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-RESEARCH ARTICLE-

# RELATIONSHIP BETWEEN PERSONALITY TRAITS AND ENTREPRENEURSHIP: A CASE OF FINAL YEAR STUDENTS OF VOCATIONAL SCHOOL OF SOCIAL SCIENCES

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***Abstract***

*Personality characteristics are one of the important factors that shape individuals' behavior, way of thinking and decision-making processes. Entrepreneurship is a process that requires the ability to produce innovative ideas, take risks and evaluate opportunities. In this context, the effect of personality traits on entrepreneurial intention is at the focus of many studies. Entrepreneurship is the process of implementing innovative business ideas, taking risks and evaluating opportunities. Entrepreneurs generally aim to develop new products and services, transform existing markets, or create completely new markets. This process is based on the entrepreneur's personal characteristics such as creative thinking, leadership and determination. Entrepreneurship is not limited to just starting a business; It also requires the ability to recognize and evaluate opportunities in the business world. Although entrepreneurs often face uncertainty and risks, they try to overcome these difficulties with courage, determination and strategic thinking skills. The relationship between personality traits and entrepreneurship is of great importance in understanding and supporting entrepreneurship. Because the personal characteristics of individuals directly affect how they will approach entrepreneurial activities, how they will be successful in these activities, and how they will cope with the difficulties they encounter. The relationship between personality traits and entrepreneurship provides important information about the nature of entrepreneurship, the potential of entrepreneurial candidates and how to best support these candidates. Understanding personality traits can help prospective entrepreneurs enter the business world more prepared and cope more effectively with the challenges they face. This study aims to examine the effects of personality traits on entrepreneurship. Entrepreneurship refers to the ability of individuals to develop innovative ideas, turn these ideas into commercial success and contribute to the economy. In this regard, how individuals' personality traits affect their entrepreneurial tendencies has become an important research topic. The research was conducted on senior students of Selçuk University Vocational School of Social Sciences, and their personality traits were discussed on the basis of the Five Factor Personality Model. Research findings revealed that agreeableness, extroversion, conscientiousnes and openness to experience have positive effects on entrepreneurial intention. It is expected that the study will shed light on individual and corporate strategies that encourage entrepreneurship and provide valuable information in terms of developing individuals' entrepreneurial skills.*

**Keywords:** *Personality Traits, Entrepreneurial Intention, Social Sciences.*
**JEL Codes:** *M10, M11, L26.*
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# KİŞİLİK ÖZELLİKLERİ VE GİRİŞİMCİLİK İLİŞKİSİ: SOSYAL BİLİMLER MESLEK YÜKSEKOKULU SON SINIF ÖĞRENCİLERİ ÖRNEĞİ


## *Öz*

*Kişilik özellikleri, bireylerin davranışlarını, düşünce biçimlerini ve karar alma süreçlerini şekillendiren önemli faktörlerden biridir. Girişimcilik ise, yenilikçi fikirler üretme, risk alma ve fırsatları değerlendirme yeteneği gerektiren bir süreçtir. Bu bağlamda, kişilik özelliklerinin girişimcilik niyeti üzerindeki etkisi, birçok araştırmanın odağında yer almaktadır. Girişimcilik ise yenilikçi iş fikirlerini hayata geçirme, risk alma ve fırsatları değerlendirme sürecidir. Girişimciler, genellikle yeni ürün ve hizmetler geliştirme, mevcut pazarları dönüştürme ya da tamamen yeni pazarlar yaratma amacı güderler. Bu süreç, girişimcinin yaratıcı düşünme, liderlik ve kararlılık gibi kişisel özelliklerine dayanır. Girişimcilik, sadece iş kurmakla sınırlı değildir; aynı zamanda iş dünyasında fırsatları tanıma ve bu fırsatları değerlendirme yeteneği gerektirir. Girişimciler, genellikle belirsizlik ve risklerle karşılaşsalar da cesaret, kararlılık ve stratejik düşünme becerileriyle bu zorlukları aşmaya çalışırlar. Kişilik özellikleri ile girişimcilik arasındaki ilişki, girişimciliği anlamada ve desteklemede büyük bir öneme sahiptir. Çünkü bireylerin kişisel özellikleri, onların girişimcilik faaliyetlerine nasıl yaklaşacaklarını, bu faaliyetlerde nasıl başarılı olabileceklerini ve karşılaştıkları zorluklarla nasıl başa çıkacaklarını doğrudan etkiler. Kişilik özellikleri ve girişimcilik arasındaki ilişki, girişimciliğin doğası, girişimci adaylarının potansiyeli ve bu adaylara nasıl en iyi şekilde destek verileceği konusunda önemli bilgiler sunar. Kişilik özelliklerinin anlaşılması, girişimci adaylarının iş dünyasına daha hazırlıklı girmelerine ve karşılaştıkları zorluklarla daha etkili bir şekilde başa çıkmalarına yardımcı olabilir. Bu çalışma, kişilik özelliklerinin girişimcilik üzerindeki etkilerini incelemeyi amaçlamaktadır. Girişimcilik, bireylerin yenilikçi fikirler geliştirme, bu fikirleri ticari başarıya dönüştürebilme ve ekonomiye katkıda bulunabilme yeteneklerini ifade eder. Bu doğrultuda, bireylerin kişilik özelliklerinin girişimcilik eğilimlerini nasıl etkilediği önemli bir araştırma konusu haline gelmiştir. Araştırma Selçuk Üniversitesi Sosyal Bilimler Meslek Yüksekokulu son sınıf öğrencileri üzerinde yapılmış olup, kişilik özellikleri Beş Faktör Kişilik Modeli temelinde ele alınmıştır. Araştırma bulguları, uyumluluk, dışa dönüklük, sorumluluk ve deneyime açıklık özelliklerinin girişimcilik niyeti üzerinde olumlu etkileri olduğunu ortaya koymuştur. Çalışmanın girişimciliği teşvik eden bireysel ve kurumsal stratejilere ışık tutması ve bireylerin girişimcilik becerilerinin geliştirilmesi açısından değerli bilgiler sunması beklenmektedir.*


**Anahtar Kelimeler:** *Kişilik Özellikleri, Girişimcilik Niyeti, Sosyal Bilimler.*

**JEL Kodları:** *M10, M11, L26.*

"Bu çalışma Araştırma ve Yayın Etiğine uygun olarak hazırlanmıştır."

