

# Hybrid Entrepreneurial Intention through the Lens of Entrepreneurial Event Theory

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## Abstract

Hybrid entrepreneurship allows individuals to venture into a business while simultaneously retaining their salaried job. The phenomenon is commonly found across the globe. However, research about hybrid entrepreneurial intention is still at an evolving stage. The main objective of this study is to reveal the relationship between perceived desirability and perceived feasibility toward hybrid entrepreneurial intention. Questionnaires were distributed to working individuals using a convenience sampling method. The study successfully collected 177 valid responses and the data were analyzed by using partial least square-structural equation modeling (PLS-SEM4.0). The findings revealed that perceived desirability and perceived feasibility played significant roles in modeling hybrid entrepreneurial intention. The paper extends the current knowledge on hybrid entrepreneurial intention by analyzing the effect of perceived desirability and perceived feasibility based on entrepreneurial event theory (EET). The practical implications of these findings are: (i) support from multiple institutions is essential as encouragement for working communities to embark on entrepreneurial activities; (ii) entrepreneurship programs for early-stage hybrid entrepreneurs must be created to equip the entrepreneurs with knowledge, skills, and perhaps networking opportunities.

**Keywords:** Hybrid entrepreneurship, Perceived desirability, Perceived feasibility, Entrepreneurial intention

## ARTICLE INFORMATION

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## 1.0 INTRODUCTION

Micro, Small, and Medium Enterprises (MSMEs) consistently contribute to the development of most economies. In middle-income countries particularly, MSMEs have continuously created job opportunities for multiple backgrounds and skill levels, fostered entrepreneurship activity, generate higher growth in the gross domestic product (GDP), and promote international trade activities. A recent report indicates that MSMEs contribute approximately 50% of job creation and 40% of GDP in developing countries while in emerging economies, the role of MSMEs in creating job opportunities is certain, which 7 out of 10 jobs are offered by MSMEs (The World Bank, 2020).

The Covid-19 pandemic has ultimately led to the downfall of MSMEs. To date, 15% of MSMEs operations

are still closed because of the pandemic in Malaysia (The Sun, 2022). This has placed many in the hardest hit where breadwinners lose jobs and are unable to live a normal life as they did before the pandemic.

After the shift from pandemic to endemic in April 2021, MSMEs started to gradually exploit opportunities available in the market. At the same time, the introduction of stimulus packages, training, and consultation in business digitalization, as well as exhibitions have driven MSMEs to restart their operations. As a result, the unemployment rate shows a declining pattern from 4.8% in June 2021 to 3.8% in June 2022 (Department of Statistics Malaysia, 2022). These developments together with a stronger domestic demand are the reasons for the declining trend in the unemployment rate.

According to World Bank projections, between 2024 and 2028, Malaysia is expected to reach high-income status (The World Bank, 2021). To achieve this status, Malaysia needs to create more jobs for all backgrounds with different skill levels across industries to be at par with the achievement of other countries that have succeeded in the transition. Since entrepreneurship is perceived as a platform to create new jobs and standard of living (Ghergina et al., 2020), this study aims to examine entrepreneurial intention among working individuals in Malaysia by using the Entrepreneurial Event Theory.

Entrepreneurship refers to as innovative, proactive, and risk-taking individuals who aim to exploit untapped business opportunities. In Malaysia, MSMEs are categorized as enterprises with sales turnover of not more than RM50 million and which hire not more than 200 full-time employees (SME Corp). The role of MSMEs entrepreneurs in creating new jobs is indisputable. In developed nations such as Western Europe, the United States, and Japan, half of the job prospects are provided by SMEs. The statistics is even remarkably outstanding in the Republic of Kazakhstan where SMEs created more than three-quarters of new jobs (Zeunullaeva, 2021).

According to Ekpe et al. (2015) although the government has provided strong support and facilities for business formation, most young people in Malaysia are found to be more involved and interested in salaried jobs. This finding has put Malaysia at risk. While Malaysia has to rely on foreign direct investment for employment opportunities, the country is losing its ground to other countries due to political uncertainty, which can be seen in the installation of three prime ministers within four years after the general election (from 2018-2022).

Due to the discouragement factor, the motivation of this study is to test the intention to initiate a hybrid business through the lens of Entrepreneurial Event Theory (EET). Yet, research on hybrid entrepreneurship is found to be still inadequate, particularly in relation to the intention and behavior of hybrid entrepreneurs (Aladejebi, 2020; Rouchy et al., 2021).

