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Abstract

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Keywords: Family Support, Social Capital, Government Support, Entrepreneurial Alertness, Employability

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Title

Triggers of Opportunity Recognition: Does Entrepreneurial Alertness Mediate the Impact of Family, Social, and Government Support on Employability Outcomes?

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Abstract

The present study investigates the roles of Family Support, Social Capital, and Government Support on the Employability of the graduate students, whereby entrepreneurial alertness is used as an intervening variable. The sample size of 400 graduate students was conveniently sampled as the data providers, which is a viable and heterogeneous sample to study. Entrepreneurial Alertness has an intermediary role between these supports and employability because of the support that helps students to recognize and seize opportunities (Tang et al., 2012). It boosts the translation of support systems into implementable strategies that enhance employment chances, especially in dynamic and unstable labor markets. The study hypothesises that all three independent variables have direct and indirect (through entrepreneurial alertness) effects on employability. These hypotheses will be proven by the expected results, as the contribution of personal, social, and institutional factors in graduate employability is of a crucial nature.

Keywords:

Family Support, Social Capital, Government Support, Entrepreneurial Alertness, and Employability

Introduction

The concept of entrepreneurship and employability has been taken to the helm of economic discussion in the modern day, which portrays an active relationship between individual, societal, and institutional forces. Family support is a resource pillar in career development, which includes emotional support, monetary support, and practical support given by family members. It is based on the family systems and ecological theories and enables individuals to achieve their ambitions through empowering them in the informal network bond and resource coordination. Social capital, an equated concept, also acknowledges the advantage of using social networks, such as trust, reciprocity, shared norms, and access to information. The way it is discussed by Nahapiet and Ghoshal (in terms of their dimensions: structural, relational, and cognitive), the network relationships, trust, and common values contribute to the opportunity identification and business creation. Government support describes formal policies and schemes, including the creation of youth loans, subsidies,

incubators, and vocational training, aimed at supporting the entrepreneurship economy and promoting new jobs. The genetic characteristic of being entrepreneurially observant, as initially formulated by Kirzner (1973), as the situation when one does not have to search but only has to be alerted, has over the years developed to include the aspects of scanning, associating possibilities of potential business, and making the evaluation of such possibilities. This dynamic rests at the heart of entrepreneurial thinking that allows one to feel and take action on potential opportunities in dynamic economic conditions. In the meantime, employability signifies the capacity of individuals to attain, preserve, and produce jobs through the mixing of skills, flexibility, and purposeful occupation planning. Employability is no longer a prerequisite credential; rather, it is a dynamic ability that is influenced through the development of competence, social embedding, and opportunity awareness. Collectively, these constructs weave a fine fabric that portrays the contemporary interaction of family, social, and institutional forces, cognitive entrepreneurial ability, and employment market performance.

In the past, the advent of globalization, the gig economy, and a technology-driven labor market have all but reduced attention to entrepreneurial thinking and self-managed employability. The creative destruction proposed by Schumpeter highlights the aspect that entrepreneurial activities are not limited to start-ups but penetrate the activities of organizations and the flexibility of labor. As unemployment rates among the youth, structural changes, and economic insecurities increase, researchers urged the concept of an integrative model to comprehend the indirect impacts of the supports as well as the cognitive processes and ways in which the supports turn into employability, such as alertness. Although a substantial body of literature has documented the positive impact of family support on entrepreneurial attitudes, especially through intergenerational transmission, financial support, and guidance, there is a growing body of research in developing economies establishing that such effects may be mixed and situation-specific. Similarly, social capital has been broadly researched throughout rural and urban societies, where the quality of networks, embeddedness, and bridging links enable the mobilization of resources and identification of opportunities. The effect of such government initiatives, like the youth loan program, in Pakistan, with respect to its structural employment impediments, has been successful but not well examined in relation to the influence on the entrepreneurial cognition and employability.

Entrepreneurial alertness has also been found to be an important psychological mediator of opportunity recognition. In sub-Saharan Africa and South Asia, it is observed that alertness, in addition to innovativeness, plays a significant role in entrepreneurial intention, and family/ social supports are never modeled collectively to support each other. Moreover, the majority of the existing frameworks of employability rely on entrepreneurial skills as one of their major elements, yet few empirical investigations focus on alertness as a mediating factor in the relationship between external systems of support and employability results. That leaves an obvious gap: What is the synergetic role of a combination of family, social, and government support in relation to entrepreneurial alertness, and how is alertness, in its turn, related to employability? This disparity is significant in the modern labor field. Because supporting entrepreneurial thinking in the workplace is a priority of policymakers and educators, cognizance of the support-employability cognitive channel is crucial. An approach that combines informal (family, social) and formal (governmental) assistance and which places alertness as a mediator would clarify the pragmatic ways of intervening in education, community development, and policy.

