
Entrepreneurial Intention and the Moderating Role of Gender

Evidence From Ipmi International Business School In Jakarta

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Abstract

Despite having the highest contribution to Indonesia GDP, the ratio of an entrepreneur to total population is only 1,7% compared to our neighbor countries Women entrepreneurs make up the majority of the founders of medium-small and enterprises, and there is a clear gap between the younger (under 35) and older generations (over 35). The study aims to investigate the intention to become an entrepreneur in the young generation in higher education and to analyze the re of gender in the relationship between entrepreneurial intention and personal attitude, subjective norms, and perceived behavioral control. This study develops a framework cross-sectional time frame in IPMI International Business School. The result demonstrates that the mean value of entrepreneurial intention was high, and there is a positive and significant effect between perceived behavioral control, personal attitude, and entrepreneurial intention. Surprisingly the subjective norms did not have a positive significant impact on entrepreneurial intention. The result indicates that students' intention is high and gender moderated the relationships between entrepreneurial intention and persona attitude, and subjective norms, however, there is no significant effect between subjective norms and entrepreneurial intention This study fills a gap in the entrepreneurship body of knowledge by providing evidence gender moderates the relationship between personal attitude and entrepreneurial intention and between perceived behavioral control and entrepreneurial intention. This study is an empirical study that uses a SmartPLS3 with data taken from the

survey of 74 students in IPMI Business School in Jakarta. The study suggests that students in universities have high intention to become an entrepreneur, and the school can gain the highest entrepreneurial intention by introducing the innovative method in teaching entrepreneurship, especially to women.

Keywords: corporate entrepreneurship, intrapreneurship, entrepreneurship attitudes, Internal Corporate New Business Venturing, Innovation Performance, Corporate Entrepreneurship Climate

I. INTRODUCTION

Micro small and medium enterprises (MSMEs), are the drivers of economic growth and innovation in APEC economies, making up over 97% of total enterprises and employing over 50% of the workforce across the region (Asia Pacific Foundation of Canada, 2018). In Indonesia MSMEs account for over 99 percent of all firms in Indonesia, employing over 99 million people. According to the 2018 Survey of Entrepreneurs, indicating that MSMEs in Indonesia fall largely into the “micro” categorization, with 67.9% of annual revenues is less than IDR300M Despite having the highest contribution to Indonesia GDP, the ratio of an entrepreneur to total population is only 1,7% compare to our neighbor country like Singapore Malaysia and Thailand. Nearly three-quarters (73.6%) of entrepreneurs are in one of three industries: food processing, retail or wholesale; materials or manufacturing, restaurant or food, and beverage services. Although education level and international exposure of young people is not high, many of young people in Indonesia have highest intention to become an entrepreneur compare to its ASEAN countries (weforum.org 2019) One of the greatest challenges facing Indonesia is finding space for younger workers to enter the formal economy. Creating programs that provide formal training and encourage developing entrepreneurial skills at the high-school and university level has the opportunity to equip aspiring entrepreneurs with skills to succeed once they enter the labor market. The development of entrepreneurial skills, especially at the high-school and university level, will help young Indonesians thrive. This will not only benefit the youth of Indonesia but also allow for the development of an increased capacity to innovate and enter the micro small and medium enterprise sector straight out of high school and bachelor's degrees. While entrepreneurship offers an avenue toward formal economy employment, the ratio of an entrepreneur to total population in Indonesia is still low (1.7%) and often the motivation for “entrepreneurial” self-employment occurs as a result of a lack of job opportunities in the formal economy, not

because of the intrinsic motivation, or strong willingness of individuals to perform entrepreneurial behavior.

According to Rasli et al. (2013), the intention of entrepreneurship is a mind that encourages individuals to do something. In this study, it is to encourage a person to do business. It is a starter to strengthen the spirit of planning and conducting business more. Dose & Walter (2010) defined entrepreneurial intention as the willingness of individuals to perform entrepreneurial behavior, to engage in entrepreneurial action, to be self-employed, or to establish a new business. These are supported by Zain, Akram & Ghani (2010), which states that it usually involves inner guts, ambition, and the feeling to stand on one's feet. According to Ajzen (1991) entrepreneurial intention is the immediate antecedent of behavior towards entrepreneurialism. He claimed that entrepreneurial behavior is not performed mindlessly but follows reasonably and consistently from the behavior-relevant information and behavior reinforced towards rewarding events. Before actually performing entrepreneurial behavior, the intention might be affected by numerous factors, such as needs, wants, values, beliefs, and habits (Lihan and Chen, 2009; Bird, 1988; Lee and Wong, 2004). All of these things play an important role in influencing the intentions of becoming entrepreneurs.

