Vjosë Hajrullahu, PhD
Associate Professor
Heimerer College, Prishtina, Kosovo
E-mail: vjosa.hajrullahu@kolegji-heimerer.eu
Orcid: https://orcid.org/0000-0002-7026-877X

Liridon Bllaca, PhD
Heimerer College, Prishtina, Kosovo
E-mail: Liridon.bllaca@kolegji-heimerer.eu
Orcid: https://orcid.org/0000-0001-5956-4503

Tringë Krasniqi
Assistant
University of Prishtina, Prishtina, Kosovo
E-mail: tringe.krasniqi@uni-pr.edu
Orcid: https://orcid.org/0009-0007-7428-5239

Dea Pireva
Student
Heimerer College, Prishtina, Kosovo
E-mail: dea.pirava@stud.kolegji-heimerer.eu
Orcid: https://orcid.org/0009-0004-9005-7111

Genc Zhushi
Assistant
University of Prishtina, Prishtina, Kosovo
E-mail: genc.zhushi@uni-pr.edu
Orcid: https://orcid.org/0000-0002-5542-6397

THE IMPACT OF WORK ENGAGEMENT, WORK–LIFE BALANCE, AND LIFE SATISFACTION ON NURSES' ENTREPRENEURIAL INTENTIONS

UDC / UDK: 614.253.5:005.342(497.115)
JEL classification / JEL klasifikacija: L26, I11, J24, J28, J16
DOI: 10.17818/EMIP/2025/55
Preliminary communication / Prethodno priopćenje
Received / Primljeno: August 13, 2025 / 13. kolovoza 2025.
Accepted / Prihvaćeno: December 2, 2025 / 2. prosinca 2025.

Abstract

In recent years, entrepreneurship in healthcare has emerged as a significant area of scholarly interest. However, limited research has examined how demographic characteristics and specific well-being factors such as life satisfaction, work–life balance, and work engagement jointly influence nurses' entrepreneurial intentions. This study aims to investigate the effects and interrelationships among these

dimensions of well-being and key sociodemographic variables on entrepreneurial intentions among nurses in Kosovo. A cross-sectional research design was employed, and data were collected through self-administered questionnaires from 415 nurses working in primary, secondary and tertiary care. The data were analysed using SmartPLS and STATA to assess both the measurement and structural models. The findings reveal that sociodemographic factors significantly shape nurses' entrepreneurial intentions. Male nurses report higher entrepreneurial intentions than female nurses, and nurses with a bachelor's or master's degree exhibit stronger entrepreneurial intentions than those with only secondary education. Higher household income is negatively associated with entrepreneurial intention, suggesting that nurses with lower income are more inclined to be entrepreneurs. Age, years of experience, and level of care do not emerge as significant predictors in the fully adjusted model. Moreover, work–life balance, life satisfaction, and work engagement all show significant positive relationships with entrepreneurial intention. The results suggest that higher life satisfaction, better work–life balance and stronger work engagement enhance nurses' entrepreneurial intentions, over and above demographic characteristics. Additionally, being male, having a higher level of education and reporting lower income are associated with greater entrepreneurial inclination. These findings underscore the importance of considering both workforce well-being and sociodemographic profiles as strategic levers to foster entrepreneurship within the healthcare sector.

Keywords: Work life balance, Work engagement, Life satisfaction, Entrepreneurial intentions, Nurse

1. INTRODUCTION

The global health crisis precipitated by COVID-19 significantly reshaped the global entrepreneurial landscape, particularly within the healthcare sector. It catalysed a rapid transition from traditional face-to-face patient–nurse interactions toward remote healthcare platforms with expansive international reach (Mishra & Pandey, 2023). Concurrently, public health entrepreneurship has emerged as a distinct and dynamic domain, propelled by the increasing inclination of Nurse toward innovative and action-oriented practices (Chahine, 2021). The critical role of innovation and entrepreneurship in enhancing healthcare delivery systems and improving public health outcomes has been widely acknowledged (Suryavanshi et al., 2020). Nevertheless, despite the growing academic and practical attention to healthcare entrepreneurship, the field remains conceptually fragmented and inconsistently articulated across disciplinary boundaries (Glover et al., 2024). Moreover, there is an urgent need for more substantial scholarly contributions from emerging economies, where healthcare entrepreneurship remains comparatively under-explored (Mishra & Pandey, 2023; Lim et al., 2024).

Within this context, the present study investigates entrepreneurial intention (EI) defined as an individual's deliberate and planned decision to initiate a new business venture (Liñán & Fayolle, 2015). In this study, EI focuses on the

intention to establish ventures both within and beyond the healthcare system (Ippoliti et al., 2018; (Kim & Lim, 2022). For nurses, entrepreneurial intentions may stem from motivations such as seeking improved work-life balance, escaping stressful work environments, and pursuing greater professional autonomy (Vannucci & Weinstein, 2017). Although entrepreneurial intention represents an initial psychological commitment to entrepreneurship rather than its actual realisation, it is substantially influenced by individual well-being factors, including life satisfaction, work-life balance, and work engagement, which may either foster or hinder nurses' motivation to pursue entrepreneurship.

The focus on nursing entrepreneurial intentions is further justified by the global trend of nurses assuming expanded roles beyond traditional hospital care, driven by factors such as population ageing and the increasing demand for specialised health services (Lim et al., 2021; Thepna et al., 2023). These evolving roles may involve establishing independent practices, consultancies, joint ventures, staffing agencies, or technological innovations in patient care (International Council of Nurses, 2024). However, despite their extensive skills and frontline experience, many nurses continue to operate within rigid institutional structures characterised by limited autonomy and deeply ingrained professional hierarchies. Consequently, nurse entrepreneurs often confront tensions between traditional nursing values and entrepreneurial orientations, raising critical questions about professional identity, norms, and innovation in nursing (Jakobsen et al., 2021).

Although research on healthcare entrepreneurship has expanded considerably, a notable gap persists in understanding the psychological determinants of entrepreneurial intention among Nurse, particularly nurses (Stephan, 2018; St-Jean & Duhamel, 2020; Aloulou et al., 2024). Recent studies highlight life satisfaction (Hamzah et al., 2024; Barba-Sánchez et al., 2024; Frese & Gielnik, 2023; Cetin et al., 2022) and work-life balance (St-Jean et al., 2020; Aloulou et al., 2024; Popaitoon et al., 2024; George et al., 2022; Ahmetoglu et al., 2021; Kryeziu, 2025) as key predictors of entrepreneurial intention. However, the combined influence of these well-being dimensions, along with work engagement, remains insufficiently examined within the context of Nursing. Addressing this gap will deepen understanding of the psychological mechanisms that shape entrepreneurial intentions in nursing and advance the broader discourse on healthcare entrepreneurship (Glover et al., 2024).

This paper proceeds as follows: the next section reviews relevant literature and presents the study's hypotheses; the subsequent sections present the research methodology, results, and analysis. The paper concludes with a discussion of the findings, practical and policy implications, limitations, and directions for future research.

2. LITERATURE REVIEW

This study conceptualizes employee well-being as a multidimensional construct integrating subjective and occupational dimensions, specifically life

satisfaction, work–life balance, and work engagement. Subjective well-being reflects individuals' overall evaluations of life quality and the harmony between professional and personal domains (Diener et al., 1985; Greenhaus & Allen, 2011), whereas work engagement represents a positive and fulfilling psychological state characterized by vigor, dedication, and absorption in one's professional role (Schaufeli et al., 2002). These facets of well-being are theoretically linked to entrepreneurial intention (EI) the deliberate and conscious decision to establish a business venture because individuals who experience higher satisfaction, balance, and engagement are more likely to display proactive, autonomous, and opportunity-seeking behaviors that underpin entrepreneurial motivation (Uy et al., 2013; Hahn et al., 2012). From this perspective, well-being not only contributes to personal fulfillment but also serves as a psychological foundation that encourages nurses to channel their professional expertise and intrinsic motivation toward entrepreneurial intentions.

Within the nursing profession, entrepreneurship represents a progressive redefinition of professional identity, extending nurses' roles beyond conventional clinical boundaries. Although nurse entrepreneurs comprise only about 0.5–1 percent of the global nursing workforce, their potential to drive innovation and systemic improvement in healthcare delivery is significant (Jakobsen et al., 2021). Nursing entrepreneurship encompasses the creation of novel solutions and scientific advancements aimed at enhancing care quality, addressing societal challenges, and promoting both professional and economic transformation (Monteagudo et al., 2025; Ubochi et al., 2021). Entrepreneurial nurses may function as independent entrepreneurs or as intrapreneurs operating within organizational structures, both of which require strong self-efficacy, creativity, and institutional support (Neergård & Aadland, 2025; Gunn-Berit, 2020). However, structural constraints, entrenched professional norms, and work–life balance challenges such as managing multiple roles, maintaining self-care, and balancing family and business demands often limit entrepreneurial engagement (Vannucci & Weinstein, 2017). Integrating life satisfaction, work–life balance, and work engagement, and their impact on EI, provides a solid understanding of how psychological well-being shapes nurses' entrepreneurial intentions.

2.1. The Impact of Life Satisfaction on Nurse Entrepreneurial Intentions

Life satisfaction is considered a cognitive process through which a person evaluates their life by comparing it to certain conditions or standards (Diener et al., 1985). Life satisfaction among nurses reflects their overall evaluation of life quality (Kiliç Barmanpek et al., 2022; Javanmardnejad et al., 2021) and is shaped by personal, social, and professional experiences (Jakobsson Larsson et al., 2024; Wong, 2024). It is influenced by factors such as working conditions, stress, and resilience, where supportive environments and self-care promote greater satisfaction, while burnout and demanding schedules diminish it (Kuşcu Karatepe

et al., 2022; Martins et al., 2022; Babapour et al., 2022; Zaghini et al., 2023; Sihvola et al., 2023; Khamisa et al., 2015). Nurses' life satisfaction represents their overall appraisal of both professional and personal domains, encompassing their perceptions of daily roles, responsibilities, and general well-being. This construct is predominantly shaped by factors such as family functioning, the quality of social relationships, and psychological health (Linn et al., 1986). Furthermore, according to Loewe et al. (2014), the model of life satisfaction also includes financial conditions, free time, and perceptions of self-respect. Very important factors which are considered to affect nurse's life satisfaction are their negative working conditions like burnout (Demerouti et al., 2000) and night shift (Lee et al., 2004). Self-nurturing nurses were found to be more satisfied with their lives (Nemcek & James, 2007), and nurses with higher resilience, lower stress, and higher positive psychological change are more satisfied with their lives (Itzhaki et al., 2015). Life satisfaction has also been correlated with quality of life (Yildirim et al., 2013; Malvaso & Kang, 2022). In general, life satisfaction is presented as a construct that is more related to a person's overall life conditions and also as a part of subjective well-being (Vittersø, 2025; Manell and Dupis, 2007).