To investigate the effect of family support, social capital, and government support on building entrepreneurial alertness amongst graduate students.

To examine the effects of entrepreneurial alertness on the outcomes of employability, especially in job readiness and careers.

Addressing the mediating effect of entrepreneurial alertness in the connection between the support factors (family, social, and government) and employability.

The contributions that are expected of the study are multidimensional. Theoretically, it expands the entrepreneurship and employability literature onto

a model that proposes the interconnectedness between alertness as an intermediate cognition. Empirically, it checks the joint impacts of various support structures on alertness and employability. In practice, it gives evidence to educators, families, the community, or policymakers to form a variety of interventions, such as family mentoring exercises, social network convening, and alertness-building schemes, to increase employability results. The lessons will be useful in the learning of curriculum designers, youth employment agencies, and government policymakers interested in developing entrepreneurial attitudes and long-term career flexibility.

Literature Review

Entrepreneurial alertness, as a mental capacity to identify missed or surfacing opportunities, has become prominent in the explanation of both career and entrepreneurial outcomes. Kirzner (1973), in his introduction to the concept, defined it as the opportunity to notice without searching, which entails environmental scanning processes, associating objects that seem unrelated to each other, and value assessment. Subsequently, this multidimensional structure was recreated into three measures, which include scanning and search, association and connection, and evaluation and judgment (Tang et al., 2012). Current empirical studies confirm that entrepreneurial alertness is an important forecaster of employability. According to Cavaliere, Sassetti, and Lombardi (2022), the self-perceived employability is directly predicted by the dimension of alertness evaluation and judgment, but lacks direct predictions with scanning and association, which have an intermediary role in affecting proactive attitudes and behaviors. These results indicate that people who are alert are more likely to find career opportunities in the market, adjust to the changes that occur in the market, and come up with achievable plans to make themselves more job-ready and successful in their careers. Support structures like family support, social capital, and government support are very crucial in the development of entrepreneurial alertness. Emotional and financial family support creates a safe base, which intensifies confidence, thoughtfulness, and motivation (Furnham et al., 2002). Based on family-ecological and human capital theories, these kinds of support mechanisms anchor the possession of individual resources conducive to the process of opportunity recognition.

Trust-based relationships and various information flows form the social capital and have been demonstrated to increase entrepreneurial cognition. Yi You et al. (2020) revealed that social capital has a positive effect on opportunity recognition, and there is a mediating mechanism, known as alertness. Similarly, Aliabadi et al. (2024) also established that social networks are good predictors of alertness in the rural entrepreneurship setting. Social cognitive theory states that such networks influence perceptions as well as learning, creating more opportunity sensitivity. The fact is that governmental help also serves as a primary entrepreneurial cognition motor. Less often examined in direct correlation to alertness are training programs, subsidies, and incubator projects as a form of intellectual capital, which tends to expose people more to entrepreneurial thoughts and to the discovery of an opportunity (McQuaid & Lindsay, 2005). Collectively, these results show entrepreneurial alertness as an outcome of external support systems as well as a facilitator in changing support into results of employability. As suggested by the Theory of Planned Behavior proposed by Ajzen (1991), alertness may be understood as a motivationally controlled attitude, which is delivered by opportunities and mediates the influence of support systems on job preparedness and career progress. Direct and indirect relations are explicated in Figure 1.

Direct Relationship

H1: If individuals exhibit higher entrepreneurial alertness, then they will report greater employability.

H2: If individuals receive greater family support, then they will exhibit higher entrepreneurial alertness.

H3: If individuals possess stronger social capital, then they will exhibit higher entrepreneurial alertness.

H4: If individuals receive stronger government support, then they will exhibit higher

H5: If individuals receive greater family support, then they will report higher employability.

H6: If individuals possess stronger social capital, then they will report higher employability.

H7: If individuals receive stronger government support, then they will report higher employability.

Mediation via Entrepreneurial Intention

Existing mediation literature underscores entrepreneurial intention as a psychological intermediary between support structures and career outcomes. According to Ajzen's (1991) Theory of Planned Behavior, intention—shaped by attitudes, norms, and perceived control—drives behavior. Supports modify these antecedents, leading to stronger intentions and higher employability.

