

Relationship Between Talent and Personality Towards Employment of Entrepreneurs in Thailand: Study of Elderly in Thailand

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ABSTRACT

Talent is an ability, a capacity, or a possessiveness of a skill naturally in a person. Living style requires a different kind of skills and capabilities by using them once can achieve what the requirement is. While personality is a fact, that describes a person. However, talent has a significant influence on personality. According to this study, talent has positive effects on the personality and employment of entrepreneurs. While the employment of entrepreneurs mediates between the relationship of personality and talent. To obtain primary data to find the final results of this study, a survey was conducted based on 500 entrepreneurs working in various organizations in Thailand. After obtaining the primary data, a statistical software named Partial Least Square (PLS) was used to analyze this data; hence, final results can be achieved. It is concluded that talent significantly impacts a personality. Talented employed entrepreneurs have a smart approach towards their routine life. While employed with less talent are comparatively hard to meet their set goals. Hence, talent plays a vital role in the acquisition of employment of entrepreneurs. Moreover, it is the talent that makes a personality more effective. Therefore, this study provides sufficient knowledge to understand the relationship between talent, personality, and employment of entrepreneurs.

Keywords: Talent, employment of entrepreneurs, and personality.

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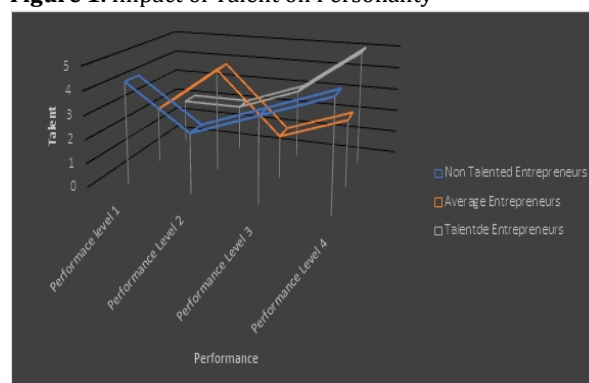
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INTRODUCTION

Employment of entrepreneurs simply means a job, work, or a business that entrepreneurs do. However, there are a lot of forces that directly indirectly have influences on the employment of entrepreneurs. Generally, these forces are categories as psychological, economic, and social forces, which play a vital role in the employment of entrepreneurs. According to this study, which is based on entrepreneurs of Thailand, talent, which is recognized as a psychological force too, has a direct impact on the employment of entrepreneurs. Talent is a skill present in a person without any effort made to obtain that particular skill (Pinder, Maloney, Renshaw, & Barris, 2020). While both the talent and the employment of entrepreneurs have a significant impact on personality.

Entrepreneurs play a vital role in the economy of any country. Most of the countries take steps to resolve problems that are the obstacles to the employment of entrepreneurs. Particularly in Thailand, the employment of entrepreneurs facing serious issues such as a lack of a better understanding of talent and its role in the employment of entrepreneurs and their personality. Talent discriminates one with others (Wolff, Bertrams, & Schüler, 2019). Talent has many useful impacts on an entire life. However, according to this study, talent gives strength to the employment of entrepreneurs and personality. Without talent, it is quite difficult to compete with competitors, especially when the opportunity saturation is high. According to a previous study, the following Figure 1 shows the impact of talent on the personality of entrepreneurs during different levels of performance.

Figure 1. Impact of Talent on Personality



Because of the lack of talent, particularly in entrepreneurs in Thailand, entrepreneurs have to face serious kinds of issues. One of the major drawbacks of a non-talented person is his/her weak personality (Patil & Malkar, n.d.). Although there are a lot of drawbacks of being non-talented on one's entire life; however, in this study impact of talent on the employment of entrepreneurs and personality, are only discussed. Furthermore, there are strong connections between the employment of entrepreneurs and personality, which are also described in this study. Because connection between talent, employment of entrepreneurs and personality play a vital role during the whole life. Hence, there is a need to measure the talent so that the impact of talent on the employment of entrepreneurs and personality can be determined.