During the past few years, there have been various studies in entrepreneurial behavior and intention which suggest raising the level of personal attitude, subjective norm, and perceived behavioral control to increase the number of entrepreneurs. According to the theory of planned behavior (TPB) (Ajzen, 2001) entrepreneurial intention is influenced by three-factor which are: 1) personal attitude, 2) subjective norm, and 3) perceived behavioral control. Ainin and Basbeth proposed a conceptual model of other support factors such as financial lending that also play an important role that affects entrepreneurial intention Krueger et al (2000) tested the attitude-intentions of students and found a significant influence of the attitude towards the behavior on intention. Yordanova and Tarrazon (2010) found that the more supportive subjective norm on entrepreneurial behavior, the stronger the individual's entrepreneurial intention. Ruhle, Muhlbauer, Ggrunhagen, and Rothenstein (2010) suggested that perceived behavioral control has a positive influence on a student's entrepreneurial intentions. However, Elfving et al (2009); Paco et al (2011) argued that self-efficacy does not have a significant direct effect on entrepreneurial intention. The inconsistency finding opens an opportunity that there is another factor that can affect the relationship between attitude and intention, such as gender. Cromie (1987) found that there are differences in motives for females and males to become entrepreneurs. Women become entrepreneurs less focused on earning money but become entrepreneurs because of job uncertainty. They look to become entrepreneurs as one way to fulfill their career satisfaction. Unlike men who focus on making

money for family living. As very limited research done especially on the factor affecting the intention to become an entrepreneur in business school students and the moderating role of gender. Addressing this need this study attempts to confirm the TPB framework and to test the moderating effect of gender in the relationship between personal attitude, subjective norm, and perceived behavioral control and intention. The location that will be used as a context is IPMI International Business School, which was established in 1984 in Jakarta. IPMI has been known as a leading business school and one of the pioneers in Master of Business Administration education in Indonesia.

II. LITERATURE REVIEW

2.1 Theory of Planned Behaviour (TPB)

Entrepreneurship is an attitude that reflects an individual's motivation and capacity to identify an opportunity and to pursue it, to produce new value or economic success (Ajzen 1991, Shapero 1982). Entrepreneurship has a passive and active component with a propensity to induce changes oneself, but also the ability to welcome and support innovation brought by external factors by welcoming change, taking responsibility for one's actions, positive or negative, to finish what we start, to know where we are going to set objective and meet them, and have the motivation to succeed. (Shapero-Sokol, 1982). Important aspects of entrepreneurship can be summarized as identifying one's strengths and weaknesses, displaying proactive behavior, being curious and creative, understanding risk, responding positively to changes, and the disposition to show initiative (Shapero-Sokol, 1982). Entrepreneurship requires time, involving both considerable planning and a high degree of cognitive processing. TPB is an extension of the Theory of Reasoned Action (TRA; Fishbein & Ajzen, 1975), which has been the dominant theoretical approach to guide research on health-related behavior for the past three decades. The theory is well recognized amongst researchers and is also familiar to many students, practitioners, and policy-makers (Sniehotta, Presseau, & Araújo-Soares, 2015). The most frequently used theoretical framework in major studies of entrepreneurial intention is the Theory of Planned Behavior (TPB) (van Gelderen et al. 2006). The roots of TPB can be found in the model of Bird (1988) about entrepreneurial intentionality; factors that determine intentions as presented by van Gelderen et al. (2006), which are: attitude subjective norms, perceived behavioral control, perceived control liability of behavior self-efficacy, and perceived desirability and feasibility. Though criticized as a model with a limited predictive validity in recent years by some scholars, (e.g. Sinohuetta et al., 2015), TPB still stands as a validated solution to the construction of research in

entrepreneurial intent. Entrepreneurship is considered as a type of planned behavior for which the intention models are ideally convenient in understanding the business venture formation intentions (Krueger et al., 2000).

