SYNOPSIS

On

A STUDY ON IDENTIFYING FACTORS AND DETERMINANTS FOR THE JOURNEY OF STARTUPS TO ENTERPRISES IN GUJARAT

SUBMITTED BY

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A. TITLE OF THE THESIS AND ABSTRACT

I. Title of the thesis

"A Study on identifying Factors and Determinants for the journey of Startups to Enterprises in Gujarat."

II. Abstract

The rapid growth of emerging businesses has become an essential key to how economies of developing countries are booming in the current times, especially in countries like India. While the process of starting a new business has become relatively easier in the past decade, there are still times when these new businesses do not move from their title of startups to enterprises. Most startups do not become stable and sustainable businesses that limits their ability to create jobs, upgrading their surroundings and promote economic sustainability. These reasons become essential specially in countries like India, where programs like Startup India, Made in India and state-level policies have encouraged more people to start businesses.

Gujarat is known for its industrial nature and is recognized amongst the top places in India for startups, not just innovativeness but also purpose-driven, solving problems from grassroot level. Thanks to the strong tradition of entrepreneurship and *jugaad*, newer policies, support system and other aids are taking the center stage for developing an ecosystem. Despite the level of enthusiasm and entrepreneurial spirit in blood, not many startups in Gujarat are able to turn into long-lasting businesses. This scenario reveals the need for a detailed and focused look at what helps startups become enterprises.

The present study aims to examine the factors as well as determinants influencing the journey of startups to enterprises in Gujarat region. Leveraging on the well-established theories of Entrepreneurial Orientation (EO), Dynamic Capabilities Theory (DCT) and stage-based growth models, the study visions on the transition as a multidimensional process which is shaped by internal and external enablers i.e. entrepreneurial orientation being impacted by determinants as well as factors as well as the need of mentorship and incubations as external enablers.

Although existing literature has contributed much towards entrepreneurial orientation, internal capabilities, and stage-based growth models, the role of government policies, demographic characteristics including the background of entrepreneurs and their education, and social impact as a motivational factor influencing the transition of startups into enterprises remains underexplored. Furthermore, these factors and determinants have not been sufficiently examined within the context of Gujarat's startup ecosystem. Due to this identified gap in empirical evidence, the present study has been undertaken.

A quantitative research design was adopted for the study. The primary data was collected from startup founders and entrepreneurs across various sectors, regions in Gujarat. The data collection process took place through a structured questionnaire which was analyzed and approved through a pre-test and pilot study. The members of the pre-test were entrepreneurs who were gathered for a focus study to understand the ecosystem support available in Gujarat. The analysis was also done by incubation managers and academic experts. This assisted with content validity and relevance of the questionnaire. A total of 201 entrepreneurs were contacted across 4 major cities of Gujarat and 8 districts. The data collected was analysed using Statistical Package for the Social Sciences (SPSS), which included descriptive statistics, reliability testing, correlation analysis, independent samples t-tests, and regression analysis for hypothesis testing.

The findings show that entrepreneurial orientation, resource capabilities, incubation and mentorship support and social impact exert an influence on the transition. The Government initiatives and support were found to play an indirect role in the study. They mainly help by increasing awareness and preparing the environment rather than directly transitioning startups into sustainable enterprises. The results further indicate that the transition of enterprise from a startup is not a secluded event but is a synergy of strategic internal capabilities being influenced through determinants and factors as well as the ecosystem support mechanisms being promoted for sustainable development. This research makes a contribution to the existing body of literature on entrepreneurship by highlighting an ecosystem-driven and entrepreneurial approach. The findings of this study have practical implications for policymakers, incubators, academic institutions, and startup entrepreneurs.

Keywords: Startups, enterprise transition, entrepreneurial orientation, ecosystem support, mentorship, incubation, Gujarat.

