

# Effects of Foreign Employment on Returnee Workers Attributes for Entrepreneurship Development

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### ABSTRACT

**Purpose:** *The objective of this study is to evaluate the role of foreign employment as Returnee Workers attributes such as entrepreneurship skills, employment opportunities, and leadership skills, level of accountability and responsibility, and collaboration in Entrepreneurship Development whether Returnee Workers attributes has effect on the level of Entrepreneur among returnee participants.*

**Design/Methodology/Approach:** *The dependent variables for the study are entrepreneurship skills, employment opportunities, and leadership skills, level of accountability and responsibility, and collaboration among Returnee Workers. Similarly, the dependent variable for the study is the Foreign Employment. Under the study, 200 samples are considered for data analysis.*

**Findings/Result:** *All the dependent variable namely entrepreneurial skills, Employment opportunity, Leadership skill, Level of Responsibility and Accountability and Collaboration among Returnee Workers have strong positive correlation, as the correlation coefficient with foreign employment is 0.632. In hypothesis testing foreign employment have significant effect on skills development of Returnee Workers of Rupandehi District for entrepreneurship development.*

**Originality/Value:** *The outcome of this study can be applied by the decision makers of government of Nepal, and all other related institutions for making decision while promoting entrepreneurship, leadership or collaborating with large group. Similarly, this research can be an important insight to the decision makers to identify which core skills of returnee has been influenced for Entrepreneurship Development by foreign employment.*

**Paper Type:** *Research paper*

**Keywords:** Foreign Employment, Entrepreneurship Development, Returnee Workers, Skills, Opportunities, Leadership, Accountability and Responsibility, and Collaboration.

### 1. INTRODUCTION :

The history of labour migration in Nepal traces back to 1814-1816 when Nepalese were recruited into the British armed forces, with the term 'Lahure' emerging as a popular descriptor for those recruited to Lahore, now in Pakistan. Work relocation in Nepal is viewed as an occupation system [1], male-overwhelmed, and has a pilgrim inheritance. The social and monetary status rouses out-relocation (Gardner, 2004) [2]. The thought of 'Kamaune' [earning] is the social truth of the relocation interaction (KC, 2014) [3]. Because of the manner in which framework worked in Nepal, unfamiliar work relocation has ended up being low-gifted, less instructed, and an occupation methodology for families. This peculiarity has made numerous weaknesses as the transients fall prey to questionable commitments, enlistment misrepresentation, misuse, wage robbery, human dealing, and comparable dangers (Khatiwada, P. P., & Basyal, K., 2022) [4]. Nepal got remittance adding up to Rs. 875 billion in FY2019/20, which makes an interpretation of into a remittance to Gross domestic product proportion of 23.23 % [5, 6, 7, & 8]. Subsequently, Nepal is apparently a remittance-based country with remittance

inflow adding up to in excess of a fourth of the nation's Gross domestic product. Nepali workers have gotten grants to work in 153 nations over the course of the last years (2008/09-2016/2017) [9]. Laborers can pick UN part nations except if restricted by the public authority of Nepal as an objective country. Starting around 2017, Libya and Iraq were restricted for unfamiliar business. Nepali workers especially look for work in Malaysia, Qatar, Saudi Arabia, UAE, and Kuwait. This information gives a rundown of the essential objective nations for Nepali workers in unfamiliar business.

Islam, M. Nurul (2010) [10] introduced a methodology paper on the reintegration of returnee migrants in Bangladesh. The paper extensively evaluated relocation designs, demography, ability arrangement, settlement elements, and financial effects. It stressed the requirement for reintegration methodologies, assessing current intercessions, and proposing techniques for the viable usage of settlements. This work features the significance of educated reintegration as an urgent stage regarding the movement cycle. In an examination [11] investigated powerful ways to deal with reintegration. The review underscored the need of giving direction and data to returnees, working with their fruitful reintegration into their home land. It distinguished advising administrations for venture, business, settlement usage, and preparing on new abilities as fundamental parts for practical return and reintegration. The paper highlights the meaning of educated and wilful return upheld by suitable reintegration help. My Republican [12] directed a top to bottom exact concentrate on boosting the advancement effect of relocation in Nepal. The review thought about return and reintegration as a critical stage, firmly connected to the exchange of monetary, human, and social capital. It featured factors affecting the aim to return, including conjugal status and word related areas. The exploration accentuated the requirement for designated projects to draw in talented transients back to Nepal, particularly in areas like agribusiness and development. The entrepreneurship skills, employment opportunities, leadership skills, level of accountability and responsibility, and capacity for collaboration among returnee migrants may distinguish the further entrepreneurship development of Nepal.