## 1. INTRODUCTION

The ability to see, understand, interpret opportunities and take risks to innovate by finding new products, services, resources and markets, and the process of implementing all these is called entrepreneurship (İraz, 2010; Bedük and Ata, 2020). Entrepreneurship is considered one of the fundamental elements of economic development and includes the ability of individuals to develop innovative ideas, commercially implement these ideas and create economic added value. Entrepreneurship has a strategic importance not only for individuals but also for societies and countries. For example, entrepreneurial activities bring many economic and social benefits, such as creating employment, increasing income levels and raising living standards. For this reason, research on entrepreneurship stands out as an important area for individual and social development.

There are many factors that affect entrepreneurial activities. These factors are generally classified as environmental, economic and individual. While policies and regulations stand out among environmental factors, market conditions and access to finance come to the fore among economic factors, individual factors provide an understanding of entrepreneurship at the micro level. Among individual factors, personality traits, an individual's tendency to take risks, creativity and social networking skills constitute the basic building blocks of the entrepreneurship process. Personality characteristics stand out as one of the most important elements that shape individuals' behavior and thinking.

Personality characteristics play an important role in the process of individuals developing and implementing innovative ideas. For example, while the trait of extroversion allows individuals to create a wide business network by establishing strong social relationships, the sense of responsibility enables individuals to act in a disciplined and planned manner in business processes. Open-mindedness, on the other hand, helps individuals adapt more easily to innovative projects by increasing the capacity to produce creative solutions.

Entrepreneurship is widely considered to be a country's key driver for economic growth. It is known as catalyst. In the age of globalization, entrepreneurship and entrepreneurs is of great importance. The country's competitiveness is driven by entrepreneurial spirit and innovation. determines. Entrepreneurship is studied not only by economists and sociologists but also It has always been an interesting topic discussed by psychologists. As entrepreneurship theory develops, the definitions of entrepreneur and entrepreneurship change (Mat et al, 2015). The idea of approaching entrepreneurship from a cognitive perspective has been gaining ground recently. is receiving increasing attention from educators and researchers. has started. This importance given to the cognitive aspects of entrepreneurship and the contradictory findings of previous studies that cited unique features is the answer. At the same time, as a result of entrepreneurs and their cognitive characteristics, given for opportunity recognition, performance, business growth and becoming an entrepreneur The decision has a critical role to play in the entire process (Pihie et al., 2013). Entrepreneurs not only create new businesses, but also create new innovations. They

increase job opportunities leading to the creation of technologies and inventions. Twentieth The main findings of the century are enterprise-related initiatives. many countries provides multiple benefits from entrepreneurship. In addition, entrepreneurship has economic benefits, especially in terms of standard of living and industrial empowerment. benefits society (Iskandarini, 2014).

In this study, the relationship between the personality traits and entrepreneurial tendencies of senior students of Selçuk University Vocational School of Social Sciences was analyzed. In the research, the effects of individuals' characteristics such as adaptability, conscientiousnes, extroversion, openness to experience and neuroticism on entrepreneurial tendencies were examined, based on the Five Factor Model of Personality. The study aims to contribute to the literature on understanding the effects of individual characteristics on entrepreneurship and aims to shed light on individual and corporate strategies that encourage entrepreneurship. This study has some limitations. First, the research was conducted only on final-year students studying at Selçuk University Social Sciences Vocational School. This limits the generalization of the results to different universities, faculties, educational levels, or cultural contexts. Second, the research has a cross-sectional design. Since the data were collected over a specific time period, the relationships between personality traits and entrepreneurial intention cannot be evaluated in terms of temporal variation and causality. Furthermore, although the personality traits and entrepreneurial intention scales used in the study are widely used and have proven reliability in the literature, they may not reflect individuals' personality structures and entrepreneurial intentions in all their dimensions. In this context, the findings are limited by the measurement capacity of the scales used.

Additionally, the results of this study are expected to provide valuable information in terms of designing entrepreneurship training programs and developing individuals' entrepreneurial skills such as KOSGEB entrepreneurship training courses. These courses are offered by KOSGEB at two levels: traditional entrepreneurship training and advanced entrepreneurship training. Traditional Entrepreneurship Training aims to equip entrepreneurs with the knowledge and experience to establish and run a business, understand their roles and responsibilities in this process, and develop business models for their ideas. This training is aimed at both entrepreneurs who want to open businesses in traditional sectors and those who wish to participate in Advanced Entrepreneurship Training. Advanced Entrepreneurship Training aims to provide entrepreneurs operating in innovative, medium-high/advanced technology sectors and the manufacturing sector with the knowledge they may need (KOSGEB, 2025).

## 2. LITERATURE REVIEW

The spread and development of entrepreneurship affects many areas positively. It also affects development. Important things to consider when talking about entrepreneurship One of the points is entrepreneurial intention. Because without entrepreneurial intention It is not possible to engage in entrepreneurial activity. For this reason, entrepreneurship activity is a planned behavior done with intention. (Çelik et al., 2014). There is a clear and consistent definition of the term entrepreneurship in

the context of entrepreneurial intentions. It has always been argued that there is no definition. Entrepreneurial intentions before In the studies, a business owner or freelancer (who started his own firm or taking over an existing firm) or personal adaptions, inclinations, desires or Interests that might lead to daring to create something referenced. At the same time, those who are just thinking of starting their own company and nascent entrepreneurial initiatives, including those taking more specific steps against it. It was also used as intentions (Küttim et al., 2014).

