

Exploring the Linkages between Parenting Styles, Self-efficacy, and Self-employment Intentions: A Comprehensive Literature Review

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Abstract

Existing literature lacks a comprehensive systematic review investigating the relationship between parenting styles, self-efficacy, and self-employment intentions, highlighting a notable research gap. This review is aimed to explore the association between parenting styles, self-efficacy, and the self-employment intention of youth. The search strategy employed in this review encompassed reputable electronic databases, academic journals, and a wide range of quantitative and qualitative research studies exploring the domains of parenting, self-efficacy, and self-employment intention. To bring coherence to the diffuse body of literature, this study reviews 141 scholarly papers and analyzes content analysis. The included studies were categorized into three topics including parenting styles, self-efficacy, and self-employment. The styles of parenting were found to be positively associated with the self-efficacy of youth, which influences their self-employment intentions. The evidence was most robust concerning the association between a high level of self-efficacy and an authoritative parenting style, with the findings of 16 included studies. Though the study acclaimed that self-efficacy is positively related to self-employment intention, research to date has not focused on the influence of parenting styles on self-employment intention. The findings of this study offer valuable insights for policymakers and provide direction for future research, highlighting the importance of fostering self-efficacy through parenting styles to promote self-employment.

Keywords: Entrepreneurship, Parenting Styles, Self-efficacy, Self-employment Intention

INTRODUCTION

Unemployment is a common concern for all the nations around the world. Therefore, self-employment plays a crucial role in national plans to effectively and efficiently address unemployment, poverty, and labor market demands. According to previous literature, self-employment significantly affects a country's growing economy by helping to create employment possibilities, foster innovation, and propel GDP growth with the use of existing natural resources and local materials (Rachmawan, Lizar, & Mangundjaya, 2015). Self-employment is essential for economic prosperity and plays a critical role in societal development (Nishantha, 2009). Research studies reiterated the importance of self-employment and entrepreneurship as efficacious mechanisms to increase youth employment, economic justice, and engagement (Demirgüç-Kunt, Klapper & Panos, 2007; Partheeba, 2014). Yet, there is limited literature based on self-employment, since most studies favouring entrepreneurship.

Parenting styles were first shown experimentally by Baumrind (1967) in her seminal study on the influence of parenting styles on preschool behaviour. Baumrind (1971) acknowledged three parenting styles: authoritarian,

authoritative, and permissive, which influence children's behavior. The authoritative style has accompanied by the children's behavioral outcomes of assertiveness and self-reliance. The withdrawn and discontented children's behaviours were associated with an authoritarian parenting style (Baumrind, 1967). The children's behaviour of low self-control and low self-reliance was accompanied by a permissive style. Authoritarian parents can control, shape, and evaluate their children's behaviour based on set parameters, while permissive parents lack parental control and grant autonomy to their children (Kuppens & Ceulemans, 2019). Authoritative parents are warmer to their children and use moderate demanding controls (Joseph & John, 2008). Later, Maccoby and Martin (1986) introduced the fourth style for the low responsiveness and low demandingness category, which is named 'uninvolved'. Similarly, the self-efficacy theory has become popular based on the research of Baumrind, which analyses confidence in accomplishing set goals (Bandura, 1977). He has identified four primary bases to influence the self-efficacy level of individuals, such as mastery experience, vicarious

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experience, verbal persuasion, and physiological indexes (Bandura, 1977).

A growing body of research examines numerous factors that influence an individual's self-employment intention. There is a need for a comprehensive synthesis of existing literature to examine the association between parenting styles, self-efficacy, and self-employment intention. Previous studies have suggested that parenting style can significantly impact children's self-efficacy (Macmull & Ashkenazi, 2019), which can impact self-employment intention. Many studies that have been published before assessed individual factors such as personality and motivation on entrepreneurial outcomes. The existing literature relevant to parenting styles, self-efficacy, and self-employment is fragmented. There is a lack of consensus on the relationship between parenting styles, self-efficacy, and self-employment intention. Therefore, a systematic literature review is required to explore these concepts and to synthesize existing research knowledge, and the paper aims to conduct a systematic review to examine the association of parenting style, self-efficacy, and self-employment intention.

Hence, this systematic literature review will recognize gaps in the existing knowledge and provide a valuable foundation for future research in examining the relationship between parenting styles, self-efficacy, and self-employment intention. Thus, this study will ensure that future research is well-informed and contributes to the advancement of knowledge in this area. It also helps to develop interventions to encourage self-employment among young people by creating an enabling environment for entrepreneurial endeavors. The findings will have practical implications for educators, policymakers, and parents by educating parenting practices and educational programs to foster entrepreneurial skills and mindset in children. Hence, this systematic literature review would be a valuable resource for researchers, industry practitioners, and policymakers who are interested in this area.