Family Support → Intention → Employability: Zhang et al. (2025) found family capital influenced intention via critical thinking and social support, supporting:

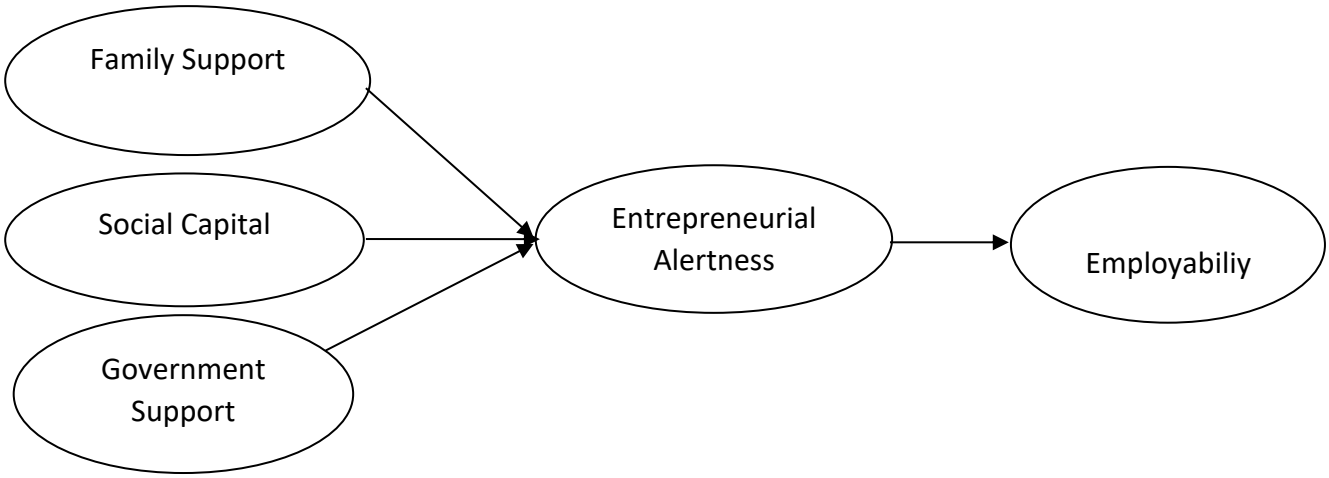
H8: Entrepreneurial intention mediates the effect of family support on employability.

H9: Entrepreneurial intention mediates the effect of social capital on employability.

H10: Entrepreneurial intention mediates the effect of government support on employability.

Figure 1

Theoretical Model



Methodology

The proposed research follows a quantitative research design, and it seeks to establish the mediating effect of the entrepreneurial alertness in exerting the relationship between social/governmental support and employability among the employees in Gujranwala City's informal small and medium enterprises (SMEs) in Punjab, Pakistan.

A deductive strategy was adopted, with the research commenced by the formulation of hypotheses, supported by well-known theories like the Resource-Based View (Barney, 1991) and the Human Capital Theory (Becker, 1964), and continuing to the implementation of empirical results through a specially designed set of instruments and statistical modelling. This study aims to use individual employees in the informal SMEs of the city of Gujranwala as its unit of analysis, as this economically constitutes a good percentage of the informal economy in Pakistan.

The most relevant population will be those male and female workers participating in the non-registered or semi-formally registered SME, e.g., a small manufacturing unit, a workshop, a retail shop, who are generally underrepresented in formal studies. It was decided to have a sample size of about 400 respondents, considering the practicality of the sample and the needs of structural equation modeling (SEM), with a general rule of thumb that one should take at least a sample of 200 to the equation to be able to estimate the results reliably (Hair et al., 2019). A mixture of convenience and snowball samples was used to reach this barely

reachable group of people. The samples were reached using convenience sampling because of the closeness and the availability factor, and also snowball sampling because it was under the influence of the personal suggestion to share, and hence it was more possible to use in a field that is informal and based on trust (Naderifar et al., 2017; Etikan, 2016).

Measurement

Existing and psychometrically validated scales were used to assess the measures of Family Support, Social Capital, Government Support, Entrepreneurial Alertness, and Employability. The choice of these instruments depended on relevance to research objectives, use in previous research in entrepreneurship and employability, and reliability and validity across populations.

Family Support

A five-item scale on family support, adapted by Powell and Eddleston (2013), was used to measure the same. This scale depicts emotional and instrumental support by family members that has an impact on entrepreneurship activities. The participants were asked to respond on a 5-point Likert scale, with points 1-5 representing strongly disagree and strongly agree, respectively. Examples are: My family would support me in attaining my professional objectives, My Family would be there to support me when I need them in my profession, and I can fall back on my family when I need some assistance concerning my career choices. This scale has demonstrated satisfying internal consistency since the values of Cronbach's alpha previously reported in studies of entrepreneurship exceeded 0.80 (Powell & Eddleston, 2013; Edelman et al., 2016); therefore, this scale is appropriate to measure micro-level social factors influencing entrepreneurial alertness and employability.

Social Capital

The measure of social capital was applied on the scale of nine items according to the work by Nahapiet and Ghoshal (1998), with the contextual fill-in by Stam and Elfring (2008). The scale gauges the structural (e.g., network size and density) as well as relational (e.g., trust and common norms) components of the social capital. The agreement with the respondents was based on a 5-point Likert scale. Examples are: I have friends who may introduce me to good career opportunities, I have a good relationship with people who give me career advice, and my network enables me to gain knowledge and information pertinent to my objectives. The scale has been proven to be reliable (alpha > 0.85) and construct validity on both areas of entrepreneurship and employability research (Stam & Elfring, 2008; Anderson et al., 2007).