B. BRIEF DESCRIPTION ON THE STATE OF THE ART OF THE RESEARCH TOPIC

Entrepreneurship has emerged as a crucial driver of employment generation, innovative solutions to obstacles, economic growth and enhancing standard of living across developing and emerging economies. The past few decades of literature have been focused on startups, their growth, their evolution and their challenges. The key aspects were opportunity recognition or creation, innovation, orientation, financial assistance and stage developments. Startups have been widely recognized as a major aspect of economic development and transformation. The last decade has been spent on understanding the ins and outs of startups considering the boom that took place post COVID 19.

Early classical and contemporary theories have contributed in the development of literature towards entrepreneurship and startup. Innovation theory by Schumpeter (Śledzik, 2013; Ziemnowicz, 2017), Entrepreneurial Orientation theories that focused on traits such as big five and need for achievement (Kerr et al. 2018; Newman et al. 2019, stage-based growth models (Kazanjian & Drazin, 1989) have all significantly contributed to understanding startups. These frameworks have helped in understanding the definition of entrepreneurship and emphasized on risk-taking, proactiveness, internal capabilities, innovation and organization's growth as central factors for success. The Dynamic Capabilities Theory (Pulka et al., 2021) quoted by Teece (1977) as "the capacity to renew competencies to achieve congruence with the changing external environment" by "adapting, integrating, and reconfiguring internal and external organizational skills, resources, and functional competencies"

On the other hand, the emerging literature on ecosystem-based perspective dwells into success as assisted by external mechanisms as well. These external enablers are incubation centers, mentorship availability, academic institutions support, investor access and government policies. These studies suggest that "a rich entrepreneurial ecosystem enables entrepreneurship and subsequent value creation at the regional level." With the growing research, most of the concentration either lies on the startup end or the enterprise end and not much has been discussed about the transition i.e. wherein startups evolve into sustainable and mature enterprises. Most studies independently have covered entrepreneurial orientation, internal capabilities, demographics and policies without integrating them in a framework that contributes for this transition. Thus, this research works on this identified gap to understand the transition of startups to enterprises.

In India, the initiatives such as Startup India, Student Startup and Innovation Policies and other state and regional policies have contributed in the growth of number of startups. Gujarat, in particular, has been seen as a prominent startup hub due to its long entrepreneurial tradition, government initiatives and incubation infrastructure. The ecosystem being developed in Gujarat has played a role in the number of startups being registered. But this also raises the question of their survival, growth and sustainability. Thus, this research works on this identified gap to understand the transition of startups to enterprises in Gujarat.

With much weightage being given to external enablers and internal motivation, one of the factors that our heritage supports is the social impact that we make. Social impact orientation is being recognised as one of the global factors in entrepreneurship research yet most under researched factor. Here in this research the role of social impact as a motivational factor influencing the transition of startups into enterprises is explored.

Therefore, the current state of the art reveals a clear need for empirical research that is specific to an area and integrates internal capabilities, ecosystem support, policy influence, demographic variables, and social impact in order to gain a comprehensive understanding of the transition from startup to enterprise. Addressing this gap is crucial in order to deepen theoretical insights and contribute to the development of effective policy and ecosystem interventions, particularly within the Gujarat startup ecosystem.

C. DEFINITION OF THE PROBLEM

As we have seen that startups play a significant role in economic development through a variety of contributions. In recent years, India has witnessed a substantial increase in startups due to favorable government initiatives, incubation and mentorship facilities, and institutional support. India currently hosts over 91,000 DPIIT start-ups from Gujarat, which reflects a strong policy-led focus in entrepreneurship growth through various initiatives. Gujarat is more prominently known as a startup hub due to its rich entrepreneurial culture, business orientation backgrounds and proactive industrial policies. However, it is not free of its demerits. Despite this startup-friendly environment, a major obstacle is the sustainability of these startups. The uncertainty of the transition of these startups to enterprises is the reason for under-researched arena.