This is an exclusive study exploring the relationship between talent, employment of entrepreneurs, and personality. While interrelation of two psychological forces, talent and personality, are also investigated in this study. Prior studies also have investigated the role of

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talent and personality without discussing the relationship of employment of entrepreneurs (Iqbal, Sarmad, Shafi, Jalil, & Khan, 2020). Some studies also have described the employment of entrepreneurs; however, they completely have missed the impact of talent (Bao, Dong, Jia, Peng, & Li, 2020). Therefore, it is a unique study that is based on entrepreneurs in Thailand and has a significant contribution to the body of the literature.

As it is clear that talent has numerous impacts on entire life. An exceptional talent causes magical changes in life (Wood & Laycraft, 2020). Most of the time, it is the talent that protects from narrow situations. Life without talent has to face challenges in a way that, sometimes, to deal with those challenges become completely tough. Hence, the use of talent makes the entire life easy, especially for entrepreneurs. If an entrepreneur is a non-talented personality, the acquisition of employment becomes a serious challenge for them. Hence, this study it is investigated how talent impacts employment on entrepreneurs and personality in Thailand.

By explaining the relationship between talent, employment of entrepreneurs, and personality, this study has a vital contribution to the body of literature. Therefore, this study has both practical as well as theoretical contributions. Theoretically, this study investigates the relationship between talent, employment of entrepreneurs, and personality. While practically, this study is most significant for practitioners to increase the employment of entrepreneurs in the country.

LITERATURE REVIEW

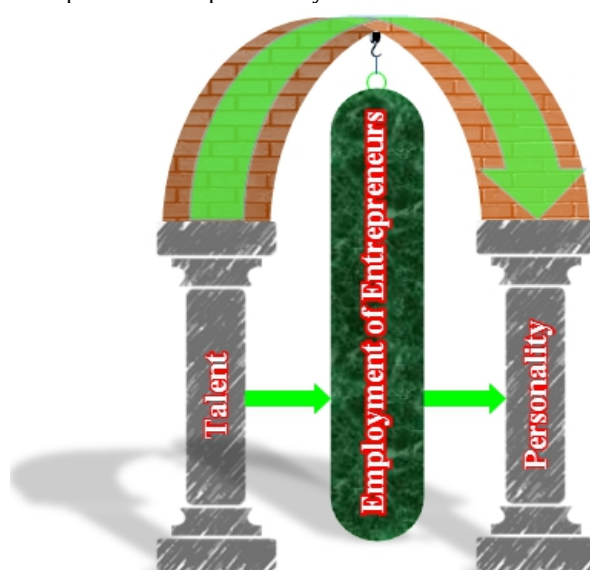
The natural ability or skill of a person in something is known as a talent. However, there is multiple definitions of talent by the authors. Even there is a conflict between them while defining the nature of talent entity in a person. Some of the authors believe that talent is something that is present in a person naturally, and talent is awarded to a person at the time of the birth of that person (Cismaru & Iunius, 2020). While the other authors say that talent is something that is achieved by a person with the cultivation of motivation, practice, passion, and patience (Kushnir, 2020). However, according to a prior study, talent is the natural ability of a person (Sun et al., 2019; YESURAJA, JOSEPH, & Lakshmi, 2020). Such as the ability to sing well. Some authors also determine that talent is an exceptional natural ability related to a particular activity of a person, such as music, acting, dancing, etc. (Roberts & Nicholas, 2020). However, there are a number of believers that say that talent is a kind of ability that doesn't require training; instead, it is something that a person is born with (Preckel et al., 2020). Hence, there is always a contrast between talent and skill while defining each of them. As everybody believes that skill is an ability that is only developed and acquired through practice (Zhou, Fey, & Yildiz, 2020). According to psychology, talent is a recurring pattern of feeling, thought, and behavior (Samuelsson & Martea, 2020). Hence, psychology defines that talent is something that comes naturally to a person. At the same time, knowledge and skills are the results of previous performance and talent potential. However, the following list of the talents that one's childhood might be possessed off.