Meaning in life and hope are seen as key factors in life satisfaction (Karataş et al., 2021). Meaning in life and hope are vital to nurses' sense of life satisfaction and overall well-being. Higher levels of happiness and optimism appear to foster greater innovation and may encourage nurses to pursue entrepreneurial intentions (Zhang et al., 2021; Lim et al., 2021). According to recent studies, nurses have lower levels of happiness and also feel low levels of hope, and their happiness levels are correlated with their financial status and duties (Javanmardnejad et al., 2021; Yanık & Ediz, 2024). Moreover, nurses' happiness is positively correlated with their innovative work behaviour (Agaoglu et al., 2025; Zhang et al., 2021). Therefore, it is very important to research this interplay between life satisfaction and entrepreneurial intention. Some authors have considered life satisfaction as an outcome of entrepreneurial intention (Binder & Coad, 2013; Kautonen et al., 2017; Cetin et al., 2022; Barba-Sánchez et al., 2024; Frese & Gielnik, 2023). According to those authors, people with an entrepreneurial tendency and intention had higher life satisfaction and quality of life. Similarly, people who left their jobs to become entrepreneurs were more satisfied with their lives.

Life satisfaction has increasingly been recognized as an important psychological factor influencing entrepreneurial intention among nurses in the context of our study. Recent research suggests that individuals with higher life satisfaction are more resilient (Meintjies & Maritz, 2025; Saleh et al., 2025), more motivated, and more likely to pursue an entrepreneurial career (Bullough et al., 2014). For example according to Boz, (2025) life satisfaction affects career expectations. Moreover, the quality of life and disruption of psychological needs affect resilience and entrepreneurship intention (Hamzah et al., 2024; Duong, 2025). Entrepreneurs' behaviour and performance are affected by their well-being (Gish et al., 2022; Drnovšek et al., 2024). Higher life satisfaction has predicted entrepreneurs' success (Lindblom et al., 2020). Achieving life satisfaction, is seen

as very important in the growth of entrepreneurs (Drnovšek et al., 2024). Furthermore, satisfaction with life is seen to help entrepreneurs cope with stress associated with social ventures consequently predicting their entrepreneurial intention (Zhang et al., 2021), affecting their early willing to become an entrepreneur and their continuous activity on entrepreneurship (Cetin et al., 2022; Shir et al., 2024; Svetek & Drnovsek, 2022). In general, it increases the likelihood to become an entrepreneur (Przepiorka, 2017; Henao García et al., 2022). It is essential to research the relationship between life satisfaction not just in one direction, as it has been developed to date, considering life satisfaction as an outcome of EI, but also in the other direction, and to assess the impact of life satisfaction on EI (Stephan et al., 2023). Based on the discussion above, we propose the following hypothesis:

H1: Life satisfaction positively influences nurses' entrepreneurial intentions

2.2. The impact of Work-Life Balance on Nurse Entrepreneurial Intentions

Work–life balance represents a crucial aspect of nurses' overall well-being, reflecting their ability to balance professional responsibilities with personal life demands (Rony et al., 2023; Widayana et al., 2025). It is a key determinant of both job satisfaction and quality of life, influencing how effectively nurses manage their multiple roles and sustain their psychological health (Tomaszewska et al., 2024; Almeida et al., 2024; Abbaszadeh et al., 2024). As a concept, work-life balance describes the state of having "sufficient time to meet commitments at both home and work" and "a perceived balance between work and rest of life" (Guest, 2002; p. 263). According to Rincy & Panchanatham (2014), work-life balance is defined as the ability to meet duties related to work and family, as well as other responsibilities a person has. Work-life balance is considered essential for every employee, yet it is sometimes attributed only to privileged workers (Khallash & Kruse, 2012). It is a state that describes workers trying to maintain a balance between pursuing different possibilities in life and their quality of life (Hildebrandt & Littig, 2006). In general, for nurses to be cheerful, the two factors of work and life have to be in equilibrium (Mullen, 2015).

Work–life balance continues to be a vital element of modern professional life, influencing nurses' well-being and motivation and empowering them toward entrepreneurial intentions (Fukuzaki et al., 2021; Vannucci & Weinstein, n.d.; Jamshidi et al., 2024). Also, in today's life, work-life balance is still considered a core approach for workers' lives (Sen & Hooja, 2018). Although work-life balance is a well-researched concept, there is still room to research the contemporary meaning of work-life balance (Kelliher et al., 2019). According to evidence, work-life balance has decreased negative phenomenons and increased positive organizational behavior among nurses (Tanaka et al., 2011; Matsuo et al., 2021). Sometimes entrepreneurs have an imbalance between their work and life (Adisa et al., 2019), and the lack of work-life balance leads to a work-life conflict (Palumbo,

2022). For nurses, entrepreneurship is considered to be a very important facilitator of their work-life balance (Hong et al., 2023). According to St-Jean et al. (2020), work-life balance decreased entrepreneurial intention across 70 countries with innovation-driven economies. According to Kurniawan et al. (2025) and Sun et al. (2020), entrepreneurs' characteristics affect their work-life balance, so researching other factors, such as cultural and individual factors, is very important. Work-life balance is considered a complex phenomenon that doesn't unquestionably affect other factors, such as personal and professional life, but does show an interaction among them (Stephens et al., 2024).

Work–life balance has been identified as an important catalyst for entrepreneurial intention, contributing not only to individual well-being but also to firm growth and innovation. It interacts with personal characteristics and can serve as a mediating factor, enhancing the likelihood of entrepreneurial engagement (Meintjies & Maritz, 2025; Thepna et al., 2023). Moreover, work-life balance increases firm growth (Drnovšek et al., 2024; Neneh, 2021). Being a healthy innovator increases the likelihood to become an entrepreneur (Schiavone et al., 2021). Ensuring entrepreneurship is seen as influenced by personal characteristics and work-life balance (Jamshidi et al., 2024; Aloulou et al., 2024). Work-life balance sometimes serves as a mediating factor in entrepreneurial intention, and it is considered an important catalyst of EI (Aloulou et al., 2024).

H2: Work-life balance positively influences nurses' entrepreneurial intentions

2.3. The Impact of Work Engagement on Nurse Entrepreneurial Intentions

Work engagement plays a critical role in shaping nurses' professional attitudes and behaviors. It reflects a positive, energised, and deeply involved approach to work (Cayllahua Curiñaupa et al., 2025; Aungsuroch et al., 2024; Wei et al., 2023). As an expression of intrinsic motivation, it fosters innovation, creativity, and risk-taking – qualities closely aligned with entrepreneurial intention and essential for advancing both individual and organizational growth (Zeng et al., 2022). Work engagement has become an essential factor in shaping employees' attitudes and behaviours in healthcare organizations. Work engagement is characterized as a positive and fulfilling mental state related to work, marked by vigour, dedication, and absorption. Vigor denotes high energy levels and mental resilience during work, whereas dedication reflects a deep involvement in one's tasks, accompanied by a sense of importance and enthusiasm, and absorption is defined by complete focus and immersion in one's work activities (Borst et al., 2020; Schaufeli et al., 2002). Moreover, the intrinsic motivation and commitment associated with work engagement can foster innovative thinking and a willingness to take risks – both essential traits for entrepreneurship (Bakker & Bal, 2010). Therefore, exploring the link between work engagement and entrepreneurial intention offers valuable insights into how organizations can support employees

not only in their current roles but also in their potential transition toward entrepreneurial careers (Gielnik et al., 2012).

Entrepreneurial intention reflects a conscious and purposeful decision to establish a new business venture, shaped by cognitive, motivational, and contextual influences that determine how nurses perceive entrepreneurship as a viable career option. In the nursing context, work engagement emerges as a key psychological factor influencing entrepreneurial intention, as engaged nurses tend to demonstrate greater proactivity, opportunity recognition, and self-efficacy traits that facilitate entrepreneurial behaviour and reduce turnover intentions. On the other hand, entrepreneurial intention is defined as an individual's deliberate, planned commitment to initiate a new business venture, typically shaped by cognitive, motivational, and contextual factors that influence perceptions of entrepreneurship as a viable career path (Liñán & Fayolle, 2015). While a research conducted by Popaitoon et al., (2024) shows the direct relationship of entrepreneurial intention to work engagement research literature emphasizes the importance of psychological and contextual factors such as entrepreneurial self-efficacy, opportunity recognition, and perceived social and perceived control support in shaping entrepreneurial intentions among nurses (Obschonka et al., 2019; Shirokova et al., 2016; Kim & Lim, 2022). Work engagement plays a significant role in shaping entrepreneurial intention (Karimi et al., 2016; Zhang et al., 2014; George et al., 2022), as engaged individuals are more likely to perceive opportunities, exhibit proactive behaviour, and possess the self-efficacy necessary for entrepreneurial pursuits (Ahmed et al., 2015; Schaufeli et al., 2002)**.** Moreover, by reducing turnover intention, work engagement is seen to increase entrepreneurial intention (Ahmetoglu et al., 2021).

H3. Work engagement positively influences nurses' entrepreneurial intentions

3. METHODOLOGY

3.1. Study design

In this study we used a quantitative methodology. A cross-sectional research design allowed us to gather data from nurses at a specific time and to compress nurses based on individual factors as well. SMART PLS 4 was used for exploratory factor analysis, and STATA for econometric modelling and descriptive statistical analysis.

3.2. Population and sample

The sample of this study consists of nurses working in three care levels in Kosovo. According to the Kosovo Agency of Statistics (2023), 16134 nurses were employed in healthcare institutions across Kosovo in 2023. To determine the sample size, we used a 95% confidence level and a 5% margin of error, as

recommended by Althubaiti (2023) and Pourhoseingholi et al. (2013) for cross-sectional studies in healthcare, yielding a sample of 367 nurses. The questionnaire was distributed to 550 nurses and 415 nurses responded to our request. Data collection took place from January – March 2024. After obtaining the necessary permission from healthcare institutions, nurses were approached in person at their workplaces. After one of the main researchers explained the study aims and objectives, data collection was timed to coincide with periods when nurses were most likely to have the capacity to participate, thereby supporting the accurate and thoughtful completion of the questionnaires.

Table 1 Descriptive statistics

Variables		**Number**
Gender	Female	281
	Male	134
Age Group	18 – 29 young adults	140
	30 – 44 early midlife	169
	45+ late midlife	106
Level of education	High school	132
	Bachelor	255
	Master	28
Residence	Urban	222
	Rural	193
Incomes (EURO)	Up to 500	85
	501 – 700	164
	Over 700	166
Level of healthcare services	Primary	168
	Secondary	121
	Tertiary	108
TOTAL		415

Source: Authors'

The study included 415 participants, categorized by key demographic and professional characteristics. The gender distribution showed a higher representation of females (67.71%) than males (32.29%). Participants were nearly evenly split between urban (53.50%) and rural (46.50%) settlements. In terms of education level, the majority held a bachelor's degree (61.45%), followed by high school graduates (31.81%) and those with a master's degree (6.75%). In the context of healthcare service provision, participants were distributed across three levels of care. Most respondents (44.82%) provided services in primary healthcare, 29.16% in secondary healthcare, and 26.02% in tertiary healthcare. The income distribution was divided into three categories: up to 500 EUR, 501–700 EUR, and over 700 EUR. The findings indicated that 20.48% of participants (85 individuals) belonged to the first category. In the second category, 39.52% of participants had incomes between 501 and 700 EUR. Likewise, the third category accounted for 40.00% of

participants and consisted of those earning more than 700 EUR. Lastly, the age groups were categorized as young adults (18–29 years, 33.73%), early midlife (30–44 years, 40.72%), and late midlife (45+ years, 25.54%).