The relationships between personality traits and entrepreneurship are an important research area both psychologically and socioeconomically. The focus of many academic studies has been on how entrepreneurship is shaped by the characteristics of the personality it will experience and how these characteristics lead to the emergence of entrepreneurship. Entrepreneurship can be used directly through the capacity to think about the future, take risks and produce; Therefore, personality traits play a critical role in understanding the success and development of entrepreneurs (Özgüner, 2015; Uğur and Devcar, 2018). In particular, the Big Five personality model (agreeableness, conscientiousness, extraversion, openness to experience, and neuroticism) is widely used in entrepreneurship research. This model helps to understand what personality characteristics entrepreneurs have and the current impact of these characteristics on their entrepreneurial tendencies (Yurdasever, 2023). Entrepreneurial intention refers to attitudes and behaviors towards entrepreneurial activities. Diversity emerges to have an important effect on personality and entrepreneurial tendencies. For example, features such as risk-taking characteristics and profitability are among the factors that increase the success of entrepreneurs (Sarıtas and Duran, 2017; Dalboy, 2023). Also of value is the impact on individuals' entrepreneurial intentions; Entrepreneurial intentions can be directly accessed through personality traits, and this emphasizes that entrepreneurship education is increased (Özer et al., 2019; Aydemir and Korkmaz, 2021). Entrepreneurship training succeeds in developing entrepreneurial skills. It is possible to establish a relationship between women's personality traits and entrepreneurial processes. For example, changes in personality traits have been observed before and after the training in the field of entrepreneurship education. This shows that education is positive on the development of personality (Yurdasever, 2023; Özer et al., 2019). In addition, it has been determined that those who receive entrepreneurship education increase their entrepreneurial intentions and this situation occurs with the characteristics of personality (Aydemir and Korkmaz, 2021). The impact of personality on entrepreneurship is not limited to just personal characteristics; It also interacts with social and cultural factors. For example, social entrepreneurship that supports cultural norms and values can positively affect entrepreneurial tendencies (Aydemir and Korkmaz, 2021). In this context, for the success of entrepreneurial growth, in addition to the population spent, the social environment and cultural support are also important (Aydemir and Korkmaz, 2021). Copies of individual money on entrepreneurship are generally collected data using nice research methods. Such studies represent finding significant relationships between personality traits and entrepreneurial situations. For example, a study has shown that personality, such as comprehensiveness, sophistication and risk taking, have positive developments on entrepreneurial

tendencies (Dalboy, 2023; Bayram & Öztirak, 2021). These liberals emphasize the role of entrepreneurship in its course. To magnify the entrepreneurial conditions on personality changes, the effects on the entrepreneurial conditions of different personality types should also be examined. For example, some personality types are more prone to entrepreneurial activities, while others are less demonstrative. This situation provides important clues about which individuals are entrepreneurs (Özgüner, 2015; Uğur and Devcar, 2018; Yurdasever, 2023). In addition, the relationship between entrepreneurial relationships and personality traits may also have an impact on the career choices that can be made; Therefore, it is important to consider personality throughout the career process (Sarıtas and Duran, 2017; Dalboy, 2023). As a result, the relationship between personality traits and entrepreneurship is a multidimensional country and studies in this field provide important information in understanding entrepreneurship processes. How entrepreneurship is shaped by the characteristics of the personality it will experience and how these characteristics are on the emergence of entrepreneurship creates an important area for exploration. In order to better understand this democratic, democratic entrepreneurship, more quantitative and qualitative research is needed (Özgüner, 2015; Uğur & Devcar, 2018; Yurdasever, 2023; Özer et al., 2019; Bayram & Öztirak, 2021).

The Five Factor Model of Personality is a widely used theoretical framework to examine the personality structure of individuals. The model focuses on five core dimensions: open-mindedness, conscientiousness, extraversion, agreeableness, and neuroticism. Research has shown that these characteristics play a critical role in understanding individuals' entrepreneurial tendencies. For example, Rauch and Frese (2007) revealed that conscientiousness and extraversion traits were significantly related to entrepreneurial success. While the conscientiousnes feature enables individuals to act in a planned manner and manage their work in a disciplined manner, extroversion provides an advantage in terms of establishing social relationships and networking. Among the studies, Markman, Balkin, and Baron (2002) also examined entrepreneurial competencies in a broader context, evaluating how personality traits combined with organizational resources affect performance results.

In order to determine the familial factors affecting the entrepreneurial intention of university students, Çelik et al. A study was conducted by (2014). In the study, data was collected from 234 undergraduate students studying at Mersin University using the survey technique. As a result of the research, it was seen that those with high family income tend to be more entrepreneurship. In addition, those who have entrepreneurs in their family and close circle have higher entrepreneurial intentions. Another study on entrepreneurial intention was conducted by Naktiyok and Timuroğlu (2010). In this study, a survey was administered to 234 undergraduate students studying at Atatürk University. As a result of the research, male students' entrepreneurial intentions were higher than female students. Additionally, it has been observed that those with higher family income have more entrepreneurial intentions. In order to find out what the factors affecting entrepreneurial intention are, Tong et al. A study was conducted by (2011). In the study, data was collected from 196 university students by survey method. As a result of the research, it was seen that working independently, being successful and the entrepreneurial history of the family are

important in entrepreneurial intentions. Şeşen and Basım (2012) collected data using a survey technique from 186 students studying in the sports department of four different universities. As a result of the research, male students' entrepreneurial intention was higher than female students. In addition, the entrepreneurial tendencies of students who have work experience and whose family income is high are higher than those who have no previous work experience and whose family income is low. It has been observed that as age increases, entrepreneurial intention also increases.