1. Adaptability: A wonderful ability of people is to adopt changes in this fast-paced and ever-changing world. However, a person is capable of this ability since the time of his/her birth.

2. Honesty: Honesty is an ability to describes things just according to what was observed earlier about the things. Honesty does not require more effort as dishonesty requires.
3. Inquisitiveness: Being curious about things requires clarification. Hence, inquisitiveness is the ability to know about things. For the time being, some people are more inquisitive, while others only accept what is told to them.
4. Entrepreneurship: the process of crafting, implementing, and executing a new business is called entrepreneurship, and it is often a small business initially. Besides external support, entrepreneurship is a talent to manage, organize, and develop a business by taking risks and making a profit from that business.
5. Perseverance: it is the talent that enables one to continue or keep trying to accomplish something despite hurdles, discouragement, and difficulties. In other words, it an ability to work with persistence. Perseverance leads a person towards being strict with a project and plan. Perseverance is mental stamina, which helps to face catastrophe and to exercise according to will.
6. Enthusiasm
7. Teamwork

According to this study, talent has direct effects on the employment of entrepreneurs and personality, with the change in the value of talent, employment of entrepreneurs, and personality changes. Increased value of talent in a person increases the effectiveness of the personality and employment of entrepreneurs. It is also clear from the results of this study that talented entrepreneurs have a distinguished reputation among their competitors because talent grooms the entire personality with the utmost features that ultimately result in business progress, success, and personality development. While entrepreneurs with lacking talent are hard to develop a personality, which has an effective posture among the fellows and competitors. However, talent is a meaningful attribute of life that identifies a personality. Following Figure 2 shows the relationship between talent, employment of entrepreneurs, and personality.

Figure 2. The Framework of the study describing the relationship between talent employment of entrepreneurs and personality.



Talent and employment of entrepreneurs

The debate between the debaters has always been there to create discrimination between skill and talent. Hence, there are two groups which have a slightly different approach while defining talent. One group of debaters believe that talent is a natural ability of a person to perform effective actions. On the other hand, the other group of debaters thinks that talent is also like a skill that can be achieved after putting in a lot of effort and hard work. However, the second group of the debaters believes that talent is not something which is a natural ability. According to a prior study, a special skill of humans is called talent (Ahmadiyah, Tavakoli, Salajegheh, Sheykhi, & Pourkiani, 2020). People have a different approach to perform a specific task; however, talent plays a significant role while performing the tasks. Some people require a lot of energies, resources, and attention to perform a specific task, while others perform the same task smoothly without extra effort and hard work by using their talent. Hence, talent helps to do duties in a smooth, convenient, and extended way. However, all the persons don't have the same talent or the same amount of a specific talent. Results of a prior study show that talent varies from person to person (Mensah & Bawole, 2020; Nakatkova et al., 2020). It is also clear from the previous literature that with the passage of time, talent gets maturity in a person, and the person learns the best utilization of his/her talent (Wiguno, Soesilo, & Windrawanto, 2020). Therefore, the world is full of talented people; however, most of them are struggling because they exactly don't recognize their talent and don't have the best utilization of it in their lives. Conferring the current study, entrepreneurs, particularly in Thailand, are struggling in finding employment because they don't know the right direction of their talent. It is noticed that the entrepreneurs with the best utilization of their talent are successful in achieving their desired employment positions while the entrepreneurs who don't have a talent or don't recognize it are facing issues while searching for employment positions for them. Hence, it is clear that the entrepreneurs with a higher amount of talent or best utilization of their talent are prominent among their competitors. In a way, talent has a significant role in the entire life of entrepreneurs. Talented entrepreneurs conveniently accomplish their goals and make conspicuous positions among the society, fellows, and recognizable groups. Talent has the utmost influence on the overall personality of an entrepreneur. Basically, it is the talent that arouses him/her to compete with others. Hence, it is hypothesized that;

H1: Talent has a positive effect on the employment of entrepreneurs.