Hybrid entrepreneurship is defined as individuals who keep their salaried jobs and simultaneously commence a business (Folta et al., 2010). Kritskaya et al. (2017) explain that hybrid entrepreneurs are characterized as young, and well-educated, but have less start-up experience. In a study conducted by Indudewi (2015),

hybrid entrepreneurs comprise of a group of young people who earned their living by working as professionals and simultaneously owning a business.

There are few studies that explain the motives for hybrid entrepreneurship. Indudewi (2015) specifies internal and external forces as the factors that empower hybrid entrepreneurship. Aladejebi (2020) reveals autonomy and supplementary income as the main drivers for working individuals in running a business. However, Ferreira et al. (2019) indicate financial gain is not the only motive for hybrid entrepreneurs, but it is about enthusiasm for crafting top-quality products to be offered to the market.

This study attempts to view hybrid entrepreneurial intention as predicted by Entrepreneurial Event Theory (EET). Mainly, this paper will study the intention among individuals to initiate a business while at the same time keeping a salaried job in Malaysia. Hybrid entrepreneurship could create new job opportunities. However, hybrid entrepreneurship should only be encouraged if the individuals are productive in their full-time employment. Programs, training, financial assistance, and other related incentives need to be designed for this cluster. It is rather important to predict the intention among working individuals to venture into a business before designing a program for the target group.

This study follows the existing scholars who have adopted the same approach to examine entrepreneurial intention. The contribution of this paper particularly lies in the application of perceived feasibility and perceived desirability on hybrid entrepreneurial intention. To date, such a study is found to be exceptional in the context of working individuals in Malaysia. This study will next discuss the theoretical approach, followed by hypotheses development, research methodology, data analysis, discussion, and limitation, and subsequently make concluding remarks.

## 2.0 LITERATURE REVIEW

### 2.1 Hybrid Entrepreneurs

Entrepreneurship is related to the capability of identifying and exploiting business opportunities. Entrepreneurs that start a business organization possess a set of personality traits such as knowledge of business, previous business experience, a high level of initiative,

open-mindedness, and entrepreneurial background (Rosado-Cubero & Hernandez, 2022).

Entrepreneurship could also be explained from the lens of full-time and hybrid entrepreneurs. While full-time entrepreneurs refer to individuals who depend mainly on the business for income generation, hybrid entrepreneurship is a part-time activity (Petrova, 2018). Full-time entrepreneurs are when individuals specified their employment status as purely or mainly self-employment (Kritskaya et al., 2017). On the other hand, hybrid entrepreneurship is explained as individuals who are holding a position in waged work and at the same time involved in an enterprise towards achieving business goals (Folta et al., 2010). In fact, research data indicates that working individuals who simultaneously maintain a salaried job and own a business outnumbered pure entrepreneurs (Burke et al., 2008). Since industrial experience is a prevalent element related to entrepreneurial behaviour (Kritskaya et al., 2017), this study believes that experience may drive working individuals to embark on entrepreneurship activity.

Hybrid entrepreneurship is commonly related to those with significantly low start-up capital and lack of business experience. The most common practice is by starting a small business from scratch and at the same time enjoying salaried jobs (Kritskaya et al., 2017). They act in certain roles in their permanent positions and at the same time act as owners of a business.

Rationally, employees with a high entrepreneurial orientation and a low appetite for risk tend to retain their salaried job and at the same time commence a small business. Hybrid entrepreneurs can protect their steady income and explore new opportunities in the market. For some people, hybrid entrepreneurship may serve as a transition stage before they embark on a full-time business (Folta et al., 2010; Brändle, 2022).

This type of business formation permits working individuals to improve their economic situation. In this sense, individuals will enjoy monetary benefits from hybrid entrepreneurship apart from the income received from full-time employment (Aladejebi, 2020). Nevertheless, supplementary income is not the only motivation for hybrid entrepreneurship. Some embark on hybrid entrepreneurship to enjoy psychological benefits (Folta et al., 2010). It can also be considered a fortress for

working individuals in case they lose their jobs (Aladejebi, 2020).

Hybrid entrepreneurship is an attractive option for individuals with a low inclination for self-employment but are interested to develop various skills and enjoy the autonomy of doing something they like in the enterprise (Aladejebi, 2020). Some individuals embark on hybrid entrepreneurship to tap business opportunities available in the market (Brändle & Kuckertz, 2021). Hybrid entrepreneurship is also a platform for individuals to transform their passion or hobby into a business while simultaneously having a salaried job. Interestingly, hybrid entrepreneurship can be used as a stage where individuals test their entrepreneurial knowledge, abilities, and experience before initiating full-time entrepreneurship activity (Rouchy et al., 2021).

