



The Contribution of Self Efficacy to Entrepreneurial Interest through Motivation as An Intervening Variable

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Abstract

The unemployment rate specifically those who graduated from universities is still increasing and is high. Since university graduates must have adequate abilities and expertise, they should be able to get jobs or to create their jobs. Based on an observation conducted in several universities in Semarang, the percentage of students in universities who are interested in entrepreneurship is quite high. However, several factors hinder their desire to be entrepreneurs. Hence, it requires more in-depth research. This study aims to examine the contribution of self-efficacy towards the students' entrepreneurship interest through motivation as an intervening variable. The population of this study was the students of the economics faculty of universities in Semarang who had taken entrepreneurship courses while the sample was 97 students. The analysis tool used was Structure Equation Models with Partial Least Square approach. The results showed that Self-efficacy had a positive and significant effect on students' motivation with a t-value of $28,573 > 1.96$ and motivation also has a positive and insignificant effect on entrepreneurial interest with a t-value of $0.502 < 1.96$. Furthermore, Self-efficacy also has a positive and significant effect on entrepreneurial interest with a t-value of $4.528 > 1.96$ and it strongly affects entrepreneurship interest through Motivation as an Intervening variable.

INTRODUCTION

Unemployment is one of the challenges faced by the government and the people of Indonesia. These numbers increase continuously from year to year (Astri & Latifah, 2016). The National Planning and Development Agency (Bappenas), Mr. Suharso Monoarfa, stated that "The number of unemployment in Indonesia has increased by 3.7 million people due to the COVID-19 pandemic." The high growth of job seekers is not proportional to the number of available jobs. This impacts on various levels of unemployment. The Central Statistics Agency recorded the total Open Unemployment Rate of August 2020 at 7.07%,. This number increases of 1.84% compared to the previous year in August 2019.

Table 1. Unemployment Rate by Education Level

Unemployment Rate	August 2018	August 2019	August 2020
Never school	32,315	40,771	31,379
Haven't finished Elementary school	328,781	347,712	428,813
Elementary school	908,228	865,778	1,410,537
Secondary school	1,142,168	1,137,195	1,621,518
Senior High School	1,945,826	2,008,035	2,662,444
Vocational High School	1,752,241	1,739,625	2,326,599
Academy/Diploma	223,456	218,954	305,261
University	740,370	746,354	981,203

Based on data from the Central Statistics Agency, the unemployment rate in universities is still quite high. If it is viewed from the abilities and skills possessed by students, they should be able to get jobs or be able to open their own jobs. One solution to overcome the problem of unemployment is to increase the number of jobs. Jobs can be created by opening their own jobs or entrepreneurship. The more people who become entrepreneurs and built a business, the more people will work so that this number can decrease.

The phenomenon of the low interest and motivation of Indonesian youth in entrepreneurship has become a serious thought for various parties, including the government, the world of education, the industrial world, and the community. This is certainly a challenge for schools and universities as an institutions that create graduate. Becoming an entrepreneur is often avoided because it is faced with situations full of uncertainty, risks of failure, and the challenges in finding new ideas for advancement (Alexander & Van Knipenberg, 2014). Based on preliminary observations made by researchers on 50 university students in Semarang that most of the students are interested in entrepreneurship. Around 88.6% of the total 50 responses said they were interested in entrepreneurship and about 11.4% said they were not interested in entrepreneurship. Although many students are interested in entrepreneurship, there are several factors that hinder their desire to become entrepreneurs. Around 58.3% chose the capital factor as the cause of their inhibition in entrepreneurship. In addition, about 20% of students chose the self-confidence factor as the cause of their inhibition in entrepreneurship. While the rest chose the factor of entrepreneurship knowledge to be the cause of their inhibition in entrepreneurship. This illustrates that the capital factor is the biggest factor that hinders university students in Semarang for becoming entrepreneur.

One of the factors that can increase interest in entrepreneurship is self-efficacy. This is a person's assessment of himself or the level of confidence about how capable he is in doing a task to achieve certain results (Marini & Hamidah, 2014). Self-efficacy is important to research because based on observations, students who have self-efficacy will have high confidence in completing college and outside of lectures. In addition, students will have confidence that they are able to compete in the business world or entrepreneurship (Indarti & Rostiani, 2008). In addition to self-efficacy, another factor that is also important to increase interest in entrepreneurship is motivation. Motivation is important for all people, be-

cause motivation drives, flows, and supports human behavior to work hard and enthusiastically achieve optimal results (Hasibuan, 2016).