Talent and personality

As the results of effects on a person such as environmental and biological factors, a person develops a specific set of characteristics of cognitions, behaviors, and emotional patterns, which is called the personality of that person. However, there is no clear definition of personality because different brains have different opinions while describing personality. However, most of them are agreed upon that personality develops as a result of psychological interactions with one's inner and outer environment. Nonetheless, the outer environment of a person affects more strongly and is totally uncontrollable. While the inner environment of a person involves his/her emotions, thoughts, feelings, and talent, which also directly affects personality. From the studies

of personality, it is clear that personality is a collection of various characteristics present in a person (Marengo, Sindermann, Elhai, & Montag, 2020). Some of these characteristics are prominent, which represents personality. Based on these characteristics, personalities are divided into various categories, such as openness, extraversion, neuroticism, conscientiousness, agreeableness, talented, etc. The role of talent in personality is very crucial. Talent enables a personality to cope with multi-dimensions. According to a previous study, when a person is stuck in a problem, it is the talent that helps to come out of the situation without external help (Pitesa & Pillutla, 2019). Hence, talent has a significant influence on the entire life. Without talent, it is altogether impossible for a person to compete or even recognized, especially in the world of today where jobs are saturated, opportunities are not as much as the requirement, and everyone is trying to compete with one another. It is also evident from the previous literature that talent helps to acquire advancement in the entire life; it provides a boost to get higher positions among the competitors (Kryscynski, Coff, & Campbell, 2020). It is the talent that helps to save time, resources, and money. Talent brings ease in life because it helps to find an optimal solution to deal with problems and difficulties. Thus, talent has numerous importance, particularly for entrepreneurs, because the entrepreneur's without talent often struggles to find out their required positions. According to the current study, talent has numerous roles in the personality of entrepreneurs, especially from Thailand. Results of the current study show that the personality of the entrepreneurs is not as influential as it is required because there are a number of factors that make their personality not just according to the need; however, talent is one of the major factors which affect the personality. The entrepreneurs who don't have a sufficient amount of talent or don't recognize their talent have an incompetent personality, while the entrepreneurs with prominent talent have an outstanding personality, which ultimately helps them to meet their goals.

H2: Talent has a positive effect on personality.

Employment of entrepreneurs and personality

One of the core differences between employees and entrepreneurs is that; employees need direction while entrepreneurs establish a path or direction to accomplish a specific task. Hence, in case of any kind of problem at work, entrepreneurs, instead of seeking help from outside, deal with the problem by themselves. Entrepreneurs are able to create solutions for problems and difficulties that keep the organization productive without interruptions. According to a previous study, the employment of entrepreneurs has significant importance for the overall productivity of an organization (Soomro & Shah, 2019). However, the employment of entrepreneurs brings major effects which impact on the environment, and at the same time, these effects also influence entrepreneurs' personality also. As per the results of a prior study, personality is directly influenced by nature of the job (Harun, Farchan, Gunawan, & Rahman, 2020). Because employment of entrepreneurs causes for adequate results on environment as well as the personality of entrepreneurs. Personality is something which is an abutment of characteristics, which are the results of effective external forces such as nature of the job, people around, physical environment, nature of the requirements, pace of actions, workload, and already

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made decisions. Hence, the employment of entrepreneurs directly impacts their personality. As all the forces and actions taken by an entrepreneur have a very effective role in his/her personality. If these forces, actions, and intuitions are positive, they will definitely have a positive impact on personality. In case if the whole environment is affecting negatively and the entrepreneurs also don't think positively, then ultimately, it will bring negative changes in his/her personality. Therefore, the role of the employment of entrepreneurs is very crucial and produces very effective results.

H3: Employment of entrepreneurs has a positive effect on personality.

H4: Employment of entrepreneurs mediates between the relationship of talent and personality.

RESEARCH METHODOLOGY

Initially, this study was to opt a research method because the research method describes the direction of any study. Hence, for this purpose, it was decided to go with a quantitative research method. However, qualitative and mixed research methods are also famous among the researcher, but the quantitative research method is just according to the nature of this study. Hence, the quantitative research method was preferred. Moreover, area cluster sampling techniques were used for this study because area cluster sampling is the best option when respondents of the study are residents in a wide area. Because respondents of this study are the entrepreneurs working in various organizations in Thailand, which is a wide region. Hence, area cluster sampling was the right option to go by.

