



The Role of Self-Efficacy in Mediating the Effect of Entrepreneurial's Knowledge, Personality and Family Circles Against the Enterprise's Interest

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Abstract

The objective of this research was to find out the effect of entrepreneurs knowledge, personality, and family circles against the enterprise's interest. Moreover, this research aimed to find out how the intervening variable that was self-efficacy could influence the entrepreneurs knowledge, personality, and family circles into the enterprise's interest. This research used quantitative method. The subjects of this study were 83 participants from 5 SKB in entrepreneurship skills education courses who had undergone the education and training process in the districts and cities of Semarang. Collecting the data was questionnaire. The method of analysing the data was percentage descriptive, path analysis and sobel test. The result of the research showed that the variables of entrepreneurs knowledge, personality, and family circles influenced the enterprise's interest. The result of path test explained that the variables of entrepreneurs knowledge, personality, and family circles could use self-efficacy variable as the mediation because the total effect of each independent variable was larger than the direct one. The suggestion for this research is the participants must be actively involved in various activities which can strengthen the interest of becoming the successful entrepreneurs and pay attention to the activities of business people or entrepreneurs who have succeeded around them that can be used as a reference in developing business. In addition, SKB is expected to be able to take the right policy breakthrough in order to increase the entrepreneurship's interest of the participants in entrepreneurship skills education courses.

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INTRODUCTION

The Unemployment is the common issue faced by most countries in the world. Nowadays, the amount of people who have trouble in finding a job automatically increase the total of unemployment, especially in Indonesia. This situation is caused by the increase of the total citizen in this country, so that it increase the competition for the world work because the number of the jobs itself is not comparable with the number of the workforce, resulting in many educated people who have no job (Citradewi, 2016).

The issue of high unemployment can be minimized by means of entrepreneurship. It is the best solution which is programmed by the government in order to solve the issue of unemployment through education and skills in schools or courses institution, and also training from the goverment and private. This is in line with the statements of Macke and Marley (2003). "Area economics with high rates of entrepreneurship typically have strong economic performance and higher levels of prosperity." That statement explains that the number of unemployment people and also the poverty can be minimized if they have the courage to establish a new business or become an entrepreneur.

According to the 2003 National Education Law, the education path consists of formal, non-formal, and informal education which can complement and enrich each other. After the issuance of the 2016 Minister of Education and Culture Number 4 concerning the transfer of functions of Sanggar Kegiatan Belajar (SKB) into non-formal educational unit which explains that non-formal educational program is provided in order to empower the society through life-skill education, women-empowerment education, skills education and work training, and the other kind of education which is aimed to develop the ability of the students.

Based on those principal tasks and functions Sanggar Kegiatan Belajar (SKB) Semarang has implemented a course and training program by submitting an entrepreneurship training proposal to the Ministry of Education and Culture that is through a program called

Pendidikan Kecakapan Wirausaha (PKW) which has become a routine agenda every year.

However, practically, the course participants who have been trained in SKB mostly prefer to work either outside their resident or in the companies. According to the result of the first observation in SKB Semarang, that consition happened because of the lack of support from the family, lack of attitude and self-confidence, and also the thought that an entrepreneur will face uncertain situation, irregular income, and a lot of risks. Definitely, that kind of condition should be a serious concern of SKB Semarang to be able to prepare competent workers and have a high interest in entrepreneurship in accordance with the aim of that course program. One of the way to build the awareness to be an entrepreneur is by raising the entrepreneurial interest.

Fu'adi (2009) stated that the entrepreneurial interest is the urge, anxiety, and the individual willingness to work hard or has a strong will on his own ideas trying to fulfill their need, without any fear of the risks that they may get, can accept challenges, self-confidence, creative, inovative, and has the desire and skill to meet their need. Certainly, the interest of becomig an entrepreneur does not happen as it is, yet it should be raised by some factors. Khairani (2014: 139) stated that there are some factors which influence the entrepreneurial interest, i.e. (1) the internal factor, that is the stimulation from the environment or the scope which is suitable with the individual desire or need; (2) the social design factor, that is the individual interest on the object which is influenced by the internal and social design factors along with the emotional and feeling factors which give the influence to the object.

The planned behavior theory is the theory that underlies the formation of the individual's interest in carrying out certain activity which can be used to assess the entrepreneurial interest. Therefore, the model of planned behavior theory by Azjen (1991) is included in exploring the planned entrepreneurial behavior, because planned behavior theory is a conceptual framework which is used to explain the determinants of certain behavior.