2.2. Relationship between Personal Attitude and Entrepreneurial Intention

Personal attitude (PA) is the degree to which the person holds a positive or negative individual attitude around being a business person (Liñán, 2004). Personal attitude moreover alludes to an individual's recognition of the allure to perform an entrepreneurial movement (Tshikovhi & Shambare, 2015) The more positive the conclusion result is the way better and more discerning recognitions to carry out certain practices. While to Fayolle, Liñán, and Moriano (2014) personal attitude could be a degree of commitment towards beginning entrepreneurship and the will to cost towards entrepreneurial activities. (Liñán, Rodríguez-Cohard, & Rueda-Cantuche, 2011) state that personal attitude is impacted by the entirety of all the feelings and sentiments of the fulfillment of a person experienced amid the learning stage of the examined subject. Walter and Dohse (2009) found that the individual state of mind toward the conduct has a coordinated and positive impact on entrepreneurial intention. Agreeing to it, Wales et al. (2013) outlined the result of a solid impact on the eagerly in which the behavior is a variable closely related to a variety of attitudes that leads to entrepreneurial intention. Other than that, (Krueger Jr et al., 2000) tested the link of personal attitude to intentions and found a positive impact on personal attitude to entrepreneurial intention. Based on the above explanation, the below hypothesis is shaped;

H1: Personal attitude positively influence entrepreneurial intention

2.3 Relationship between Subjective Norm and Entrepreneurial Intention

Subjective norms according to Sniehotta et al. (2015), is the view of a person affected by others. According to (Wedayanti & Giantari, 2016), subjective norms are the perceives that are considered imperative by people who encourage the person to perform or not perform certain practices and inspiration by a readiness to do or not do something that was considered imperative. Ajzen (1991) characterizes that subjective norms have alluded to the discernment that "reference people" would favor the choice to be an entrepreneur. Whereas according to Sousa, Cruz, and Wilks (2018), the subjective norm is the individual's conviction in complying with the information or recommendations of individuals around them to take an interest in different exercises. Based on these three definitions, in this study, we use the definition of subjective standards developed by (Ajzen, 2001) subjective norm is the recognition of

reference individuals that would favor the choice in a business career. According to Ajzen (1991), pressure from family, companions, and society impacts one's conduct to be a business person. Ajzen (1991) moreover, portrays these subjective norms that may come from individuals or environments that are near to us or ordinary things that we frequently do. This coincides with Kolvereid and Bullvag (1996) statement that family influencing entrepreneurial intention. Kolvereid and Isaksen (2006) found that subjective norms are related to entrepreneurial intention. However, Liñán and Chen (2009) found that there was no critical relationship between subjective norm and entrepreneurial intention. Yordanova and Tarrazon (2010) found that the stronger the subjective norm on entrepreneurial conduct, the more grounded the individual's entrepreneurial intention. Based on the accumulated evidence showing on the effect of subjective norms on entrepreneurial intention, this study seeks to test the following hypothesize:

H2: Subjective norm positively influences firm performance

2.4 Relationship between Perceived Behavioural Control and Entrepreneurial Intention

Ajzen (2002) characterizes perceived behavioral control (PBC) as a calculation on reviving to the affluence or trouble performing the conduct seen by individuals and it is reflecting past involvement as well as expected hindrance and obstacles. This definition suggests that perceived behavioral control reflects a level of confidence to perform an activity (Ajzen, 2002) moreover considers that perceived behavioral control could be a concept to some degree more extensive than self-efficacy. It is incorporated to a degree of controllability (the degree to which effectively performing the conduct is up to the individual). Perceived behavioral control is specified within the shape of self-efficacy is a condition where individuals accept that conduct is simple or troublesome to do (Díaz-García, Sáez-Martínez, & Jiménez-Moreno, 2015). Perceived behavioral control is the recognition of a person of the ease or trouble in carrying out the assignment in opening a new company (Díaz-García et al., 2015). Based on Samuel, Ernest, and Awuah (2013) definition, perceived behavioral control is described as a control that alludes to the degree to which the person feels able of performing the conduct. The more prominent the feeling of behavioral control, the more grounded will be deliberate to perform the conduct. Pihie and Akmaliah (2009); Ruhle, Mühlbauer, Grünhagen, and Rothenstein (2010) recommended that perceived behavioral control has a positive impact on a student's entrepreneurial intention. In any case, Elfving, Brännback, and Carsrud (2009) and Raposo and Do Paço (2011) contended that the more prominent the person accepts that he can be a fruitful business person with a tall likelihood of succeeding; the more grounded in

the entrepreneurial intention. Based on the accumulated evidence showing the effect of perceived behavioral control on entrepreneurial intention, this study seeks to test the following hypothesize:

H3: Subjective norm positively influences firm performance

2.5 The Moderating Effect of Gender

Cromie (1987) found that there are contrasts in thought processes for ladies and men to get to be business visionaries. Ladies ended up business people less centered on gaining cash but ended up business visionaries since of work instability. They seem to be business people as one way to satisfy their career fulfillment. Not at all like men who center on making cash for family living. This coincides with Carter (2003) who sees that men assess monetary variables and get to be more inventive as the objective of getting to be a business visionary. In expansion, agreeing to Claim (2002) ladies put the next esteem on non-wage angles of self-employment than men and this is often in line with what Georgellis and Wall (2005) state that ladies make enterprise part-time instead of men who make business as the most specialist in winning pay. Men are more genuine to be a business person and center as it were on getting to be a business person than a lady admirably makes it a side work fair to fill time. Whereas Kirk and Belovics (2006) conclude that ladies ended up business visionaries to adjust their employments and families, whereas men look for riches' creation or financial advancement. Based on the accumulated evidence showing the effect of gender on entrepreneurial intention, and entrepreneurial intention affected by personal attitude, subjective norms, and perceived behavioral control hence we draw a research framework (Figure 1)

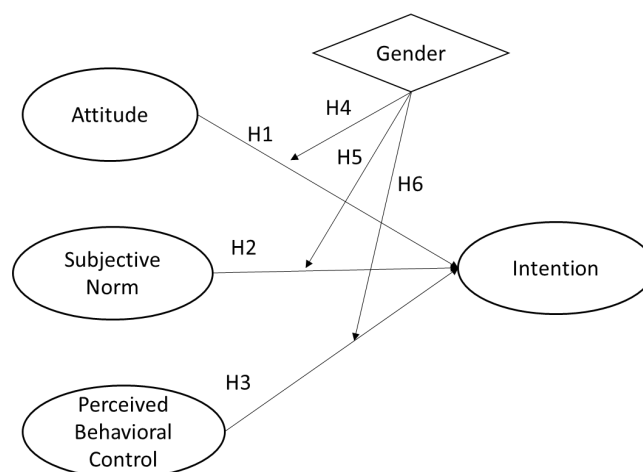


Figure 1 Theoretical framework

The research framework as can be seen in Figure 1 seeks outlined to test the following hypothesize:

- H4: Gender positively moderating the relationship between personal attitude and entrepreneurship intention
- H5: Gender positive moderating the relationships between Subjective Norms and entrepreneurship intention
- H6: Gender positive moderating the relationships between perceived behavioral control and entrepreneurship intention

III. RESEARCH METHOD

The research was conducted by exploring concepts and theories relevant to research activities to support efforts to prove the model that was built and to predict the results to be obtained so that the goal was prediction oriented. Data were collected using a survey questionnaire to IPMI students in undergraduate and graduate programs in IPMI business school. The sampling method used is probability sampling using proportionate stratified random sampling among bachelor and a master's degree student in IPMI business school. Based on (Creswell, 2009), probability sampling is that each person within the population has the same chance of being picked. According to Sekaran and Bougie (2009), probability sampling is used when representativeness is of importance in the interests of wider generalizability. Besides, proportionate random sampling is considered most efficient and is a good choice when differentiated information is desired about various strata within the population from data provided by different genders in the two-study program included in the study.

The present study employs a questionnaire survey approach to collect data, and all independent and dependent variables require five-point Likert-style responses ranging from 1 = "strongly disagree", through 3 = "neutral" to 5 = "strongly agree". Survey Questionnaires are designed in light of the theoretical background of TPB (Ajzen, 1991). The definitions and operational variables in this study are as follows: Variables personal attitude, subjective norm, perceived behavioral control was measured as multi-dimensional variables, and the entrepreneurial intention was measured in terms of unidimensional, reflected by the number of items in questionnaires (Sniehotta et al.). The moderation by gender is in terms of categorical (female or male), which modifies the original relationship between the independent and dependent variables, (Bougie & Sekaran, 2017). The result is measured by using a Likert

scale which sets on a five-point scale (with 1= strongly disagree, 2= disagree, 3= neutral which neither agree nor disagree, 4 = agree, 5= strongly agree). To test the model, PLS-SEM will be employed using SmartPLS3 software. This tool is particularly suitable for small samples with complex models; a prediction-oriented method that does not require strong theory (Henseler et al., 2014).