A report [13 & 14] recognized difficulties looked by returnees. It featured the distinction in month to month pay between objections in the Gulf Cooperation Council (GCC) and Nepal as a main impetus for relocation. The review proposed that public remaking projects and endeavours to draw in talented people could add to holding likely migrants. This work underlines the mind-boggling exchange of monetary elements, business potential open doors, and the effect of returnees on Nepal's turn of events for the mission of "happy Nepali, and progressive Nepal". An article in the Kathmandu Post provided details regarding the difficulties looked by returnee experts in using their abilities and capital in Nepal. It featured hindrances like red tape, policy inconsistencies, and procedural problems. The meeting underlined the significance of establishing a good climate for returnees, recognizing their abilities, and empowering practical commitments to the nation's turn of events. Mandal, K. Chandan (2019) [15] revealed the public authority's arrangement to direct free expertise tests for returnee transient specialists. The drive means to approve and rate the word related abilities of returnees, furnishing them with confirmation. The assured abilities can improve the employability of returnees in Nepal, adding to the maintenance of gifted Human capital.

The Foreign Employment Policy 2068 [13, 16, 17, 18, & 19] frameworks significant techniques for the re-joining stage, underscoring the diverse job of unfamiliar work in adding to public turn of events and neediness decrease. The strategy perceives returnees work as a vehicle for the exchange of new abilities and innovation. Returnees from foreign work are recognized as advancement accomplices, underlining the possible usage of their obtained abilities and investment funds for public turn of events. A responsibility is made to present a viable social and monetary reintegration bundle for foreign work returnees.

This mirrors a consciousness of the difficulties returnees may look upon reintegration and features the strategy's proactive position in tending to these difficulties. Returnees are imagined to assume an essential part as coaches for directions and expertise stages of preparation.

The foundation of an extensive information base for Nepali specialists traveling to another country and returning is proposed, beginning the recording system from the migration segment—the underlying place of foreign work. Empowering returnees to lay out organizations giving preparation and adding to business venture, capital development, and speculation is a key goal.

This highlights the approach's acknowledgment of returnees as expected drivers of financial improvement through enterprising drives. The arrangement imagines the improvement of family

emotionally supportive networks to help with schooling, wellbeing, local area advancement, and government assistance exercises for the groups of unfamiliar representatives.

Unique consideration is given to the government assistance of offspring of unfamiliar representatives, with plans for cooperative projects including nearby organizations, youngster government assistance boards of trustees, and NGOs.

## 2. STATEMENT OF PROBLEMS :

In short, the writing survey uncovers a rich group of exploration that recognizes the complex difficulties and potential open doors related with returnee relocation. The experiences acquired from public and worldwide investigations highlight the significance of vital reintegration, informed return choices, and establishing an empowering climate for returnees to contribute definitively to their nations of origin's turn of events. The holes distinguished in existing examination highlight the meaning of the proposed concentrate in Rupandehi, Nepal, which plans to dig further into the use of abilities, information, and social qualities by returnees for practical pay and financial turn of events. The Re-coordination Period of the foreign Employment Policy 2068 [17, 18 &19] shows an extensive methodology towards tackling the capability of returnee workers for the general improvement of Nepal. The accentuation on expertise use, social and financial reintegration, and the contribution of returnees in preparing and business programs mirrors a forward-looking technique for expanding the positive effect of returnee workers on the two people and the country through entrepreneurship development. This may lead to several studies though in this paper only the bright side of returnee worker for entrepreneurship development through skill and attributes has been carried.

## 3. OBJECTIVES :

The objective of this study is to evaluate the role of foreign employment as Returnee Workers attributes such as entrepreneurship skills, employment opportunities, and leadership skills, level of accountability and responsibility, and collaboration in Entrepreneurship Development whether Returnee Workers attributes has effect on the level of Entrepreneur among returnee participants.