MATERIALS AND METHODS

The study defines the eligibility criteria before starting the literature search and the inclusion criteria are those that every study needs to meet to be included in the systematic review, while the exclusion criteria are the factors that would make the study ineligible to be included. The initial eligibility requirements were created utilizing both inclusion and exclusion criteria. Inclusion criteria include report characteristics such as population and research design, while report characteristics such as time period, publication status, language, and geographical location. Studies that investigate the relationship between parenting style and self-efficacy, parenting styles and self-employment

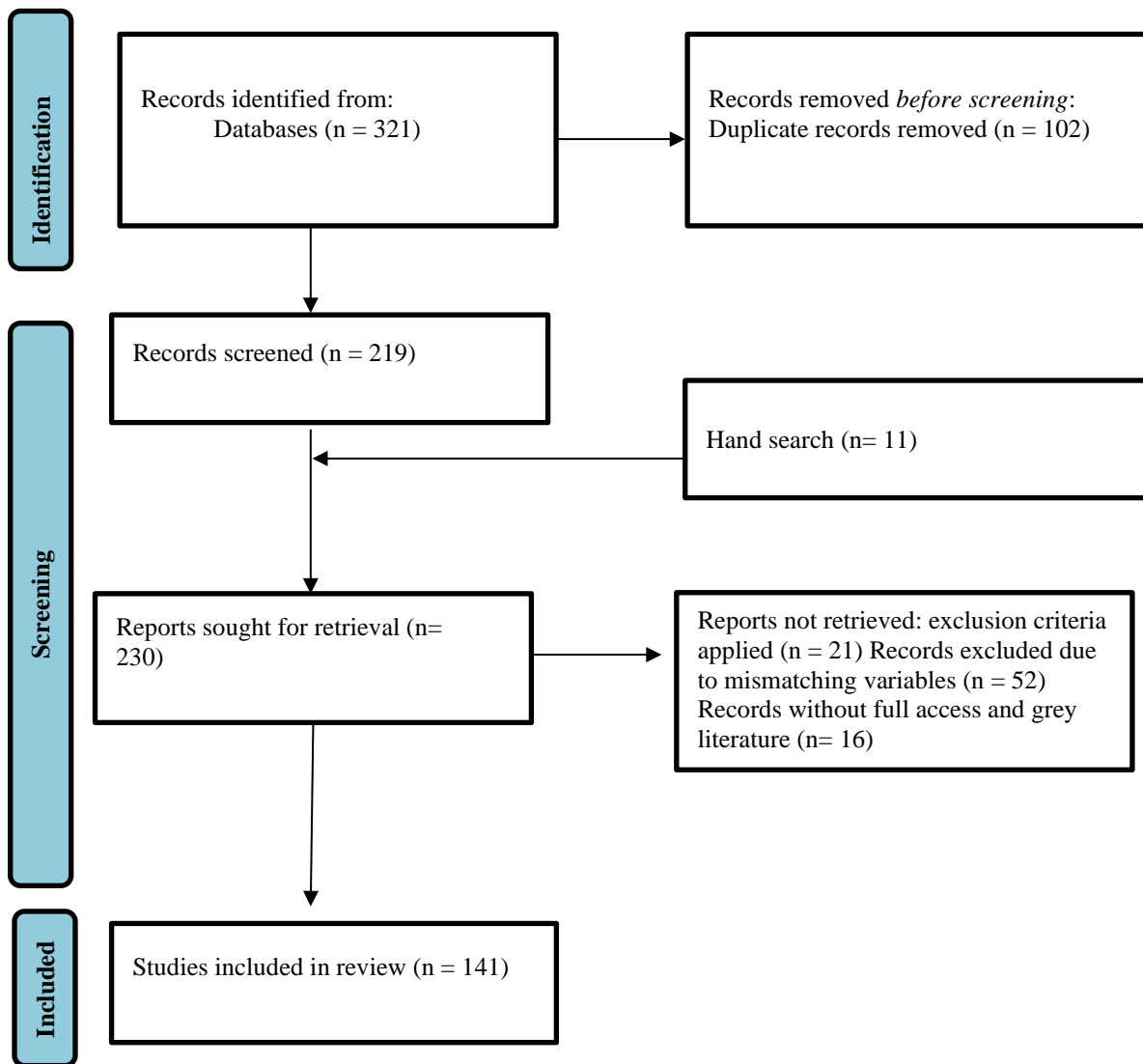
intention, self-efficacy and self-employment intention, or parenting styles, self-efficacy, and self-employment intention were selected. The time was not included because of the limited literature on the topic. Full-text journal articles were included while omitting unpublished grey literature because of concerns about its quality. Studies that followed both quantitative and qualitative analysis were included.