3.3. Instruments

The data collection instrument comprised five sections. The first section included sociodemographic factors such as age, gender, level of education, region, level of care and income level. The second section was constructed using the work engagement scale (WES), the third section using the entrepreneurial intention scale (EIS), the fourth section using the work-life balance (WLBS), and the fifth section using the satisfaction with life scale (SLS). The questionnaires were originally in English, so we translated them into Albanian using the back-translation method. Back translation was carried from two independent persons and after the final revision, the questionaries were distributed among nurses.

One of our independent variables was work engagement. This component was measured by the "Utrecht Work Engagement Scale" (UWES-17) developed by Schaufeli et al., (2006). They developed the scale based on Schaufeli et al. (2002), in which work engagement is considered the inverse of burnout and reflects a positive work-related state of mind, encompassing dedication, absorption, and dedication dimensions. This scale was constructed by 17 items and 3 dimensions named vigour, dedication and absorption and measured by a 7-point Lickert Scale.

The other independent variable was "Work-Life Balance Questionnaire" developed by Brough et al., (2014). Scale comprises of 4 items measured by a 5-point Lickert Scale. According to the authors, work-life balance is a one-dimensional construct which represents the employee's commitment to work and non-work-related issues. The main issue measured is the person's own perception about the equilibrium.

And the last independent variable, life satisfaction, was measured using the "Satisfaction with Life Scale," validated by Diener et al. (1985). The scale measures individual's overall satisfaction with their lives. Authors developed the scale based on Tatarkiewicz's (1976) conception of life satisfaction, which refers to total satisfaction with one's life (Diener et al., 1985). The scale included 5 items and was ranked on a 7-point Likert scale.

Our independent variable, entrepreneurial intention, was measured using the Entrepreneurial Intention Questionnaire developed by Liñán & Chen (2009) and scored on a 7-point Likert scale. Authors developed the scale to measure people's genuine purpose levels regarding entrepreneurship.

After the model revision some of the items were removed from the construct due to the collinearity (VIF) higher than 5 (Hair Jr et al., 2017; Matthews et al., 2018) and due to loadings lower than 0.50 (Hair Jr et al., 2017; Hair et al., 2019). After this reconstruction, the Work Engagement Scale consisted of 9 items,

the Work-life Balance Scale consisted of 3 items, the Satisfaction with Life Scale consisted of 4 questions, and Entrepreneurial Intention was measured with 2 items.

3.4. Control variables

In this study, one of our control variables is gender. As seen in previous studies, gender is a predictor of EI (Gurel et al., 2021; Laouiti et al., 2022; Zhao et al., 2021). The gender variable was categorized into male and female. Studies also have shown that age predicts EI (Zhao et al., 2021; Dubey & Sahu, 2022). Age was categorized into 3 age groups:18-29, early midlife 30-34, +45 late midlife. We also included level of education as a control variable, following previous studies (W. M. Lim et al., 2024). The main categories were high school, bachelor, and master. Experience was also found to be a predictor of EI (Wu et al., 2022; Pérez-Pérez et al., 2021). We used experience as a continuous variable. Income, as suggested by Nungsari et al. (2023), was also included as a control variable. The variable was categorized into three main categories: up to 500, 501-700, and over 700. And our last control variable was level of service, divided into three main categories. There are three levels of care: primary, secondary, and tertiary. Primary health care services are provided nationwide through Family Health Centres (Ministry of Health, 2012). In Kosova, PHC services are delivered through 429 institutions. These consist of 29 Main Family Medicine Centres, 166 Family Medicine Centres, and 234 Family Health Homes (Ministry of Health, 2015). Secondary healthcare services are delivered through seven regional hospitals, which provide both outpatient polyclinic services and inpatient care. Third-level healthcare services are provided at the Kosovo Hospital and University Clinical (Ministry of Health, 2015).

4. FINDINGS

4.1. Empirical Model

We employed OLS regression to examine the impact of work engagement, work-life balance, and life satisfaction on entrepreneurial intentions. As control variables, we included the individual-level variables mentioned above. Data analysis were conducted using STATA, and SmartPLS. SmartPLS for PLS-SEM and reliability metrics, where the variables were generated based on the factor loadings output from SmartPLS and STATA for econometric model. Based on the good fit of the data, the R-squared values suggest that across all models, the R-squared values were good, ranging from 0.149 in Model 1 to 0.326 in Model 4, demonstrating improved model fit with the inclusion of the psychological variables. This progression supports the relevance of work-related and well-being factors in understanding entrepreneurial intentions beyond sociodemographic characteristics alone. Taken together, the variables in the final model explain 32.6% of the variance in entrepreneurial intentions ($R^2 = 0.326$), compared with 14.9%

($R^2 = 0.149$) when only sociodemographic characteristics are included, indicating that psychological factors substantially increase the model's explanatory power.

$$Y_i = \beta_0 + \beta_1 X_{1i} + \beta_2 X_{2i} + \ldots + \beta_n X_{ni} + \varepsilon_i$$

The model takes the following form:

$$\text{Entrepreneurial Intentions}_i = \beta_0 + \beta_1 \cdot \text{Work\_Engagement}_i + \beta_2 \cdot \text{Work\_Life\_Balance}_i + \beta_3 \cdot \text{Life\_Satisfaction}_i + \Sigma\, \beta_k \cdot X_{ki}\ (\text{Control variables}) + \varepsilon_i$$

The Huber-White sandwich method is employed to compute robust standard errors, allowing for heteroscedasticity and deviations from normality without affecting the OLS coefficient values (Krasniqi et al., 2024). To evaluate the absence of multicollinearity and ensure the robustness of the regression estimates, Variance Inflation Factors (VIFs) and Pearson correlation coefficients were employed. The multicollinearity diagnostics support the robustness of the regression results and confirm that the estimated coefficients are not significantly inflated due to intercorrelations among predictors. The Variance Inflation Factor (VIF) values for all predictors independent and control variables were below the conventional threshold of 5.0, indicating no issues of multicollinearity. Specifically, VIFs were as follows: gender (1.09), age group (3.36), level of education (1.30), experience (3.67), income (1.52), level of service (1.30), work engagement (1.27), work–life balance (1.50), and life satisfaction (1.54). The mean VIF was 1.84, indicating no multicollinearity in the regression model. Complementary to this, as shown in table 3 there a positive correlation was found among all independent variables named work engagement, work-life balance, and satisfaction with life, with the dependent variable named entrepreneurial intention, and most importantly, there were no multicollinearity problems. This includes other variables such as gender and work engagement ($r = 0.1070$), entrepreneurial intentions ($r = 0.2357$), and level of education ($r = 0.2230$), while there were negative correlations with age group, income, experience, and level of service. Level of education was positively correlated with entrepreneurial intentions and work engagement, but negatively correlated with experience and age. Experience and income level were negatively correlated with work engagement and entrepreneurial intention, while positively associated with age groups and level of service.

Table 2 Factor analysis

Variables	Factor loadings	Cronbach's alpha	VIF	Composite reliability (rho_a)	Composite reliability (rho_c)	AVE
Life satisfaction						
In most ways my life is close to my ideal.	0.786	0.850	1.890	0.886	0.897	0.687
The conditions of my life are excellent.	0.756		1.739			
So far I have gotten the important things I want in life.	0.897		2.725			
If I could live my life over, I would change almost nothing.	0.868		2.233			
Worklife balance						
I currently have a good balance between the time I spend at work and the time, I have available for non-work activities.	0.870	0.893	2.285	0.902	0.934	0.824
I feel that the balance between my work demands and non-work activities is currently about right.	0.937		3.593			
Overall, I believe that my work and non-work life are balanced.	0.964		2.905			
Entrepreneurial Intentions						
I am ready to do anything to be an entrepreneur	0.942	0.850	2.207	0.861	0.930	0.869
I have the firm intention to start a firm someday	0.923		2.207			
Work engagement						
At my work, I feel bursting with energy	0.780	0.927	2.444	0.929	0.939	0.630
At my job, I feel strong and vigorous	0.839		3.471			
I am enthusiastic about my job	0.805		3.002			
My job inspires me	0.785		2.573			
When I get up in the morning, I feel like going to work	0.820		2.552			
I feel happy when I am working intensely	0.801		2.551			
I am immersed in my work	0.781		2.679			
I can continue working for very long periods at a time	0.805		2.654			
At my job, I am very resilient, mentally	0.725		2.037			

Source: Authors'

Table 3 Correlation analysis

Variables	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
(1) gender	1									
(2) age_group	-0.0944	1								
(3) level_of_education	0.2230	-0.2965	1.000							
(4) level of service	-0.1182	0.0829	0.1833	1.000						
(5) income	-0.1106	0.4459*	-0.0152	0.3754*	1.000					
(6) experience	-0.1067	0.8310*	-0.3157	0.1727	0.4768*	1.000				
(7) work engagement	0.1070	-0.2024	0.2030	-0.0511	-0.1375	-0.2288	1.000			
(8) Work_Life balance	0.0256	0.0044	0.0198	-0.1515	-0.0911	0.0141	0.3232*	1.000		
(9) life satisfaction	0.0710	0.0826	0.0387	-0.1421	-0.0640	-0.0980	0.3147*	0.5464*	1.000	
(10) entrepreneurial intentions	0.2357*	-0.2060	0.1827	-0.1792	-0.2561	-0.2475	0.4120*	0.3583*	0.3293*	1.000

Source: Authors'

Table 4 presents the results from four regression models predicting entrepreneurial intentions, progressively introducing psychological predictors while controlling for individual-level demographic. Model 1 includes only control variables-individual level factors, while other models include independent variables such as work engagement, work-life balance, and life satisfaction.