## 4. METHODOLOGY :

### 4.1 Research Philosophy and Hypothesis:

The practical reality of Nepalese entrepreneurship has been analyzed using pragmatic research philosophy. The researcher attempts to recommend a pragmatic solution for entrepreneurship development through returnee workers. The researcher uses deductive and inductive logic reasoning for analyzing the results.

#### 4.1.1 Hypothesis Formulation:

The hypothesis is proposed as follow.

- H1:** There is a significant impact of Foreign Employment on developing the entrepreneurial skills among returnees for entrepreneurship development.
- H2:** There is a significant impact of Foreign Employment on creating employment opportunities for returnee workers through entrepreneurship development.
- H3:** There is a significant impact of Foreign Employment on building leadership skills among returnee participants for entrepreneurship development.
- H4:** There is a significant impact of Foreign Employment on the level of finance accountability and responsibility of returnee for entrepreneurship development.
- H5:** There is a significant impact of Foreign Employment on level of collaboration among returnee for entrepreneurship development.

### 4.2 Study Area and Data Collection:

Population constitutes the returnees of Rupandehi district, Lumbini Province of Nepal. Approximately 500 returnees identified for the study.250 respondents selected out of the identified 500 returnees who are still in search of going again. Only returnee assuring to stay here as considered in sample as purposive sampling selection limiting to complete answers up to 200 only by asking will you stay here or trying to get back in same country. Another part is carried for analysing difficulties which is considered as limitations for the study.

#### 4.2.1 Primary data:

Primary data were collected through direct questionnaire survey at 5-Point Likert scale. The primary data and information collected for this research were collected with questionnaire as schedule. A comprehensive set of questionnaires was developed which included different constructs related to variables and it was a face to face process which assures correct communication.

**4.2.2 Reliability and Validity:**

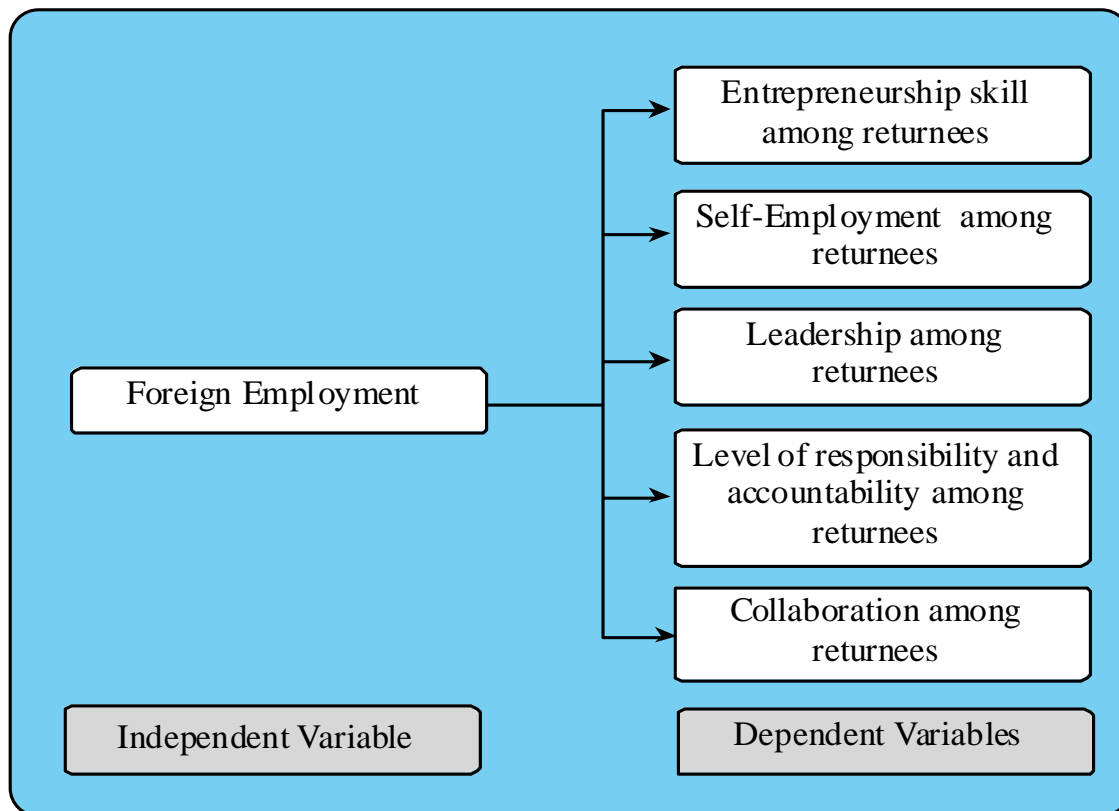
The result of the reliability test of 30 respondents Cronbach’s Alpha ranges above 0.6 and Reliability Test for 150 respondents resulted into 0.709 as Whole for 28 items and 0.805 for 8 items of foreign employment along with Entrepreneurship at 0.881 for 4items, Employment (0.938), Leadership (0.934), Level of Responsibility and Accountability (0.949) and Collaboration (0.956) each for 4 items). It was validated by comparing with previous research.