After the selection of area cluster sampling, the next step was to fix the sample size for this study. As **500 sample size** is considered a good sample size; hence, it (**500 sample size**) was opted. As this is a surveyed based study; hence, a questionnaire was prepared to collect primary data from the respondents of this study. During the preparation of the questionnaire, it was decided to divide the questionnaire into three following parts:

1. Demographic Information
2. Key Variables
3. 5-Point Likert Based Questions

In the first part, the respondents were asked to provide their demographic information such as their name, education, age, experience, etc. In the second part of the questionnaire, respondents were responsible for answering the questions which are related to the key variables (talent, employment of entrepreneurs, and personality) of this study. The third part of the questionnaire consists of 20 questions based on a 5-point Likert scale ranging from 1 as "Strongly Agree" to 5 as "Strongly Disagree."

The next step of the methodology for this study was to select the respondents and design a list containing their basic contact information such as their personal contact number, postal, and email addresses. For this purpose, different offices of various organizations in various regions of Thailand were personally visited. After successful completion of the list, the Thai national postal service was selected for communication purposes. Hence, a letter containing a copy of the questionnaire attached with a brief explanation about the purposes of this study was sent individually to each of the respondents via Thai national postal services.

After 20 days of the letter sent, there were 125 responses received from the respondents of this study. However, it

was decided to remind the rest of the respondents. Hence, a reminder message was designed and sent to the rest of the respondents on their personal mobile number. After ten days, there were, 90 more responses received. Now in total, there were 215 responses collectively. However, 10 out of 215 responses were partially filled; hence, after excluding those partially filled responses, 205 responses were finalized for further processes. Then, PLS was used to analyze the primary data obtained from the final 205 responses to acquire the final result of this study. All the measures and scales were used from previous studies.

FINDINGS

Missing values and outliers present in the data result in effective changes in the final results produced from the available data. Hence, to achieve data normality, it was made sure that there is no missing value present in the data, as it can be seen in Table 1.

Table 1: Data Statistics

	Missing	Mean	Median	Min	Max	Standard Deviation	Excess Kurtosis	Skewness
TAL1	0	3.43	4	1	5	1.324	-0.942	-0.452
TAL2	0	3.536	4	1	5	1.304	-1.819	-1.583
TAL3	0	3.43	4	1	5	1.316	-0.985	-0.404
TAL4	0	3.598	4	1	5	1.221	-0.547	-0.619
TAL5	0	3.536	3	2	5	0.867	-1.671	1.069
TAL6	0	3.436	3	2	5	0.798	-0.352	0.312
TAL7	0	3.486	4	1	5	1.021	0.118	-0.549
TAL8	0	3.453	4	2	5	0.71	-0.328	-1.349
TAL9	0	3.547	4	2	5	0.749	-1.228	-0.325
EE1	0	3.52	4	2	5	0.841	-0.571	-0.034
EE2	0	3.547	4	2	5	0.813	-0.479	-0.06
EE3	0	3.575	4	2	5	0.79	-0.418	-0.045
EE4	0	3.939	4	2	5	0.853	-0.374	-0.48
EE5	0	4.017	4	2	5	0.794	-0.705	-0.3
EE6	0	3.849	4	2	5	0.855	-0.501	-0.352
EE7	0	3.95	4	2	5	0.867	-0.578	-0.421
PER1	0	3.872	4	2	5	0.916	-0.68	-0.402
PER2	0	3.575	4	2	5	0.89	-0.759	0.034
PER3	0	3.525	3	2	5	0.807	-0.5	0.239
PER4	0	3.514	4	1	5	1.032	0.098	-0.576
PER5	0	3.57	4	2	5	0.839	-0.555	-0.079
PER6	0	3.637	4	2	5	0.901	-0.832	0
PER7	0	3.726	4	2	5	0.883	-0.824	-0.071
PER8	0	3.983	4	2	5	0.862	-0.337	-0.548
PER9	0	4.056	4	2	5	0.817	-0.814	-0.352

All the highlighted elements in Table 2 are showing factor loadings of their corresponding variables, such as seven elements of EE = Employment of Entrepreneurs, the nine elements of PER = Personality, and nine elements of TAL = Talent. However, the minimum threshold value for the factor loading is 0.5. It is obvious from Table 2 that all the elements of Table 2 meet the minimum threshold value.