In the perspective of personal value related to the self-efficacy or self-confidence, it also plays an important role in increasing the individual

entrepreneurial interest. According to (Suryana 2013:39), self-efficacy is the attitude and belief to start, do, and complete the tasks or jobs being faced. According to the result of the research which was done by (Oyeku et. al., 2014) it can be concluded that self-efficacy is the good predictor of entrepreneurial interest and also the strong predictor of business performance. If someone does not believe in his own skill, it means that he has small chance of interest to be an entrepreneur.

Moreover, the family circles, especially parents, they give an action as the directors for the future of their children, so that they can indirectly influence the children's work interest in the future, including in terms of entrepreneurship. According to Alma (2010: 8) the parents' occupation often shows that there is an inclination if the parents have their own job and open their own business, their children will be an entrepreneur. The situation in which the parents have their own business, it will be an inspiration for their children. The research which have been done by many previous researchers about the entrepreneurial interest show that there is a difference in result, so it becomes the research gap. Ermawati (2015) in her research about entrepreneurial knowledge showed that there is a contribution of the influence of entrepreneurial knowledge on a significant entrepreneurial interest. Nevertheless, her research was denied by Ernest, Matthew, and Samuel (2015) which concluded that attitude is the most influential factor to entrepreneurial activities compared to knowledge and skill competences. And then, Zulianto (2014) also obtained the result which showed the insignificant influence of entrepreneurship education on the entrepreneurial interest, and it was concluded that entrepreneurship knowledge did not give any influence to the entrepreneurial interest.

Family circles plays an important role in raising individual entrepreneurial interest because parents who have their own business is the inspiration in determining their children career. According to Syafii (2015), he concluded that the higher the influence of the family circles, the further increase of the entrepreneurial interest will be. Citradewi (2016) on her research showed that there is an insignificant positive impact between family circles and the entrepreneurial activity, and

it is concluded that family circles gives insignificant influence to the entrepreneurial activity. Nonetheless, her research was denied by Rokhimah (2016), according to the result of her research she showed that the result of entrepreneurial education is more dominant than family circles in influencing the entrepreneurial soul.

Then, Melyana (2015) on her research showed that the self-efficacy variable proved in mediating the influence of entrepreneurial attitude and knowledge variables on students towards positive and significant entrepreneurial readiness. That is in line with the theory of planned behavior by Icek Ajzen (1991) which said that the research model which positioned the self-efficacy as the predictor in mediating the individual's interest.

From the several variables of the research which have been described, there are research results on entrepreneurial knowledge that is still weak and do not have any correlation one another between the researchers. In which same variables result in different research. The purpose of this research is to analyze the influence of entrepreneurial knowledge, personality, family circles and self efficacy towards the enterprise's interest. Self-efficacy in mediating the influence of entrepreneurial knowledge, personality and family circles towards the interest of entrepreneurship.

RESEARCH METHOD

This research used quantitative method, in which the population are all participants of the SKB entrepreneurship skills education program (PKW- Program Kecakapan Wirausaha) course at the Ex-Residency of Semarang, with a total of 105 participants from 5 SKB in the Ex-Residency district or city of Semarang, except for the Susukan of UPTD SPNF SKB and Ungaran of UPTD SPNF SKB that did not attend the routine entrepreneurship skills education programs. The sample for this research was taken by using proportional random sampling technique that is the technique of sampling from a population that gives equal opportunity to be selected to become a member of the sampel as many as 83 participants in the entrepreneurship skills education course

program from the SKB in the Ex-Residency of Semarang.

This research data collection method using a questionnaire and measured by likert scale with 5 points from strongly disagree or very high to not very much agree or very high. The method of collecting the data for this research was done by questionnaires in the form of test questions after obtaining the valid questions, those questions are used for research questions. This research used the sobel test and path analysis, namely the development of multiple regression analysis to find out the indirect effect between variables by emerging the mediation variable.

Data analysis technique used is regression, regression equation with the entrepreneurship interest influenced the entrepreneurial's knowledge, personality, family circles and self-efficacy as an intervening variable. The results of this research will describe the results of the descriptive analysis of data through variable geochemical, classic assumption test and test hypotheses. A classic assumption test consists of normality test, heteroscedastisitas test and multicollinearity test. The test of hypothesis test and intervening with path analysis and the sobel test.