Databases such as Emerald, Wiley Online Library, Oxford, Taylor Francis Online, JSTOR, ProQuest, EBSCO, Science Direct, and Google Scholar were used as information sources for the study. Renowned publications like *Frontiers in Psychology*, *Child Development*, *Procedia*, *Social and Behavioural Science*, *Journal of Small Business and Entrepreneurship*, *Entrepreneurship*, and *Regional Development*, *Quarterly Journal of Economics*, and others were cited.

Boolean operators and wildcards were added to further filter and locate journal articles. The search strategy includes keywords such as "Parenting Styles AND Self-efficacy AND Self-employment OR Entrepreneurship". 118 search results yielded from Google Scholar. 203 results were found from Emeralds and eleven journal articles were found using backward and forward snowballing techniques.

Using the PRISMA flowchart (See figure 1) After discarding 102 publications owing to duplication. After applying exclusion criteria, mismatching variables, restricted access, and unpublished grey literature, this review removed 89 articles. Finally, 141 articles were found for this systematic review. Zotero software is used to organize references and get rid of any duplication. Content analysis will be used to analyze 141 articles and to examine the association between parenting styles, self-efficacy, and self-employment intention.

Data synthesis is the process that included studies to conclude a body of evidence. After following the study selection criteria, and data extraction of the included study this research is ensuring the risk of bias by choosing peer-reviewed articles and full-text articles from prominent databases. Content analysis is chosen as the data analysis technique in this study since content analysis is used to interpret both quantitative and qualitative secondary data in a systematic literature review (Elo & Kyngäs, 2008). Using content analysis, data extraction, and coding specific variables and information can be undertaken for quantitative data. This may include coding numerical data, quantitative measures, and statistical findings. Therefore, descriptive statistics, correlation, and regression values were extracted from included studies to interpret the research finding. For qualitative data of the included studies were examined to categorise qualitative data to identify patterns, concepts, and themes.



RESULTS AND DISCUSSION

Based on 141 empirical papers and using content analysis, forty-four studies were grouped into the influence of parenting style. Among these, parenting control and Baumrind’s parenting styles such as authoritarian, authoritative, permissive, and uninvolved parenting styles have received considerable critical attention. Forty-three studies grouped into self-efficacy have the dominant feature of Bandura’s self-efficacy dimensions such as mastery experience, vicarious learning, social persuasion, and

physiological indexes. The remaining fifty-four studies are categorized into self-employment. Figure 1 illustrates a representation of categorization based on the content analysis. Of the 141 studies, twelve studies have used longitudinal studies while fifteen studies have included qualitative research methods. Despite these methods, few experimental designs (N = 03) and meta-analyses (N = 3) were found relevant to the variables. Furthermore, the main geographic sources of the research studies were from the USA (N = 43). Moreover, two studies have been used to analyse multinational viewpoints by distributing questionnaires among 42 nations.

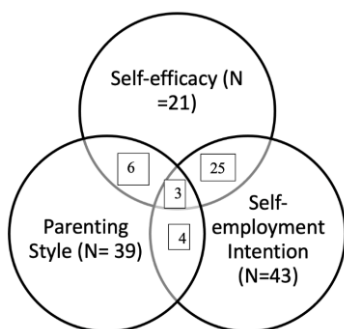


Figure 2: Categorization of Articles based on the Content Analysis

Previous research investigations have shown that self-employment and entrepreneurship are frequently viewed as being the same when assessing their distinctions (Szaban & Skrzek-Lubasiska, 2018). Similar traits that link entrepreneurship and self-employment have been observed (Idrus, Djakfar, & Abdussakir, 2019). These traits include risk-taking behavior, self-confidence, inventive ideas, and a creative approach. Therefore, the purpose of this review is to critically examine the idea of self-employment and offer a concise description based on the results of the research.

Definitions of Self-employment: A synthesis of the literature showed that the definitions of self-employment can be grouped into a few aspects because of the complexities. Some define self-employment as a synonym for

entrepreneurship whereas some claim that self-employment means individuals who registered their business activity without employing others (Segal, Borgia & Schoenfeld, 2005). Self-employment is defined as a cognitive functioning based on planned behaviour with certain skills, attitudes, and characteristics such as independence, innovation, conceptualization, and autonomy. To date, there have been limited definitions of self-employment. Definitions are also controversial and show weak both theoretical and operational qualities. By critically examining existing literature and considering various perspectives, this systematic literature review aims to provide a comprehensive and clarified definition of self-employment.

