EXPLORING THE ROLE OF MENTORING IN TRANSITION TO ENTREPRENEURSHIP IN PAKISTAN

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Abstract

The aim of this study is to explore the under research topic of the role of mentoring in the career transition to entrepreneurship within and outside the organization as individuals make career transition from the corporate employees to entrepreneurship. Semi structured interviews were used for primary data collection from ten entrepreneur’s working about their experiences in switching from a corporate organization to a new venture work context in Lahore Pakistan,. All interviews of participants were transcribed in Nvivo 11 plus coding software for the analysis of data. Mentoring relationship, developed in the organizational context, was most likely to transfer from the individual’s corporate organization to their new venture. Multiple developmental relationships with fellow entrepreneurs were also found in Pakistan’s context. Implication of this study is having mentors play vital role to switch from organization to entrepreneurship, Government sponsoring initiatives to encourage new venture development should consider the importance of mentoring to entrepreneurs.

Keywords: Mentors, Developmental Relationships, Entrepreneur

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