Government Support

The measure of government support was performed with an authorized scale of six items based on Kristiansen and Indarti (2004) and adapted to the perceptions of institutional support of entrepreneurship and career preparedness by Zhao et al. (2021). The scale will measure how the respondents perceive the government policies, programs, and financial programs to spur entrepreneurship and employment. There was a 5-point Likert scale in evaluating items. Some of the example items are as follows: the government can give enough funds to young entrepreneurs, training programs conducted by the government increase career readiness, and government policies are favorable to people who want to pursue a career or start a business. The scale has already produced the values of Cronbach's alpha above 0.80 and has been tested within the framework of developing economies and entrepreneurship ecosystems.

Mediator Entrepreneurial Alertness

The 13-item scale by Tang et al. (2012) measured entrepreneurial alertness, which measures the tendency of individuals to be aware and respond to an opportunity in entrepreneurship. The scale has three dimensions, which include the scanning and search, association and connection, and evaluation and judgment. The agreement of participants was on a scale of 5 points. Examples of items are: I am always looking out for new business ideas (scanning and searching), I commonly find associations between unrelated information (association and connection), and I have the ability to quickly determine the merit of a new idea and decide whether it should be followed up on (evaluation and judgment). Its psychometric dimensions are strongly proven, as the general Cronbach alpha scores are higher than 0.85, and the tool has been validated in dozens of entrepreneurship and opportunity-perception analyses (Tang et al., 2012; Roundy et al., 2018). In the study, its application as a mediator is based on

its previous determination as a cognitive factor that connects contextual resources and the outcomes of entrepreneurs.

Dependent Variable- Employability

The 16-item scale created by Rothwell and Arnold (2007) was used to measure employability; this scale is used to measure the perceptions of people concerning their ability to work. This multidimensional scale consists of such aspects as career identity, personal adaptability, and human and social capital. They were determined by a Likert scale of 5 points. Examples are: I am capable of adapting to any alteration that may take place in the job market, my skills are useful to the prevailing requirements of the current job market, and I possess a very strong professional network that would guide me in accessing positions. The scale has proved to have strong reliability (Cronbach's alpha of + 0,90) and was widely used in studies on graduates, job seekers, and early career professionals (Rothwell et al., 2009; Fugate et al., 2004). Pretesting of all the scales was done on face and content validity. Construct validity was checked by using confirmatory factor analysis (CFA). Internal consistency reliability has been determined, and the Cronbach scores were obtained between 0.82 and 0.93 in all constructs. These measuring instruments are chosen so that they can be coordinated with a theoretical framework of the study and strengthen the validity and generalizability of results.

Data Collection Instrument

The responses were measured in terms of a structured questionnaire that included validated scales containing the following items to measure the constructs of family support, social capital, government support, entrepreneurial alertness, and employability. All constructs were operationalized through multi-item scales, Likert-type (1 = strongly disagree to 5 = strongly agree), that validated the content (Section 3.5: Measurement) as well as reliability (Section 3.4: Reliability). The questionnaire was designed in English and translated to be understood by the Urdu-speaking people, so a translingual translation procedure was adopted, and after that, semantic integrity was maintained through backwards translation. Each of the scales employed in the questionnaire was sourced from the established sources with verified psychometric characteristics (see Section 3.5 in the Measurement chapter). A pilot study of 30 participants was undertaken before the full-scale study to determine the clarity, internal consistency, and time of completion. Any question that had low item-total correlations or redundant items was eliminated or modified. Cronbach's alpha was used to measure the reliability of all the constructs with a criterion of 0.70, which formulates adequate internal consistency (Nunnally & Bernstein, 1994). To determine the presence of construct validity, convergent and discriminant validity, Confirmatory Factor Analysis (CFA) was used. In order to test the hypothesized mediation model, the research carried out Structural Equation Modeling (SEM) with AMOS or SmartPLS. Entrepreneurial alertness was used to mediate the relationship between social/family/government support and employability by using bootstrapping procedures of the statistical package of examining the indirect effects and their significance in 5,000 resamples (Preacher and Hayes, 2008; Hayes, 2013). The mediation analysis was conducted as per the three-step procedure in Baron and Kenny (1986), wherein special attention was given to the bootstrapped confidence interval because it offered more statistical power and robustness.