Table 1: Definitions of Self-employment

Cite	Definition of Self-employment	Characteristics of self-employed
(Nishantha, 2009)	Self-employment means an individual is performing in an officially registered business activity without employing others.	Autonomy and independence are high. No rigorous responsibility and formal supervision
(Demirgüc-Kunt, Klapper, & Panos, 2007)	Self-employment has defined as the smallest but the most important segment in entrepreneurial avenue which is beneficial to uplift the economy.	-
(Mijoč, Stanić and Horvat, 2016)	Self-employment is an example of planned behaviour.	-
(Segal, Borgia & Schoenfeld, 2005)	Synonym of entrepreneur	-
(Chlosta et al., 2012; Szaban & Skrzek-Lubasińska, 2018)	Different to entrepreneur	Different contextual and motivational factors are influenced by sustainability and job creation in self-employment compared to entrepreneurship.
ILO / (Organization for Economic Co-operation and Development, 2015).	Self-employer is an individual who works for himself or herself than anybody else but can be working with one or few partners	-
(Margolis, 2014)	Self-employment is similar to family contributing worker who is mainly involved in agricultural business.	Remuneration is dependent on produced products and profit.
(Idrus, Djakfar & Abdussakir, 2019)	The desire or attraction to start one's own new business has been identified as self-employment.	Self-efficacy, self-enthusiasm, and commitment
(Kahando & Mungai, 2018)	-	Bearing risks, creativity, and innovative ideas
(Halvorsen and Morrow-Howell, 2017)	'Working for oneself' (p.314). Self-employers are considered social entrepreneurs, entrepreneurs, small company owners, and consultants.	Independent
(Global Entrepreneurship Monitor – GEM, 2015)	Entrepreneurship is starting a new business such as a new organisation, self-employment, or expanding an existing business by one or more individuals	-
(Henley, 2021, p.458).	'self-employment is considered as an 'economic opportunity seeking activity'	Personal attributes, external environment, and previous organisations shape self-employment.
(Ayalew & Zeleke, 2018)	Innovation is the distinctive factor to sustain entrepreneurial business practices for entrepreneurship which differentiate from the self-employment	Innovation.

Based on different interpretations, self-employment can be recognized as a segment in entrepreneurship, it is an individual registered business activity, it is a planned behaviour and desire to start a new business, and economic

opportunity-seeking activity (Henley, 2021; Demirgüc-Kunt, Klapper, & Panos, 2007). However, some considered self-employment as a distinction from entrepreneurship emphasizing that not all self-employed individuals engage in

innovative business activities and exhibit entrepreneurial characteristics. However, some view self-employment as social entrepreneurship implying that self-employment can encompass a range of responsibilities and roles within the entrepreneurial realm (Halvorsen and Morrow-Howell, 2017). Yet, some view self-employers as engaging in an officially registered business activity without employing others and having independent nature of self-employment (Nishantha, 2009). Similarly, some view self-employment involves collaborating with others while maintaining their autonomy (Nishantha, 2009). A few more articles suggest that it involves family members working together in a business venture. Thus, it can be identified that self-employment is one segment of entrepreneurship that helps to develop new profitable and innovative entrepreneurial activities by committing to the development plan with enthusiasm, motivation, and desire along with consideration of the risks involved in the business.

Furthermore, the different categories and dimensions within self-employment will be explored to enhance the understanding of this concept and its implications for individuals and the broader entrepreneurial landscape. According to Startiene and Remeikiene (2013), self-employment is defined as the combination of self-employment start-up and self-employment length. However, based on earlier research, it is unclear if the start-up behavior or the length of self-employment has a substantial impact on self-employment intention. Thus, to define the word "self-employment," it is required to consider both notions such as self-employment start-up behavior and self-employment length. According to Szaban and Skrzek-Lubasiska (2018), self-employment has also been divided into dependent self-employed, one-person replicative firm owners, one-person creative start-up owners, and freelancers (professionals, independent contractors, and opportunity self-employed).

Theories in Self-employment Intention: When analyzing theories of self-employment previous research analyzed four models of self-employment including Kirzner's Entrepreneurship theory, the Push and pull theory, the theory of planned behaviour, and the model of self-employment. The examination of these self-employment models offers an insightful understanding of self-employment. Kirzner's Entrepreneurship Theory places an emphasis on the importance of being aware, taking advantage of profitable chances, and getting an advantage over competitors. It highlights the value of entrepreneurial imagination, but the model has been criticized for not incorporating it into the model (Szaban & Skrzek-Lubasińska, 2018). Hence, recent models center on self-employment intention and cognitive functioning.