In particular, the impact of individual characteristics such as self-efficacy and innovativeness on success has been emphasized. Baron and Markman (2003) pointed out the importance of social skills in the context of entrepreneurship and emphasized that individuals' ability to use their social networks effectively increases entrepreneurial success. Social intelligence plays an important role in entrepreneurs' processes of identifying and evaluating business opportunities. Singh and DeNoble (2003) emphasized in their study that not only personality traits but also environmental factors are effective in entrepreneurial success. Baum and Locke (2004) discussed the impact of individual characteristics on entrepreneurial success and stated that psychological factors, especially goal setting and self-efficacy, contribute to entrepreneurial performance. Additionally, Stephan and Pathak (2016) stated that cultural values are decisive on entrepreneurship and shape individuals' risk perceptions within the cultural context.

However, Kristiansen and Indarti (2004) evaluated the impact of cultural differences and individual characteristics on entrepreneurial tendency by examining the entrepreneurial intentions of university students in Asian countries. The study shows that high-context communication style in Asian cultures shapes entrepreneurial intentions. In a meta-analysis by Zhao and Seibert (2006), it was found that open-mindedness and neuroticism increased entrepreneurial tendencies. While open-mindedness makes it easier for individuals to be open to new ideas and produce creative solutions, neuroticism increases individuals' capacity to cope with stressful situations. Nicolaou and Shane (2010) examined the effects of genetic factors on entrepreneurship and suggested that genetic tendencies increase the potential of individuals to take risks and innovate. The study argues that entrepreneurship has not only an environmental but also a biological basis. Caliendo and Kritikos (2014) stated that the factors affecting entrepreneurship tendency are not only personality traits but also economic conditions and social support mechanisms.

In this study, it was analyzed how the risk-taking tendencies and decision-making processes of entrepreneurs are shaped by macroeconomic variables. Leutner, Ahmetoglu, Akhtar, and Chamorro-Premuzic (2014) showed that creativity and leadership skills, in particular, support entrepreneurial activities by associating entrepreneurial characteristics with the Five Factor Personality Model. The study emphasizes that creativity forms the basis of innovative ideas in entrepreneurial processes and that leadership skills ensure the sustainability of organizational structures.

In conclusion, this literature review shows that the relationship between personality traits and entrepreneurial tendency has a multidimensional structure. It is understood

that, in addition to personality traits, variables such as genetic factors, economic conditions and social support mechanisms also shape this relationship.

## 2. METHODOLOGY

The aim of this study is to reveal the relationships between personality traits and entrepreneurial intentions of vocational school students. In line with this main purpose, the sample of the research consists of 1417 senior students studying in 8 different departments at Selçuk University Vocational School of Social Sciences (SBMYO) in the 2024-2025 Academic Year. However, since participation in the survey was voluntary, 854 students responded and the analysis was carried out on the data obtained from these students. In the study where survey application was chosen as the data collection method, the data was obtained through convenience sampling method. The first part of the two-part survey form includes the demographic characteristics of the students, and the second part includes the entrepreneurial intention and personality characteristics scales.

Students' entrepreneurial intentions were measured with a 6-item scale developed by Linan and Chen (2009). To measure personality traits according to five factors, Gosling et al. (2003) consists of five sub-factors as personality traits: agreeableness, extraversion, conscientiousnes, openness to experience and neuroticism. In the scale, students are asked to mark to what extent they agree with the statements regarding entrepreneurial intentions and personality traits on a 5-point Likert Scale (1 = Strongly disagree, 5 = Strongly agree).

The hypotheses created to determine the relationship between variables within the framework of the information in the literature are as follows.

$H_1$: There is a significant relationship between university students' personality traits and entrepreneurial intentions.

$H_{1.1}$: Agreeableness personality trait has a significant effect on entrepreneurial intention.

$H_{1.2}$: Extraversion personality trait has a significant effect on entrepreneurial intention.

$H_{1.3}$: Conscientiousness personality trait has a significant effect on entrepreneurial intention.

$H_{1.4}$: The personality trait of openness to experience has a significant effect on entrepreneurial intention.

$H_{1.5}$: Neuroticism has a significant effect on entrepreneurial intention.

The data collected through surveys from senior students of Vocational School of Social Sciences were analyzed with the 22nd version of the SPSS package program. Demographic characteristics of the participants were calculated as frequency and

percentage. The relationships and effects between the sub-dimensions of five-factor personality traits, which are independent variables, and entrepreneurial intention, which is the dependent variable, were tested with correlation and regression analyses. The research findings are limited to senior students studying at Selçuk University Vocational School of Social Sciences. It is cross-sectional research because the research was conducted over a certain period of time. The findings regarding personality traits and entrepreneurial intention obtained in the research are limited by the measurement capacities of the scales.

## 3. FINDINGS

This part of the study includes the test results and regression analysis findings to prepare the data for analysis. Cronbach's alpha coefficient is used to determine the internal consistency of scales commonly used in social sciences. A Cronbach's alpha value of 0.70 and above is considered sufficient (Başol, 2019). In Table 1 below, the values that measure the consistency between the expressions used in the survey and are shown with the Cronbach Alpha coefficient are given. According to Table 1, it can be said that the scales are reliable and consistent.

**Table 1. Cronbach Alpha Values of the Scales**

| Scale | Cronbach Alfa (α) |
|---|---|
| Entrepreneurial Intention | 0,916 |
| Agreeableness | 0,849 |
| Extraversion | 0,714 |
| Conscientiousnes | 0,747 |
| Openness to Experience | 0,736 |
| Neuroticism | 0,703 |

Normality test was applied to measure the distribution of the data in the reference range. For survey data to show a normal distribution, skewness and kurtosis values are expected to be between -3 and +3 (Tabachnick and Fidell, 2013; Gliner et al., 2015). The normality test for the variables used in the study is given in Table 2.