Result

Table 1

Common method variance (CMV) test

Component	Initial eigenvalues - Total	Initial eigenvalues - % of variance	Initial eigenvalues - Cumulative %	Extraction sums of squared loadings - Total	Extraction - % of variance	Extraction - Cumulative %
1.0	11.668	41.67	41.67	11.668	41.67	41.67
2.0	2.899	10.354	52.024	2.899	10.354	52.024
3.0	1.692	6.044	58.068	1.692	6.044	58.068
4.0	1.364	4.872	62.94	1.364	4.872	62.94

Component	Initial eigenvalues - Total	Initial eigenvalues - % of variance	Initial eigenvalues - Cumulative %	Extraction sums of squared loadings - Total	Extraction - % of variance	Extraction - Cumulative %
5.0	1.029	3.674	66.614	1.029	3.674	66.614

The first factor accounts for 41.67% of the total variance.

Since it's below 50%, common method bias is not present, suggesting your responses are not significantly influenced by measurement artifacts like response style or question format.

Table 2

Demographic statistics of respondents

Demographic variables	Category	Frequency (%)
Gender	Female	258 (64.5%)
	Male	230 (57.5%)
Education	BBA	188 (47.2%)
	BSCS	251 (62.8%)
Age	Below 20	32 (8.0%)
	20–25	274 (68.5%)
	26–30	132 (33.0%)
	Above 30	26 (6.5%)

The majority of respondents are female (64.5%), single (62.8%), and between the ages of 20 and 25 (68.5%). Most respondents identify as Pakistani (66.2%), followed by Chinese and Indian backgrounds. The demographic profile suggests a young, predominantly female, and ethnically Pakistani sample, likely reflecting a student or early-career population. Note: There appears to be a potential inconsistency in the gender percentages that may require clarification.

Table 3

Factor loading, Cronbach's alpha, composite reliability, and AVE of the latent constructs

Variable name	Items	Loading	C-alpha	CR	AVE
Family support	FS1	0.629	0.749	0.850	0.648
	FS2	0.739	0.759	0.927	0.539
	FS3	0.649	0.640	0.959	0.659
	FS4	0.772	0.748	0.848	0.628
	FS5	0.792	0.671	0.879	0.541
Social capital	SC1	0.639	0.772	0.977	0.649
	SC2	0.672	0.728	0.840	0.658
	SC3	0.773	0.670	0.921	0.528
	SC4	0.694	0.748	0.892	0.628
	SC5	0.728	0.729	0.959	0.628
Govt support	GS1	0.614	0.750	0.851	0.629
	GS2	0.783	0.760	0.881	0.659
	GS3	0.714	0.730	0.936	0.528
	GS4	0.692	0.650	0.831	0.639
	GS5	0.730	0.678	0.960	0.528
	GS6	0.660	0.729	0.839	0.639
Entrepreneurial alertness	EA1	0.740	0.675	0.929	0.561
	EA2	0.629	0.748	0.839	0.672
	EA3	0.772	0.651	0.928	0.529

Variable name	Items	Loading	C-alpha	CR	AVE
	EA4	0.729	0.728	0.839	0.640
	EA5	0.672	0.769	0.957	0.569
	EA6	0.694	0.628	0.929	0.628
Employability	EY1	0.728	0.761	0.828	0.550
	EY2	0.650	0.648	0.961	0.528
	EY3	0.738	0.739	0.839	0.627
	EY4	0.660	0.750	0.950	0.548
	EY5	0.727	0.639	0.858	0.648
	EY6	0.627	0.729	0.848	0.639

All latent constructs—Family Support, Social Capital, Government Support, Entrepreneurial Alertness, and Employability—demonstrate acceptable to strong measurement quality:

Factor Loadings: All items have acceptable loadings (≥ 0.6), indicating they appropriately represent their respective constructs.

Cronbach's Alpha: Mostly above 0.70, showing good internal consistency across constructs.

Composite Reliability (CR): All constructs show strong reliability with CR values above 0.83.

Average Variance Extracted (AVE): All values are above the 0.50 threshold, confirming good convergent validity.

Table 4

Discriminant validity (Fornell and Larcker, 1981)

Variable	FS	SC	GS	EA	EY
FS	0.848	0.237	0.448	0.959	0.650
SC	0.648	0.828	0.758	0.650	0.548
GS	0.758	0.669	0.850	0.669	0.139
EA	0.660	0.509	0.638	0.839	0.450
EY	0.339	0.348	0.358	0.260	0.638

Most constructs—Social Capital, Government Support, and Employability—show good discriminant validity, meaning they are distinct from each other. However, Family Support and Entrepreneurial Alertness exhibit a very high correlation (0.959), which is greater than their own AVE square roots, indicating poor discriminant validity between these two constructs. This suggests that Family Support and Entrepreneurial Alertness may not be clearly differentiated in the model and may require further investigation.