From a business operation perspective, hybrid entrepreneurship activity must be complemented by a business partner or individuals working on a full-time or part-time basis. Without them, the business would not be operationalized successfully because the founders have full-time employment contracts that are held as the main source of income (Ciešlik, 2017). For hybrid entrepreneurs, having skilled and competent workers is the key that enables them to have peace of mind to support their dual roles (Indudewi, 2015). Regardless of the business size, once hybrid entrepreneurs commence a business, hiring full-time or part-time trained staff is not an option. Sourcing for part-time employees is becoming easier since the latest trend indicates that young people are commonly contracting for part-time and temporary employment (Doniyorova et al., 2022). Henceforth, by promoting hybrid entrepreneurship, there will be a higher probability of creating new employment opportunities.

## 2.2 Entrepreneurial Intention

Entrepreneurial intent refers to the aim of an individual towards the purpose of starting a business. It explains a mental property that remarkably anticipates human behaviour (Arru, 2020). Kong et al. (2020) define entrepreneurial intention as a mental state that leads individual intention toward a specific business objective. From the perspective of Krueger (2000), entrepreneurial intention refers to individual subjective attitudes and expectations about whether to embark on a business venture or not.

Understanding entrepreneurial intention is significantly important since it has been proven as the best predictor of entrepreneurship behaviour (Ajzen & Fishbein 1975). Intentions provide an initial idea in understanding the related phenomenon. In other words, entrepreneurial intention is defined as an individual psychological predisposition of initiating a business in realizing the business goals.

Many studies have recognized the significant role of entrepreneurial intention (see, for example, Ahmad et al., 2019; T.Ramayah et al., 2019; Somroo et al., 2020; Agu et al., 2020). Existing literature shows that entrepreneurial intention can be developed through perceived desirability and perceived feasibility as prescribed in the EET. Since entrepreneurial intention is important in determining actual behaviour, studies have made great attempts to focus on entrepreneurial intention. Such prediction is important as disruptive scenarios such as digitalization, globalization, and de-globalization are featuring the present economic environment.

The intention-based theory is useful for predicting future behaviour. Although it is sourced from social psychology research, the theory has been extensively employed in entrepreneurship research (Wach & Wojciechowski, 2016). There have been a great number of researchers confirming the significant role of intention in explaining a particular state of action. The theory of planned behaviour (TPB) (Ajzen, 1991) and Entrepreneurial Event Theory (EET) (Shapiro & Sokol, 1982) are the most popular theories or models for predicting entrepreneurial intention. However, Krueger et al., (2000) express that EET appears slightly better when it is employed in assessing entrepreneurial intention compared to TPB.

TPB which has significantly contributed to explaining behavioural intention does not include an institutional perspective (Yusuf et al., 2016), for example, it disregards the elements of entrepreneurial knowledge and skills. Shapiro and Sokol (1982) introduce EET as a specific theory in the entrepreneurship domain to predict entrepreneurial intention. In this theory, perceived feasibility and perceived desirability are considered antecedents that develop entrepreneurial intention (Solesvik et al., 2012). The theory suggests that individuals with positively perceived desirability and positively perceived feasibility have a higher tendency in creating new businesses.

## 2.3 Perceived Desirability

Perceived desirability shows the degree to which a person is engrossed in embarking on a business venture and reflects a preference for entrepreneurial behaviour (Shapiro & Sokol, 1982). It is formed by interpersonal (i.e., family and work experience) and environmental forces that build individuals' interests in starting a business (Krueger et al., 2000). On the other hand, the perception of desirability relating to intention to start a new venture can be shaped by social and cultural factors (Solesvik et al., 2012). From the view of Krueger and Brazael (1994), desirability addresses two constructs in the TPB, namely, attitude toward the act and subjective norms. More importantly, individuals with a higher desire to create a successful business may have a higher interest to involve in entrepreneurial activity (Somroo & Lakhan et al., 2020).

