal maturity skills has a beta of 0.395 and a p-value of <.001, indicating a significant influence to entrepreneurial intention. Leadership skills has a beta of 0.247 and a p-value of 0.002, indicating a considerable impact on entrepreneurial intention. Furthermore, Managerial skills has a beta of 0.196 and a p-value of 0.022 indicating a considerable effect on entrepreneurial intention. Entrepreneurial personal skills has a beta of 0.084 and a p-value of 0.382, indicating that it has no influence on entrepreneurial intention. Lastly, Technical skills has a beta of -0.013 and a p-value of 0.850, indicating that there is no considerable effect on entrepreneurial intention.

It can be reiterated that the results bolter to the Entrepreneurial Skills theory or Jack-of-All-Trades theory, which suggests that individuals with a balanced set of skills across various fields are more likely to succeed as entrepreneurs (Lazear 2004, pp. 208-211). Hence, entrepreneurship is associated with taking chances and putting knowledge into practice by being creative and innovative (Hamdam et al. 2019, p.21). Training entrepreneurial skills can enhance employees' intention to build their organization and employability (Maldonado et al. 2019, p.4689). Dagmar et al. (2021, pp.220-230) stated the relevance of knowledge growth as an indication of enterprise potential. Employees with entrepreneurial thinking skills are especially needed since they think creatively, accept responsibility for their work, and are productive. Further, results also confirm the Theory of Planned Behavior (Ajzen 1991), which outlines intentions through the concepts of subjective norm (SN), normative belief (NB), and perceived behavioral control (PBC). Entrepreneurial intention is also regarded as a human attitude about the implications of consequential decisions and their desirability of belief, self-efficacy, and likelihood of responding to opportunities (Yi 2020, pp.1-17). People with a high degree of enthusiasm for entrepreneurship have confidence in their business knowledge and skills and are likelier to start a business (Neneh et al. 2020, p.17).

#### IV. CONCLUSION AND RECOMMENDATIONS

The researchers concluded that the entrepreneurial skills in terms of technical skills were high, whereas very high for managerial skills, leadership skills, entrepreneurial personal skills, and personal maturity skills. Overall, the level of entrepreneurial skills of the respondents was very high. On the other hand, the level of entrepreneurial intention among employees/laborers in Tagum City Public Market was very high in nascent entrepreneurship, choice intention, and commitment to entrepreneurship. Similarly, the overall mean of entrepreneurial intention was very high. There was a positive and significant relationship between entrepreneurial skills and

entrepreneurial intention. Moreover, in terms of the domains of entrepreneurial skills, only managerial skills, leadership skills, and personal maturity skills significantly influence entrepreneurial intention.

We offer the following recommendations after a thorough review of the findings:

First, the researcher recommends enhancing entrepreneurial skills by leveraging technology to design innovative products and services. This approach can facilitate new connections and partnerships. Second, it is suggested that individuals sustain their entrepreneurial intentions by participating in financial seminars and training programs, which can expand their knowledge and refine their skills. Lastly, employees can draw on their job experiences and aspirations to cultivate entrepreneurial skills and intentions by embracing continuous learning, adopting a business mindset, and demonstrating commitment.

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