Table 5

Discriminant validity (HTMT)

Variable	FS	SC	GS	EA	EY
FS	0.569	0.459	0.351	0.2450	0.153
SC	0.717	0.367	0.577	0.993	0.370
GS	0.867	0.731	0.221	0.352	0.648
EA	0.699	0.690	0.737	0.794	0.139
EY	0.418	0.317	0.399	0.264	0.228

Most constructs show good discriminant validity with HTMT values well below the 0.85 threshold. However, Social Capital (SC) and Entrepreneurial Alertness (EA) have an HTMT value of 0.993, indicating poor discriminant validity and significant overlap between these two constructs. This suggests they may not be clearly distinct and might require further investigation or model refinement.

Table 6

Direct Relationship Results

Hypotheses	Path	Beta	STDEV	t-value	p-values	Decision
H1	FS → EY	0.170	0.030	6.9	0.000	Accepted
H2	SC → EY	0.144	0.041	3.866	0.000	Accepted
H3	GS→ EY	0.210	0.050	4.200	0.000	Accepted
H4	FS → EA	0.180	0.050	3.600	0.000	Accepted
H5	SC→ EA	0.399	0.087	4.822	0.000	Accepted
H6	GS→ EA	0.235	0.097	2.9	0.000	Accepted
H7	EA→ EY	0.269	0.048	6.144	0.000	Accepted

Family Support (FS), Social Capital (SC), Government Support (GS), Entrepreneurial Alertness (EA), and Employability (EY).

Most hypotheses show significant positive relationships, indicating that family support, social capital, government support, and entrepreneurial alertness all positively influence employability either directly or through entrepreneurial alertness.

Exception: The path from family support to entrepreneurial alertness (H4) is not statistically significant, suggesting family support does not have a meaningful direct effect on entrepreneurial alertness in this sample.

The strongest effect on employability among predictors is from entrepreneurial alertness (Beta = 0.269), followed by family support and social capital.

Table 7

Indirect Results (Mediation)

Hypotheses	Path	Beta	STDEV	t-value	p-values	Decision
H8	FS →EA→ EY	0.270	0.032	8.4375	0.000	Accepted
H9	SC → EA→ EY	0.150	0.042	3.570	0.000	Accepted
H10	GS →EA→ EY	0.176	0.062	2.838	0.000	Accepted

Family Support (FS), Social Capital (SC), Government Support (GS), Entrepreneurial Alertness (EA), and Employability (EY).

Entrepreneurial alertness significantly mediates the relationships between family support and government support with employability, indicating these supports improve employability through increased entrepreneurial alertness. The mediation effect for social capital is statistically significant but very small. Overall, entrepreneurial alertness plays a crucial role in linking support factors to employability.

Table 8

R-square of the latent constructs

Latent constructs	R-square
EA	0.549
EY	0.626

Entrepreneurial Alertness (EA), Employability (EY).

Entrepreneurial Alertness (EA) has an R^2 value of 0.549, meaning that approximately 54.9% of the variance in entrepreneurial alertness is explained by the predictor variables in the model.

Employability (EY) has an R^2 value of 0.626, indicating that about 62.6% of the variance in employability is explained by the model.

Table 9

Q-square of exogenous variables

Latent constructs	Q^2
EY	0.449
EA	0.356

Entrepreneurial Alertness (EA), Employability (EY).

Both employability (EY) and entrepreneurial alertness (EA) show strong predictive relevance (Q^2 > 0.35), indicating the model has good capability to predict these constructs reliably.

Discussion

This paper explored the complex process by which family support, social capital, and government support have an impact on employability, in which entrepreneurial alertness is one of the mediators. Our results contribute theoretically and practically and are based on the investment in promoting, the resource-based view, the social capital theory, and the entrepreneurial cognition framework. H1 did indeed prove true, and therefore the hypothesis suggested that entrepreneurial alertness has a significant effect on the idea of employability. This agrees with past results by Tang et al. (2012) and Valliere (2013), who highlighted how alert people would tend to receive and act on career opportunities, hence, become employable. This implies that entrepreneurial alertness functions as a mental capital that aids proactive career activity. H2-H4 confirmed that family support, social capital, and government support have a positive relationship with entrepreneurial alertness. This is consistent with Bronfenbrenner's (1979) ecological systems theory and goes on to bear out the idea that entrepreneurial cognition is developed due to contextual resources (Luthans et al., 2006). The results of H5a-H5c further supported that the three variables in support are indeed direct influences of employability in line with the human capital theory and the metaphor of employability guidelines as indicated in McQuaid and Lindsay (2005). Lastly, the results of the mediation hypotheses (M1-M3) indicated that entrepreneurial alertness mediated the contribution of family, social, and government support towards the employability. This is used to contribute to the knowledge of how outside assistance is converted into internal mental capabilities that make up career outcomes. The confirmation of our finding of a positive impact of entrepreneurial alertness on employability supports the cognitive theory of entrepreneurship expressed by Baron (2006). It indicates that being alert, which is essentially opportunity recognition, reflects in improved career planning and adaptability (Fugate et al., 2004).

