

## **Personality and Entrepreneurial Motives of Islamic College Students: Environmental Support as Mediator**

**Forbis Ahamed**

Management and Science University, Shah Alam, Malaysia

Email: [forbis\\_ahamed@msu.edu.my](mailto:forbis_ahamed@msu.edu.my)

**Wahibur Rokhman**

Institut Agama Islam Negeri (IAIN), Kudus, Indonesia

Email: [wahibur@gmail.com](mailto:wahibur@gmail.com)

### **Abstract**

*The objective of this study was to examine the effect of personality factors namely risk taking, need for achievement, and locus of control as well as environmental support towards the entrepreneurial motives of students at State Islamic College in Indonesia. A total number of 372 undergraduate students were selected using cluster-sampling technique for the investigation. The data were analyzed using Structural Equation Modeling (SEM) with risk taking, need for achievement, and locus of control as exogenous variables and environmental support and entrepreneurial motive as endogenous variable. The findings have shown that there was a significant effect of risk taking, need for achievement, and locus of control on the environmental support and environmental support mediated between students' personality and their entrepreneurial motives. Implication, limitation and suggestion for future research are discussed.*

Keywords: Risk taking, Need for achievement, Locus of control, Environmental support, Entrepreneurial motive.

### **INTRODUCTION**

Entrepreneurship activities have positive impact in economic development in most countries in the world. It is an important social phenomenon, since it generates job opportunities, social welfare, economic growth, and business development. Entrepreneurship has becoming crucial to every country ever since the age of globalization because the growth of entrepreneurial activities will help in creating jobs for the society, reducing the unemployment rate (Abdullah Azhar, Annum Javaid, Mohsin Rehman & Asma Hyder, 2010). Indonesia as developing country encourages students to involve in entrepreneurship and consider entrepreneurship as a career choice. Studies have shown entrepreneurship to be an effective driver of economic growth and a sustainable source of competitiveness amidst emerging trends of globalization (Fuller, Liu, Bajaba, Marler, and Pratt, 2018).

These extended benefits to society have been raising the interest of economic and political decision-makers in the promotion of entrepreneurship. To foster entrepreneurship and develop an entrepreneurial culture public, private, and non-governmental organizations are taking various measures to promote it in different countries. Therefore, more and more governments of different countries devise programs to favor the creation of new companies and the promotion of entrepreneurship. In this context, entrepreneurship has been cited as an important channel towards sustainable products and services, and new projects are underway as a panacea for many environmental and social concerns (Sabrine Dhahri, and Anis Omri (2018).

A great number of previous studies have been conducted on individual characteristics of business founders. Some of the most popular factors for the decision to enter self-employment are parental occupation, gender, education, human capital and work experience, and psychological profile. Ho and Koh (1992) refer that self-confidence is an entrepreneurial characteristic and that it is related to other psychological characteristics, such as locus of control, propensity to take risk and tolerance of ambiguity. Moreover, in reality, many entrepreneurial motivating factors have been well studied from more diverse aspects by the scholars in different cultures. It is proved that there are some differences in the way entrepreneurs implement their business and the formation of their entrepreneurship intentions across countries and regions

With these remarks, this paper investigates the influence of personality factors such as propensity to take risk, need for achievement, and locus of control on entrepreneurial motive among Islamic college students in Indonesia. The research also tested the suggestion that environmental support may act as a potential mediator of propensity to take risk, need for achievement, and locus of control on entrepreneurial motive.

## **REVIEW OF THE LITERATURE**

### **Entrepreneurship**

The concept of entrepreneurship development has cut across every aspect of human endeavors such as management, engineering, economics, marketing, and psychology. Thus, the history of entrepreneurship development is as old as human history. However, it is very recent that scholars and academicians started to incorporate entrepreneurship development into their academic curriculums especially in the developing ASEAN regional countries like Indonesia, Malaysia, Thailand and others for the purpose of creating a pool of potential entrepreneurs.

In economic world, several scholars have coined the connotation of ‘entrepreneur’ differently such as “risk taker” (Knight, 1965), “innovator” (Hisrich, 1986), “organizer” (Bygrave and Hofer, 1991), “opportunity taker” (Huefner and Hunt, 1994), and “assembling the resources for advantage” (Begley 1995) etc. whereby ‘entrepreneurship’, on the other hand, was defined as the functions performed by an entrepreneur in establishing an enterprise (Khanka 2002); the process of creating something new and assuming the risks and rewards (Hisrich and Peters 2002).

Eventually, there is no doubt that entrepreneurial undertakings have been found to be capable of making positive impacts on the economy of a nation and the quality of life of the people (Schumpeter, 1934; Weber, 1904; Adejumo, 2001; & Morris and Lewis, 1991). Several studies have acknowledged its positive relationship with stimulation of economic growth; employment generation; and empowerment of the disadvantaged segment of the population, which include women and the poor (Thomas and Mueller, 2000; Reynolds, 1987; Shapero, 1981).