Sustainability isn't just a fancy terminology; it is progress beyond early growth stage. Many startups have ceased to exist in the first ten years of their existence. This challenge is more crucial to understand rather than just the number of startups existing. They, in the long run, provide more than just economic contribution for any country. Gujarat, like any other state, has passed through this phase of trying to understand the lack of sustainability. The literature has focused on building an ecosystem related to the quality of mentorship, access to markets, and coordinated institutional support continue to enterprise transition. The multiple factors that have been studies have been independently contributing to startup and/or enterprise. But the transition from startup to enterprise is said to be a complex process. Existing studies have examined determinants such as entrepreneurial orientation, organizational capabilities, and stage-based growth models, in isolation. Therefore, not many insights are available regarding their collective contribution to the successful startup-to-enterprise transition. Additionally, the role of external ecosystem factors such as government policies, or demographic characteristics or social impact orientation have been studies as motivational factors as standalone entities. Only a limited number of empirical studies have explored this transformation process holistically, and almost none from a Gujarat-centric perspective. This lack of region-specific empirical evidence doesn't resolve the obstacles that startups face to transition to enterprises, Despite the vast policies available to smoothen the process, they remain underutilized. This restricts the policy makers to intervene at the targeted interventions. Therefore, this study identifies and analyzes the key determinants and factors influencing the successful transition of startups into enterprises in Gujarat, thereby addressing an important and identified research gap.

D. OBJECTIVE AND SCOPE OF THE STUDY

I. Objectives of the study

Objective 1: To study the determinants that influence journey of Startups to Enterprises

- To identify key internal factors such as Entrepreneurial Orientation, social impact and mentorship.
- To examine the statistical relationship between these factors and startup growth.

Objective 2: To study impact of government support on journey of Startups to Enterprises

- To assess awareness of central and state-level startup schemes.
- To analyze the impact of government support on enterprise-level transitions (relationship).

Objective 3: To study the effect of demographic variables on the factors that impact journey of Startups to Enterprises

- To examine the influence of age, gender, education, experience and family business background on entrepreneurial behavior.
- To compare factor impacts across different demographic groups using t-test and ANOVA.

Objective 4: To study the factors for the journey of Startups to Enterprises

- To identify the key factors that influence determinants such as resource capabilities, mentorship, incubation on EO and mentorship and resource capabilities has on government support.

By addressing these research objectives, the study aims to provide insights for entrepreneurs, policy makers, startup incubators and mentors and all startup enablers an understanding how factors influence determinants and how determinants shape the journey of startups to enterprise. These insights will help stakeholders to design more effective mechanisms to bridge the gap and target the right population. This will also help startups to understand their strengths and deficits and the factors that could probably assist them to scale towards sustainability and long-term performance. The insights to the role that incubation and mentorship play or the impact of resource capabilities or the support given by government schemes have on entrepreneurial orientation will assist in identifying the right entrepreneurs who can scale their startups to enterprises. This will assist policymakers and institutions in strengthening the accessibility and practical implementation of existing support programs and create where there is lack. By identifying which determinants and factors act as significant enablers, the study supports evidence-based decision-making for fine refining of the startup policies, policies of incubation and mentorship. The findings contribute towards a resilient entrepreneurial ecosystem in Gujarat by facilitating smoother startup-to-enterprise transitions and promoting sustainable enterprise scaling and development for future.

II. Scope of the study

The scope of this study is focused on exploring and understanding the factors and determinants influencing the transition of startups to enterprises. The study examines both internal and external dimensions that impact this transition process. The startups focused here are in accordance with the Startup India definition and have been studied to understand their transition and sustainability phase.

The study covers major districts in Gujarat, such as Ahmedabad, Surat, Vadodara, Rajkot, Gandhinagar and Kutch. These cities were selected due to their strong presence of incubation support, industrial activity, and government initiatives. For example, due to Kandla port, Gandhidham is known for its huge economic activities. Gujarat was focused due to its rich entrepreneurial heritage and the identified gap of under researched studies.

The research includes startups from various sectors such as technology, manufacturing, services, consultancy as well as social enterprises. This was done to ensure a broad representation from the existing landscape of entrepreneurship. Primary data was collected

from startup founders, co-founders and key decision-makers through structured questionnaires. The study period spans from 2022 to 2025, covering the post–Startup India policy phase as well as post COVID 19 phase which witnessed a rise in number of startups in the state. This defined scope enables the study to provide a focused yet comprehensive understanding of startup-to-enterprise transition within Gujarat. This study acknowledges the fact that the findings may not directly be generalized to startups operating in other regions or countries.