From the context of environmental forces, universities have been offering entrepreneurship programs that aim to create a greater number of entrepreneurs. Entrepreneurial education appears to be an important factor to build interest and desire for business creation. With a proper curriculum design, entrepreneurial education is significantly and positively affecting entrepreneurial intention (Liu et al., 2019). In addition, the government has been very consistent in providing training, grants, courses, business matching, subsidies, tax reliefs, and many other initiatives in promoting entrepreneurship activity. Another initiative to spur a new business formation is by promoting communities to work together in realizing the business (Ngha et al., 2022).

In a study by Solesvik et al. (2012), students with higher perceived desirability show a higher inclination toward the formation of entrepreneurial intention. When Yusuf et al. (2016) predict future agropreneurs, the finding shows a significant role in perceived desirability. A consistent finding is reported by Ahmad et al., (2019) when the intention to be entrepreneurs among soon-to-be graduated students of tourism programs in Bangladesh is found explained by perceived desirability. Among students in public universities in Pakistan and Sri Lanka, perceived desirability is explained to have a positive relationship with the intention to enter hybrid entrepreneurship (Somroo & Lakhan et al., 2020; Dissanayake, 2013). In the latest issue related to green

entrepreneurship, this antecedent is found positively related to green entrepreneurial intention (T.Ramayah et al., 2019). A similar study in Nigeria has been conducted to explain the effect of desirability on intention and the finding reports a contradicting result as perceived desirability is not significant in explaining students' intention toward sustainable entrepreneurship (Agu et al., 2020).

Perceived desire or interest to initiate a business is shaped by internal and external context, namely social norms, and attitudes (Krueger & Brazael, 1994). It is important to point out that while working in an organization, individuals with a high level of interest in entrepreneurship commonly have a better chance to recognize business opportunities which will result in a stronger intention to embark on a business. On the other hand, individuals looking to increase their steady income also appear to possess a higher degree of interest in starting a business. Rather than discontinuing the existing employment, hybrid entrepreneurship is an attractive option for an individual who holds a higher degree of perceived desirability. The external element such as working experience and entrepreneurial education must not be disregarded (Thrikawala, 2011). Knowledge and experience will shape individuals' interest to venture into a business. While perceived desirability has been used to explain entrepreneurial intention, little is known about its relationship to intention toward hybrid entrepreneurship. Based on the avoidance of empirical research on hybrid entrepreneurial intention, the following hypothesis for examination among working individuals is projected.

*H1: Perceived desirability has a significant impact on hybrid entrepreneurial intention.*

## 2.4 Perceived Feasibility

Perceived feasibility explains individuals' perceived capability to initiate a business (Krueger et al., 2000). It indicates the degree of confidence of an individual to commence a business and take the option of being an entrepreneur (Shapero & Sokol, 1982). Perceived feasibility offers the willingness of individuals to realize entrepreneurial goals (Somroo & Lakhan et al., 2020). Krueger and Brazael (1994) confirm that perceived feasibility is parallel with perceived behavioral control in the TPB.

Individuals with a high degree of perceived feasibility turn out to have a stronger capability to perform

entrepreneurial behaviour, more confident, and tend to increase effort in the execution process. Perceived feasibility depends on the resources (i.e., information, technology, skills, knowledge, etc) held by the potential entrepreneurs to start a business and the capability in identifying business opportunities (Solesvik et al., 2012).

Solesvik et al. (2012) affirm that students with higher perceived feasibility show a higher inclination towards the formation of entrepreneurial intention. A consistent result is reported by Yusuf et al. (2016) when the finding indicates perceived feasibility is important in determining agropreneurial intention. Ahmad et al. (2019) report similar findings where perceived feasibility is found to be important for entrepreneurial intention among tourism students in Bangladesh. As expected, when perceived feasibility is tested to explain entrepreneurial intention among university students in Pakistan and Sri Lanka, the report indicates a positive and significant relationship between the constructs with entrepreneurial intention (Somroo & Lakhan et al., 2020; Dissanayake, 2013). A positive relationship between perceived feasibility and green entrepreneurship is reported in a study by T.Ramayah et al. (2019). However, this construct is not feasible in explaining sustainable entrepreneurial intention among tertiary institutions students in Pakistan (Agu et al., 2020).

Perceived feasibility reflects individuals' beliefs that they can initiate a business and achieve business goals effectively. A higher degree of perceived feasibility will lead to higher hybrid entrepreneurial intention. It seems that individuals who possess competitive entrepreneurial skills and knowledge have stronger belief and confidence to initiate a business. Thus, perceived feasibility will result in higher confidence for the prospects to commence a business while at the same time retaining their salaried jobs. To confirm the relationship, the following hypothesis for the assessment among working individuals is recommended.