Push and Pull Theory acknowledges how external forces might influence self-employment intention to start a business (Segal, Borgia & Schoenfeld, 2005). Negative external conditions are known as push factors, whereas personal traits like creativity and self-assurance are pull factors. This theory recognizes the importance of autonomy, self-employment, innovativeness, motivation, professionalism, and financial resources identified as important factors for self-employment (Chlosta et al., 2012; Lunenburg, 2011).

Thirdly, the theory of planned behaviour acknowledges that human behavior is planned, and intention is a predictor of planned behavior (Ismail, Jaffar, & Hooi, 2013; Lingappa, Shah & Mathew, 2020; Pretheeba, 2014). To understand

self-employment intention, subjective norms, perceived behavioral control, and attitudes are examined. Additionally, perceived self-efficacy plays a crucial role in influencing entrepreneurial intention. The theory of planned behavior has been applied in various studies to measure entrepreneurial intention (Pretheeba, 2014; Rachmawan, Lizar & Mangundjaya, 2015).

The last theory included in the previous review was the model of self-employment. It has been developed by Startiene and Remeikiene's (2013) model to analyze the impact of micro and macro environmental factors on self-employment. It values self-employment intention and duration when predicting economic outcomes. Additionally, this model includes various dimensions including demographic, economic, technological-geographical, cultural, socio-cultural, and institutional environmental factors (Startiene & Remeikiene, 2013).

Determinants of Self-employment Intention: To support self-employment, several studies have studied determinants that can influence entrepreneurial intention (Nishantha, 2009). As noted by Demirgüc-Kunt, Klapper, and Panos, (2007), there are individual, sociological, institutional, financial wealth, and labour market characteristics that influence self-employment choice. Similarly, the studies were identifying the influence of personality traits, demographic factors such as age and gender, capital requirement, entrepreneurial learning, and the influence of family business on self-employment decisions (Chlosta et al., 2012; Segal, Borgia & Schoenfeld, 2005).

Especially, in African society self-employment is considered as a masculine career while, in France, both men and women are empowered to start new entrepreneurial activities (Bouhaleb, 2020). Similarly, Nishantha (2009) identified that male students display more entrepreneurial motivation than females. Yet, Leonard, Emery and McDonald (2017) disagree with these views by analyzing longitudinal secondary data using Canadian tax reports from 1982 to 2013. According to them, there is a steady increase in female self-employment. Yet, the study of Chlosta et al. (2012) highlights the gender stereotype role for women in developing countries. Women are expected to nurture and care for their children and families and not expected to work in self-employment. Thus, it can be grasped that males are surviving in the self-employment business. Ayalew and Zeleke (2018) have found that gender, age, and marital status do not influence entrepreneurial intention.

There is more evidence to support that securing a higher income is persuasive to initiate self-employment as a career choice since the typical obstacle of any self-employment would be securing the capital (Perera, Jayarathna & Gunarathna, 2011). Access to capital, financial loans, and credit schemes are crucial factors for self-employment in developing countries (Chlosta et al., 2012). Due to no patronage from the government, informal sources of credit, high-interest loan schemes, and lack of access to capital, the self-employers in developing countries face major hindrances (Cholsta et al. 2012; Lingappa, Shah & Mathew, 2020; Perera, Jayarathna & Gunarathna, 2011). Many self-employers who are new to self-employment find it difficult to market instability, get market opportunities, and access to the market (Perera, Jayarathna & Gunarathna, 2011). In Germany, it was identified that better remuneration and opportunities are available for employees in a reputed company than in self-employment (Cholsta et al. 2012).

Similarly, Saar and Unt (2006) corroborated that insufficient collateral or difficulty in obtaining loans are the challenges that self-employers experience in Estonia.

Entrepreneurial learning is opposing the myth of entrepreneurs are born not made and further emphasises entrepreneurship can be taught by transferring knowledge, skills, and entrepreneurial self-efficacy to start their ventures (Ferreira, Morais & Brothers, 2019). Entrepreneurial education is efficacious for future entrepreneurs, however, sophomores who enrolled in a course on entrepreneurship would not be sufficient to start an entrepreneurial business. Yet, Krueger, Reilly, and Carsrud (2000) identified that entrepreneurial education can enhance knowledge, skills, positive self-efficacy, and confidence that will increase the perception of the feasibility of entrepreneurial intention. Similarly, Nowiński et al., (2019) have identified that entrepreneurship education is facilitating not only entrepreneurial intention but also self-efficacy. It was clear from their research that Poland is encouraging entrepreneurial learning at the high school level.