### **Entrepreneurial Intention**

According to several scholars, entrepreneurial intention basically is a driving force of entrepreneurial endeavor. Among others, entrepreneurial intention is defined as the search for information that can be used to help fulfill the goal of venture creation (Katz and Gartner, 1988) while it has also been described as the perceptions of desirability and feasibility and the propensity to act upon opportunities (Peterman and Kennedy, 2003). Reviewing multiple definitions given by different researchers, entrepreneurial intention is assumed as one's willingness, desire and ability to engage in entrepreneurial behaviors or establish a business that is of relevance to the person, others and society at large. As such, entrepreneurial intention is central to understanding the entrepreneurial process because this is the first step to understanding the process of entrepreneurship (Krueger and Brazeal, 1994). The term "Entrepreneurial Intention" literally focuses on "intention to start-up a business" as explained by Veciana et al. (2005); Gerry et al. (2008); Guerrero et al. (2008); and Turker and Seluck, (2009). Thus, Segal et al. (2005) identified that an individual's intention to become an entrepreneur could be predicted by two questions: (a) is entrepreneurship desirable to me? and (b) is entrepreneurship feasible for me? Before answering the two questions, it is presumed that only a proactive individual would have the attributes that mirror someone with high desire and motive to venture into business.

### **Entrepreneurial Motives**

Motive may be defined as an inner state of mind that activates and directs the behavior of entrepreneur toward achieving the goal of successful enterprise. Among the motivation theories related to entrepreneurship, the Need Hierarchy Theory of Maslow is the most relevant to this study (Khanka 2002). Two, among the five needs identified in Maslow's theory, are relevant to motivate people to become entrepreneurs in relatively low-income countries like Indonesia. They are physiological needs (economic rewards to meet basic needs) and safety and security needs (earn money for economic security and protection).

Indeed, a positive perception of one's own abilities is a critical precondition to engage in opportunity-based entrepreneurship (Arenius and Minetti, 2005). According to Pleshette (2009), the process of acquisition and development of entrepreneurial skill is concerned with four main stages such as ability: i) to objectively analyze and identify the current and foreseeable skills needs to the business, in terms of management, administrative and technical skills; ii) to identify entrepreneur's own personal goal and skills; iii) to produce a realistic personal development plan for the potential entrepreneur; and iv) to monitor the on-going performance of the entrepreneur once the business has started and progress made towards developing the new skills that had been previously identified as necessary for the success of the business. This applies both to the

entrepreneur's personal needs and to the process of assisting employees to develop new skills that will also benefit the business.

### **Factors Influencing Entrepreneurial Behaviour**

There are several factors that affect entrepreneurial motives of individuals planning to start their careers as entrepreneur. Among others, the link between personality and entrepreneurial intention has been established in literature. For instance, entrepreneurial intention model has confirmed that individual characteristics like sex, age, marital status, employment status (Reynolds, Carter, Gartner, Greene and Cox, 2002); personality (Crant, 1996, Henry, Hill and Leitch, 2003, and Ismail et al., 2009); self-efficacy (Zhao, Seibert and Hills, 2005); and environmental factors (Grundsten, 2004, and Lowe, 2002) were significantly associated with entrepreneurial motives.

### **Personality Factors**

Personality, being a core and broad perspective of human characteristics, at least three of its dimensions such as need for achievement motivation, locus of control (internal), and propensity to take risk seem to have direct relationship with the entrepreneurial motives.

### **Need for Achievement and Entrepreneurial Motives**

Need for achievement refers to an individual's desire for significant accomplishment, mastering of skills, control, or high standards. The term was first utilized by Henry Murray and associated it with a range of actions. These include: "intense, prolonged and repeated efforts to accomplish something difficult." On the other hand, achievement motivation is defined as "behavior towards competition with a standard of excellence" (McClelland, 1953).

Achievement motive is a non-conscious concern for achieving brilliance in accomplishments through one's individual efforts (McClelland et al, 1961) and it, usually, is a trait that is predominant among entrepreneurs. Several researches indicate that it is higher in company founders, compared to managers (Begley and Boyd, 1987; Miner, Smith, and Bracker, 1989). It is suggested that people with high levels of achievement motivation will be future oriented and will take tasks seriously if they believe that current tasks will influence future goals (McClelland and Koestner, 1992).

According to Robbins (2001) some people have a compelling drive to succeed and can be said to have high need for achievement, while others may be classed as having lower need for achievement if they do not display such compelling drive. Those who have higher needs for achievement strive for personal achievement rather than the rewards of success per se. This drive is described as achievement need. McClelland (1967) presented a theory on achievement motivation, and the work had offered a much-tested theoretical basis for the study of entrepreneurship. The basic premise of the theory according to Fagbohunge (2010) is that entrepreneurial success is a function of the entrepreneur's level of need for achievement.