**Table 2. Normality Test for the Distribution of Data**

| | Skewness | | Kurtosis | |
|---|---|---|---|---|
| | Statistics | Std. Err. | Statistics | Std. Err. |
| Entrepreneurial Intention | ,004 | ,257 | -,522 | ,432 |
| Agreeableness | ,011 | ,257 | -,464 | ,432 |
| Extraversion | ,097 | ,257 | -,312 | ,432 |
| Conscientiousnes | ,482 | ,257 | -,437 | ,432 |
| Openness to Experience | ,684 | ,257 | -548 | ,432 |

| | | | | |
|---|---|---|---|---|
| Neuroticism | ,077 | ,257 | -018 | ,432 |

When Table 2 is examined, it is understood that all of the scales used in the research show normal distribution. Therefore, it was decided to apply parametric tests in the analysis of the research data.

**Table 3. Demografic Information**

| Variable | Group | Frequency | Percentage |
|---|---|---|---|
| Gender | Female | 617 | 72,2 |
| | Male | 237 | 27,8 |
| Age | Under 21 | 694 | 81,3 |
| | Over 21 | 160 | 18,7 |
| Economic Situation of the Family | Minimum wage | 561 | 65,7 |
| | Minimum wage-40.000 | 176 | 20,6 |
| | Above 40.000 | 117 | 13,7 |
| Status of Taking Courses on Entrepreneurship | Yes | 97 | 11,3 |
| | No | 757 | 88,7 |

When Table 3 is examined; 72.2% of the respondents are women, 27.8% are men, 81.3% are under the age of 21 and 18.7% are over the age of 21. In addition, it is seen that the economic level of the majority of the students (65.7%) of their families is at the minimum wage level, and a very small part of the students (11.3%) receives training on entrepreneurship.

Table 4 shows the mean and standard deviation values of the expressions used in the research.

**Table 4. Descriptive Statistics**

| Variable | Mean | Std.Dev. | n |
|---|---|---|---|
| Entrepreneurial Intention | 3,83 | 0,51 | 854 |
| Agreeableness | 2,76 | 0,64 | 854 |
| Extraversion | 3,97 | 0,89 | 854 |
| Conscientiousnes | 4,06 | 0,73 | 854 |
| Openness to Experience | 4,21 | 0,82 | 854 |
| Neuroticism | 2,32 | 1,16 | 854 |

According to Table 4, the personality trait with the highest average was openness to experience, followed by conscientiousnes and extroversion. The personality trait with the lowest average was neuroticism.

The results of the correlation analysis showing the relationships between the entrepreneurial intention and personality traits of the students participating in the research are given in Table 5.

**Table 5. Correlation Analysis**

| | Entrepreneurial Intention | Agreeableness | Extraversion | Conscientiousnes | Openness to Experience | Neuroticism |
|---|---|---|---|---|---|---|
| Entrepreneurial Intention | 1,00 | | | | | |
| Agreeableness | 0,37 | 1,00 | | | | |
| Extraversion | 0,51 | 0,15 | 1,00 | | | |
| Conscientiousnes | 0,64 | 0,33 | 0,42 | 1,00 | | |
| Openness to Experience | 0,76 | 0,22 | 0,45 | 0,47 | 1.00 | |
| Neuroticism | 0,32 | -0.11 | 0,36 | -0,38 | 0,67 | 1.00 |

According to the results, there is a positive relationship between the entrepreneurial intention variable and the variables of agreeableness, extraversion, conscientiousnes, openness to experience and neuroticism. When the results in Table 5 are examined, it is seen that the highest correlation between the variables is 76% between entrepreneurial intention and openness to experience.

Regression analysis is expressing the relationship between the dependent variable and the independent variable with a mathematical model. While in simple linear regression analysis there is a dependent and an independent variable, in multiple linear regression analysis there is a dependent variable and two or more independent variables (Ural and Kılıç, 2005; Gençay and Döven, 2019). Table 6 shows the results of simple linear regression analysis for the effect of personality traits on entrepreneurial intention.

**Table 6. Regression Analysis**

| | **Dependent Variable:** Entrepreneurial Intention | | | |
|---|---|---|---|---|
| **Independent Variables** | **β** | **t** | **p** | **Hypothesis** |
| Agreeableness | 0,638 | 8,704 | 0,000 | H1: Accept |
| Extraversion | 0,267 | 0,181 | 0,000 | H1.1: Accept |

| | | | | |
|---|---|---|---|---|
| Conscientiousnes | 0,331 | 3,684 | 0,028 | H1.2: Accept |
| Openness to Experience | 0,284 | 1,908 | 0,002 | H1.3: Accept |
| Neuroticism | 0,462 | 0,493 | 0,000 | H1.4: Accept |
| Agreeableness | 0,132 | 0,334 | 0,862 | H1.5: Denied |
| | | $R^2$=0,254 | F=23,76 | |

According to the results of the regression analysis, it was determined that the independent variables explained the change in the dependent variable by 25%. The model appears to be statistically significant ($p<0.01$). The effect of "personality traits", the main dimension of the independent variables, on the dependent variable "entrepreneurship intention" is statistically significant at the $p <0.01$ level. The effect of the variables "agreeableness", "extraversion", " conscientiousnes " and "openness to experience", which are the sub-dimensions of personality traits, on "entrepreneurial intention" is statistically significant at the $p < 0.01$ level. The effect of " neuroticism", one of the other independent variables, on entrepreneurial intention is not statistically significant.

## CONCLUSION

Entrepreneurial intention refers to an individual's determination to start and develop a new business venture. This intention is influenced by a variety of factors, including personal motivations, perceived opportunities, and individual characteristics such as personality traits, skills, and experiences. A strong entrepreneurial intention indicates that an individual is likely to take the necessary steps when starting a business, such as identifying the business idea, creating a business plan, and securing resources.