In another study, it was identified that family business background influences self-employment intention (Lingappa, Shah & Mathew, 2020). Individuals who have a heritage in entrepreneurship can be considered as entrepreneurship families (Chlosta et al., 2012). Likewise, Scott and Twomey (1988) concluded that children of parents who owned small businesses demonstrated a higher interest in starting self-employment, whereas children of parents who owned large businesses showed no interest in starting self-employment. In a similar study, Georgescu and Herman (2020) found that the self-employed father's role plays a significant role in influencing children's desire to be self-employed. Yet, the influence of both paternal and maternal entrepreneurial role models on entrepreneurial intention was observed in Cholsta et al.'s (2012) study. They have identified that networking, getting mentored, and prior experience with other entrepreneurs are benefits for children who aspire to start their self-employment ventures receiving from their entrepreneurial families. Besides, parental role models, some studies have found siblings' and spouses' entrepreneurial role models influence entrepreneurial intention (Ahmed, Islam & Usman, 2020). Macro-environment and self-employment Intention: Many studies have examined the influence of the macro-environment on self-employment has been significant in many studies (Henley, 2021; Hopp & Stephan, 2012; Wennberg, Pathak & Autio, 2013). Thus, this report will provide scholarly remarks on the influence of macro-environmental factors including cultural practices, economic environment, institutional consideration, and geographical and technological environment which influence self-employment intention, start-up behaviour, and duration. Further, research studies have identified that local, national, and regional communities should promote entrepreneurial culture to enhance self-employment opportunities (Bouhaleb, 2020).

Using Global Entrepreneurship Monitor and Global Leadership and Organisational Behaviour Effectiveness studies from 2001 to 2008, Wennberg, Pathak, and Autio (2013) have obtained data from 324,566 individuals from 44 countries to analyze the effect of self-efficacy on entrepreneurial start-up behaviour. They are analyzing the mediator role of cultural norms and practices in shaping entrepreneurial behaviour. Comparing 44 countries, they have considered institutional collectivism as a cultural

practice. The fear of failure in entrepreneurial entry has been moderated by the influence of cultural practices of institutional collectivism. In another study, it identified that some cultural roots like African Americans, demonstrate high entrepreneurial intention compared to their counterparts (Margolis, 2014). Cultural differences play an important role in shaping entrepreneurial education and entrepreneurial intention (Nowiński et al., 2019). They conducted quantitative primary research by obtaining 1022 samples from five educational institutes in Poland (421), three institutes in Slovakia (170), two from the Czech Republic (178), and two from Hungary (253) universities and found that collectivist cultural values and low uncertainty avoidance predicted entrepreneurial intention.

Self-employment is identified as a contributing factor to the national economy due to the uplifting job market, performance, growth rates, and productivity (Hopp & Stephan, 2012). Similarly, favorable economic conditions can increase economic opportunities for new start-up organisations. When the unemployment rate in a country rises the opportunities can be diminished. Thus, government policies, regulations, entrepreneurial learning, and formal vocational apprenticeships should be encouraged to influence entrepreneurial startups. The entrepreneurial culture is considered as low power distance, individualistic, low on uncertainty avoidance, high on masculinity, and high on long-term orientation (Lee & Peterson, 2000, cited in Baluku, Onderi & Otto, 2021). Thus, less entrepreneurial culture tends to be high power distance, high uncertainty avoidance, collectivist, short-term oriented, and high on feminism. These differences in cultural orientation are based on geographical differences in countries. Recent research by Baluku, Onderi, and Otto (2021) recognised differences in Germany and African countries such as Uganda and Kenya. Germany, which has high individualistic values, had low self-employment intention compared to Uganda and Kenya, which is low individualism. Thus, the research showed differences existing due to geographical locations and cultural influence on self-employment intention.

Role of Parenting Styles: Since it was reported in 1967, parenting styles have been attracting a lot of interest to influence the self-efficacy of children. Much of the available literature has attempted to draw fine distinctions between parenting styles and the developmental outcomes of children. However, the influence of diverse types of parenting styles is controversial in the literature.

Baumrind (1971) proposed three parenting philosophies by looking at the parents' roles by applying them to several dimensions. She has identified the parenting practices that are appropriate for pre-schoolers in her main research. Based on how psychologists and preschool teachers judged these pre-schoolers behavior patterns, they were divided into three groups. The first group exhibited assertiveness, affiliative, self-reliance, buoyancy, and self-control as behavioral traits. The second group exhibits withdrawn, suspicious, and dissatisfied conduct while the third group has little self-reliance or self-control and retreats from novelty behavioral features. Baumrind (1971) recognized three parenting styles—authoritarian, authoritative, and permissive—as impacting children's behavior based on the findings of laboratory observations, parent interviews, and home observations. The authoritative style has accompanied by the children's behavioral outcomes of assertiveness and self-reliance. The withdrawn and discontented children's behaviours were associated with

authoritarian parenting style (Baumrind, 1967). The children's behaviour of low self-control and low self-reliance was accompanied by a permissive style. The authoritarian parent can control, shape, and evaluate their children's behaviour based on set parameters while permissive parents lack parental control and grant autonomy to their children (Kuppens & Ceulemans, 2019). The authoritative parents are warmer to their children and use moderate demanding controls (Joseph & John, 2008).