**4.2.3 Data Analysis:**

Correlation analysis, regression analysis and hypothesis testing are carried out in the process of this research.

**4.3 Framework:**

The study guided by the following framework developed from intensive study of different literature [1, 20, 21, 22, 23, 24, 25, 26, 27, 28, & 29]. For the framework independent variable is Foreign Employment resulting into Returnee workers which involve in different types of Entrepreneurship Development by Returnee workers through attributes and skill of Returnee workers. These independent variables direct impacts on skill development among returnees.



**Fig. 1:** Framework

**Foreign Employment as catalyst for skill development**

Foreign Employment has been quite creative in developing industrial culture that avoids barriers of national culture due to lack of advancements. Thus, this research helps to find out the role that Foreign Employment has been playing in enhancing the different skills of returnee workers. And this research also finds out how Foreign Employment contributes in building skills of population which helps to uplift their economic status in the society.

Foreign Employment plays vital role in development of skill of local entrepreneurs and upcoming entrepreneurs. Most important skill is financial skill, leadership skill and different skills. The role of Foreign Employment in developing skills and wellbeing improvement has been one of the contributions

of Foreign Employment. The underlying logic is that by providing Foreign Employment services, poor are able to participate in the economic market through forming their small businesses. Consequently, they are able to generate income and improve their efficacy. Foreign Employment provides various skills among them during employment. Through Foreign Employment poor people get opportunities to forming their firms. Foreign Employment gives opportunity to take over project operation that enhances leadership quality as returnees.

The dependent variable is skill development which includes empowerment through Entrepreneurship, Empowerment through Employment, Empowerment through Training, Empowerment through levels of responsibility and accountability, Empowerment through leadership & Empowerment through Collaborations.

## 5. RESULT AND DISCUSSION :

### 5.1 Foreign Employment:

Foreign Employment is independent variable of the research. Eight items were presented regarding Foreign Employment for respondents. The level of skill during Foreign Employment facility is analysed based on eight statements. These items are presented as FE1, FE2, FE3, FE4, FE5, FE6, FE7 and FE8 respectively, which denote the following statements.

**Table 1: Level of Skill during Foreign Employment**

Denotes	Statements
FE1	Access to Skill is quite easy during foreign employment.
FE2	I feel comfortable to learn skill because the supervisors are cooperative and friendly.
FE3	Skill without training from foreign employment is highly appreciable as it is a good alternative to traditional learning methods.
FE4	I am satisfied with various learning during foreign employment.
FE5	FEs also provide Practice as part of work during foreign employment that help me to manage my own money and other assets
FE6	I can make contingencies from the small savings that I make during foreign employment.
FE7	FEs offer Business development services (BDS), such as job rotation during employment improving the entrepreneurial skills.
FE8	FEs provides training program based on our needs in centre which is helpful for entrepreneurship development.

Table shows the rating scale of respondents in following four items as well as its descriptive characteristics.