The study of Jayeoba et al. (2013) also shows that high need for achievements are higher in entrepreneurial abilities than low need for achievements. It can be said that the

more an individual possess a need to achieve the more the probability of entrepreneurial success (Jayeoba and Aremo, 2010). These findings led us to propose the following hypothesis.

**Hypothesis 1:** Need for achievement has a positive impact on entrepreneurial motive.

### **Locus of Control Entrepreneurial Motives**

Locus of control construct according to Rotter (1966) is based on the presumption that a cognitive continuum exists such that some individuals have a strong belief in personal control of their own destiny (i.e. internal locus of control) while others tend to have greater belief in the power of luck or fate in impacting the events that shape their lives.

An internal locus of control has been one of the psychological traits most often posited as predictive of entrepreneurship (Perry 1990). For example, Shapero (1975) found that entrepreneurs tended to have an internal focus, and Nelson (1991) found that female entrepreneurs have a significantly more internal locus of control than do females in the general population.

In two different studies it was found that entrepreneurial social workers tended to exhibit a greater internal locus of control Levin and Leginsky (1990); entrepreneurs to display significantly higher levels of internal locus of control than the non-entrepreneurs (Rupke, 1978). A study conducted in Russia by Kaufmann et al. (1995) however, showed that it is somewhat ambiguous that a higher level of perceived internal locus of control leads to a greater likelihood of entrepreneurial activity.

Studies conducted in the United States, Australia, and Great Britain on locus of control has been found to differentiate entrepreneurs from the general public and middle/seniors managers, as well as to distinguish successful from unsuccessful entrepreneurs (Brockhaus, 1980; Cromie and Johns, 1983; Gilad, 1982). Based on these findings it was hypothesized that:

**Hypothesis 2:** Internal locus of control has a positive impact on entrepreneurial motive.

### **Risk-Taking/Propensity and Entrepreneurial Motives**

Propensity to take risk is defined by Brockhaus (1980) as “the perceived probability of receiving reward linked with the success of situation that is necessary by the individual before he/she will subject himself to the consequences associated with failure, the alternative situation providing less reward as well as severe consequences than the proposed situation”. The terms ‘risk tolerance’ and ‘risk-taking propensity’ are used interchangeably in the entrepreneurial language, and hence can be viewed as one and the same in the context of this study.

Several researchers also claimed that propensity to take risk could be identified as a trait that distinguishes entrepreneurs from non-entrepreneurs and managers (Ahmad, 1985; Shane, 1996; Miner et al, 1989) while ‘risk tolerance’ is described as the amount of risk (financial or other) that an individual is willing to accept (Van de Venter, 2006).

Nieuwenhuizen and Kroon (2002) found a strong relationship between willingness to take risks (risk tolerance) and the success of entrepreneurial businesses, further emphasizing the importance of including risk in entrepreneurship training programs.

Based on comprehensive meta-analyses, there are two distinct and controversial positions observed. Based on their studies, Stewart and Roth (2001) suggests that entrepreneurs do indeed exhibit a higher risk tolerance than other managers where as other researchers such as Miner and Raju (2004) and Xu and Reuf (2004) argue that entrepreneurs are not more risk tolerant, and in some instances even more risk avoidant, than other managers and full-time employed persons.

On the other hand, psychological research also pays little attention to this question, though it claims that entrepreneurs should neither take the highest nor the lowest possible but instead ‘well-calculated’ risks to become successful. However, there is strong evidence, which emphasized on the significant link between risk propensity and entrepreneurial motive (Fagbohunge, 2010; Fagbohunge and Jayeoba, 2012). Therefore, the following hypothesis was proposed.

**Hypothesis 3:** Propensity to take risk has a positive impact on entrepreneurial motive.

### **Environmental Support as Mediator between Personality Factors and Entrepreneurial Motives**

Although there is no dearth of studies that have examined the role of personality factors as determinants of entrepreneurial intention the role of environmental supports towards entrepreneurial success has been very factual and could no longer be overemphasized. There are numerous factors within the larger environment, such as culture, political environment, and technological development (Verheul et al., 2006) that contribute to entrepreneurial motives (Baughn, 2006). They create a framework that constrains or enables human behaviour and interaction (North, 1990). As defined by Gnyawali and Fogel (1994) entrepreneurial environment is “the overall economic, sociocultural and political factors that influence people’s willingness and ability to undertake entrepreneurial activities”. These environmental forces have been found to be capable of either impeding or facilitating entrepreneurial activities in any society. Environment is a key factor in predicting an effective and successful entrepreneurship therefore, any study on entrepreneurship that disregard environment is insufficient and incomplete (Van de Ven, 1993). Ogundele (2007) describes environment as all the conditions and influences affecting the development of an organization. According to Romanelli (1989), availability of environmental resources brings about the emergence of entrepreneurs.