RESULT AND DISCUSSION

The Influence of Entrepreneurial Knowledge towards the Enterprise's Interest

Based on the result of statistical test using SPSS on entrepreneurial knowledge variable (X1) the value of t count = 2.330 with sig. = 0.022 < 0.05, which means that H1 states that there is a positive influence of entrepreneurial knowledge on the SKB course participant's interest in entrepreneurship in the Ex-Residency of Semarang is accepted, also there is a positive influence on entrepreneurial knowledge by 17.3%. Thus, the higher the entrepreneurial knowledge of the participants, the higher too the interest in entrepreneurship will be.

The high interest of entrepreneurship can be achieved if the individual has a high understanding about entrepreneurship. According to Sutanto, the interest of entrepreneurship can be raised because there is intrinsic factors which consists of family circles, society environment,

opportunity, and also education or knowledge (Farida, 2016). That statement is in line with Harmanik (2015), she stated that entrepreneurial knowledge is one of the factor which influence the interest of entrepreneurship. The individual who has got the training, and the seminar about entrepreneurship will interest on it. The result of this research is in line with Ermawati's research result (2015) which said that entrepreneurial knowledge give a positive and significant contribution to the interest of entrepreneurship.

The Influence of Personality towards the Enterprise's Interest

From the result of hypothesis testing through the result of individual parameters significance test (t test) in this research shows that the value of t count = 4.334 with sig. = 0,000 < 0,05, which means H2 states that there is a positive influence of personality on the enterprise's interest of course participants at SKB in Ex-Residency of Semarang is accepted, and there is a positive influence of personality by 31.4%. The higher or superior the personality, the higher the enterprise's interest will be.

This is relevant with the theory of planned behavior or TPB which was stated by Ajzen (1991:79), it said that the individual interest towards the behavior formed of three main factors, there are attitude toward behaviors, subjective norm, and perceived behavioral control. In addition, the result of this result is in line with Citradewi (2016) which showed that the result of entrepreneurial personality gives an influence on the interest of entrepreneurship; and the higher the entrepreneurial personality, the higher too its influence towards the interest of entrepreneurship will be. And then, Ernest and friends (2015) on their research concluded that attitude is the most influential factor towards the entrepreneurial activities compared to the competition of knowledge and skills. According to the results of the researches which have been done by many researchers in the previous, it proves that personality gives an influence to the enterprise's interest.

The usually structural behavior indicator, the tendency to take risks, the need for achievement of person's is still not optimal; so that the course activities must emphasize more on

character values and entrepreneurial mindset because these personality values are needed to develop individual's entrepreneurial interest as it is said by Zimmerer and Scarborough (2008: 7). They said that if you want to be success, you should have the characteristics or personality as an entrepreneur, those are the desire for responsibility, preferring the risk of changing, orientation for the future, organizing skills, assessing an achievement higher than money.

The Influence of Family Circles towards the Enterprise's Interest

According to the result of hypothesis testing through the result of individual parameters significance test (t test) in this research shows that the value of t count = 4.273 with sig. = 0,000 < 0,05, which means H3 states that there is a positive influence of the family circles on the enterprise's interest of course participants at SKB in Ex-Residency Semarang is accepted, and there is a positive influence of the family circles by 31.9%. The higher the support from the family, the higher too the enterprise's interest will be.

The influence of the family circles towards the enterprise's interest showed the truth of the planned behavior theory by Icek Ajzen (1991: 179). His theory of family circles which gives an influence to the enterprise's interest occurred because family is one of the supporting factor to form individual's interest in something or do certain thing such as entrepreneurship.

This fact supports the result of Sodikin's research (2014) which stated that there is a significant influence between the family circles and the entrepreneurial motivation. This research is strengthened by Syafii (2015) who concluded that the higher the influence of family circles, it would increase the enterprise's interest.

The Influence of Self-efficacy towards the Enterprise's Interest

According to the result of hypothesis testing through the result of individual parameters significance test (t test) in this research shows that the value of t count = 2.493 with sig. = 0,015 < 0,05, which means H4 states that there is a positive influence of the self-efficacy on the enterprise's interest of SKB course participants in Ex-Residency Semarang is accepted, and there is a

positive influence of the self-efficacy by 21.4%. The higher the self-efficacy, the higher too the enterprise's interest will be.