Table 4 Entrepreneurial Intentions, Individual Factors, Work engagement, Work life balance, Life satisfaction

VARIABLES	Model 1	Model 2	Model 3	Model 4
Individual Factors				
Gender Male	0.661***	0.581***	0.570***	0.602***
	(0.174)	(0.165)	(0.163)	(0.159)
Age group				
30-44	-0.0173	-0.0608	-0.00543	0.0149
	(0.249)	(0.238)	(0.234)	(0.226)
45	0.221	0.265	0.216	0.241
	(0.423)	(0.383)	(0.392)	(0.385)
Level of education				
Bachelor	0.468**	0.297	0.271	0.339*
	(0.208)	(0.192)	(0.183)	(0.183)
Master	0.881**	0.538	0.366	0.272
	(0.394)	(0.376)	(0.368)	(0.373)
Experience	-0.0275	-0.0184	-0.0279	-0.0282
	(0.0221)	(0.0187)	(0.0189)	(0.0185)
Incomes				
501-700	-0.532**	-0.440*	-0.387*	-0.364*
	(0.239)	(0.226)	(0.221)	(0.214)
Over 700	-0.709**	-0.585**	-0.520**	-0.498**
	(0.291)	(0.267)	(0.259)	(0.250)
Level of service				
Secondary	-0.157	-0.0718	0.00804	0.0588
	(0.199)	(0.190)	(0.183)	(0.180)
Tertiary	-0.595**	-0.564**	-0.387	-0.306
	(0.266)	(0.246)	(0.243)	(0.236)
Independent Variables				
Work engagement		0.684***	0.534***	0.467***
		(0.0928)	(0.102)	(0.105)
Work life balance			0.358***	0.213**
			(0.0789)	(0.0891)
Life satisfaction				0.415***
				(0.119)
Constant	5.083***	1.046*	0.0234	-0.492
	(0.242)	(0.588)	(0.630)	(0.629)
Observations	415	415	415	415
R-squared	0.149	0.261	0.302	0.326

*Source: Authors'- *Standard errors in parentheses. $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.**

Model 1 included individual-level variables and showed that some variables were statistically significant. Findings suggest that, compared to females as the reference category, male participants have higher entrepreneurial intentions ($\beta = 0.661$, $p < 0.01$), indicating that male nurses are more likely to intend to start

a business than female nurses. In terms of level of education, and relative to nurses with only secondary education, those with a bachelor's degree ($\beta = 0.468$, $p < 0.05$) and those with a master's degree ($\beta = 0.881$, $p < 0.05$) report significantly higher entrepreneurial intentions. Findings also suggest that income level is negatively associated with entrepreneurial intentions: compared to nurses earning up to 500 EUR, those earning 501–700 EUR ($\beta = -0.532$, $p < 0.05$) and those earning over 700 EUR ($\beta = -0.709$, $p < 0.05$) are less likely to express entrepreneurial intentions. Compared to the primary level of service, nurses working in tertiary care show a negative, statistically significant difference in entrepreneurial intentions ($\beta = -0.595$, $p < 0.05$), indicating lower entrepreneurial intentions among nurses in tertiary settings, whereas the secondary level is not statistically significant. In addition, age group and years of experience do not show significant associations in this model.

Model 2 shows independent variable work engagement. Based on the results, work engagement has a positive effect on nurses' entrepreneurial intentions (0.684, $p < 0.001$). These findings suggest that individuals who are more engaged in their work are more likely to start their own business, viewing entrepreneurship as a career more beneficial than working as a nurse. In this model, we observe a reduction in the significance of some control variables, although the overall direction of relationships remains consistent. Gender, lower income levels, and employment in the primary service sector continue to predict entrepreneurial intentions negatively and remain statistically significant. In contrast, educational levels, particularly the Master's degree category, lose statistical significance in this model, indicating a diminished influence when psychological variables are included.

Model 3 shows findings from the independent variable, work engagement. Findings suggest that work-life balance is positively related to entrepreneurial intentions (0.358, $p < 0.001$). This suggests that individuals who perceive a better balance between their work and personal lives are more likely to express intentions to become entrepreneurs. Furthermore, both work engagement and work-life balance were included as predictors of entrepreneurial intention. Including work-life balance slightly reduces the effect size of work engagement ($b = 0.534$, $p < 0.001$). In addition, when introducing two independent variables, the other control variables remain similar, except for level of service, which is not statistically significant. However, the influence of some variables, such as income and education, continues to weaken, suggesting that their predictive power diminishes when psychological factors, such as engagement and work-life balance, are included in the models.

The results of Model 4 indicate that several individual and psychological factors significantly predict entrepreneurial intentions. Life satisfaction (0.415, $p < 0.01$) was all positively and significantly associated with entrepreneurial intentions. Gender emerged as a strong predictor, with males reporting significantly higher entrepreneurial intentions than females (0.602, $p < 0.01$). Educational level also played a role: individuals with a bachelor's degree reported marginally higher entrepreneurial intentions than those with only secondary education (0.339, $p <$

0.10). In contrast, age, years of experience, and level of service were not statistically significant predictors in this model. Notably, income was negatively associated with entrepreneurial intentions, individuals from higher-income households (501–700 EUR and over 700 EUR) were significantly less likely to express entrepreneurial intentions (-0.364, $p < 0.10$; -0.498, $p < 0.05$, respectively). Overall, these findings suggest that both psychological well-being and gender play critical roles in shaping nurses' entrepreneurial aspirations, while higher income may reduce the motivation to pursue entrepreneurship. In the fully adjusted model, work engagement remains the strongest psychological predictor of entrepreneurial intentions ($\beta = 0.467$, $p < 0.001$), followed by life satisfaction ($\beta = 0.415$, $p < 0.01$) and work–life balance ($\beta = 0.213$, $p < 0.05$). Although the effect sizes for work engagement and work–life balance decrease when life satisfaction is included, they remain statistically significant, indicating that these three dimensions of well-being jointly explain variation in entrepreneurial intentions.

5. DISCUSSION

This study examined the impact of life satisfaction, work–life balance, and work engagement on entrepreneurial intentions among Nurses in Kosovo, using a sample of 415 Nurses. Our study's findings support all the proposed hypotheses and suggest that Work engagement, work–life balance, and life satisfaction have a positive and statistically significant impact on nurses' entrepreneurial intentions ($p < 0.01$ or $p < 0.05$), demonstrating that these dimensions of well-being play a critical role in shaping entrepreneurial intentions within the nursing profession. This study contributes to the current discussion on entrepreneurship in health care (Suryavanshi et al., 2020; Hernández et al., 2014; Mishra & Pandey, 2023) and responds to the call of scholars to examine entrepreneurship in healthcare in lower-income countries (Glover et al., 2024; Lim et al., 2024; Glover et al., 2024; Lim et al., 2024). Below are listed the most important outputs of this research. Collectively, the inclusion of work engagement, work–life balance, and life satisfaction increases the explained variance in entrepreneurial intentions from 14.9% to 32.6%, underscoring the central role of psychological well-being in understanding nurses' entrepreneurial motivation.

Firstly, this study shows that in contrast to female males have higher entrepreneurial intentions. These findings contribute to the literature regarding to the gender and entrepreneurial intentions (Gurel et al., 2021; Ali et al., 2023; Laguía et al., 2022; Pelegrini & Moraes, 2022; Margaça et al., 2021; Hossain et al., 2024; Kryeziu, 2025; Pinazo-Dallenbach & Castelló-Sirvent, 2024), in the context of entrepreneurial intentions among nurses. A possible explanation for these findings is that they may be related to institutional and cultural factors at the country level, where women may perceive themselves as not being accepted as entrepreneurs in society. Other findings show that individuals with higher levels of education have higher entrepreneurial intentions (bachelor's and master's degrees) compared to those with lower levels (high school), with the results being significant

in model 1 for individuals with a master's degree, and in models 1 and 4 for those with a bachelor's degree. These findings support previous studies (Autio & Acs, 2010) suggesting that individuals with higher level of education have intentions to become entrepreneurs. While individuals with lower incomes have higher entrepreneurial intentions than those with higher incomes. These findings may also suggest that individuals with higher income levels are more satisfied with their lives, have achieved a good work-life balance and work engagement, and thus may not be interested in pursuing an entrepreneurial career. These findings contribute to discussions on whether income level influences the decision to start a business (Alshebami & Seraj, 2021). In addition, this study contributes to scholarly discussions regarding whether age (Zhao et al., 2021; Dubey & Sahu, 2022; Porfírio et al., 2023; Pérez-Macías Martín et al., 2022), experience (Wu et al., 2022; Reissová et al., 2020) and our study shows that these variables have not impact on entrepreneurial intentions.

Secondly, our study shows that work engagement positively influences entrepreneurial intentions. The possible interpretation is that individuals who are more engaged in their work are more likely to start their business. This may be due to the nature of work among Nurses, who may feel it does not pay off financially. These findings contribute to the scholarly discussions on the relationship between work engagement and entrepreneurial intentions (Karimi et al., 2016; George et al., 2022). Furthermore, perceiving that being engaged in a job and its outcomes, such as financial stability, may also serve as a push factor for Nurses to take risks and be motivated to become entrepreneurs (Bakker & Bal, 2010).

Thirdly, our study shows that work-life balance, particularly among individuals who perceive they have achieved it, is associated with a higher propensity to become entrepreneurs. These findings support scholars' argument that work life balance is an important factor for entrepreneurs (Drnovšek et al., 2024; Wiklund et al., 2019) These findings contribute to the discussions on the importance of work life balance (Kelliher et al., 2019; St-Jean & Duhamel, 2020; Aloulou et al., 2024), however, although these findings are important in terms of the perception that individuals have regarding to the balance they created between work and life, it would be interesting to further investigate on how these individuals achieve such balance after they become entrepreneurs. In addition, another possible explanation for our findings regarding individuals who perceive they do not have work-life balance may not be a lack of desire to become an entrepreneur, but rather their inability to achieve the balance required and to focus on an entrepreneurial career.

Lastly, findings show that life satisfaction is an important psychological driver of entrepreneurial intentions, with individuals who report higher life satisfaction being more inclined to start a business. This aligns with the existing literature suggesting a strong link between personal well-being and entrepreneurial motivation (Shir et al., 2024; Svetek & Drnovsek, 2022; Stephan et al., 2023). Interestingly, this association persists even though higher income levels are negatively associated with entrepreneurial intentions, suggesting that financial comfort may reduce the drive to seek change through entrepreneurship. Furthermore, our results suggest that demographic and educational factors also

shape entrepreneurial tendencies. For example, male respondents and those with higher education levels (bachelor's degree holders) exhibited stronger entrepreneurial intentions. Although age, years of experience, and service level were not significant predictors, qualitative patterns hint that younger nurse with lower life satisfaction may pursue entrepreneurship as a strategy to improve their living conditions. Future research should further investigate this interplay and examine whether life satisfaction varies across age groups and how this, in turn, shapes entrepreneurial intentions.

While life satisfaction and work-life balance were significant predictors of entrepreneurial intention, their effect sizes were comparatively small. Therefore, their role could be interpreted as providing additional explanatory power rather than as primary drivers of entrepreneurial motivation among nurses. These findings suggest that, while these factors are relevant, they may play a more supportive or complementary role in shaping nurses' entrepreneurial intentions. Further examination in other contextual or professional settings would help to clarify the extent and consistency of their influence on entrepreneurial intentions.

6. IMPLICATIONS

The findings of this study carry important implications for promoting entrepreneurial intentions among nurses. Higher entrepreneurial intentions among males suggest a need for interventions addressing gender-specific barriers. Education emerges as a strong predictor, indicating that expanding higher education could encourage healthcare entrepreneurship. Lower-income individuals show greater entrepreneurial drive, likely motivated by financial dissatisfaction, while higher income and life satisfaction appear to reduce such intentions. Work engagement and achieving work–life balance also positively influences entrepreneurial aspirations, empowering individuals to take risks. Finally, younger professionals with lower life satisfaction are more motivated to pursue entrepreneurship. These results emphasize the need for tailored education, institutional support, and policies that foster healthcare entrepreneurship.

Healthcare entrepreneurship depends not only on the individuals themselves but also heavily on structured entrepreneurial education (W. M. Lim et al., 2024). Graduate training programs that offer mentorship, access to funding, and exposure to business development can significantly reduce start-up risks and accelerate the entrepreneurial process among nurses (Hernández et al., 2014). However, opportunities for formal health innovation education remain limited within medical schools, often relegated to extracurricular activities, creating accessibility barriers for aspiring entrepreneurs (Suryavanshi et al., 2020). To bridge this gap, medical education must integrate entrepreneurship into core curricula while healthcare management designs programs that also promote work-life balance, work engagement, and life satisfaction (Suryavanshi et al., 2020; Hernández et al., 2014).