The problems that can be formulated from the description above are: 1) does self efficacy affect the motivation of university in Semarang?, 2) does motivation affect the entrepreneurial interest of university in Semarang?, 3) does self efficacy affect the entrepreneurial interest of university in Semarang?, 4) does self efficacy affect the entrepreneurship interest through motivation as an intervening variable?

This research aims to analyze the effect of self efficacy on the motivation of college Students in Semarang, analyze the effect of motivation on the entrepreneurial interest of university students in Semarang, analyze the effect of Self Efficacy on the interest in entrepreneurship in students at universities in Semarang, and analyze the effect of self efficacy on interest in entrepreneurship through motivation as an Intervening variable

Hypotheses Development

Entrepreneurship is a human creative act that makes something that is not valuable (has no value), becomes valuable. Entrepreneurship means creating opportunities with very few resources. Entrepreneurship requires vision, determination and commitment to lead others in an effort to realize that vision. Entrepreneurs also have the courage to take calculated risks (Lambing & Kuehl, 2011). The next definition, put forward by Salih (2014) which states that interest is a tendency to pay attention and act towards the person, activity or situation that is the object of the interest accompanied by feelings of pleasure from the heart. Self-efficacy is an individual's belief in his or her ability to manage and carry out tasks effectively and efficiently so that they can achieve their goals (Kurniawan, Khafid and Pujiati, 2016). Another understanding of self-efficacy is a self-perception of how well it can function in certain situations, self-efficacy is related to the belief that oneself has the ability to take the expected action (Ningsih, 2017). There are several theories according to experts, among them according to Robbins (2015) interpreting motivation as a process that explains the strength, direction, and persistence in an effort to achieve goals. According to Wikanso (2013), entrepreneurial motivation is a strong urge from within a person to start actualizing self-potential in creative and innovative thinking to create new and value-added products for the common good. Entrepreneurship will appear when someone dares to develop new businesses and ideas. Making someone dare to develop their

business and ideas through strong entrepreneurial motivation. These two things must be interconnected in order to create a strong and resilient and quality entrepreneur (Astuti, 2014).

Self efficacy affects the motivation of university students in Semarang

Self-efficacy is a person's belief in his or her ability to perform an action in certain circumstances (Astarini and Mahmud, 2015). Someone who has high self-efficacy will tend to try hard to achieve what he wants, so someone who has self-efficacy will be more optimistic and motivated to achieve his desires. People who have high self-efficacy will have high motivation to become entrepreneurs. On the contrary, people who have low self-efficacy will have the low motivation to become entrepreneurs. It can be concluded that Self Efficacy has a positive effect on entrepreneurial motivation. Thus the proposed hypothesis is:

H1: Self Efficacy has an effect on the motivation of university students in Semarang

Motivation affects the entrepreneurial interest of university students in Semarang

Motivation is an impulse that arises from within a person consciously or unconsciously to take an action with a specific purpose (Mudjiarto, 2008). Entrepreneurial motivation is an important driving factor for a person. Someone who has entrepreneurial motivation will be encouraged to do entrepreneurship. The greater the motivation of a person, the greater their interest in starting entrepreneurship. On the contrary, the person who have small motivation on entrepreneurship, the smaller their interest in entrepreneurship too. Therefore, motivation has a positive effect on interest in entrepreneurship.

H2: Motivation affects the Entrepreneurial interest of university students in Semarang

Self Efficacy affects the Entrepreneurial interest of university students in Semarang

Self-efficacy is defined as an individual's belief about his or her own ability to believe in taking an action (Munawar, 2019). According to Utami (2017) someone who has high self-efficacy means that person also has high self-confidence. This self-confidence will make a person feel optimistic to start becomes entrepreneur. So the higher of Self Efficacy that person has, the higher his interest in entrepreneurship too. In the contrary, the lower of Self Efficacy that person has, the lower interest in entrepreneurship too. Therefore, Self Efficacy has a positive and significant effect on the interest in entrepreneurship.