Individual with high expectation on self-efficacy (that he is able to be success in his own business), yet still there is an expectation of realistic result in accordance with the capabilities of that individual will be consistent to run a business or entrepreneurship until he is success. Having high self-efficacy, they are expected to defeat each risks and challenges. However, it will be different if the individual has low self-efficacy. Individual with low self-efficacy tend to avoid the hard things, so that the possibility to be success in business is so small. On the other words, the self-efficacy of SKB course participants in Ex-Residency of Semarang is very influential towards the enterprise's interest.

The result of this study is in line with Bandura's statement (1997:78) which stated that self-efficacy is the belief of self ability to achieve or organize and finish or apply a significant action in order to achieve the certain goal and result. Alma (2010: 53) stated that self-efficacy is the principal attitude of an entrepreneur. Someone who has high self-efficacy will not tossed around by the opinions and suggestions of others, yet those suggestions are used as an input to be considered. The result of this research is in line with Ilmaniti's research result (2017) which said that the correlation between self-efficacy with the enterprise's interest is positive and significant. In addition, Jailani (2017) supports that statement by saying that self-efficacy influences the entrepreneurial interest.

Self-Efficacy in Mediating the Influence of Entrepreneurial Knowledge towards the Interest of Entrepreneurship

Based on the result of H5 hypothesis testing which states that self-efficacy is positive in mediating the influence of entrepreneurial knowledge towards the interest of entrepreneurship of SKB course participants in Ex-Residency of Semarang is accepted. The result of the research showed that self-efficacy could be used as the mediation, that was from the entrepreneurial knowledge towards the interest of entrepreneurship through the self-efficacy as the intervening variable with the result of Sobel Test

calculation showed that the value of t count $>$ t table, that was $3.116 > 1.664$, and from the Total effect calculation $>$ Direct effect ($0.244 > 0.173$). Based on the calculation, it is known that the influence of entrepreneurial knowledge through self-efficacy as the mediation variable towards the interest of entrepreneurship of SKB course participants in Ex-Residency of Semarang in the amount of 24.4%.

The entrepreneurial knowledge which has been obtained by the SKB course participants has an essential role to expand the individuals understanding in establishing themselves and interest to implement it into the entrepreneurship world. Nonetheless, that knowledge must also be supported by optimism, self-confidence, independence, strong heart to face every risk and challenge in the process of running an enterprise; no matter how hard the situation is because a success entrepreneur is the one who have high self-confidence (Farida: 2016).

This is because the high entrepreneurial knowledge along with high self-efficacy will stimulate someone to be more interested and stable to be an entrepreneur; and also solve any problems that he faces after considering the right calculation. This is in line with Suryana's statement (2013: 39) which stated that self-efficacy, whether it influences the individual mental attitude directly or indirectly. An idea, intention, initiative, creativity, courage, diligence, the spirit of hard work, the spirit of producing a work and any others mostly influenced by the level of individuals self-efficacy which is mixed with knowledge, skills, and the caution. The result of this research is in line with Melyana (2015), on her research she showed that the entrepreneurial knowledge gives an influence to the readiness to be an entrepreneur through self-efficacy positively and significantly, so the higher the individual entrepreneurial knowledge with the self-efficacy, the higher the readiness to start an entrepreneurship will be.

Self-Efficacy in Mediating the Personality towards the Interest of Entrepreneurship

According to the result of H6 hypothesis testing which said that self-efficacy is positive in mediating the influence of personality towards the interest of entrepreneurship of SKB course

participants in Ex-Residency of Semarang is accepted. The result of the research showed that self-efficacy can be used as the mediation, that is from the personality towards the interest of entrepreneurship through the self-efficacy as the intervening variable along with the result of Sobel Test calculation showed that the value of t count $>$ t table, that was $3.277 > 1.664$ and from the Total effect calculation $>$ Direct effect ($0.380 > 0.314$). Based on the calculation, it is known that the influence of entrepreneurial knowledge through self-efficacy as the mediation variable towards the interest of entrepreneurship of SKB course participants in Ex-Residency of Semarang in the amount of 38%.

The characteristics of individual personality is most influential into the success of the business. An entrepreneur who is initiative, have a mental attitude to take all risks, structural behavior and the need for achievement will feel challenged to build a business. Because a mature personality in dealing with all problems is a good personality to be an entrepreneur.