7. LIMITATIONS AND FUTURE SUGGESTIONS

This study has several limitations and offers several suggestions for future research. The first limitation of this study is its cross-sectional data collection. Future studies can explore entrepreneurial intentions among Nurse from longitudinal perspective or including qualitative case studies on how individuals from intentions moved to actual entrepreneurial behaviour-became entrepreneurs. Although gender differences were identified, the study does not deeply explore the specific institutional and cultural barriers that may discourage women from becoming entrepreneurs, which could vary significantly across different regions and contexts. Secondly, while education and income levels were found to influence entrepreneurial intentions, the study relied on cross-sectional data, limiting the ability to draw causal inferences about how these factors develop or interact over time. This study did not include other potential predictors of entrepreneurial intention, such as personality traits, organizational support, or risk tolerance, which may also influence entrepreneurial intentions. Future research should incorporate these variables to provide a more comprehensive understanding of the multifactorial determinants of entrepreneurial intention among nurses.

Additionally, the findings regarding work engagement, work–life balance, and life satisfaction are based on self-reported perceptions, which may introduce bias or inaccuracies. Thus, qualitative studies would be important for providing in-depth analysis and for longitudinal research to capture these dynamic changes. Moreover, although age and experience were examined, their complex interactions with life satisfaction and entrepreneurial intentions were not fully explored.

Our study did not consider the role of entrepreneurial education in shaping healthcare entrepreneurship, despite its critical importance alongside individual entrepreneurial characteristics (Lim et al., 2024). Likewise, the growing issue of staff shortages and burnout in healthcare systems, which may influence entrepreneurial intentions, was not examined (Kearney et al., 2020). Furthermore, the impact of major global shifts, such as the Covid-19 pandemic and the rise of Artificial Intelligence, on entrepreneurial activity in healthcare also remains unexplored (Mishra and Pandey, 2023). Future studies should investigate these evolving factors to understand the changing landscape of healthcare entrepreneurship better. Finally, the specific economic, social, and healthcare system characteristics of Kosovo may limit the generalizability of the findings to other countries, particularly those with different levels of economic development or cultural settings.

Author Contribution: Conceptualization: V.H and D.P; Methodology: T.K and V.H; Formal analysis and investigation: D.P and G.Zh; Writing - original draft preparation: V.H, L.B and T.K; Writing - review and editing: T.K and L.B; Supervision: L.B and V.H.

Funding: The research presented in the manuscript did not receive any external funding

Conflict of Interest: None

Acknowledgement of AI or AI-assisted tools use: We have used AI tools (Quillbot – grammar editing) technologies to prepare this work.

REFERENCES

Abbaszadeh, Z., Bakhtiarpour, S., Safarzadeh, S., Asgari, P. & Heidari, A. (2024). The Mediating Role of Job Satisfaction in the Relationship Between Occupational Stress and Life Satisfaction Among Nurses. *Journal of Clinical Research in Paramedical Sciences*, *13* (2). https://doi.org/10.5812/jcrps-149729

Adisa, T. A., Gbadamosi, G., Mordi, T. & Mordi, C. (2019). In search of perfect boundaries? Entrepreneurs' work-life balance. *Personnel Review*, *48* (6), 1634-1651. https://doi.org/10.1108/PR-06-2018-0197

Agaoglu, F. O., Bas, M., Tarsuslu, S. & Ekinci, L. O. (2025). Serial mediating role of transformational leadership and perception of artificial intelligence use in the effect of employee happiness on innovative work behaviour in nurses. *BMC Nursing*, *24* (1), 137. https://doi.org/10.1186/s12912-025-02776-9

Ahmed, I., Nawaz, M. M., Ali, G. & Islam, T. (2015). Perceived organizational support and its outcomes: A meta-analysis of latest available literature. *Management Research Review*, *38* (6), 627-639. https://doi.org/10.1108/MRR-09-2013-0220

Ahmetoglu, G., Nefyodova, V., Chamorro-Premuzic, T. & Codreanu, S. (2021). What leads entrepreneurial employees to want to quit, or stay in, their job? Exploring two conflicting mechanisms. *Applied Psychology*, *70* (2), 738-758. https://doi.org/10.1111/apps.12250

Ali, J., Jabeen, Z. & Burhan, M. (2023). Measuring factors influencing entrepreneurial intention across gender in India: Evidence from Global Entrepreneurship Monitor (GEM) Database. *Journal of Research in Marketing and Entrepreneurship*, *25* (1), 63-82. https://doi.org/10.1108/JRME-08-2021-0105

Almeida, D., Figueiredo, A. R. & Lucas, P. (2024). *Nurses' well-being at work in a hospital setting: A scoping review*, *12* (2), 173. https://doi.org/10.3390/healthcare12020173

Aloulou, W. J., Shatila, K. & Ramadani, V. (2024). The Impact of Empowerment on Women Entrepreneurial Intention in Lebanon: The Mediating Effect of Work–Life Balance. *FIIB Business Review*, 23197145241241402.

Alshebami, A. S. & Seraj, A. H. A. (2021). The antecedents of saving behavior and entrepreneurial intention of Saudi Arabia University students. *Kuram ve Uygulamada Egitim Bilimleri*, *21* (2), 67-84.

Althubaiti, A. (2023). Sample size determination: A practical guide for health researchers. *Journal of General and Family Medicine*, *24* (2), 72-78. https://doi.org/10.1002/jgf2.600

Aungsuroch, Y., Gunawan, J., Juanamasta, I. G. & Montayre, J. (2024). Updating factors influencing nurse work engagement in the hospital settings: A systematic review. *Journal of Healthcare Leadership*, 157-176. https://doi.org/10.2147/JHL.S451056

Autio, E. & Acs, Z. (2010). Intellectual property protection and the formation of entrepreneurial growth aspirations. *Strategic Entrepreneurship Journal*, *4* (3), 234-251. https://doi.org/10.1002/sej.93

Babapour, A.-R., Gahassab-Mozaffari, N. & Fathnezhad-Kazemi, A. (2022). Nurses' job stress and its impact on quality of life and caring behaviors: A cross-sectional study. *BMC Nursing*, *21* (1), 75. https://doi.org/10.1186/s12912-022-00852-y

Bakker, A. B. & Bal, M. P. (2010). Weekly work engagement and performance: A study among starting teachers. *Journal of Occupational and Organizational Psychology*, *83* (1), 189-206. https://doi.org/10.1348/096317909X402596

Barba-Sánchez, V., Salinero, Y., Jiménez Estévez, P. & Ruiz-Palomino, P. (2024). How entrepreneurship drives life satisfaction among people with intellectual disabilities (PwID): A mixed-method approach. *Management Decision*, *62* (2), 426-449. https://doi.org/10.1108/MD-11-2022-1568

Binder, M. & Coad, A. (2013). Life satisfaction and self-employment: A matching approach. *Small Business Economics*, 40, 1009-1033. https://doi.org/10.1007/s11187-011-9413-9

Borst, R. T., Kruyen, P. M., Lako, C. J. & de Vries, M. S. (2020). The attitudinal, behavioral, and performance outcomes of work engagement: A comparative meta-analysis across the public, semipublic, and private sector. *Review of Public Personnel Administration*, *40* (4), 613-640. https://doi.org/10.1177/0734371X19840399

Boz, N. (2025). Entrepreneurial intentions, career expectations, and life satisfaction of hospitality and tourism students. *Current Issues in Tourism*, 1-19. https://doi.org/10.1080/13683500.2025.2475086

Brough, P., Timms, C., O'Driscoll, M. P., Kalliath, T., Siu, O.-L., Sit, C. & Lo, D. (2014). Work–life balance: A longitudinal evaluation of a new measure across Australia and New Zealand workers. *The International Journal of Human Resource Management*, *25* (19), 2724-2744. https://doi.org/10.1080/09585192.2014.899262

Bullough, A., Renko, M. & Myatt, T. (2014). Danger zone entrepreneurs: The importance of resilience and self–efficacy for entrepreneurial intentions. *Entrepreneurship Theory and Practice*, *38* (3), 473-499. https://doi.org/10.1111/etap.12006

Cayllahua Curiñaupa, A. J., Rojas Palma, Y. S., Cajachagua Castro, M. & Huancahuire-Vega, S. (2025). Attitude toward teamwork and work engagement as predictors of job satisfaction in nurses: A cross-sectional study. *BMC Nursing*, *24* (1), 791. https://doi.org/10.1186/s12912-025-03366-5

Cetin, G., Altinay, L., Alrawadieh, Z. & Ali, F. (2022). Entrepreneurial motives, entrepreneurial success and life satisfaction of refugees venturing in tourism and hospitality. *International Journal of Contemporary Hospitality Management*, *34* (6), 2227-2249. https://doi.org/10.1108/IJCHM-11-2021-1363

Chahine, T. (2021). Toward an Understanding of Public Health Entrepreneurship and Intrapreneurship. *Frontiers in Public Health*, 9. https://doi.org/10.3389/fpubh.2021.593553

Demerouti, E., Bakker, A. B., Nachreiner, F. & Schaufeli, W. B. (2000). A model of burnout and life satisfaction amongst nurses. *Journal of Advanced Nursing*, *32* (2), 454-464. https://doi.org/10.1046/j.1365-2648.2000.01496.x

Diener, E., Emmons, R. A., Larsen, R. J. & Griffin, S. (1985). The satisfaction with life scale. *Journal of Personality Assessment*, *49* (1), 71-75. https://doi.org/10.1207/s15327752jpa4901_13

Drnovšek, M., Slavec, A. & Aleksić, D. (2024). "I want it all": Exploring the relationship between entrepreneurs' satisfaction with work–life balance, well-being, flow and firm growth. *Review of Managerial Science*, *18* (3), 799-826. https://doi.org/10.1007/s11846-023-00623-2

Dubey, P. & Sahu, K. K. (2022). Examining the effects of demographic, social and environmental factors on entrepreneurial intention. *Management Matters*, *19* (1), 91-108. https://doi.org/10.1108/MANM-12-2021-0006

Duong, C. D. (2025). How AI-Enabled Drivers Inspire Sustainability-Oriented Entrepreneurial Intentions: Unraveling the (In) congruent Effects of Perceived Desirability and Feasibility From the Entrepreneurial Event Model Perspective. *Sustainable Development*. https://doi.org/10.1002/sd.3461

Frese, M. & Gielnik, M. M. (2023). The psychology of entrepreneurship: Action and process. *Annual Review of Organizational Psychology and Organizational Behavior*, *10* (1), 137-164. https://doi.org/10.1146/annurev-orgpsych-120920-055646

Fukuzaki, T., Iwata, N., Ooba, S., Takeda, S. & Inoue, M. (2021). The effect of nurses' work–life balance on work engagement: The adjustment effect of affective commitment. *Yonago Acta Medica*, *64* (3), 269-281. https://doi.org/10.33160/yam.2021.08.005