VI. RESULT

Respondents of this study consisted of males (50%) and females (50%). The majority of the respondents were students in the master of business administration program (71%), while 29% were in the undergraduate program. The mean value of entrepreneurial intention (EI) is high (3.82), with the score for males (3.88) is higher than the value perceived by the female (3.76). The means value of personal attitude (4.18) with the score for male (4.01) and female (3.88), Subjective norms mean value (4.29) with the score for male was higher than a mate. After evaluating the variables, the model as shown in Figure 2 was evaluated using criteria of measurement and structural model

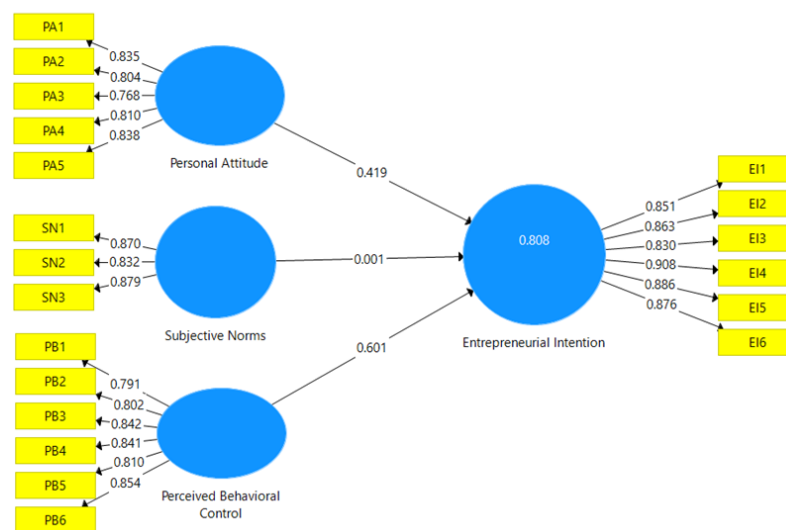


Figure 2. Research model

Source: author, 2020

Evaluation of the measurement model has been accomplished through three criteria for reflective measurement models 1) internal consistency 2) convergent validity 3) discriminant validity (Hair Jr, Hult, Ringle, & Sarstedt, 2014). Firstly, internal consistency

reliability can be accomplished by composite reliability and/or Cronbach's alpha coefficient tests. Composite reliability is considered more suitable for PLS because it does not assume equal indicator loadings (Becker, Klein, & Wetzels, 2012; Hair et al., 2014; Wilden et al., 2013). While Cronbach's alpha assumes equal indicator loadings, should exceed 0.70. The measurement model test shows that all outer loading is above 0.7, internal consistency and reliability, shown by Cronbach's Alpha and composite reliability are above 0.7. For convergent validity, the outer loadings are greater than 0.7, and yield an AVE higher than 0.5 indicates the convergent validity criterion is fulfilled Hair et al. (2014). To establish discriminant validity, we evaluate the cross-loading and Fornell-Larcker, HTMT, and observe that all criterion was fulfilled. Further, we tested the HTMT values are significantly different from 1, therefore discriminant validity is established.

The structural model next was evaluated in PLS-SEM using some criteria collinearity (VIF), path coefficient, the level of (R^2), the (f^2) effect size (Hair Jr et al., 2014). The result of the evaluation was shown in Table 1.

Table 1 Result of hypothesis for both female and male

Relationship	Path coefficient	R^2	VIF	f^2	T value	p value	Remarks
Personal Attitude <input type="checkbox"/> Entrepreneurial Intention	0.419	0.808	1.432	0.725	5.965	0.00	H1 Supported
Subjective Norm <input type="checkbox"/> Entrepreneurial Intention	0.001		1.528	0.061	0.022	0.982	H2 not Supported
Perceived Behavioral Control <input type="checkbox"/> Entrepreneurial Intention	0.601		1.178	1.368	8.747	0.00	H3 Supported

Note: *Significant at 0.05(1-tailed)

Table 1 can be seen that the R^2 of EI is 0.808 (substantial). which indicates high variance accounted for variable endogenous. The inner VIF values reported for all numbers are below 5, indicating that all construct free from the collinearity problem. The result in the relationship between PA to EI showed that PA has a positive effect on EI with a high value of

path coefficient 0.419 with t-value, and p-value (5.965 and 0.000), means Hypothesis 1 is supported. The relationship between SN to EI, shown by a low value of path coefficient (0.001), with t-stats and p-value (0.022 and 0.982) indicates that Hypothesis 2 is not supported. Finally, PBC has a positive effect and is significantly related to the entrepreneurial intention with path coefficient 0.423, and t-stats and p-value (2.368, and 0.018), therefore Hypothesis 3 is supported.