*H2: Perceived feasibility has a significant impact on hybrid entrepreneurial intention.*

### 3.0 RESEARCH METHODOLOGY

#### 3.1 Sampling profile

This quantitative research was conducted to examine hybrid entrepreneurial intention among working individuals. Data were collected from working individuals in Selangor by using the convenience sampling method. Minimum sample size required for this study was 111 and determined based on GPower (effect size=0.3, power = 0.95, and alpha = 0.05). A total of 177 respondents participated in this study. From the demographic data (refer to Table 1), it was reported that 24% of respondents were male and 76% were female. From the context of employment, 73% worked in the private sector, 24% worked in government agencies, and the rest worked as part-time or contract workers.

Table 1: Demographic Profile

Demographic	Frequency	Percentage
<b>Gender</b>		
Male	40	24
Female	136	76
<b>Age</b>		
20-25	77	44
26-30	56	32
31-35	27	15
36-40	13	7
41-45	3	2
<b>Education</b>		
Primary	5	3
Secondary	24	14
Tertiary	147	83
<b>Employment</b>		
Government	42	24
Private	129	73
Contract/Part-time	5	3

Most of the respondents were between 20-25 years old (44%), followed by 32% between 26-30 years old, 15% between 31-35 years old, and 7% between 36-40 years old, and finally 2% of the respondents between 41-45 years old. For their background in education, most of the respondents have tertiary education (83%), 14% completed secondary education and the remaining 3% completed their primary education.

#### 3.2 Measurement items

The survey questionnaire was applied as the main tool for data collection. Screening question was included to determine that the respondents were hired as full-time workers when data was collected. The questionnaire covered three parts. The first part measured hybrid entrepreneurial intention where the respondents were

presented with three items on hybrid entrepreneurial intention adapted from Lakovleva and Kolvereid (2009). The second part recognized two antecedents on hybrid entrepreneurial intention as prescribed by Shapiro and Sokol (1982). The items to measure perceived desirability and perceived feasibility were adopted from Kickul and Krueger (2004). The items were measured using a five-point Likert scale, where 1= strongly disagree to 5 = strongly agree. The final part was designed to collect the demographic profile of the respondents

### 4.0 DATA ANALYSIS

Common method variance (CMV) was completed as data were collected from a single source of data. One of the common methods is known as Harman's single-factor test (Podsakof& Organ, 1986). The test is conducted by taking all the principal constructs into a principal component factor analysis. CMV is problematic if a single latent construct accounted for most of the covariance among the measures (Podsakof& Organ, 1986). The finding indicated the factor analysis without rotation using SPSS explained the first factor captured 38% of the variance which is lower than 50% as recommended by Podsakof et al. (2003). Hence, method bias was not a problematic issue in the context of this study.

The data is tested using Partial Least Square (PLS) analysis using the SmartPLS4.0 software (Ringle et al., 2022). A two-step model by Anderson and Gerbing (1988) is adopted. The measurement model (validity and reliability of the measures) is estimated followed by a test of the structural model (testing the hypothesized relationship) (see T. Ramayah et al., 2016; 2019). The significance of the path coefficient and the loadings are verified using a bootstrapping method of 5000 resamples (Hair et al., 2014; 2017).

#### 4.1 Measurement model

The measurement model was assessed by examining convergent and discriminant validity. The convergent validity was established through factor loadings, average variance extracted (AVE), and composite reliability as suggested by Hair et al. (2014: 2017). The loadings were all satisfactory as the items were found higher than 0.5. The composite reliabilities were all above the cut-off value of 0.7 and the AVE values were higher than 0.5 (Refer to Table 2).

Table 2 Convergent Validity

Construct	Item	Loading	AVE	CR
HEI	I1	0.936	0.890	0.939
	I2	0.965		
	I3	0.928		
PD	PD1	0.907	0.879	0.932
	PD2	0.959		
	PD3	0.946		
PF	PF1	0.927	0.848	0.911
	PF2	0.924		
	PF3	0.911		

(Notes: HEI-hybrid entrepreneurial intention, PD-perceived desirability, PF-perceived feasibility)

Discriminant validity is a measurement tool used to confirm that the indicators do not possess unidimensionality features (Sekaran & Bougie, 2010). The validity employed Heterotrait-Monotrait Ratio (HTMT) based on the multitrait-multimethod matrix as suggested by Henseler et al. (2015). The HTMT is questionable if the HTMT score is greater than the required threshold value of HTMT<sub>.85</sub> (Kline, 2011) and HTMT<sub>.90</sub> (Gold et al. 2001). Discriminant validity is also established if HTMT is smaller than 1 (Henseler et al, 2015). In Table 3, all scores of confidence interval were below the thresholds, thus indicating that discriminant validity was established.