E. ORIGINAL CONTRIBUTION BY THE THESIS

The thesis prepared on the topic "A study on identifying Factors and Determinants for the journey of Startups to Enterprises in Gujarat" makes an original contribution to the field of entrepreneurship. This study also contributes to the field of startup ecosystem with specific relevance to emerging economies such as India. By focusing on the transition of startups into enterprises, the study examines the non-explored arena i.e. the transition phase of startups. Most of the previous research focused on the challenges and growth of startups but none to few talks about the critical transition phase which determines the long-term sustainability and scalability.

A major contribution of this research lies in examination of both- internal and external support enablers. The aforementioned theories on entrepreneurial orientation, resource capabilities, growth stages have been studies from the lens of startup and not from the lens of the transition of startups. Along with this, government support, social impact and demographics investigate their combined influence on startup-to-enterprise journey in this study. This study introduces social impact orientation as a fourth motivational determinant, an aspect which is tresearched most in social entrepreneurship but not in the transition of commercialised startups. This determinant that has received limited empirical attention in existing literature, especially within a regional Indian context.

The study also contributes original region-specific evidence from Gujarat—one of India's most prominent startup states. By focusing on the districts that have received huge entrepreneurial ecosystem support such as Ahmedabad, Surat, Vadodara, Rajkot, Gandhinagar, and Kutch, and including startups across diverse sectors as well, the research offers an understanding of how regional ecosystem conditions assist on startups transition.

Practically, the findings provide insights for startup founders, policymakers, incubation centres, mentors, and ecosystem enablers. The research assists entrepreneurs in identifying the internal capabilities and strategic orientations that are essential for enterprise transition. Additionally, it provides policymakers and support institutions with guidance on the development of interventions that are more impactful, stage-specific, and targeted. The study supports improvements in startup support systems based on evidence by finding gaps between the availability of policies and their successful usage. Lastly, this study is a useful for future researchers who want to understand about how regional startups scale and how ecosystems drive entrepreneurship.

F. METHODOLOGY OF RESEARCH, RESULTS / COMPARISONS

The research design adopted for the present study is descriptive and analytical and the nature of the research is quantitative. Primary data were collected through a structured questionnaire from startup founders/co-founders, and decision-makers functioning in Gujarat. The questionnaire was designed using a five-point Likert scale. This questionnaire was developed using inputs from literature review and pre-test and was tested through pilot study of 65 entrepreneurs as well.

The study considered startups operating for close to ten years, as defined under the Startup India definition. Data were collected from major districts of Gujarat, namely Ahmedabad, Vadodara, Surat, Rajkot, Gandhinagar, and Kutch. A purposive sampling technique was employed to collect data from relevant respondents. For data analysis, Statistical Package for Social Sciences (SPSS) was used. Analytical techniques such as descriptive statistics, reliability analysis, correlation analysis, regression analysis, and ANOVA were applied to test the hypotheses of the study.

Table F1: Research Methodology Overview

Component	**Description**
Research Design	Descriptive and Analytical
Research Approach	Quantitative
Nature of Data	Primary Data
Data Collection Tool	Structured Questionnaire
Measurement Scale	5-point Likert Scale
Population	Startups operating for less than 10 years
Sampling Technique	Purposive Sampling
Sample Size	201 Startups
Study Area	Ahmedabad, Gandhinagar, Vadodara, Surat, Rajkot, Kutch
Data Analysis Tools	SPSS
Statistical Techniques	Descriptive, Reliability, Correlation, Regression, ANOVA

Results:

Data analysis is derived from startups across different districts in Gujarat, including Ahmedabad, Gandhinagar, Vadodara, Surat, Rajkot, Kutch. A total of 201 responses were collected including offline and online. The respondents represent a varied demographic profile in terms of gender, experience, age, education, and family business background. For example, 26.9% of the respondents were female and 73.1% respondents were male.