H3: Self Efficacy has an effect on Entrepreneurial Interest of College Students in Semarang

Self Efficacy has an effect on Interest in Entrepreneurship through Motivation as an Intervening variable

Self-efficacy is defined as an individual's belief in his or her ability to take an action to achieve individual goals, that is to face all challenges and be able to predict how much effort is needed to achieve these goals, namely opening a business (Aini, et al. 2015). The higher self-confidence possessed by a person, the higher the motivation for become entrepreneur, because the person will feel confident and optimistic to do new things and be able to face the challenges that exist. Thus, someone who has been motivated will have a greater interest in starting a business. People who have been motivated will have a strong drive to take actions that they are confident and believe they can do. Therefore, when the person have high Self Efficacy, they also have high motivation, so that their entrepreneurial interest will also increase. On the contrary the lower a person's Self Efficacy, his motivation will decrease. It can be concluded that Self Efficacy has a positive effect on entrepreneurial interest through motivation.

H4: Self Efficacy has an effect on Interest in Entrepreneurship through Motivation as an Intervening variable

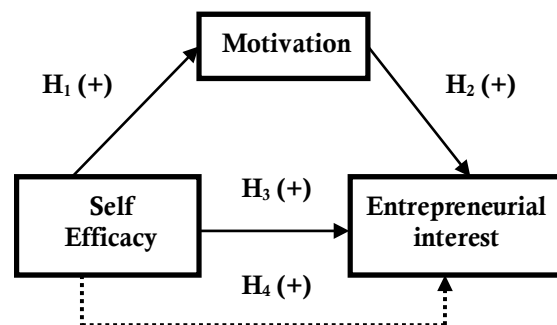


Figure 1. Research Model

METHOD

Population

In this study, the population is students of the Economics Faculty of Universities in Semarang who have taken an infinite number of entrepreneurship courses

Sample

In this study, researchers will take 97 samples of respondents from students of the Econo-

mics Faculty of Universities in Semarang. The sampling formula according to Wibisono (2003) in Ridwan and Kuncoro (2014) if the population is not known for certain is as follows:

$$N = \left(\frac{z_{\alpha/2} \cdot z_{\sigma}}{e} \right)^2 = \left(\frac{(1,96) \cdot (0,25)}{0,05} \right)^2 = 96,04 = 97$$

Thus, the researcher believes with a 95% confidence level that a random sample of 96.04 will provide the difference of estimation with less than 0.05%. So, the sample taken is 97 people.

Data Source and Collection

The data sources used is primary data with questionnaire data collection techniques. Questionnaire is a data collection technique where the researcher gives a set of questions or written statements to the participants/ respondents then the participants must fill in the answers to the questions or statements (Sugiyono, 2013). This data collection was carried out by distributing questionnaires using google forms and questionnaires to university students in Semarang.

Measures

The variables were measured by Likert scale covering seven points, namely (1) "strongly disagree" to (5) "strongly agree". Self Efficacy is measured by five indicators: Believe that can complete certain tasks, Believe that can motivate yourself to take the necessary actions to complete the task, Believe that are able to try hard, Believe that can survive in the face of obstacles and difficulties, Believe to be able to complete tasks that have a wide or narrow time span (specific) (Brown dkk dalam Widiyanto, 2006). Motivation is measured by four indicators: There is a desire for entrepreneurship, There is an incentive to carry out entrepreneurial activities, There is a need, There are hopes and dreams (Saiman. L (2015). Entrepreneurial interest is measured by three indicators: Personal, Sociological, Environmental (Gerry, et al, (2008).

RESULT AND DISCUSSION

Structure Equation Models (SEM) with Partial Least Square (PLS) approach is an analytical tool used in processing data. Figure 2 shows the path of the structural model of this research.