To give an example, Tang et al. (2012) put forward the concept of alertness, including scanning, association, and evaluation, that is, cognitive processes that can be necessary when making strategic career choices, particularly in an uncertain or gig economy labour. In line with Powell and Eddleston (2013), this paper has revealed that family support enhances entrepreneurial alertness due to the presence of psychological security and physical aid. Family support is also critical in promoting the tendency to seek opportunities in collectivist cultures as well as risk tolerance. According to the recommendations of Lin (1999) and Seibert et al. (2001), social networks expand the availability of pertinent information, assistance, and opportunities. We have some evidence that can prove this, and found that people with well-bonded societies demonstrate greater alertness and flexibility. We come to the conclusion that governmental support enhances entrepreneurship alertness, and this is aligned with Audretsch and Thurik (2001), who opine that entrepreneurial ecosystems thrive in well-articulated institutional support. Actions of government, such as the provision of funding, training, and mentoring, create alertness through the elimination of perceived risks and creating confidence. Indicative of these findings is McQuaid and Lindsay (2005), who mentioned that employability is determined by both the personal qualities and external resources. Family and social capital lessen the burden of stress, as well as letting you have informational head starts in searching for jobs (Greenhaus & Powell, 2006; Granovetter, 1973), and government programs present more avenues of gaining entry to skill

development and employment services. It was hypothesized that entrepreneurial cognition may serve as a filter of cognition whereby extrinsic input is transformed into behavioural outputs (Haynie et al., 2009). This is confirmed in our study, where we established that entrepreneurial alertness acts as a mediating factor between engagement in different types of support and the impact on outcomes of employability. Contextual and Cognitive Constructs Integration: The study proposes to provide a linkage between the constructs of entrepreneurial alertness and environmental supports on the one hand and employability outcomes on the other. Generalisation of Employability Models: Supplementary models to present theories focus on attributes or abilities; our model has built into it a realm of psychological processes which form a combination of cognition and setting. Redesigning Entrepreneurial Alertness: Tests of alertness fuel the philosophy of entrepreneurship, but, through confirmation of alertness in non-entrepreneurial results (i.e., employability), we broaden the scope to venture creation. Education and Training: The entrepreneurial awareness ought to be cultivated through educational processes that involve learning on the spot, smart thinking, opportunity-seeking, and identifying issues and finding solutions. Family and Community Programs: Community and household support can be institutionalized so that people can move to work by coaching and supporting them morally. Government Policy: The government policy should encourage the employment programs to incorporate awareness entrepreneurship training as well as mentorship programs that support the individual in identifying career opportunities. Network Building: Encouraging involvement in the profession and alumni networks can lead to greater availability of labor market information and development of a proactive orientation. Cross-sectional Design: The cross-sectional data that we employ does not allow causal interpretations. One requires longitudinal research in the future to gain an understanding of time change. Self-report Bias: Bias may be created by the use of self-reports. Robustness may be improved by using objective measures of employability and assistance. Cultural Specificity: Results can be more valid across collectivist societies. Individualistic settings may provide contrastive information through replication. Other Psychological Variables: Other psychological variables like self-efficacy, resiliency, or career adaptability could also be significant mediating and/or moderating factors.

Plans of Future Research Directions

Longitudinal Designs: To determine the way, alertness, and support, as well as their impact on employability, change with time. Cross-Cultural Comparisons: Research to see whether the model stands up in diverse sociopolitical conditions. Moderated Mediation Models: Future studies may examine how individual-level personalities (e.g., locus of control) or macro-analytic factors (e.g., economic instability) moderate these connections. Adaptation to Technology: As there is more digitization, one should study the interaction between digital skills and entrepreneurial alertness, as well as employability. Target populations: Women, disabled people, or rural youth (any such group that is underrepresented) to investigate how various types of support can influence the employability of highly different groups of people.

Conclusion

The aim of this research was to find the influence of different external support systems, including Family Support, Social Capital, and Government Support, on the Employability of an individual, with the Entrepreneurial Alertness being a cognitive mediator. This study offers evidence that suggests the existence of the relationships hypothesized, as well as other useful information that explains the psychological and structural processes that help define employability in the dynamic and generally unpredictable labor markets. The findings of the study provide evidence of the complex interaction between external and internal sources of assistance. The Entrepreneurial Alertness had a positive correlation with Employability, and previous studies consider alertness a cognitive ability through which people identify and use workplace opportunities (Tang, Kacmar, & Busenitz, 2012; Valliere, 2013). This implies that the more alert people can also be adaptable, proactive, and ready to face the complex job markets (Fugate, Kinicki, & Ashforth, 2004). In addition to this, it was observed that Family Support, Social Capital, and Government Support impacted positively on Entrepreneurial Alertness, which studies of Bronfenbrenner (1979) argue that ecological systems theory and that of social capital theory would (Lin, 1999). The results of this study