The hypothesis of the study is divided into four parts:

I. To examine the influence of key determinants on the Journey of Startups to Enterprises
II. To study various government schemes that impact journey of startups
III. To study the effect of demographic variables on the factors that impact journey of startups
IV. To study the factors influencing the key determinants for the journey of Startups to Enterprises

Findings for Hypothesis of the Study:

Objective 1: To examine the influence of key determinants on the Journey of Startups to Enterprises

The examination of the influence of key determinants on the Journey of Startups to Enterprises, regression analysis was applied. The results indicate that Entrepreneurial Orientation has a significant direct influence on the journey of startups to enterprises. The key indicators of entrepreneurial orientation that were asked were about innovativeness, proactiveness and risk-taking behaviour that is exhibited by entrepreneurs that likely progresses towards enterprise journey. Furthermore, the findings reveal that mentorship, social impact and government schemes awareness do not exhibit a significant direct influence on the journey of startups to enterprise.

Objective 2: To examine the role of government schemes awareness on the Journey of Startups to Enterprises

The role of government support and policy awareness were analysed with regression and ANOVA. The results reveal that awareness about government schemes does not have a

significant direct impact on the journey of startups to enterprises. This also implies that mere awareness of policy and initiatives endorsed by Government isn't sufficient to ensure that a startup will transition into enterprise. The findings also indicate that government support mechanisms function efficiently as facilitators rather than direct growth drivers.

Objective 3: To examine the influence of demographic variables on journey of startups to enterprise

To study the effect of demographic variables on the Journey of Startups to Enterprises as dependent variables, independent sample t-tests and one-way ANOVA was applied. The results reveal that gender, educational qualification, and family business background show a significant difference influencing the journey of startups to enterprises. This also suggests that educational preparedness and prior knowledge and/or exposure to business environments contribute positively to enterprise transition. However, the findings also reveal that age and prior work/experience in the same field of startup or another does not make any significant impact on the startup-to-enterprise journey. This indicates that enterprise transition is less dependent on chronological age of an entrepreneur or experienced by work orientation.

Objective 4: ***To examine the influence of factors impacting the Journey of Startups to Enterprises***

To assess the influence of factors on the key determinants for the journey of Startups, regression analysis was applied. The results reveal that Resource Capabilities and Incubation Support have a significant influence on Entrepreneurial Orientation, indicating that access to resources-human, financial as well as organizational resources, along with structured incubation environments, strengthens entrepreneurial behaviour. However, Mentorship does not show a significant direct influence on Entrepreneurial Orientation, suggesting that mentoring alone may not be sufficient to shape the strategic orientation without the presence of supporting drivers and resources. Further analysis reveals that Mentorship and Resource Capabilities have a statistically significant influence on Government Schemes Awareness, indicating that mentors and resource availability for startups becomes more easily accessible as they act as critical intermediaries between startups and initiatives designed for the growth of startups.

The overall results indicate that the transition of startups to enterprises is internal capability driven as well ecosystem support driven process. Internal determinants such as Entrepreneurial Orientation play a direct role, whereas ecosystem drivers including mentorship, incubation, and government policies and support play an indirect role by influencing the internal capabilities strongly. Demographic factors such as gender, educational qualification, and family business background influence the journey of startups to enterprise reinforcing the importance of exposure and education over age or experience alone.

G. ACHIEVEMENTS WITH RESPECT TO OBJECTIVES

To test the objectives of the study, regression analysis was applied. The analysis is based on data collected from 201 startup founders/co-founders operating across Gujarat, providing an empirical base for understanding startup to enterprise transition.

The findings of the study are presented objective-wise below:

Objective 1: To study the determinants that influence the journey of startups to enterprises

The above objective was analyzed through the hypothesis that Entrepreneurial Orientation has a significant influence on the Journey of Startups to Enterprises. The findings exhibit that Entrepreneurial Orientation in fact has a significant influence on the journey of startups to enterprises. This also indicates that startup entrepreneurs that exhibit higher levels of innovativeness, proactiveness, and calculated risk-taking demonstrate stronger enterprise transition. In contrast, the analysis indicates that Social Impact and Mentorship do not exhibit significant direct influence on the startup-to-enterprise journey. This further suggests that these determinants do not independently create the transition although they are important from ecosystem and value-creation perspective.