In this study, where the effect of personality traits on entrepreneurial intention was examined, it was determined that the effect of personality traits on entrepreneurial intention was significant and multifaceted. Characteristics such as openness to experience and conscientiousnes are particularly effective in shaping an individual's entrepreneurial intention. These characteristics encourage the creativity and determination necessary for entrepreneurial success. Understanding these personality dimensions can help not only predict entrepreneurial potential but also help design training and support programs that nurture and develop these traits. At the same time, personality traits such as extraversion and agreeableness also play an important role in entrepreneurial intention. Extraverted individuals, with their innate sociability and assertiveness, are more likely to establish extensive networks and seek opportunities, thus increasing their entrepreneurial pursuits. Similarly, agreeable individuals known for their ability to collaborate and empathize can develop positive relationships with stakeholders that are crucial to the success of a new venture.

This research was conducted to examine the relationship between entrepreneurial intention and personality traits. The analyzes revealed that there is a positive

relationship between entrepreneurial intention and personality traits such as agreeableness, extraversion, responsibility, openness to experience and emotional balance. This result shows that personality traits can affect entrepreneurial intention and that individuals' personal characteristics play a decisive role in turning to entrepreneurial activities. Another important finding of the research is that the model based on regression analysis is statistically significant. According to the multiple linear regression analysis, the power of personality traits to explain entrepreneurial intention was found to be 25%. This reveals that personality traits make a significant contribution to entrepreneurial intention. It was emphasized that the model was statistically significant with a p-value ($p<0.01$). The effect of personality traits on entrepreneurial intention as independent variables helps us better understand the role of psychological factors on entrepreneurial behavior.

However, no significant relationship was found between emotional stability and entrepreneurial intention in the study. This situation is contrary to previous studies that evaluated emotional balance as an effective factor on individuals' entrepreneurial intentions. The trait of emotional stability may have a more indirect effect on entrepreneurial intention or may work in interaction with other personality factors. This research revealed that personal characteristics affecting entrepreneurial intention are very important. Understanding the personality characteristics of individuals prone to entrepreneurial activities can be used to make entrepreneurship training and support programs more efficient. Additionally, it can be said that interventions aimed at increasing entrepreneurial intention should be customized according to the personality characteristics of individuals.

This study exhibits both similarities and differences with prior research in the literature. For instance, the study conducted by Seçgin (2020) found that entrepreneurship education has a significant and positive effect on university students' entrepreneurial tendency. The findings indicated that students who received entrepreneurship education demonstrated higher levels of risk-taking, innovativeness, self-confidence, and entrepreneurial intention. This evidence suggests that entrepreneurship education functions as an important external factor in fostering entrepreneurial behavior. In contrast, the present study addresses entrepreneurial intention within the framework of individual factors, specifically personality traits. The results reveal that openness to experience, conscientiousness, extraversion, and agreeableness have statistically significant and positive effects on entrepreneurial intention, whereas emotional stability (neuroticism) does not have a significant effect. In conclusion, while Seçgin (2020) emphasizes that entrepreneurial intention can be enhanced through education, the present study demonstrates that entrepreneurial intention is also a personality-based disposition. A joint evaluation of these findings indicates that entrepreneurship policies and educational programs should be designed using a holistic approach that simultaneously considers individual personality characteristics and supportive educational content.

The strong effects of openness to experience and conscientiousness on entrepreneurial intention provide empirical support for the findings of Rauch and Frese (2007), Zhao and Seibert (2006), and Leutner et al. (2014). These studies similarly emphasize that characteristics such as creative thinking, openness to innovation, systematic planning,

and goal orientation constitute fundamental determinants of entrepreneurial behavior. In this respect, the present study demonstrates a high level of consistency with the existing literature concerning the cognitive and behavioral foundations of entrepreneurial intention. Furthermore, the positive effect of extraversion on entrepreneurial intention is consistent with the results reported by Baron and Markman (2003) as well as Şeşen and Basım (2012). Extraverted individuals' abilities to establish social networks, their communication competencies, and their capacity to recognize opportunities are regarded as critical factors that facilitate the entrepreneurial process. Likewise, the positive effect of the agreeableness dimension supports the findings of Bayram and Öztırak (2021) and Boz et al. (2016). On the other hand, the finding that emotional stability (neuroticism) does not have a statistically significant effect on entrepreneurial intention represents a divergence from some studies in the existing literature. While Zhao and Seibert (2006) and Nicolaou and Shane (2010) suggest that neuroticism may exert indirect or context-dependent effects on entrepreneurial tendencies, the present study reveals that this effect is neither direct nor statistically significant. This discrepancy may be attributed to the characteristics of the sample, which consists of vocational school students with a relatively homogeneous age distribution, as well as the fact that a substantial proportion of the participants had not received formal entrepreneurship education. Additionally, the results of this study are expected to provide valuable information in terms of designing entrepreneurship training programs and developing individuals' entrepreneurial skills such as KOSGEB entrepreneurship training courses. These courses are offered by KOSGEB at two levels: traditional entrepreneurship training and advanced entrepreneurship training (KOSGEB, 2025). In this context, it is recommended that the content of entrepreneurship education programs be restructured by taking individuals' personality traits into consideration. The findings of the study reveal that personality traits such as openness to experience, conscientiousness, extraversion, and agreeableness have significant effects on entrepreneurial intention. Accordingly, entrepreneurship education programs should not focus solely on technical knowledge and business plan preparation skills; instead, greater emphasis should be placed on experiential learning activities that foster creativity, workshops that enhance problem-solving and innovative thinking skills, and interactive learning methods that strengthen teamwork and communication competencies. Moreover, project-based learning approaches that support individuals with high levels of responsibility and self-discipline can enable students to learn the entrepreneurial process through direct experience. Such personality-oriented and practice-based educational content is expected to be effective in strengthening entrepreneurial intention and in developing individuals' potential entrepreneurial profiles.