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Table 2: Factor Loadings

	Employment of Entrepreneurs	Personality	Talent
EE1	0.767		
EE2	0.737		
EE3	0.651		
EE4	0.524		
EE5	0.586		
EE6	0.509		
EE7	0.584		
PER1		0.582	
PER2		0.738	
PER3		0.702	
PER4		0.732	
PER5		0.674	
PER6		0.668	
PER7		0.533	
PER8		0.572	
PER9		0.588	
TAL1			0.572
TAL2			0.585
TAL3			0.591
TAL4			0.596
TAL5			0.781
TAL6			0.812
TAL7			0.823
TAL8			0.599
TAL9			0.577

The minimum threshold value for composite reliability (CR) and average variance extracted (AVE) is 0.7 and 0.5, respectively. Table 3 shows that the values of both AVE and CR meet the minimum threshold values. Moreover, Discriminant validity is shown in Table 3 with the help of AVE Square Root in Table 4.

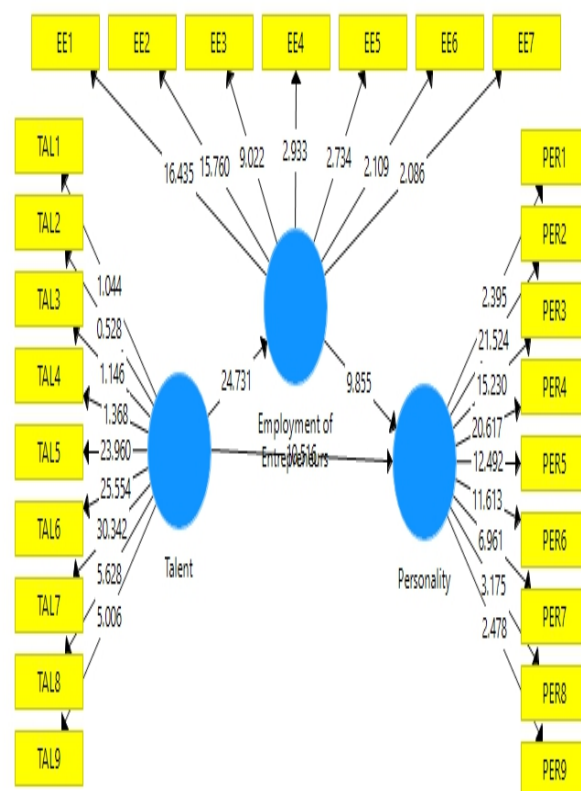
Table 3: Reliability and Convergent Validity

	Cronbach's Alpha	rho_A	Composite Reliability	(AVE)
Employment of Entrepreneurs	0.747	0.778	0.719	0.594
Personality	0.74	0.786	0.807	0.534
Talent	0.75	0.793	0.716	0.582

Table 4: AVE Square Root

	Employment of Entrepreneurs	Personality	Talent
Employment of Entrepreneurs	0.942		
Personality	0.897	0.783	
Talent	0.78	0.401	0.531

Figure 3. Structural Model



The structural model from Figure 3 shows that all the four hypotheses of this study are tested (Hameed, Nisar, & Wu, 2020). However, all the hypotheses were tested based on the t-value. The minimum threshold value for the t-value was 1.96. Hence, all the hypotheses were supported, which have a minimum value for the t-value = 1.96 with the positive sign of β value. Results in Table 5 clear that all the hypotheses having a direct relationship are supported because a direct effect of the employment of entrepreneurs on personality is significant with the t-value = 9.855, and β value = 0.496, a direct effect of talent on the employment of entrepreneurs is significant with the t-value = 24.731 and β value = 0.78 and the direct effect of talent on personality is effective with the t-value = 10.516 and β value = 0.515. Hence, the results of Table 5 clear that the current study's first three hypotheses (**H1**, **H2**, and **H3**) are supported.