Table F2: Objective 1 Hypothesis and results

Objectives	Hypothesis	P value	Result	Interpretation
Objective 1	**H1:** Entrepreneurial Orientation has no significant influence on the Journey of Startups to Enterprises.	0.002	Fail to reject	Hence, the researcher interprets that entrepreneurial orientation has a significant direct influence on the journey of startups to enterprise.
	H2: Social Impact has no significant influence on the Journey of Startups to Enterprises.	0.083	Rejected	Hence, the researcher interprets that social impact has no significant direct influence on the journey of startups to enterprise.
	H3: Mentorship has no significant influence on	0.158	Rejected	Hence, the researcher interprets that mentorship has

	the Journey of Startups to Enterprises.			no significant direct influence on the journey of startups to enterprise.

Objective 2: To study the role of government schemes awareness in the journey of startups to enterprises

The above objective was analysed through the hypothesis Government Schemes Awareness has its impact on the influence of on the Journey of Startups to Enterprises. The findings reveal that Government Schemes Awareness does not have a significant direct influence on the journey of startups to enterprises. This indicates that mere awareness of policies, incentives and schemes endorsed by the Indian government for startup's assistance and growth does not independently lead to transition of startups to enterprise. This also suggests that the government schemes awareness is largely dependent on complementary factors such as internal capability readiness, entrepreneurial orientation, and effective facilitation through mentors and incubation support.

Table F3: Objective 2 Hypothesis and results

Objectives	Hypothesis	P value	Result	Interpretation
Objective 2	**H4:** Government Scheme Awareness has no significant influence on the Journey of Startups to Enterprises.	0.618	Rejected	Hence, the researcher interprets that government schemes awareness has no significant direct influence on the journey of startups to enterprise.

Objective 3: To examine the influence of demographic variables on journey of startups to enterprise

The above objective was analyzed through the hypothesis whether demographic variables exhibit a significant difference on the journey of startups to enterprise. Demographic variables

such as Age, Gender, Educational Qualification, Work Experience, and Family Business Background were taken into consideration.

The findings reveal that Gender, Educational Qualification, and Family Business Background have a significant influence on the journey of startups to enterprises whereas prior work experience and age don't have a significant influence on the journey of startups to enterprises. This also indicates that higher educational attainment and exposure to business environments demonstrate stronger enterprise transition outcomes. In contrast, the analysis indicates that chronological Age and Prior Work Experience do not exhibit significant influence on the startup-to-enterprise journey.

Table F4: Objective 3 Hypothesis and results

Objectives	Hypothesis	P value	Result	Interpretation
Objective 3	**H5a:** Gender has no significant influence on the Journey of Startups to Enterprises.	0.029	Rejected	Hence, the researcher interprets that gender plays a differential role on the journey of startups to enterprise.
	H5b: Age has no significant influence on the Journey of Startups to Enterprises.	0.125	Fail to reject	Age alone does not significantly determine enterprise transition, suggesting that maturity in years is less critical than strategic orientation and capability readiness.
	H5c: Education has no significant influence on the Journey of Startups to Enterprises.	0.030	Rejected	Educational background positively influences enterprise transition by enhancing decision-making ability, strategic thinking, and opportunity recognition.
	H5d: Experience has no significant	0.549	Fail to reject	Prior experience does not independently guarantee

	influence on the Journey of Startups to Enterprises.			enterprise success, indicating that experience must be complemented by innovation and strategic adaptability.
	H5e: Family Business Background has no significant influence on the Journey of Startups to Enterprises.	0.012	Rejected	Exposure to family business environments contributes positively to enterprise transition through early business exposure, risk familiarity, and managerial learning.