In summary, although personality traits are not the sole determinant of entrepreneurial success, they provide a basic framework that supports entrepreneurial intention and behavior. By encouraging and developing these characteristics through both personal development and targeted training programmes, individuals can increase their entrepreneurial potential and contribute to wider economic and societal advances. This complex interaction between personality and entrepreneurship underscores the importance of a holistic approach in understanding and developing entrepreneurial

intentions. For future studies, it may be suggested to address issues such as how the interaction between personality and entrepreneurship will promote innovation and economic growth.

# KİŞİLİK ÖZELLİKLERİ VE GİRİŞİMCİLİK İLİŞKİSİ: SOSYAL BİLİMLER MESLEK YÜKSEKOKULU SON SINIF ÖĞRENCİLERİ ÖRNEĞİ

## 1. GİRİŞ

Girişimcilik faaliyetlerini etkileyen birçok faktör bulunmaktadır. Bu faktörler genel olarak çevresel, ekonomik ve bireysel olarak sınıflandırılmaktadır. Çevresel faktörler arasında politika ve regülasyonlar, ekonomik faktörler arasında ise piyasa koşulları ve finansmana erişim ön plana çıkarken, bireysel faktörler girişimciliğin mikro düzeyde anlaşılmasını sağlamaktadır. Bireysel faktörler arasında kişilik özellikleri, bireyin risk alma eğilimi, yaratıcılığı ve sosyal ağ oluşturma becerileri, girişimcilik sürecinin temel yapı taşlarını oluşturmaktadır. Kişilik özellikleri ise bireylerin davranış ve düşünce biçimlerini şekillendiren en önemli unsurlardan biri olarak öne çıkmaktadır.

Kişilik özellikleri, bireylerin yenilikçi fikirler geliştirme ve uygulama süreçlerinde önemli bir rol oynamaktadır. Örneğin, dışa dönüklük özelliği, bireylerin güçlü sosyal ilişkiler kurarak geniş bir iş ağı oluşturmasına olanak tanırken, sorumluluk duygusu bireylerin iş süreçlerinde disiplinli ve planlı bir şekilde hareket etmesini sağlamaktadır. Açık fikirlilik ise yaratıcı çözümler üretme kapasitesini artırarak bireylerin yenilikçi projelere daha kolay adapte olmalarına yardımcı olmaktadır.

Bu çalışmada, Selçuk Üniversitesi Sosyal Bilimler Meslek Yüksekokulu son sınıf öğrencilerinin kişilik özellikleri ile girişimcilik eğilimleri arasındaki ilişki analiz edilmiştir. Araştırmada Beş Faktör Kişilik Modeli temel alınarak bireylerin uyumluluk, sorumluluk, dışa dönüklük, deneyime açıklık ve duygusal denge gibi özelliklerinin girişimcilik eğilimleri üzerindeki etkileri incelenmiştir. Çalışma, bireysel özelliklerin girişimcilik üzerindeki etkilerini anlamaya yönelik literatüre katkı sağlamayı amaçlamakta ve girişimciliği teşvik eden bireysel ve kurumsal stratejilere ışık tutmayı hedeflemektedir. Ayrıca, bu çalışmanın sonuçlarının girişimcilik eğitim programlarının tasarlanması ve bireylerin girişimcilik becerilerinin geliştirilmesi açısından değerli bilgiler sunması beklenmektedir.

## 2. YÖNTEM

SBMYO son sınıf öğrencilerinden anketlerle toplanan veriler SPSS paket programının 22. versiyonuyla analiz edilmiştir. Katılımcıların demografik özellikleri sıklık ve yüzde olarak hesaplanmıştır. Bağımsız değişkenler olan beş faktör kişilik özelliklerinin alt boyutlarıyla, bağımlı değişken olan girişimcilik niyeti arasındaki ilişkiler ve etkileri korelasyon ve regresyon analizleriyle test edilmiştir. Araştırma bulguları, Selçuk Üniversitesi Sosyal Bilimler Meslek Yüksekokulu'nda eğitim gören son sınıf öğrencileriyle sınırlıdır. Araştırma belirli bir zaman aralığında yapıldığından dolayı kesitsel bir araştırmadır. Araştırmada elde edilen kişilik özellikleri ve girişimcilik niyetine yönelik bulgular ölçeklerin ölçme kapasiteleriyle kısıtlıdır.

## 3. BULGULAR

Sonuçlara göre girişimcilik niyeti değişkeni ile uyumluluk, dışa dönüklük, sorumluluk, deneyime açıklık ve duygusal denge değişkenleri arasında pozitif bir ilişki bulunmaktadır. Tablo 5'teki sonuçlar incelendiğinde değişkenler arasındaki en yüksek korelasyonun girişimcilik niyeti ile deneyime açıklık arasında %76 olduğu görülmektedir.

Regresyon analizi bağımlı değişken ile bağımsız değişken arasındaki ilişkinin matematiksel bir model ile ifade edilmesidir. Basit doğrusal regresyon analizinde bir bağımlı bir de bağımsız değişken söz konusu iken, çoklu doğrusal regresyon analizinde ise bir bağımlı değişken ve iki ya da daha fazla bağımsız değişken vardır (Ural ve Kılıç, 2005; Gençay ve Döven,2019). Tablo 6'da kişilik özelliklerinin girişimcilik niyeti üzerindeki etkisine yönelik basit doğrusal regresyon analizi sonuçları gösterilmektedir.