**Table 2: Descriptive Statistics of Foreign Employment**

Denotes	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	S.D
FE1	20	15	30	55	80	3.63	.778
FE2	20	25	45	65	45	3.66	.757
FE3	11	20	40	65	64	3.93	.716
FE4	8	15	44	65	68	3.92	.743
FE5	20	25	30	55	70	3.33	.755
FE6	10	20	30	58	82	3.94	.741

FE7	15	18	40	50	77	3.56	.715
FE8	11	15	30	66	78	3.90	.740
FE5	20	25	30	55	70	3.33	.755
FE6	10	20	30	58	82	3.94	.741
FE7	15	18	40	50	77	3.56	.715
FE8	11	15	30	66	78	3.90	.740

Table 2 shows that the items have mean value ranging from 3.33 to 3.94. The highest mean in FE6 and lowest in FE5 i.e., 3.94 and 3.33 respectively. The highest mean 3.94 refers that they strongly agree to the statement, “I can make contingencies from the small savings that I make during foreign employment.” The lowest mean in FE5 also states that they are strongly agree to the statement. “FEs also provides Practice as part of work during foreign employment that helps me to manage my own money and other assets.”

All mean is higher than 3, so the respondents agree that Foreign employment helps to enhance their skills after taking employment for their business, agricultural and other purposes.

Additionally, the table shows that FE1 has the highest standard deviation with .778. Whereas FE7 has the lowest standard deviation with .715 which means the respondents have less deviation with that statement.

### 5.2 Entrepreneurship:

Entrepreneurship is one of the dependent variables of this research. Four items were presented regarding Entrepreneurship skills development of returnee workers.

These items are presented as EP1, EP2, EP3 and EP4 respectively, which denote the following statements.

**Table 3: Entrepreneurship Statements**

Denotes	Statements
EP1	Access to skills during Foreign Employment helped to launch my own Venture.
EP2	FEs facilitated me Capital formation in a convenient way without any hassles.
EP3	FEs helped me with a dedication for business development.
EP4	FEs helps me to start up.

Table 4 shows the rating scale of returnee workers in following four items as well as its descriptive characteristics with help of mean and standard deviation.

**Table 4: Descriptive Statistics of Entrepreneurship**

Denotes	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	SD
EP1	25	30	40	55	50	3.59	.587
EP2	18	20	35	66	61	3.65	.616
EP3	18	15	45	70	52	3.75	.589
EP4	25	30	40	52	53	3.57	.689

The table 4 shows that the items have a men value ranging from 3.57 to 3.75. Table shows that the highest mean is in EP3 with mean 3.75 which means they strongly agree to the Statement and all mean is higher than 3, so the respondents agree that foreign employment has supported them to build skills related required for entrepreneurship. Additionally, the table shows that EP4 has the highest standard deviation with .689. Whereas EP1 has the lowest standard deviation with .587 which means the respondents have less deviation with the statement.

### 5.3 Self-Employment:

Employment is one of the dependent variables of this research. Four items were presented regarding portfolio management for respondents. These items are presented as EM1, EM2, EM3 and EM4 respectively, which denote the following.

**Table 5: Self-Employment Statement**

Denotes	Statements
EM1	FEs helped me to create a job for myself in my own area.
EM2	FEs helped me to generate employment opportunity for others in my own community.
EM3	FEs helped me in mobilizing my capital and profit through enhancement of my financial skills.
EM4	FEs provide business consulting that helps to expand my business and generate more employment.

All mean is higher than 3, so the returnee workers agree that foreign employment has helped returnees to generate employment opportunity for themselves and for others in Rupandehi.

**Table 6: Descriptive Statistics of Employment**

Denotes	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	S.D
EM1	18	22	35	60	65	3.61	.689
EM2	20	25	38	65	52	3.51	.594
EM3	25	35	40	65	35	3.49	.648
EM4	19	25	45	56	55	3.57	.638

#### 5.4 Leadership:

Leadership is one of the dependent variables of this research. Four items were presented regarding Leadership skills development of returnee workers. These items are presented as L1, L2, L3 and L4 respectively, which denote the following statements.

**Table 7: Leadership Statement**

Denotes	Statements
L1	FEs helped me to enhance my leading qualities through various works on leadership.
L2	Building network within community and outside the market is easy after returning from foreign employment.
L3	Foreign employment can lead even at political level at local government like ward, municipality etc.
L4	FEs empower youth to become a better leader through various exercise during employment related to developing skills and growing business.

On the statement 51 returnees i.e., 24.3% agree with L1, 67 respondents i.e., 31.9% agree with L2, 46 respondents i.e., 21.9% agree with L4 and 36 respondents i.e., 17.1% only agree with L3.

#### 5.5 Level of Responsibility and Accountability:

Level of Responsibility and Accountability are presented as LRA1, LRA2, LRA3 and LRA4 respectively, which denote the following statements and expressed agreements in percentage.