George, O. J., Okon, S. E. & Akaighe, G. (2022). Emotional intelligence and work engagement: A serial mediation model. *Journal of Organizational Effectiveness: People and Performance*, *9* (2), 193-211. https://doi.org/10.1108/JOEPP-02-2021-0025

Gielnik, M. M., Frese, M., Graf, J. M. & Kampschulte, A. (2012). Creativity in the opportunity identification process and the moderating effect of diversity of information. *Journal of Business Venturing*, *27* (5), 559-576. https://doi.org/10.1016/j.jbusvent.2011.10.003

Gish, J. J., Guedes, M. J., Silva, B. G. & Patel, P. C. (2022). Latent profiles of personality, temperament, and eudaimonic well-being: Comparing life satisfaction and health outcomes among entrepreneurs and employees. *Journal of Business Venturing Insights*, 17, e00293. https://doi.org/10.1016/j.jbvi.2021.e00293

Glover, W. J., Crocker, A. & Brush, C. G. (2024). Healthcare entrepreneurship: An integrative framework for future research. *Journal of Business Venturing Insights*, 22, e00476. https://doi.org/10.1016/j.jbvi.2024.e00476

Greenhaus, J. H. & Allen, T. D. (2011). *Work–family balance: A review and extension of the literature.* https://doi.org/10.2307/j.ctv1chs29w.14

Guest, D. E. (2002). Perspectives on the study of work-life balance. *Social Science Information*, *41* (2), 255-279. https://doi.org/10.1177/0539018402041002005

Gurel, E., Madanoglu, M. & Altinay, L. (2021). Gender, risk-taking and entrepreneurial intentions: Assessing the impact of higher education longitudinally. *Education+ Training*, *63* (5), 777-792. https://doi.org/10.1108/ET-08-2019-0190

Hahn, S., Hantikainen, V., Needham, I., Kok, G., Dassen, T. & Halfens, R. J. (2012). Patient and visitor violence in the general hospital, occurrence, staff interventions and consequences: A cross-sectional survey. *Journal of Advanced Nursing*, *68* (12), 2685-2699. https://doi.org/10.1111/j.1365-2648.2012.05967.x

Hair, J. F., Risher, J. J., Sarstedt, M. & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, *31* (1), 2-24. https://doi.org/10.1108/EBR-11-2018-0203

Hair Jr., J. F., Matthews, L. M., Matthews, R. L. & Sarstedt, M. (2017). PLS-SEM or CB-SEM: updated guidelines on which method to use. *International Journal of Multivariate Data Analysis*, *1* (2), 107-123. https://doi.org/10.1504/IJMDA.2017.087624

Hamzah, H., Ramlee, F., Panatik, S. A., Chee-Seng, T., Jalil, N. I. A. & Zulkifli, S. S. (2024). Predicting Youths Well-Being Using Resilience and Family Resilience. *International Journal of Developmental Science*, 2192001X251325880.

Henao García, E. A., Galia, F. & Velez-Ocampo, J. (2022). Understanding the impact of well-being on entrepreneurship in the context of emerging economies. *Journal of Entrepreneurship in Emerging Economies*, *14* (1), 158-182. https://doi.org/10.1108/JEEE-08-2020-0314

Hernández, D., Carrión, D., Perotte, A. & Fullilove, R. (2014). Public health entrepreneurs: Training the next generation of public health innovators. *Public Health Reports*, *129* (6), 477-481. https://doi.org/10.1177/003335491412900604

Hildebrandt, E. & Littig, B. (2006). Concepts, approaches and problems of work–life balance. *European Societies*, *8* (2), 215-222. https://doi.org/10.1080/14616690600644939

Hong, J., Kim, Y. & Lee, K. E. (2023). Factors Affecting Entrepreneurial Intention of Clinical Nurses in Korea: A Cross-sectional Study. *Journal of Health Informatics and Statistics*, *48* (4), 382-390. https://doi.org/10.21032/jhis.2023.48.4.382

Hossain, M. U., Arefin, M. S. & Yukongdi, V. (2024). Personality traits, social self-efficacy, social support, and social entrepreneurial intention: The moderating role of gender. *Journal of Social Entrepreneurship*, *15* (1), 119-139. https://doi.org/10.1080/19420676.2021.1936614

International Council of Nurses (2024). *Guidelines on the nurse entre/intrapreneur providing nursing service.* https://www.icn.ch/sites/default/files/2023-06/2012_Handbook_entrepreneurial_practice_eng.pdf#page=63.09

Ippoliti, R., Falavigna, G., Montani, F. & Rizzi, S. (2018). The private healthcare market and the sustainability of an innovative community nurses programme based on social

entrepreneurship-CoNSENSo project. *BMC Health Services Research*, *18* (1), 689. https://doi.org/10.1186/s12913-018-3513-z; https://doi.org/10.1186/s12913-018-3597-5

Jakobsen, L., Wacher Qvistgaard, L., Trettin, B. & Juel Rothmann, M. (2021). Entrepreneurship and nurse entrepreneurs lead the way to the development of nurses' role and professional identity in clinical practice: A qualitative study. *Journal of Advanced Nursing*, *77* (10), 4142-4155. https://doi.org/10.1111/jan.14950

Jakobsson Larsson, B., Mannberg, M., Pöder, U., Hedström, M. & Karlsson, A. (2024). Registered nurses' experiences on job satisfaction in nursing home settings. *Nursing Open*, *11* (6), e2224. https://doi.org/10.1002/nop2.2224

Jamshidi, Z., Aieen, M. & Jafari-Oori, M. (2024). University innovation and start-ups: Barriers and facilitators experienced by nursing faculties–A content analysis study. *Nursing Open*, *11* (5), e2190. https://doi.org/10.1002/nop2.2190

Javanmardnejad, S., Bandari, R., Heravi-Karimooi, M., Rejeh, N., Sharif Nia, H. & Montazeri, A. (2021). Happiness, quality of working life, and job satisfaction among nurses working in emergency departments in Iran. *Health and Quality of Life Outcomes*, 19, 1-8. https://doi.org/10.1186/s12955-021-01755-3

Kalliath, T. & Brough, P. (2008). Work–life balance: A Review of the Meaning of the Balance Construct. *Journal of Management & Organization*, *14* (3), 323-327. https://doi.org/10.5172/jmo.837.14.3.323

Karataş, Z., Uzun, K. & Tagay, Ö. (2021). Relationships between the life satisfaction, meaning in life, hope and COVID-19 fear for Turkish adults during the COVID-19 outbreak. *Frontiers in Psychology*, 12, 633384. https://doi.org/10.3389/fpsyg.2021.633384

Karimi, S., Biemans, H. J., Lans, T., Chizari, M. & Mulder, M. (2016). The impact of entrepreneurship education: A study of Iranian students' entrepreneurial intentions and opportunity identification. *Journal of Small Business Management*, *54* (1), 187-209. https://doi.org/10.1111/jsbm.12137

Kautonen, T., Kibler, E. & Minniti, M. (2017). Late-career entrepreneurship, income and quality of life. *Journal of Business Venturing*, *32* (3), 318-333. https://doi.org/10.1016/j.jbusvent.2017.02.005

Kearney, C., Dunne, P. & Wales, W. J. (2020). Entrepreneurial orientation and burnout among healthcare professionals. *Journal of Health Organization and Management*, *34* (1), 16-22. https://doi.org/10.1108/JHOM-09-2019-0259

Kelliher, C., Richardson, J. & Boiarintseva, G. (2019). All of work? All of life? Reconceptualising work-life balance for the 21st century. *Human Resource Management Journal*, *29* (2), 97-112. https://doi.org/10.1111/1748-8583.12215

Khallash, S. & Kruse, M. (2012). The future of work and work-life balance 2025. *Futures*, *44* (7), 678-686. https://doi.org/10.1016/j.futures.2012.04.007

Khamisa, N., Oldenburg, B., Peltzer, K. & Ilic, D. (2015). Work related stress, burnout, job satisfaction and general health of nurses. *International Journal of Environmental Research and Public Health*, *12* (1), 652-666. https://doi.org/10.3390/ijerph120100652

Kiliç Barmanpek, N., Şahin, A., Demirel, C. & Parlar Kiliç, S. (2022). The relationship between nurses' job satisfaction levels and quality of life. *Perspectives in Psychiatric Care*, *58* (4), 2310-2320. https://doi.org/10.1111/ppc.13062

Kim, Y.-J. & Lim, J.-Y. (2022). Predictive models for nurses' entrepreneurial intentions using comparison of competing models. *International Journal of Environmental Research and Public Health*, *19* (10), 6027. https://doi.org/10.3390/ijerph19106027

Kosovo Agency of Statistics (2023). *Health Statistics*. https://ask.rks-gov.net/Releases/Details/8320

Krasniqi, T., Krasniqi, B. A., Kryeziu, L., Lajqi, S., Ismajli, M. & Bytyçi, D. (2024). Entrepreneurial Orientation, Networking and Firm Growth: Evidence from A Transition Economy. *Ekonomska misao i praksa*, *33* (2), 351-376. https://doi.org/10.17818/EMIP/2024/2.1

Kryeziu, L. (2025). The Impact Socio-Demographic Factors, Mental Health and Work Life Balance on Entrepreneurial Intentions: The Moderating Role of Fear of Failure. *Ekonomska misao i praksa*, 0-0. https://doi.org/10.17818/EMIP/2025/31

Kurniawan, Pahrijal, R., Maulana, A., Maminirina Fenitra, R., Budiman, D. & Supriandi (2025). Beyond boundaries: Fostering women entrepreneurs' success through culture, family, and entrepreneurship. *Frontiers in Sociology*, 10, 1513345. https://doi.org/10.3389/fsoc.2025.1513345

Kuşcu Karatepe, H., Tiryaki Şen, H. & Türkmen, E. (2022). Predicting work performance and life satisfaction of nurses and physicians: The mediating role of social capital on self-efficacy and psychological resilience. *Perspectives in Psychiatric Care*, *58* (4). https://doi.org/10.1111/ppc.13092

Laguía, A., Wach, D., Garcia-Ael, C. & Moriano, J. A. (2022). "Think entrepreneur–think male": The effect of reduced gender stereotype threat on women's entrepreneurial intention and opportunity motivation. *International Journal of Entrepreneurial Behavior & Research*, *28* (4), 1001-1025. https://doi.org/10.1108/IJEBR-04-2021-0312

Laouiti, R., Haddoud, M. Y., Nakara, W. A. & Onjewu, A.-K. E. (2022). A gender-based approach to the influence of personality traits on entrepreneurial intention. *Journal of Business Research*, 142, 819-829. https://doi.org/10.1016/j.jbusres.2022.01.018

Lee, H., Hwang, S., Kim, J. & Daly, B. (2004). Predictors of life satisfaction of Korean nurses. *Journal of Advanced Nursing*, *48* (6), 632-641. https://doi.org/10.1111/j.1365-2648.2004.03251.x

Lim, J. Y., Kim, G. M. & Kim, E. J. (2021). Predictors of entrepreneurial intention of nursing students based on theory of planned behavior. *Journal of Multidisciplinary Healthcare*, 533-543. https://doi.org/10.2147/JMDH.S288532