Yapılan regresyon analizinin sonuçlarına göre, bağımsız değişkenlerin bağımlı değişkene ait değişimi %25 oranında açıkladığı tespit edilmiştir. Modelin istatistiksel olarak anlamlı olduğu görülmektedir ($p<0,01$). Bağımsız değişkenlerin ana boyutu olan "kişilik özellikleri" nin bağımlı değişken olan "girişimcilik niyeti" üzerindeki etkisi $p<0,01$ düzeyinde istatistiksel olarak anlamlıdır. Kişilik özelliklerinin alt boyutlarından "uyumluluk", "dışa dönükük", "sorumluluk" ve "deneyime açıklık" değişkenlerinin "girişimcilik niyeti" üzerindeki etkisi, $p < 0,01$ düzeyinde istatistiksel olarak anlamlıdır. Diğer bağımsız değişkenlerden "duygusal denge" nin girişimcilik niyeti üzerindeki etkisi istatistiksel olarak anlamlı değildir.

## SONUÇ

Kişilik özelliklerinin girişimcilik niyeti üzerindeki etkisinin incelendiği bu çalışmada kişilik özelliklerinin girişimcilik niyeti üzerindeki etkisinin anlamlı ve çok yönlü olduğu tespit edilmiştir. Deneyime açıklık ve sorumluluk gibi özellikler, bireyin girişimcilik niyetini şekillendirmede özellikle etkilidir. Bu özellikler, girişimcilik başarısı için gerekli olan yaratıcılığı ve kararlılığı teşvik eder. Bu kişilik boyutlarını anlamak, yalnızca girişimcilik potansiyelini tahmin etmeye değil, aynı zamanda bu özellikleri besleyen ve geliştiren eğitim ve destek programlarının tasarlanmasına da yardımcı olabilir. Aynı zamanda dışadönüklük ve uyumluluk gibi kişilik özellikleri de girişimcilik niyetinde önemli rol oynamaktadır. Dışadönük bireylerin, doğuştan gelen sosyallikleri ve atılganlıkları ile geniş ağlar kurma ve fırsatları arama olasılıkları daha yüksektir, böylece girişimcilik arayışları artar. Benzer şekilde, iş birliği yapma ve empati kurma becerileriyle tanınan uyumlu bireyler, yeni bir girişimin başarısı için çok önemli olan paydaşlarla olumlu ilişkiler geliştirebilir. Ayrıca, bu çalışmanın sonuçlarının, KOSGEB girişimcilik eğitim kursları gibi girişimcilik eğitim programlarının tasarlanması ve bireylerin girişimcilik becerilerinin geliştirilmesi açısından değerli bilgiler sağlaması beklenmektedir. Bu kurslar KOSGEB tarafından iki seviyede sunulmaktadır: geleneksel girişimcilik eğitimi ve ileri düzey girişimcilik

eğitimi (KOSGEB, 2025). Bu bağlamda, girişimcilik eğitim programlarının içeriğinin, bireylerin kişilik özelliklerini dikkate alacak şekilde yeniden yapılandırılması önerilmektedir. Araştırma bulguları, özellikle deneyime açıklık, sorumluluk, dışa dönüklük ve uyumluluk kişilik özelliklerinin girişimcilik niyeti üzerinde anlamlı etkiler yarattığını ortaya koymaktadır. Bu doğrultuda, eğitim programlarında yalnızca teknik bilgi ve iş planı hazırlama becerilerine odaklanmak yerine; yaratıcılığı teşvik eden uygulamalı çalışmalar, problem çözme ve yenilikçi düşünme becerilerini geliştiren atölye çalışmaları, takım çalışmasını ve iletişim yetkinliklerini güçlendiren etkileşimli öğrenme yöntemlerine daha fazla yer verilmesi önem taşımaktadır. Ayrıca, sorumluluk ve öz disiplin düzeyi yüksek bireyleri destekleyecek proje temelli öğrenme yaklaşımları ile öğrencilerin girişimcilik sürecini deneyimleyerek öğrenmeleri sağlanabilir. Bu tür kişilik temelli ve uygulama odaklı eğitim içeriklerinin, girişimcilik niyetini güçlendirmede ve bireylerin potansiyel girişimci profillerinin geliştirilmesinde etkili olacağı değerlendirilmektedir.

Özetle, kişilik özellikleri girişimcilik başarısının tek belirleyicisi olmasa da girişimci niyet ve davranışı destekleyen temel bir çerçeve sağlar. Bireyler hem kişisel gelişim hem de hedefe yönelik eğitim programları yoluyla bu özellikleri teşvik ederek ve geliştirerek girişimcilik potansiyellerini artırabilir ve daha geniş ekonomik ve toplumsal ilerlemelere katkıda bulunabilirler. Kişilik ve girişimcilik arasındaki bu karmaşık etkileşim, girişimci niyetlerin anlaşılması ve geliştirilmesinde bütünsel bir yaklaşımın öneminin altını çizmektedir. İleride yapılacak çalışmalar için kişilik ile girişimcilik arasındaki etkileşimin yenilikçiliği ve ekonomik büyümeyi nasıl teşvik edeceği gibi konulara değinilmesi önerilebilir.

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| Fikir veya Kavram / *Idea or Notion* | Araştırma hipotezini veya fikrini oluşturmak / *Form the research hypothesis or idea* | Fatih İbrahim KURŞUNMADEN |
| Tasarım / *Design* | Yöntemi, ölçeği ve deseni tasarlamak / *Designing method, scale and pattern* | Fatih İbrahim KURŞUNMADEN |
| Veri Toplama ve İşleme / *Data Collecting and Processing* | Verileri toplamak, düzenlenmek ve raporlamak / *Collecting, organizing and reporting data* | Fatih İbrahim KURŞUNMADEN |
| Tartışma ve Yorum / *Discussion and Interpretation* | Bulguların değerlendirilmesinde ve sonuçlandırılmasında sorumluluk almak / *Taking responsibility in evaluating and finalizing the findings* | Fatih İbrahim KURŞUNMADEN |
| Literatür Taraması / *Literature Review* | Çalışma için gerekli literatürü taramak / *Review the literature required for the study* | Fatih İbrahim KURŞUNMADEN |