Maccoby and Martin (1986) have introduced the fourth style for the low responsiveness and low demandingness category, which is named 'uninvolved'. This style was similar to the rejecting-neglecting style proposed by Baumrind (1971). Furthermore, Baumrind (1991) expanded the parenting styles by adding the fourth style named as 'neglectful' parenting style.

Parenting Styles and Self-efficacy: The majority of the studies highlighted positive behavioural outcomes of the children of authoritative parenting styles (N = 16). In Contrast, the authoritarian parenting style is identified as ethnocentric and important for Chinese and African child rearing (Chao, 1994; Reitman et al., 2002). Researchers concluded that the authoritarian parenting style has declined over time toward an egalitarian family environment. Significantly, though few studies identified the influence of parenting on self-employment, parenting styles were not thoroughly examined.

Tam et al. (2012) conducted quantitative, primary research to determine the impact of parenting practices on the level of self-efficacy of 120 Malaysian students. They found that the authoritative parenting style has a substantial impact on their children's self-efficacy, however authoritarian or permissive parenting styles have no relationship to children's self-efficacy (Tam et al., 2012). Furthermore, Rizwan, Qi, and Talha (2021) used 720 Pakistani secondary school pupils to investigate the influence of parenting practices on academic success and self-efficacy. The study of Turner, Chandler, and Heffer (2009) found a positive significant relationship between parenting styles and self-efficacy of 264 undergraduates in a Southwestern University in the USA.

In a different study, Macmull and Ashkenazi (2019) investigated an association between parental practices and math students' self-efficacy. Parents' roles are studied in this study as it relates to authoritarian, authoritative, and permissive parenting styles. According to Macmull and Ashkenazi (2019), there is a strong correlation between self-efficacy and authoritative parenting methods. Similarly, Noel et al. (2021) examined the impact of parenting styles on self-efficacy among secondary school students in Uganda in another study. Importantly, all four parenting philosophies—authoritative, authoritarian, permissive, and uninvolved—have been addressed in this study. Results of the study reveal that whereas permissive and uninvolved parenting styles are not associated with a significant link with self-efficacy, authoritative and authoritarian parenting styles do.

Parenting Styles and Self-employment Intention: Four studies examined parenting influence on self-employment intention. Entrepreneurial family background reported a higher entrepreneurial intention in the study (Georgescu & Herman, 2020). Similarly, Lingappa, Shah, and Mathew (2020) found that both family and peer support positively related to entrepreneurial intention. Furthermore, Shinozaki (2012) found out that apart from educational

backgrounds, parents' employment status and past household income are important determinants of young adults' employment outcomes (Michael, Most, & Cinamon, 2013). Yet, no studies have examined Baumrind's Parenting styles with self-employment intention.

Many included studies relevant to Baumrind's parenting styles examined academic success, youth outcomes, children's behaviour, psychosocial outcomes of children, and personal development. Few studies found an association between parenting and self-employment that emphasizes parenting such as family support, family background, and entrepreneurial family background parenting influence on self-employment intention (Georgescu & Herman, 2020; Lingappa, Shah & Mathew, 2020; Shinozaki, 2012; Tennakoon, & Siriwardhana, 2021).

Self-Efficacy and Self-employment Intention: The influence of psychological, sociological, and demographic aspects of self-employment has been studied in the past (Ahamed, Islam, and Usman, 2020; Atnafu, 2016). The impact of parenting practices on self-efficacy and the role of self-efficacy as a mediating factor between the association between parenting styles and intention to self-employment have not received enough attention from previous researchers. There is a growing body of literature that emphasizes the significance of cognitive functioning, such as self-efficacy, in influencing the intention to engage in self-employment. Self-efficacy theory was first defined by Robert Bandura as an individual's confidence in their capacity to achieve specific objectives. Since all difficulties can be overcome with high perseverance and intrinsic motivation, the majority of studies have supported the influence of self-efficacy on self-employment intention (Ahamed, Islam & Usman, 2020; Campo, 2011; Chen & He, 2011, Rachmawan, Lizar & Mangundjaya, 2015).

The key assumption of the self-efficacy theory is that human initial ideas of competence or competency in tasks will impact employee motivation and performance levels (Lunenburg, 2011). Bandura (1977; 1982) has emphasized two expectancies, namely efficacy expectancy and outcome expectancy, to increase motivation. While outcome anticipation is considered as the confidence or ability to attain predetermined results, efficacy expectancy is defined as the belief or confidence in the ability to perform a task (Sanna, 1992). Actual performances, vicarious experiences, forms of social persuasion, and physiological indexes (anxiety and stress) are pivotal sources of information in self-efficacy (Bandura, 1977).