Table 5: Direct Effect Results

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ((O/STDEV))	P Values
Employment of Entrepreneurs -> Personality	0.496	0.503	0.05	9.855	0
Talent -> Employment of Entrepreneurs	0.78	0.783	0.032	24.731	0
Talent -> Personality	0.515	0.506	0.049	10.516	0

The last hypothesis (H4) of the current study shows the indirect effect of the employment of entrepreneurs between the relationship of talent and personality. Results from Table 6 shows that the indirect effect of the employment of entrepreneurs has a significant value between the relationship of talent and personality and is supported with the t-value = 9.693 and β value = 0.387.

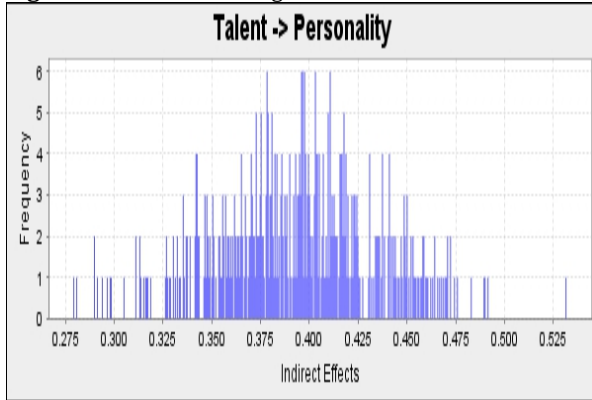
Table 6: Indirect Effect Results

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	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Talent -> Employment of Entrepreneurs -> Personality	0.387	0.393	0.04	9.693	0

Mediation histogram between talent and personality is shown in the Figure 4.

Figure 4. Mediation Histogram



DISCUSSION

According to the first hypothesis of this study: talent has a positive effect on the employment of entrepreneurs. Talent has the ability to win situations as well as others (Li, 2019). Talented people have a distinguished approach to deal with things. Hence, it becomes comparatively quite easy for talented people to grab the opportunity. People with talent without wasting plenty of time find what they wish or go far. Talent is very helpful all the time in an entire life. Hence, talented people, by utilizing their talent, discriminate themselves with the other on every spot of life. Talent is helpful for the employment of entrepreneurs (Tan, 2020; Xu & Zhang, 2020). According to the second hypothesis of this study: talent has a positive effect on personality. In simple words, personality is something that describes a person. However, there are a lot of things that directly impact on a personality. Talent is a very effective entity that has direct relationship with personality (Adyanto, 2020). It is observed that change in talent brings a change in personality. According to the result of a previous study, talented people adopt a distinguished personality in their society (Alsawalhah, 2020; Bozhkova, Shastina, Kalimullina, & VasilyevnD, 2019). Hence, talent has a very effective impact on the entire life and personality of a person. The nature of the talent defines the nature of personality of a person. According to the third hypothesis of this study: employment of entrepreneurs mediates the relationship between talent and personality.

CONCLUSION

It examined that talent has significant effects on personality. The maximum value of talent in a person results in an effective personality. The entrepreneurs with exceptional talent are possessed of an influential personality that is also helpful for many business-related achievements except other dimensions of life. Moreover, it is concluded that talent plays a vital role in the process of employment of entrepreneurs. Hence, talent has a direct impact on both the employment of entrepreneurs and personality. 205 entrepreneurs in Thailand were surveyed to obtain primary data to accomplish the final results of this study. It is investigated that talent has a

positive effect on personality and employment of entrepreneurs. While the employment of entrepreneurs mediates the relationship of talent and personality. Moreover, this study is helpful for new entrepreneurs and the practitioners to understand the importance of talent and how it can be utilized to be an effective personality.

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