Lim, W. M., Ciasullo, M. V., Escobar, O. & Kumar, S. (2024). Healthcare entrepreneurship: Current trends and future directions. *International Journal of Entrepreneurial Behavior & Research*, *30* (8), 2130-2157. https://doi.org/10.1108/IJEBR-02-2023-0197

Liñán, F. & Chen, Y. (2009). Development and cross–cultural application of a specific instrument to measure entrepreneurial intentions. *Entrepreneurship Theory and Practice*, *33* (3), 593-617. https://doi.org/10.1111/j.1540-6520.2009.00318.x

Liñán, F. & Fayolle, A. (2015). A systematic literature review on entrepreneurial intentions: Citation, thematic analyses, and research agenda. *International Entrepreneurship and Management Journal*, 11, 907-933. https://doi.org/10.1007/s11365-015-0356-5

Lindblom, A., Lindblom, T. & Wechtler, H. (2020). Dispositional optimism, entrepreneurial success and exit intentions: The mediating effects of life satisfaction. *Journal of Business Research*, 120, 230-240. https://doi.org/10.1016/j.jbusres.2020.08.012

Linn, L. S., Yager, J., Cope, D. W. & Leake, B. (1986). Factors associated with life satisfaction among practicing internists. *Medical Care*, *24* (9), 830-837. https://doi.org/10.1097/00005650-198609000-00004

Loewe, N., Bagherzadeh, M., Araya-Castillo, L., Thieme, C. & Batista-Foguet, J. M. (2014). Life domain satisfactions as predictors of overall life satisfaction among workers: Evidence from Chile. *Social Indicators Research*, 118, 71-86. https://doi.org/10.1007/s11205-013-0408-6

Malvaso, A. & Kang, W. (2022). The relationship between areas of life satisfaction, personality, and overall life satisfaction: An integrated account. *Frontiers in Psychology*, 13, 894610. https://doi.org/10.3389/fpsyg.2022.894610

Margaça, C., Hernández-Sánchez, B., Sánchez-García, J. C. & Cardella, G. M. (2021). The roles of psychological capital and gender in university students' entrepreneurial intentions. *Frontiers in Psychology*, 11, 615910. https://doi.org/10.3389/fpsyg.2020.615910

Martins, V., Serrão, C., Teixeira, A., Castro, L. & Duarte, I. (2022). The mediating role of life satisfaction in the relationship between depression, anxiety, stress and burnout among Portuguese nurses during COVID-19 pandemic. *BMC Nursing*, *21* (1), 188. https://doi.org/10.1186/s12912-022-00958-3

Matsuo, M., Suzuki, E., Takayama, Y., Shibata, S. & Sato, K. (2021). Influence of striving for work–life balance and sense of coherence on intention to leave among nurses: A 6-month prospective survey. *INQUIRY: The Journal of Health Care Organization, Provision, and Financing*, 58, 00469580211005192. https://doi.org/10.1177/00469580211005192

Matthews, L., Hair, J. & Matthews, R. (2018). PLS-SEM: The holy grail for advanced analysis. *Marketing Management Journal*, *28* (1), 1-13. https://doi.org/10.63963/001c.151119

Meintjies, C. S. & Maritz, J. E. (2025). Nurse-led social entrepreneurship as a career. *Health SA Gesondheid (Online)*, 30, 1-11. https://doi.org/10.4102/hsag.v30i0.2700

Mishra, A. & Pandey, N. (2023). Global entrepreneurship in healthcare: A systematic literature review and bibliometric analysis. *Global Business and Organizational Excellence*, *42* (5), 9-21. https://doi.org/10.1002/joe.22193

Monteagudo, N. C., Rodríguez, D. E. C., Carhuajulca, D. B. G., Moral, J. M. L. & Martínez, O. N. (2025). Defining nursing entrepreneurship from the point of view of future professionals: A qualitative study. *Nurse Education Today*, 144, 106421. https://doi.org/10.1016/j.nedt.2024.106421

Mullen, K. (2015). Barriers to work–life balance for hospital nurses. *Workplace Health & Safety*, *63* (3), 96-99. https://doi.org/10.1177/2165079914565355

Neergård, G.-B. & Aadland, T. (2025). Embracing an entrepreneurial identity through entrepreneurial learning: A dual-identity perspective. In *Handbook of Research on Entrepreneurial Learning* (pp. 122-135). Edward Elgar Publishing. https://doi.org/10.4337/9781803922218.00017

Nemcek, M. A. & James, G. D. (2007). Relationships among the nurse work environment, self-nurturance and life satisfaction. *Journal of Advanced Nursing*, *59* (3), 240-247. https://doi.org/10.1111/j.1365-2648.2007.04309.x

Neneh, B. N. (2021). Role salience and the growth intention of women entrepreneurs: Does work-life balance make a difference?. *The Spanish Journal of Psychology*, 24, e4. https://doi.org/10.1017/SJP.2021.9

Nungsari, M., Ngu, K., Chin, J. W. & Flanders, S. (2023). The formation of youth entrepreneurial intention in an emerging economy: The interaction between psychological traits and socioeconomic factors. *Journal of Entrepreneurship in Emerging Economies*, *15* (2), 333-359. https://doi.org/10.1108/JEEE-08-2021-0312

Obschonka, M., Moeller, J. & Goethner, M. (2019). Entrepreneurial passion and personality: The case of academic entrepreneurship. *Frontiers in Psychology*, 9, 2697. https://doi.org/10.3389/fpsyg.2018.02697

Palumbo, R. (2022). A "dark side"of humane entrepreneurship? Unveiling the side effects of humane entrepreneurship on work–life balance. *The Journal of Entrepreneurship*, *31* (1), 121-152. https://doi.org/10.1177/09713557211069304

Pelegrini, G. C. & Moraes, G. H. S. M. de. (2022). Does gender matter? A university ecosystem, self-efficacy and entrepreneurial intention analysis in Brazilian universities. *Gender in Management: An International Journal*, *37* (2), 271-286. https://doi.org/10.1108/GM-01-2021-0007

Pérez-Macías Martín, N., Fernández Fernández, J. L. & Rúa Vieites, A. (2022). *Analyzing the past to prepare for the future: A review of literature on factors with influence on entrepreneurial intentions*. https://doi.org/10.1007/s10843-021-00289-5

Pérez-Pérez, C., González-Torres, T. & Nájera-Sánchez, J.-J. (2021). Boosting entrepreneurial intention of university students: Is a serious business game the key?. *The International Journal of Management Education*, *19* (3), 100506. https://doi.org/10.1016/j.ijme.2021.100506

Pinazo-Dallenbach, P. & Castelló-Sirvent, F. (2024). Gender, perceived insecurity, corruption perception, subjective norm, and household income: A configurational approach to entrepreneurial intention. *Journal of the Knowledge Economy*, *15* (2), 5864-5892. https://doi.org/10.1007/s13132-023-01387-6

Popaitoon, S., Mumi, A. & Popaitoon, P. (2024). *Job Crafting, Entrepreneurial Intention and Work Engagement: New-Generation Employees*, *2024* (1), 12240. https://doi.org/10.5465/AMPROC.2024.12240abstract

Porfírio, J. A., Felício, J. A., Carrilho, T. & Jardim, J. (2023). Promoting entrepreneurial intentions from adolescence: The influence of entrepreneurial culture and education. *Journal of Business Research*, 156, 113521. https://doi.org/10.1016/j.jbusres.2022.113521

Pourhoseingholi, M. A., Vahedi, M. & Rahimzadeh, M. (2013). Sample size calculation in medical studies. *Gastroenterology and Hepatology from Bed to Bench*, *6* (1), 14.

Przepiorka, A. M. (2017). Psychological determinants of entrepreneurial success and life-satisfaction. *Current Psychology*, *36* (2), 304-315. https://doi.org/10.1007/s12144-016-9419-1

Reissová, A., Šimsová, J., Sonntag, R. & Kučerová, K. (2020). The influence of personal characteristics on entrepreneurial intentions: International comparison. *Entrepreneurial Business and Economics Review*, *8* (4), 29-46. https://doi.org/10.15678/EBER.2020.080402

Rincy, V. & Panchanatham, N. (2014). Work life balance: A short review of the theoretical and contemporary concepts. *Continental Journal of Social Sciences*, *7* (1), 1-24.

Rony, M. K. K., Numan, S. M. & Alamgir, H. M. (2023). The association between work-life imbalance, employees' unhappiness, work's impact on family, and family impacts on work among nurses: A Cross-sectional Study. *Informatics in Medicine Unlocked*, 38, 101226. https://doi.org/10.1016/j.imu.2023.101226

Saleh, M. S. M., Ata, A. A., Abd-Elhamid, Z. N., Eltahan, A. A., Dailah, H. G. & Elsabahy, H. E. (2025). Building nursing leaders: The influence of entrepreneurial leadership program on nurse interns' innovation and clinical performance. *BMC Nursing*, *24* (1), 501. https://doi.org/10.1186/s12912-025-03100-1

Schaufeli, W. B., Bakker, A. B. & Salanova, M. (2006). The measurement of work engagement with a short questionnaire: A cross-national study. *Educational and Psychological Measurement*, *66* (4), 701-716. https://doi.org/10.1177/0013164405282471

Schaufeli, W. B., Salanova, M., González-Romá, V. & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. *Journal of Happiness Studies*, 3, 71-92. https://doi.org/10.1023/A:1015630930326

Schiavone, F., Rivieccio, G., Paolone, F. & Rocca, A. (2021). The macro-level determinants of user entrepreneurship in healthcare: An explorative cross-country analysis. *Management Decision*, *59* (5), 1158-1178. https://doi.org/10.1108/MD-10-2019-1427

Sen, C. & Hooja, H. (2018). Work-life balance: An overview. *International Journal of Management and Social Sciences Research*, *7* (1).

Shir, N., Wiklund, J. & Manchiraju, S. (2024). Satisfaction with Life as an Entrepreneur: From Early Volition to Eudaimonia. *Journal of Business Ethics*, 1-22. https://doi.org/10.1007/s10551-024-05832-7

Shirokova, G., Osiyevskyy, O. & Bogatyreva, K. (2016). Exploring the intention–behavior link in student entrepreneurship: Moderating effects of individual and environmental characteristics. *European Management Journal*, *34* (4), 386-399. https://doi.org/10.1016/j.emj.2015.12.007

Sihvola, S., Nurmeksela, A., Mikkonen, S., Peltokoski, J. & Kvist, T. (2023). Resilience, job satisfaction, intentions to leave nursing and quality of care among nurses during the COVID-19 pandemic–a questionnaire study. *BMC Health Services Research*, *23* (1), 632. https://doi.org/10.1186/s12913-023-09648-5

Stephan, U. (2018). Entrepreneurs' mental health and well-being: A review and research agenda. *Academy of Management Perspectives*, *32* (3), 290-322. https://doi.org/10.5465/amp.2017.0001

Stephan, U., Rauch, A. & Hatak, I. (2023). Happy entrepreneurs? Everywhere? A meta-analysis of entrepreneurship and wellbeing. *Entrepreneurship Theory and Practice*, *47* (2), 553-593. https://doi.org/10.1177/10422587211072799

Stephens, A., Mack, A. & Bahaw, P. (2024). Who they are, and what they do: Perspectives on work–life balance among entrepreneurs and wage earners. *Humanities and Social Sciences Communications*, *11* (1), 1-12. https://doi.org/10.1057/s41599-024-04338-x

St-Jean, E. & Duhamel, M. (2020). Employee work–life balance and work satisfaction: An empirical study of entrepreneurial career transition and intention across 70 different economies. *Academia Revista Latinoamericana de Administracion*, *33* (3/4), 321-335.