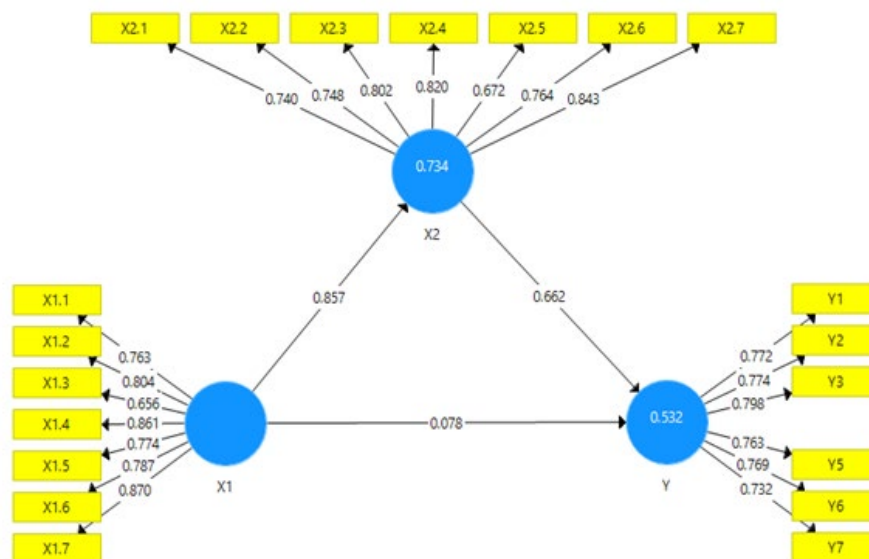


Figure 2. Structural Model

Table 2. Composite Reliability Value

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
X1	0.899	0.908	0.921	0.625
X2	0.886	0.893	0.911	0.596
Y	0.861	0.863	0.896	0.590

Table 3. Discriminan Validity value from Cross Loadings

	X1	X2	Y
X1.1	0.763	0.605	0.470
X1.2	0.804	0.649	0.474
X1.3	0.656	0.496	0.399
X1.4	0.861	0.785	0.511
X1.5	0.774	0.692	0.581
X1.6	0.787	0.719	0.495
X1.7	0.870	0.747	0.610
X2.1	0.592	0.740	0.573
X2.2	0.604	0.748	0.495
X2.3	0.617	0.802	0.571
X2.4	0.704	0.820	0.589
X2.5	0.585	0.672	0.471
X2.6	0.705	0.764	0.540
X2.7	0.789	0.843	0.671
Y1	0.336	0.457	0.772
Y2	0.454	0.568	0.774
Y3	0.475	0.548	0.798
Y5	0.569	0.612	0.763
Y6	0.536	0.546	0.769
Y7	0.557	0.594	0.732

Table 4. R- Square Value

	R Square	R Square Adjusted
X2	0.734	0.731
Y	0.532	0.522

Table 5. F- Square Value

	X1	X2	Y
X1		2.755	0.003
X2			0.249
Y			

Table 6. Direct Effect

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
X1 → X2	0.857	0.861	0.030	28.573	0.000
X1 → Y	0.078	0.088	0.156	0.502	0.616
X2 → Y	0.662	0.659	0.146	4.528	0.000

Table 7. Indirect Effect

	Original Sample (O)	Sample Mean (M)	Standard Devia- tion (STDEV)	T Statistics (O/STDEV)	P Values
X1 → X2 → Y	0.567	0.567	0.128	4.423	0.000

Table 2. It shows the value of composite reliability and the value of convergent validity. This table is used to measure the consistency of the indicator block on the reflective measurement model by looking at the composite reliability value and the AVE (Average Variance Extracted) value. Composite reliability value > 0.60 and AVE value > 0.50 (Hair et al, 2014). So this research is considered to have met the requirement of convergent validity.

Table 3 This table is used to test Discriminant validity and ensure that every concept of each latent variable is different from other variables. It can be seen in the table that all model constructs meet the discriminant validity criteria since every cross-loading value of each variable indicator has the largest cross-loading value. The red column shows the maximum loading factor value for each latent variable.

Table 4 and 5 they are Structural Model Evaluation tables (Inner Model) which are used to see the relationship between variables. Evaluation of the structural model was carried out by performing the R-squared test (Table 3) and the F-Square test (Table 5).

Table 6 Direct Effect

Based on table 6, the results of the hypothesis of this study could be concluded as follows:

H1: Self Efficacy has a positive influence on the motivation of university students in Semarang

The relationship between the variable Self-efficacy (X1) on motivation (X2) is significant with a T-statistic of 28,573 > 1.96. The original sample value is positive, namely 0.857 and it indicates that the direction of the relationship between X1 and X2 is positive.

H2: Motivation has a positive influence in significant on the entrepreneurial interest of university students in Semarang

The relationship between self-efficacy (X1) and entrepreneurial interest (Y) is not significant with a T-statistic of 0.502 < 1.96. The original sample value is positive, which is 0.078, and indicates that the direction of the relationship between X1 and Y is positive.