Self-efficacy can raise the interest of entrepreneurship along with a positive thinking on the problems of business failure. In line with the explanation of that issue, Zulianto (2014) stated that self-efficacy will strengthen the individuals to solve the problems in every part of their life. If someone does not believe his own ability, it will be hard for him to solve his problem, including the things relate to the kind of job that he will choose like enterprise. Meanwhile, the individual with high self-efficacy is the one who always see the positive and good thing of the failure and can accept the flaws that he has, be more active, learn from the past, able to plan the objective and make it work, more creative in solving the problem and always try harder to get the maximal results.

The result of this research is strengthened by the result of previous researcher which was done by Astri (2007) which stated that there is an influence of the entrepreneur personality towards the enterprise's interest through the self-efficacy. It means that the higher the personality of an entrepreneur with self-efficacy, the higher its influence to the enterprise's interest.

The Self-Efficacy in Mediating the Influence of Family Circles towards the Enterprise's Interest

According to the result of H7 hypothesis testing which said that self-efficacy is positive in mediating the family circles towards the interest of entrepreneurship of SKB course participants in Ex-Residency of Semarang is accepted. The result of the research showed that self-efficacy can be used as the mediation, that is from the family circles towards the interest of entrepreneurship through the self-efficacy as the intervening variable along with the result of Sobel Test calculation showed that the value of t count $>$ t table, that was $3.716 > 1.664$ and from the Total effect calculation $>$ Direct effect ($0.387 > 0.319$). Based on the calculation, it is known that the influence of family circles through self-efficacy as the mediation variable towards the interest of entrepreneurship of SKB course participants in Ex-Residency of Semarang in the amount of 38.7%.

The role of the family can be seen through some things such as family functioning by building the independence, discipline, hard work, and never give up. Moreover, parents must be wise in treating their children by giving advice and support about the guidance and the choices for the children's future, including in terms of choosing a career like being an entrepreneur. Family circles plays an important role in increasing individual interest of entrepreneurship. The condition where the parents have their own business will be an inspiration for children. Therefore, that kind of parents tend to support the courage and desire of their children to create their own business (Alma, 2010:8). This is in line with Bandura's statement which stated that self-efficacy gives a huge contribution towards individual's interest, motivation, perception, and action in many ways. As a result, someone is able to be an entrepreneur with the support from his family and also he has self-efficacy (Jailani, 2017). In addition, Kurniawan (2016) showed that there is an influence of family circles towards the enterprise's interest through the self-efficacy. It means that the higher the family circles with the self-efficacy, the higher enterprise's interest will be.

CONCLUSIONS

Based on the results of the research that has been done can be concluded that entrepreneurial's knowledge give an influence positively toward the enterprise's interest with the level of significance of 0.022 and 0.173 coefficients which means that in every improvement of entrepreneurial's knowledge of one unit then it will cause a rise in enterprise's interest of 0.173, personality give an influence positively toward the enterprise's interest with the significance level of 0.000 and 0.314 coefficients which means that if any increase in the personality of one unit then it will cause a rise in enterprise's interest of 0.314, family circles give an influence positively toward the enterprise's interest with the level of significance of 0.000 and coefficient value of 0.319 that means that if any increase in family circles of one unit then it will cause a rise in enterprise's interest of 0.319, self efficacy give an influence positively towards enterprise's interest with a level of significance 0.015 and the value of the coefficient of 0.214 that means that if any increase in self efficacy of one unit then it will cause a rise in enterprise's interest of 0.214. The result of path test showed that self efficacy as the mediation variable has the value of total effect larger than the direct effect. Self-efficacy mediate the influence of variable entrepreneurial's knowledge with a value total effect $>$ direct effect ($0.244 > 0.173$), the value of personality total effect $>$ direct effect ($0.380 > 0.314$), family circles with a value of total effect $>$ direct effect ($0.387 > 0.319$). Then sobel test results declared as variables self efficacy of mediation has the value t count is larger than t table. Self-efficacy mediate the influence of variable entrepreneurial's knowledge with the value of t count $>$ t table ($3.116 > 1.664$), personality with value t count $>$ t table ($3.227 > 1.664$), family circles with a value of t count $>$ t table ($3.716 > 1.664$). From the results of calculation of path analysis and test the sobel test, then so it can be concluded that the variable of self-efficacy can be used as mediation.

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