To test the moderating role of gender in the relationship between personal attitude, subjective norm, perceived behavioral control, and EI, we test the measurement model and structural model separately for females and males. These hypotheses were tested utilizing the SmartPLS3 bootstrapping technique with 5000 subsamples to assess path coefficients' significance and t values to test the predictive and moderating potential of gender. The result was summarized in Table 2.

Table 2. Result of hypothesis testing separately female and male

Relationship	Male Student			Female Student			Remarks
	Path coefficient	T Statistics	P Values	Path coefficient	T Statistics	P Values	
Personal Attitude <input type="checkbox"/> Entrepreneurial Intention	0.443	4.133	0.000	0.464	4.237	0.000	H4 Supported
Subjective Norm <input type="checkbox"/> Entrepreneurial Intention	0.033	0.366	0.714	0.1	1.246	0.213	H5 not Supported
Perceived Behavioral Control <input type="checkbox"/> Entrepreneurial Intention	0.565	5.468	0.000	0.619	7.577	0.000	H6 Supported

Note: *Significant at 0.05(1-tailed)

The result shows that the relationship between PA and EI, the path coefficient for the female student is (0.464) while for the male is (0.443), indicates that the relationship is

stronger for females. The result also has shown that gender moderated the relationship between PB and EI. In the relationship between PBC and EI, the path coefficient for the female is (0.691), and for male (0.565) significant at t value (7.577) and p-value (0.000), indicate that gender moderated the relationship between PBC and EI. Even though gender moderated the relationship between PA and EI, and PB and EI, it was found that gender did not moderate the relationship between SN and EI. Both relationships were not significant at t value (0.366) and p-value (0.714) for male and t value (0.1) and p-value (1.246).

V. DISCUSSION AND RESEARCH IMPLICATION

This study analyses the level of entrepreneurial intention, the result showed the mean value of entrepreneurial intention is high (3.82), which will be a point of reference for entrepreneurial development in the future. The highest mean (4.07) given for question no 6 “I have the firm intention to start a firm someday”. This could be interpreted that the student has the intention that someday they will start a firm. The mean value of EI for males (3.88) is higher than the value perceived by the female (3.76). This could be interpreted male have more intention to be an entrepreneur. Personal attitude has the highest mean score (4.18) it can be interpreted that most students agree if they had the opportunity and resources, they would like to start a firm. The mean value for male (4.01) is higher than females (3.88), and can be interpreted that male hold strong individual perspectives around being a business person. Subjective norms mean value (4.29) show that friends have the biggest influence on a decision on becoming an entrepreneur and male was more influenced by friends than female.

The relationship between PA and EI was significant and consistent with several previous studies regarding the relationship between personal attitude and entrepreneurial intention, for example by Dohse and Walter (2009); Rodrigues and Dinis (2001) found understanding PA significantly related to EI. A reason for the positive correlation between PA with EI in the current study's context of the students in IPMI is that students are able to perceive their attitude in opening a new firm before they can behave like an entrepreneur. The result as shown that gender moderated the relationship between PA and EI, which consistent with previous research of previous research has shown that gender influences entrepreneurial intention the path coefficient for the female student is (0.464) while for the male is (0.443), indicate that the relationship is stronger for female. This can be explained from the view of culture which believes that a female was not meant to be a breadwinner therefore becoming an entrepreneur is a choice for women. Women entrepreneurs to be more autonomous, more

positive, have better common sense, think more critically, and have a greater resolve to be successful than men (Indarti et al., 2010, Reynolds, 2000).