**Table 8: Responsibility and Accountability Statement with percentage of Agreement**

Denotes	Statements with percentage
LRA1	FEs enhance responsibility through gender equality. Agreed by 19 with 9.5%.
LRA2	FEs make people more accountable towards one's work and goal by giving them full control over their business. Agreed by 50 with 25%.



LRA3	FES encourages youth to become more responsible and accountable towards society through involving them in training programs related to skill development. Agreed by 20 with 10%.
LRA4	FES help to build strong mentality towards personal and financial Accountability. Agreed by 111 at 57.7%

### 5.6 Collaboration:

Collaboration with community statements denotes with C1, C2, C3, and C4 are presented in table 9.

**Table 9:** Collaboration with community statements with response summary

Statement		Mean	Standard Deviation
C1	FES helps me to collaborate other business owners by organizing various work-related seminars.	3.45	.723
C2	FES provides a platform where we get to meet more entrepreneurs.	3.56	.789
C3	FES helps me throughout the process of procurement to sales.	3.52	.772
C4	FES programs are focused on building more and more networks for socioeconomic beneficial.	3.59	.753

All mean is higher than 3, so the respondents agree that foreign employment has supported them to collaborate and build their networks among their community.

### 5.7 Causes-and-Effect Relationship:

The coefficient of determination in the model is 0.392 which means Entrepreneurship, Employment, Leadership, Level of Accountability and Responsibility, and Collaboration explains 39.2% is influenced by foreign employment. In addition, out of all other factor, independent variables solely contribute 39.2% in skill development of returnee in Rupandehi.

ANOVA Table of Annex 1 shows that p value of regression model (0.000) is less than alpha i.e., 0.05 which means the regression model is appropriate and the results is reliable at 5% significance level. With 95% confidence, we can ensure that foreign employment is the best at influencing skills development of returnee through Entrepreneurship, Employment, Level of accountability and responsibility and collaboration.

Annex 2 shows that foreign employment has beta value of 0.632 for Entrepreneurship Skills. Higher beta value indicated higher dominant influence of independent variable on dependent variable. Similarly, the significant value less than 0.05 indicates the significant relationship. The foreign employment with significance value of 0.000 has found significant relationship with Entrepreneurship. From Annex 2 Foreign Employment and Entrepreneurship Coefficient of Regression Model based on the coefficients of variables can be written as:

$$ES = 0.844 + 0.690 * FE$$

Where, ES = Entrepreneurship Skills,

FE = Foreign Employment

The constant score indicates that the Entrepreneurship Skills due to the factors other than foreign employment considered under the study is 0.844. Foreign employment has coefficient value of 0.690. This means, the Entrepreneurship skill meant to move in a positive direction by 0.690, if one unit of foreign employment is increased.

The constant score indicates that the decision making due to the factors other than foreign employment considered under the study is 0.844. Foreign employment has coefficient value of 0.690. This means, the decision making is meant to move in a positive direction by 0.690, if one unit of foreign employment is increased.

Similarly, from Annex 3, Foreign Employment has beta value of 0.643 for Employment Opportunity.

$$E (est.) = .762 + .737 * FE$$

Where, E= Employment

FE = Foreign Employment Professionalism (Independent Variable)

The constant score indicates that the Employment due to the factors other Foreign Employment considered under the study is 0.762. Foreign Employment has coefficient value of 0.737. This means,

the Employment opportunity is meant to move in a positive direction by 0.737, if one unit of Foreign Employment professionalism is increased.

From Annex 4, the regression equation based on the coefficients of variables can be written as:

$$LD \text{ (est.)} = .955 + .680*FE$$

Where,

LD = Leadership Skills

FE = Foreign Employment (Independent Variable)

The constant score indicates that the Leadership Skills due to the factors other than Foreign Employment considered under the study is 0.955. Foreign Employment has coefficient value of 0.680. This means, the Leadership Skills is meant to move in a positive direction by 0.680, if one unit of Foreign Employment is increased.