Objective 4: To study the factors influencing the key determinants for the journey of Startups to Enterprises

The above objective was analyzed through the hypothesis of various ecosystem factors that influence the determinants that leads to the journey of startups to enterprise.

analysis of ecosystem factors, namely Resource Capabilities, Incubation Support, and Mentorship, and their influence on key determinants such as Entrepreneurial Orientation and Government Schemes Awareness.

The findings reveal that Resource Capabilities and Incubation Support have a significant influence on Entrepreneurial Orientation. This indicates that access to financial resources, skilled human capital, organizational systems, and structured incubation environments strengthens entrepreneurial behaviour among startup founders, thereby indirectly supporting the transition of startups into enterprises.

In contrast, the analysis indicates that Mentorship does not exhibit a significant direct influence on Entrepreneurial Orientation. However, the findings further reveal that Mentorship and Resource Capabilities have a significant influence on Government Schemes Awareness, suggesting that these ecosystem factors play an important facilitative role in enhancing startups' understanding, accessibility, and utilization of government support mechanisms.

Table F5: Objective 4 Hypothesis and results

Objectives	Hypothesis	P value	Result	Interpretation
Objective 4	**H6:** Resource Capabilities have no significant influence on Entrepreneurial Orientation.	0.000	Rejected	Access to financial, human, and operational resources strengthens entrepreneurial mindset by enabling experimentation, innovation, and proactive behavior.
	H7: Incubation has no significant influence on Entrepreneurial Orientation.	0.000	Rejected	Incubation environments significantly enhance entrepreneurial orientation by providing structured support, learning opportunities, and ecosystem exposure.
	H8: Mentorship has no significant influence on Entrepreneurial Orientation.	0.000	Rejected	Mentorship alone does not directly shape entrepreneurial orientation unless supported by structured incubation or resource availability.
	H9: Mentorship has no significant influence on Government Scheme Awareness.	0.001	Rejected	Mentorship plays a critical informational role in improving startups' awareness and understanding of government schemes and policy benefits.
	H10: Resource Capabilities have no significant influence	0.000	Rejected	Resource-rich startups are better positioned to access information and navigate

	on Government Scheme Awareness.			policy frameworks, resulting in higher government scheme awareness.

H. CONCLUSION

The present study offers empirical insights into the determinants shaping the transition of startups into sustainable enterprises within the state of Gujarat. The findings establish that Entrepreneurial Orientation has evolved as the most critical internal determinant of enterprise transition. This indicates that startup entrepreneurs that exhibit high levels of proactiveness innovativeness and risk-taking traits demonstrate that they show readiness and scalability towards enterprise.

The analysis further reveals that social impact and mentorship do not directly influence the transition from startup to enterprise. These determinants operate as complimentary dimension supporting as the factors that influence the determinants for the sustainability and scalability of startups to enterprises. These determinants' indirect role is in strengthening internal entrepreneurial capabilities, government schemes awareness and creating an ecosystem that serve as catalyst for enterprise evolution.

The findings related to Government scheme awareness indicates that there is no direct influence of the awareness aspect on the startup transition. Although Gujarat is well known for its robust policy environment, the effectiveness of these initiatives depends on startups ability to leverage them. Hence, their inclusion through educational institutions, short term courses, mentorship and incubation facilities will likely enlarge the impact as well. This highlights that there is need for better alignment between policy design and entrepreneurial capability development.

The study also demonstrates that demographic factors such as education level, gender, and family background significantly influence the entrepreneurial journey, whereas age and prior experience show no direct impact. These results underscore the importance of specialized education and exposure to entrepreneurial background plays a significant role in the transition of startups to enterprise whereas chronological age or prior experience of work plays no significant role.

Overall, the study suggests that stage-wise interpretation and alignment-based ecosystem-based of startup needs to be explored where support mechanism such as mentorship and incubation create awareness about government schemes and connects them to the need of the startup. This will assist in the transition of the startup to enterprise. This will emerge as an interactive process where the individual capabilities and ecosystem alignment functions for the progress of startup to enterprise transition.

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