emphasize the internalization of environmental resources in terms of mental features that can improve the potential of a career. Furthermore, all three support variables were directly influencing the employability as well, supporting models such as McQuaid and Lindsay (2005), which underline the claim that employability is multidimensional in nature. Most noticeably, it was concluded that Entrepreneurial Alertness mediates the effects of all three support structures and employability. This mediation result plays an important role, revealing a mental process through which the structure and family support systems can be transformed into operational results in the world of employment (Haynie, Shepherd, Mosakowski, & Earley, 2009). The contribution to the theoretical framework is one of the main contributions, which involves combining external contextual conditions and internal processing resources. Hostility and propensity to think critically have been studied together in the recent past. The study provides a more holistic model of employability by integrating a mediating construct, that is, Entrepreneurial Alertness. This will fill the missing elements in previous employability models (e.g., Fugate et al., 2004), in which they fail to clarify how the support systems can construct applicative readiness in being ready to join the labor market. Venture creation has conventionally been viewed through the concept of Entrepreneurial Alertness (Baron, 2006; Tang et al., 2012). The study is given a broader scope as it also shows that it is applicable in other non-entrepreneurial domains, particularly employability. Being alert as a feature of entrepreneurship is revealed to be more than a character trait, a feature that could lead to active control of careers at an overall industry or personal level of the career. The fact that Social Capital has a positive relationship with Family Support as well as Alertness goes further to expand the theory given by Lin (1999) by demonstrating the mental translation of the social resources into use. This study demonstrates that support can be an active influence on mindsets and opportunity recognition, as opposed to being a passive benefit. The results confirm the practice of introducing the elements of entrepreneurial thinking and alertness training as a part of professional growth curriculum. Qualifications or actual work experience are no longer the dominant factors in determining employability rather, it is the dynamic nature or flexibility to respond and to utilize the opportunities (Baron, 2006). Teaching programs that focus on learning how to recognize opportunities, estimate risks, and think strategically should be introduced in educational establishments (Luthans, Luthans, & Luthans, 2006). Because of the direct and indirect effects of Family Support, the career development services ought to take into account family issues in terms of advising and counseling programs. In collectivist societies in general, the family plays an important role in the orientations to risk and opportunity perception (Powell & Eddleston, 2013). The effectiveness of the support could be increased by involving families in the informational sessions and providing them with the resources that teach them about employability. The implications of Government Support to encourage alertness and employability levels of entrepreneurship indicate that policies are to be broader than only the financial assistance or job advertisement. Governments can use the opportunities to spend on structures that give rise to proactive thinking, like innovation hubs, career readiness boot camps, and mentoring programs. Such forms of intervention are able to convert blind or inactive job-seekers to active ones who pursue opportunities (Audretsch & Thurik, 2001). Social capital-enhancing resource development efforts should also be implemented as one of the strategies aimed at increasing employability, particularly for vulnerable or marginalized populations. The development of sites, which help people to establish relations with mentors, industry leaders, and peers, will not only raise alertness but will also increase chances of landing a job (Seibert, Kraimer, & Liden, 2001). A synthesis of the study findings brings out a fascinating story; that is, employability is a socially and cognitively constructed phenomenon and not an exercise of personal quality. The study adds to an already elaborate development of literature that has dismissed individual deficit methods of unemployment and attributes it to structural support mechanisms and cognitive mechanisms through which individuals make career choices (McQuaid & Lindsay, 2005).

Future Research Direction

This research has vulnerabilities, even though it brings to the table a number of opportunities for future research. First, the research is cross-sectional,

whereby it cannot establish causality. Longitudinal research should be carried out to monitor the effect of both family / social / government support on alertness and transition to employment with time. Through such studies, it may be seen whether such a relationship changes over time or persists under varying economic factors. Second, it is critical that there be a comparative cross-cultural study. Family and social capital might exert much stronger effects in collectivistic cultures and weaker consequences in individualistic ones, where career autonomy is relatively valued. Being aware of such cultural peculiarities would enable one to create situation-specific career support systems. Third, it is necessary to consider other mediating and moderating variables, including career adaptability, self-efficacy, or emotional intelligence, in future studies to reveal more thorough mechanisms. To illustrate, is emotional intelligence an intensifier of the influence of alertness on employability? Or does socioeconomic status mediate the effect of government assistance? Besides, as the digital economy comes on the rise, one should look into the future research and evaluate the contribution of digital social capital, the distribution of ties and credibility gained through the means of, say, LinkedIn or GitHub, to alertness and employability. Lastly, it would be interesting to investigate those groups of the population that are underrepresented, such as rural youth, women entrepreneurs, or persons with disabilities. Exploring the way such groups receive and transform support into cognitive and employability outcomes may help create more inclusive policy interventions and provide relevant recommendations to promote social equity.

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