Sun, X., Xu, H., Köseoglu, M. A. & Okumus, F. (2020). How do lifestyle hospitality and tourism entrepreneurs manage their work-life balance?. *International Journal of Hospitality Management*, 85, 102359. https://doi.org/10.1016/j.ijhm.2019.102359

Suryavanshi, T., Lambert, S., Lal, S., Chin, A. & Chan, T. M. (2020). Entrepreneurship and innovation in health sciences education: A scoping review. *Medical Science Educator*, 30, 1797-1809. https://doi.org/10.1007/s40670-020-01050-8

Svetek, M. & Drnovsek, M. (2022). Exploring the effects of types of early-stage entrepreneurial activity on subjective well-being. *Journal of Happiness Studies*, *23* (1), 149-170. https://doi.org/10.1007/s10902-021-00392-3

Tanaka, S., Maruyama, Y., Ooshima, S. & Ito, H. (2011). Working condition of nurses in Japan: Awareness of work–life balance among nursing personnel at a university hospital. *Journal of Clinical Nursing*, *20* (1-2), 12-22. https://doi.org/10.1111/j.1365-2702.2010.03354.x

Thepna, A., Cochrane, B. B. & Salmon, M. E. (2023). Advancing nursing entrepreneurship in the 21st century. *Journal of Advanced Nursing*, *79* (9), 3183-3185. https://doi.org/10.1111/jan.15563

Tomaszewska, K., Kowalczuk, K. & Majchrowicz, B. (2024). Correlations between well-being of nurses and psychosocial working conditions–a descriptive cross-sectional study. *Frontiers in Public Health*, 12, 1443015. https://doi.org/10.3389/fpubh.2024.1443015

Ubochi, N. E., Osuji, J. C., Ubochi, V. N., Ogbonnaya, N. P., Anarado, A. & Iheanacho, P. N. (2021). The drive process model of entrepreneurship: A grounded theory of nurses' perception of entrepreneurship in nursing. *International Journal of Africa Nursing Sciences*, 15, 100377. https://doi.org/10.1016/j.ijans.2021.100377

Uy, M. A., Foo, M.-D. & Song, Z. (2013). Joint effects of prior start-up experience and coping strategies on entrepreneurs' psychological well-being. *Journal of Business Venturing*, *28* (5), 583-597. https://doi.org/10.1016/j.jbusvent.2012.04.003

Vannucci, M. J. & Weinstein, S. M. (n. d.). *Empowering the Nurse Entrepreneur in Business and Work/Life Balance*. https://www.sigmarepository.org/cgi/viewcontent.cgi?article=1550&context=nerc

Vannucci, M. J. & Weinstein, S. M. (2017). The nurse entrepreneur: Empowerment needs, challenges, and self-care practices. *Nursing: Research and Reviews*, 57-66. https://doi.org/10.2147/NRR.S98407

Vittersø, J. (2025). *Humanistic Wellbeing: Toward a Value-Based Science of the Good Life*. Springer Nature. https://doi.org/10.1007/978-3-031-69292-5

Wei, H., Horsley, L., Cao, Y., Haddad, L. M., Hall, K. C., Robinson, R., Powers, M. & Anderson, D. G. (2023). The associations among nurse work engagement, job satisfaction, quality of care, and intent to leave: A national survey in the United States. *International Journal of Nursing Sciences*, *10* (4), 476-484. https://doi.org/10.1016/j.ijnss.2023.09.010

Widayana, I. G. A. A., Agustina, H. R. & Mediawati, A. S. (2025). Factors Associated with Work Life Balance Among Nurses in Hospitals: A Socio-Ecological Scoping Review. *Journal of Multidisciplinary Healthcare*, 4511-4521. https://doi.org/10.2147/JMDH.S534729

Wiklund, J., Nikolaev, B., Shir, N., Foo, M.-D. & Bradley, S. (2019). Entrepreneurship and well-being: Past, present, and future. *Journal of Business Venturing*, *34* (4), 579-588. https://doi.org/10.1016/j.jbusvent.2019.01.002

Wong, F. M. F. (2024). Job satisfaction in nursing: A qualitative inquiry into novice and experienced nurses' perspectives. *Nurse Education in Practice*, 78, 104018. https://doi.org/10.1016/j.nepr.2024.104018

Wu, L., Jiang, S., Wang, X., Yu, L., Wang, Y. & Pan, H. (2022). Entrepreneurship education and entrepreneurial intentions of college students: The mediating role of entrepreneurial self-efficacy and the moderating role of entrepreneurial competition experience. *Frontiers in Psychology*, 12, 727826. https://doi.org/10.3389/fpsyg.2021.727826

Yanık, D. & Ediz, Ç. (2024). Determination of nurses' happiness, hope, future expectations, and the factors influencing them: A descriptive study that can guide policy development to prevent nurse migration. *BMC Nursing*, *23* (1), 204. https://doi.org/10.1186/s12912-024-01876-2

Yildirim, Y., Kilic, S. P. & Akyol, A. D. (2013). Relationship between life satisfaction and quality of life in Turkish nursing school students. *Nursing & Health Sciences*, *15* (4), 415-422. https://doi.org/10.1111/nhs.12029

Zaghini, F., Biagioli, V., Fiorini, J., Piredda, M., Moons, P. & Sili, A. (2023). Work-related stress, job satisfaction, and quality of work life among cardiovascular nurses in Italy: Structural equation modeling. *Applied Nursing Research*, 72, 151703. https://doi.org/10.1016/j.apnr.2023.151703

Zeng, D., Takada, N., Hara, Y., Sugiyama, S., Ito, Y., Nihei, Y. & Asakura, K. (2022). Impact of intrinsic and extrinsic motivation on work engagement: A cross-sectional study of nurses working in long-term care facilities. *International Journal of Environmental Research and Public Health*, *19* (3), 1284. https://doi.org/10.3390/ijerph19031284

Zhang, X., Li, Y., Yang, C. & Jiang, G. (2021). Trends in workplace violence involving health care professionals in China from 2000 to 2020: A review. *Medical Science Monitor: International Medical Journal of Experimental and Clinical Research*, 27, e928393-1. https://doi.org/10.12659/MSM.928393

Zhang, Y., Duysters, G. & Cloodt, M. (2014). The role of entrepreneurship education as a predictor of university students' entrepreneurial intention. *International Entrepreneurship and Management Journal*, 10, 623-641. https://doi.org/10.1007/s11365-012-0246-z

Zhao, H., O'Connor, G., Wu, J. & Lumpkin, G. (2021). Age and entrepreneurial career success: A review and a meta-analysis. *Journal of Business Venturing*, *36* (1), 106007. https://doi.org/10.1016/j.jbusvent.2020.106007

Dr. sc. Vjosë Hajrullahu
Izvanredna profesorica
Koledž Heimerer, Priština, Kosovo
E-mail: vjosa.hajrullahu@kolegji-heimerer.eu
Orcid: https://orcid.org/0000-0002-7026-877X

Dr. sc. Liridon Bllaca
Koledž Heimerer, Priština, Kosovo
E-mail: Liridon.bllaca@kolegji-heimerer.eu
Orcid: https://orcid.org/0000-0001-5956-4503

Tringë Krasniqi
Asistent
Sveučilište u Prištini, Priština, Kosovo
E-mail: tringe.krasniqi@uni-pr.edu
Orcid: https://orcid.org/0009-0007-7428-5239

Dea Pireva
Studentica
Koledž Heimerer, Priština, Kosovo
E-mail: dea.pirava@stud.kolegji-heimerer.eu
Orcid: https://orcid.org/0009-0004-9005-7111

Genc Zhushi
Asistent
Sveučilište u Prištini, Priština, Kosovo
E-mail: genc.zhushi@uni-pr.edu
Orcid: https://orcid.org/0000-0002-5542-6397

UTJECAJ ANGAŽMANA NA POSLU, RAVNOTEŽE IZMEĐU POSLOVNOG I PRIVATNOG ŽIVOTA, KAO I UTJECAJ ŽIVOTNOG ZADOVOLJSTVA NA PODUZETNIČKE NAMJERE MEDICINSKIH SESTARA

Sažetak

Posljednjih je godina poduzetništvo u zdravstvenom sektoru postalo značajno područje znanstvenog interesa. Međutim, malo je istraživanja ispitivalo kako demografske karakteristike i specifični čimbenici dobrobiti, poput životnog zadovoljstva, ravnoteže između poslovnog i privatnog života te radnog angažmana, zajednički utječu na poduzetničke namjere medicinskih sestara. Cilj je ove studije istražiti učinke i međusobne odnose između ovih dimenzija dobrobiti te ključnih sociodemografskih varijabli na poduzetničke namjere medicinskih sestara na Kosovu. Korišten je presječni dizajn istraživanja, a podaci su prikupljeni s pomoću samostalno ispunjavanih upitnika za 415 medicinskih sestara koje rade u primarnoj, sekundarnoj i tercijarnoj zdravstvenoj zaštiti. Podaci su analizirani s

pomoću SmartPLS-a i STATA-e za procjenu mjernih i strukturnih modela. Nalazi otkrivaju da sociodemografski čimbenici značajno oblikuju poduzetničke namjere medicinskih sestara. Medicinski tehničari pokazuju veće poduzetničke namjere od ženskih medicinskih sestara, a medicinske sestre s prvostupničkom ili magistarskom diplomom pokazuju jače poduzetničke namjere od onih sa samo srednjoškolskim obrazovanjem. Viši prihod kućanstva negativno je povezan s poduzetničkom namjerom, što sugerira da su medicinske sestre s nižim prihodima sklonije poduzetništvu. Dob, godine iskustva i razina skrbi ne pojavljuju se kao značajni prediktori u potpuno prilagođenom modelu. Štoviše, ravnoteža između poslovnog i privatnog života, zadovoljstvo životom i angažman na poslu pokazuju značajne pozitivne odnose s poduzetničkom namjerom. Rezultati sugeriraju da veće zadovoljstvo životom, bolja ravnoteža između poslovnog i privatnog života te jači angažman na poslu pojačavaju poduzetničke namjere medicinskih sestara, uz demografske karakteristike. Osim toga, muški spol, viša razina obrazovanja i prijavljivanje nižih prihoda povezani su s većom sklonošću poduzetništvu. Ovi nalazi naglašavaju važnost razmatranja dobrobiti radne snage i sociodemografskih profila kao strateških poluga za poticanje poduzetništva unutar zdravstvenog sektora.

Ključne riječi: ravnoteža između poslovnog i privatnog života, angažman na poslu, zadovoljstvo životom, poduzetničke namjere, medicinska sestra.

JEL klasifikacija: L26, I11, J24, J28, J16.