H3 : Self Efficacy has a positive influence on Entrepreneurial Interest of College Students in Semarang

The table 6 shows that the relationship between motivation (X2) and entrepreneurial interest (Y) is significant with a T-statistic of 4.528 > 1.96. The original sample value is positive, which is 0.662, and indicates that the direction of the relationship between X2 and Y is positive.

Table 7 Indirect Effect

H4: Self Efficacy has an effect on Interest in Entrepreneurship through Motivation as an Intervening variable

It shows that the indirect effect between Self-efficacy (X1) on entrepreneurial interest (Y) and Motivation (X2) as an intervening variable is 0.567, with P-Values 0.000 < 0.05 (significant), so Motivation (X2) mediates the effect of Self-efficacy (X1) to Entrepreneurial Interest (Y).

Total Effect, Result:

Total effects are the total of direct effect and indirect effect: a) direct effect (X1 → Y): 0.078; b) indirect effect (X1 → X2 → Y) 0.567; c) total effect : 0.645

R-squared test results

The value of R² = 0.734, this shows the Motivation Variable (X2) can be explained by the Self-efficacy variable (X1) of 73.4% (strong) and 26.6% is explained by other variables outside the study. The value of R² = 0.532, this shows that the Entrepreneurial Interest Variable (Y) can be explained by the Self-efficacy variable (X1), and the Motivation (X2) is 53.2% (moderate) and 46.8% is explained by other variables which are not included in this study.

F-Square test results

The relationship between the variable Self-efficacy (X1) on motivation (X2) = 2,755. This shows that there is a large effect of exogenous variables on endogenous variables. The relationship between the variable Self-efficacy (X1) on entrepreneurial interest (Y) = 0.003. This shows that there is a large effect of exogenous variables on endogenous ones. The relationship between the motivation variable (X2) on the interest in entre-

preneurship (Y) = 0.249. This shows that there is a large effect of exogenous variables on endogenous variables

CONCLUSION AND RECOMMENDATION

The results show that Self Efficacy has a positive influence on the motivation of university students in Semarang. Self-efficacy is a person's belief in his or her ability to perform an action in certain circumstances (Astarini and Mahmud, 2015). Someone who has high self-efficacy will tend to try hard to achieve what he wants, so someone who has self-efficacy will be more optimistic and motivated to achieve his desires. People who have high self-efficacy will have high motivation to become entrepreneurs. On the contrary, people who have low self-efficacy will have the low motivation to become entrepreneurs.

The results of this study indicate that Motivation has a positive influence but not significant on the entrepreneurial interest of university students in Semarang, this shows that motivation cannot be used to predict entrepreneurial interest variables. When viewed from the plot of motivation data, motivation data has too large a value variance so that it will cause the value of the entrepreneurial interest variable to be unstable. Although the results are not significant, it does not mean that they can ignore motivation in increasing entrepreneurial interest. On the contrary, the person who have small motivation on entrepreneurship, the smaller their interest in entrepreneurship too.

The results of this study indicate that Self Efficacy has a positive influence on Entrepreneurial Interest of College Students in Semarang. Self-efficacy is defined as an individual's belief about his or her own ability to believe in taking an action (Munawar, 2019). According to Utami (2017) someone who has high self-efficacy means that person also has high self-confidence. This self-confidence will make a person feel optimistic to start becomes entrepreneur. So the higher of Self Efficacy that person has, the higher his interest in entrepreneurship too. In the contrary, the lower of Self Efficacy that person has, the lower interest in entrepreneurship too. Therefore, Self Efficacy has a positive and significant effect on the interest in entrepreneurship. The results of this study indicate that

Self Efficacy has an effect on Interest in Entrepreneurship through Motivation as an Intervening variable. The higher self-confidence possessed by a person, the higher the motivation for become entrepreneur, because the person will

feel confident and optimistic to do new things and be able to face the challenges that exist. Thus, someone who has been motivated will have a greater interest in starting a business. People who have been motivated will have a strong drive to take actions that they are confident and believe they can do. Therefore, when the person have high Self Efficacy, they also have high motivation, so that their entrepreneurial interest will also increase. On the contrary the lower a person's Self Efficacy, his motivation will decrease.

Through the results of previously processed data, the effect Self Efficacy on motivation has the highest value, in Direct effect tabel with original sample value of 0,857. This shows that effect of Self Efficacy on motivation is the main key that needs to be maintained and improved in this company.

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