Similarly, from Annex 5,

$$LAR \text{ (est.)} = 1.435 + .572*FE \text{ and from Annex 6, } CL \text{ (est.)} \\ = 1.764 + .678*FE \text{ can be written.}$$

Where,

LAR = Level of Accountability and Responsibility

CL = Collaboration

FE = Foreign Employment (Independent Variable)

This means, the Level of Accountability and Responsibility is meant to move in a positive direction by 0.572, if one unit of Foreign Employment is increased. This means, the Collaboration is meant to move in a positive direction by 0.678, if one unit of Foreign Employment is increased.

### 5.8 Hypothesis Testing:

H1: There is a significant impact of foreign employment on developing the entrepreneurial skills of returnee. There is significant impact of foreign employment on enhancing entrepreneurship skills of returnee in Rupandehi. Coefficient of regression table shows the significant value of Entrepreneurship skills to be .023. The accepted confidence interval is 95%. Since, the p-value of Entrepreneurship is less than the alpha i.e., 0.05 (.023 < 0.05). We can conclude that, there is significant impact of foreign employment on enhancing entrepreneurship skill of returnee as H1 is accepted. Similarly, for H2: There is significant impact of foreign employment on Self-employment opportunity for returnee. There is significant impact of foreign employment on creating job opportunity for returnee as H2 is accepted. Followed by H3 acceptance building Leadership confidence of returnee and making returnee more responsible and accountable towards their work with H4 acceptance. It was also found that, there is significant impact of foreign employment on strengthening collaboration among returnee in doing their work as H5 is accepted.

## 6. CONCLUSIONS AND SUGGESTION :

The study highlights the varied experiences and attributes by returnee migrant workers in entrepreneurship development. All the dependent variable namely entrepreneurial skills, Employment opportunity, Leadership skill, Level of Responsibility and Accountability and Collaboration among Returnee Workers have strong positive correlation, as the correlation coefficient with foreign employment for Entrepreneurship Development is 0.632. In hypothesis testing Entrepreneurship Development have significant effect on skills development of Returnee Workers of Rupandehi District. To enhance the successful utilization of returnees' skills, it is crucial for the government and relevant authorities to create supportive policies, provide access to financial resources, and establish mechanisms for recognizing and certifying the skills acquired abroad. The experiences of other countries, as outlined in international precedents, can offer valuable insights for Nepal to improve the reintegration and economic contribution of returnee migrant workers. Further study on hindrance of the returnee should be conducted throughout Nepal to find what causes people of foreign return to fail and travelling again for foreign.

## 7. LIMITATIONS OF THE STUDY :

Study has considered only successive returnee who is willing to stay in Nepal after returning. Either started entrepreneurship, starts up or deployed here in Nepal under other as skilled or semi-skilled.

## 8. ACKNOWLEDGEMENT :

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**Annex 1: Annex 1 ANOVA Table**

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	69.626	5	5.703	22.173	.000
Residual	79.680	195	.390		
Total	149.306	200			

**Annex 2: Foreign Employment and Entrepreneurship Coefficient of Regression Model**

Unstandardized Coefficients			Standardized Coefficients		
Model	Beta	Std.Error	Beta	t	Sig.
(Constant)	.844	.363		2.323	.023
Foreign Employment	.690	.095	.632	7.290	.000

**Annex 3: Foreign Employment and Self-Employment opportunity Regression Model**

Unstandardized Coefficients			Standardized Coefficients		
Model	Beta	Std.Error	Beta	t	Sig.
(Constant)	.762	.378		2.019	.047
Foreign Employment	.737	.098	.643	7.501	.000

**Annex 4: Foreign Employment and Leadership coefficient of Regression Model**

Unstandardized Coefficients			Standardized Coefficients		
Model	Beta	Std.Error	Beta	t	Sig.
(Constant)	.955	.259		3.692	.000
Foreign employment	.680	.067	.750	10.073	.000

**Annex 5: Foreign Employment and Level of Accountability and Responsibility Coefficient of Regression Model**

Unstandardized Coefficients			Standardized Coefficients		
Model	Beta	Std.Error	Beta	t	Sig.
(Constant)	1.435	.290		4.939	.000
Foreign Employment	.572	.076	.645	7.559	.000

**Annex 6: Foreign Employment and Collaboration Coefficient of Regression Model**

Unstandardized Coefficients			Standardized Coefficients		
Model	Beta	Std.Error	Beta	t	Sig.
(Constant)	1.764	.354		4.979	.000
Foreign Employment	.678	.092	.635	7.351	.000