Perceived behavioral control positively affects entrepreneurial intention in a significant way. This can be interpreted as the more students believe that they can be a successful business person the stronger the entrepreneurial intention. Perceiving attitude accurately increases the ability to lead to entrepreneurial behavior. This finding supported the previous study of Basu and Virick (2008); Zaidatol Akmaliah, Lope Pihie (2009); Ruhle, Muhlbauer, Ggrunhagen, and Rothenstein (2010). The result also has shown that gender moderated the relationship between PB and EI, which is consistent with previous research (Kwong et al., 2009, Neelakantan, 2010, Wagner, 2007). The effect of perceived behavioral control on entrepreneurial intention for the female is stronger with the path coefficient (0.691) than for males (0.565). This finding can be explained that female students are capable of overcoming a certain degree of fear of failure which can affect entrepreneurial aspirations (Arano et al., 2010, Langowitz and Minniti, 2007, Minniti, 2009).

The relationship between a male student's Subjective Norm on entrepreneurial intention has not supported the hypothesis. This can be interpreted that since the respondent is in higher education, the approval or opinion from friends, colleagues, and family was not affecting the decision to become an entrepreneur. The finding is consistent with Linan and Chen (2009) who found no critical relationship between subjective norm and entrepreneurial intention. Surprisingly that gender has not moderated the relationship between SN and EI. This possibly because both female and male was influenced at the same level by family, friends, or colleagues. Another possible reason could be due to culture, to start a new ventures female and male student will ask the opinion of family or friends before making a decision (Arenius and Minniti, 2005, Koellinger et al., 2007).

VI. CONCLUSION

The current study found high entrepreneurial intention levels among students in IPMI International business school, this answer the research's first objective. The second main objective was to evaluate the relationship between personal attitude and entrepreneurial intention. A positive significant predictive relationship was found between personal attitude and entrepreneurial intention. The third objective was to evaluate the relationship between subjective norm and entrepreneurial intention. A non-significant relationship was found between subjective norm and entrepreneurial intention. The fourth objective was to evaluate

the relationship between perceived behavioral control and entrepreneurial intention. A positive and significant relationship was found between perceived behavioral form and entrepreneurial intention.

The fifth, sixth and seventh objectives were to determine the role of gender as a moderator in the relationship between personal attitude, subjective norm, and perceived behavioral control and entrepreneurial leadership. There was a moderating effect of gender significant on the relationship between personal attitude and entrepreneurial intention, and between perceived behavioral control to entrepreneurial intention, while gender has no moderation effect on the relationship between subjective norm and entrepreneurial intention.

This particular research had many practical suggestions for student entrepreneurial intention. For both male and female, personal attitude is reflected the most by the expression that they would rather be an entrepreneur and their perception that if they tried to start a firm, they would have a high probability of succeeding, therefore the school IPMI should motivate more students to become entrepreneurs. more effort should be given to improving these factors using more cooperation with industry, venture capital, and government.

The limitation of the study is difficult to get 76 respondents involved with IPMI undergraduate student years 1, 2, 3, and 4, and IPMI graduate student years 1 and 2. Although this research, 76 respondents are used as a sample where the data collected using the sampling table provided by (Cohen, 1992) in arrange to get the accuracy on entrepreneurial intention among Business students in IPMI as the research subject conducted in this research. The researchers have restricted time, it becomes harder for the researchers in processing the data collection and leading to the dismissal of quality data. On the other hand, the lack of efficiency in creating this research is additionally a challenge for researchers to complete this research. This study was the researchers' second research proposal and it appears that researchers also have a lack of experience. Because of that, researchers were not masters in searching and finding journals as references and it will make the scope of analysis limited. Besides, few obstacles were faced by the researchers when distributing the questionnaires to 76 respondents. There are few respondents that refuse to answer the questionnaire and other people are answering the questionnaires but fail to understand and leading them to answer it in inappropriate ways.

There are some suggestions for future research based on findings from the current study. Subjective norm was not found to have a significant positive relationship with entrepreneurial intention. Also, gender did not moderate the relationship between subjective norm and entrepreneurial intention. A change in the variable measurement would give a

different path coefficient. An interesting future study could examine a variable such as innovativeness of curriculum as a moderator future research, and examine entrepreneurial intention levels among different generational groups from generation X, Y, and Z. That is because these age groups have been known to display different values, work ethics, and technological inclinations due to varying societal exposure to extremely different and changing circumstances in the past twenty years. As suggested by Hair et al. (2007), longitudinal studies are a better way to seek cause and effect relationships among variables at different periods. This could involve studying the outcomes of EI training programs and gauging their effectiveness A study can be done to compare the entrepreneurial intention towards other undergraduate and graduate students from other Universities.

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