These four sources of self-efficacy will determine the capability of a self-fulfilling prophecy. According to Van der Bijl and Shortridge-Baggett (2002), actual performance is the best source to impact self-efficacy since people are directly involved in the tasks that increase self-efficacy. Williams and Williams (2010) stressed that individuals with high self-efficacy will view each challenging endeavour as a challenge, rather than a risk to be disregarded by increasing their likelihood of success. The strongest, greatest, and most generalized dimension to predict behavioral change by raising the self-efficacy level, according to Ferreira, Morais, and Brothers (2019), makes mastery experience the most significant source of self-efficacy. Only eight among the forty-three scholarly research on self-efficacy have measured all its dimensions, and a handful of research studies have examined the importance of entrepreneurial self-efficacy.

Out of 141 research studies, more than 25 research studies have examined the association between self-efficacy and self-employment intention. The study by Zaman *et al.* (2021) found that self-efficacy plays an important role in influencing the self-employment intention of 542 business students in a public university in Pakistan. In a similar study, it was found that self-efficacy played an important role in enhancing entrepreneurial intention among both school students and MBA students (Wilson, Kickul, & Marlino, 2007). Subsequently, self-efficacy is the strongest predictor of university students' entrepreneurial career intention (Pihie & Bagheri, 2013). Interestingly, many studies affirmed that providing access to entrepreneurial education can fuel aspiring women to develop entrepreneurial self-efficacy that will raise their interest in starting their ventures. Hence, this systematic report concludes that the higher the self-efficacy of an individual who has an aspiration to start new entrepreneurial ventures, the higher will be their entrepreneurship intention (Bose & Ufuoma, 2015; Murugesan & Jeyavelu, 2017; Saraih, et al., 2017).

CONCLUSION

When analyzing the located studies on parenting styles, self-efficacy, and self-employment intention reveals valuable insights into the relationships among these factors. The existing literature suggests that parenting styles and self-efficacy are positively related to the self-efficacy of their children and the evidence was most robust concerning the authoritative parenting style. Authoritative parenting, characterized by support, care, warmth, and reasonable control tends to foster higher levels of self-efficacy and positive career intention in children. However, the remaining three parenting styles such as authoritarian, permissive, and neglectful parenting styles are harming self-efficacy and career aspirations. Similarly, self-efficacy is recognized as a crucial predictor of self-employment intention and a stronger desire to be a successful entrepreneur because of a proactive mindset, viewing challenges as opportunities, and problem-solving abilities. The literature suggests that self-employment intention is influenced by various factors including individual characteristics, contextual factors, environmental factors, and psychological factors. Overall, the existing literature suggests that parenting styles influence self-efficacy which plays a crucial role in shaping self-employment intention.

Through this comprehensive review, several gaps have been identified in the existing literature, including theoretical, empirical, and methodological shortcomings, which call for further research and advancements in the field. Existing literature on parenting styles is limited mainly to authoritarian and authoritative whereas many studies neglected permissive and uninvolved parenting styles. Bandura's self-efficacy theory has been discussed in many articles, yet some studies analysed career self-efficacy, job search self-efficacy, economic self-efficacy, entrepreneurial self-efficacy, and research self-efficacy. Results show that there was no sufficient evidence in the literature to examine Baumrind's parenting styles, Bandura's self-efficacy model, and self-employment intention. Particular theories relevant to this study have not been adequately tested in the field. Hence, previous studies fail to discuss how theories in other disciplines such as self-efficacy and parenting styles affect the enhancement of self-employment intention. Most research in the field of self-efficacy has not focused on all the dimensions of self-efficacy such as actual performances, vicarious experiences, forms of social persuasion, and

physiological indexes. Most of the studies were limited to general self-efficacy and measured by an author-developed survey based on previous literature (Partheeba, 2014). There was not one measurement to analyse Bandura's parenting styles and different measurements were used to measure parenting styles. Most significantly, studies did not use previously tested and validated instruments to measure self-employment intention. Many studies examined self-employment intention using author-developed measurements.

Currently, there are no data on the influence of parenting styles on self-employment intention and the mediation effect of self-efficacy. Many research reports suggest policy development on self-employment by facilitating entrepreneurial learning, embedded curriculum with self-efficacy, and parental positive encouragement. In conclusion, integrating parenting styles and self-efficacy with self-employment will expand the existing knowledge on self-employment intention. However, more research is needed to comprehend the relationship between self-efficacy, parenting styles, and self-employment intention.

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