Table 3 HTMT Matrix

Construct	HEI	PD	PF
HEI			
PD	0.703		
PF	0.691	0.864	

(Notes: HEI-hybrid entrepreneurial intention, PD-perceived desirability, PF-perceived feasibility)

#### 4.2 Structural model

The structural model R<sup>2</sup>, is estimated by looking at the t-values via a bootstrapping procedure with a resample of 5000, the predictive relevance (Q<sup>2</sup>), and the effect size (f<sup>2</sup>) as recommended by (Hair et al., 2014: 2017). The findings indicated that all hypotheses were supported. Perceived desirability with β = 0.404, t-value 3.79, p-value=0.000 and perceived feasibility taking with β=0.319, t-value=2.84, p-value=0.005 was significant in explaining hybrid entrepreneurial intention among working individuals. Therefore, H1 and H2 were supported.

Following Hair et al. (2014) guideline, R2 values of 0.75, 0.50, or 0.25 for an endogenous variable can be respectively explained as substantial, moderate, or weak. The result of R2 revealed that the model was described as moderate since the R2 = 0.564. On the other hand, the f2 as recommended by Cohen (1988) refers to the effect size of 0.02, 0.15, and 0.35 respectively, corresponding to small, medium, and large effects of an exogenous latent variable on the endogenous latent variable. The observation in Table 4 indicated while perceived desirability had a substantial effect, perceived feasibility created a small effect on hybrid entrepreneurial intention.

Table 4 Structural model

H	Std Beta	Std Err	t-Val	p-Val	Decision	R <sup>2</sup>	F <sup>2</sup>
H1	0.404	0.11	3.79	0.000	Supported	0.56	0.043
H2	0.319	0.11	2.84	0.005	Supported		0.014

#### 5.0 DISCUSSION

The objective of this study is to examine the significance of Entrepreneurial Event Theory concerning hybrid entrepreneurial intention among working individuals. The statistical analysis using the partial least square method indicate that perceived desirability and perceived feasibility significantly explain the hybrid entrepreneurial intention among 177 working individuals. The findings of this study are consistent with several studies which validate that entrepreneurial intention depends on perceived desirability and perceived feasibility (Somroo& Lakhan et al., 2020; Dissanayake, 2013; T.Ramayah et al., 2019). However, this study echoes the same finding but in the context of hybrid entrepreneurial intention among working individuals.

The result suggests that working individuals would engage in entrepreneurial ventures while they keep their salaried job. Perhaps due to the high cost of living, working individuals see hybrid entrepreneurship as an opportunity to enjoy complementary income. Indeed, entrepreneurship is a tool where household income could be improved, and more jobs could be created for the nation.

The government must consistently work to promote entrepreneurship activities. Organizing entrepreneurship programs for early-stage hybrid entrepreneurs is a great

help to equip entrepreneurs with knowledge, skills, and perhaps networking opportunities in hybrid entrepreneurship. Having such programs, hybrid entrepreneurs are hoped to simultaneously keep positive performance both in the working place and the business. In addition, a strong support from multiple institutions including the government, organizations, and family members is essential as encouragement for working communities to embark on entrepreneurial activities.

### Limitations and future research

Nonetheless, the significant result of this study relates to the limitation that offers opportunities for future research. This study only focuses on the effect of perceived desirability and perceived feasibility on hybrid entrepreneurial intention. Future studies should examine the effect of government and organizational support on the relationship between perceived desirability and perceived feasibility with hybrid entrepreneurial intention. Moreover, because the respondents consist of working individuals in Selangor, the generalization of the findings may be limited to this context. Further research is required for consideration to discover the validity of the model concerning other states in Malaysia. In addition, future research may extend the model by including the actual behaviour for hybrid entrepreneurial intention.

## 6.0 CONCLUSION

This research found that perceived desirability and perceived feasibility can explain hybrid entrepreneurial intention. It has been confirmed that interest to initiate a business and the capability to run a business shape the individual's intention to embark on entrepreneurship activity while synchronously keeping his/her salaried job.

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