Entrepreneurial benevolence is another concept characterized by a strong presence of family businesses and role models, a diversified economy in terms of size of companies and industries, rich infrastructure and the availability of skilled resources, a solid financial community, and government incentives to start a new business (Dubini, 1988). All these benevolence or supportive environments allow entrepreneurs to achieve growth by capitalizing on abundant resources and capabilities. It also facilitates

entrepreneurs' alertness, the individual's ability to notice, without search, opportunities that are invisible to other people (Kirzner, 1979).

In addition, the educational institution or university environment is also identified as vital mechanisms that influence entrepreneurial activities (Fini, Grimaldi and Sobrero, 2009c; Morris and Lewis, 1995). Related to this, several researchers have identified that environment is a significant factor in influencing entrepreneurial intention among Asian students (Indarti, Rostiani and Nastiti, 2007); environmental factor does play a crucial role in determining the probability of individual becoming entrepreneurs (Lucky and Minai, 2011); and there is a strong correlation between the environment and the entrepreneurial intention (Uddin and Bose (2012). Therefore, it is was proposed that:

**Hypothesis 4:** Environmental support will mediate the relationship of propensity to take risk, need for achievement, and locus of control with entrepreneurial motive.

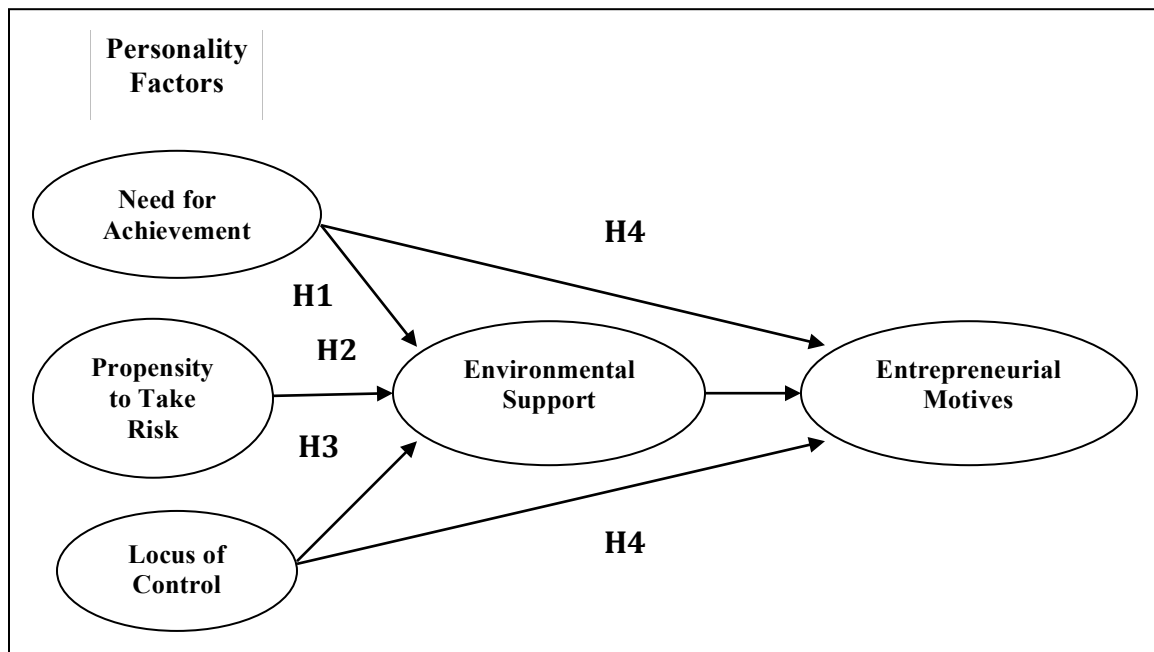


Figure 1. Theoretical Model of the Research

## RESEARCH METHODS

The survey was conducted on the students of the Kudus state institute for Islamic studies. The sampling method employed was cluster sampling which divided samples based on four faculties in this College. Data was collected using a survey questionnaire. The questionnaire consisted of two parts; the first part consisted of questions on demographic profile of the respondents and the second part had 25 items, which measured propensity to take risk, need for achievement, internal locus of control, environmental support and entrepreneurial motives. The respondents were asked to state their agreement or

disagreement on every stipulated statement on a 5-point Likert scale with (1 = strongly disagree and 5 = strongly agree).

Before the actual data collection, a pilot study was carried out using the questionnaire and for analysis of item. The validity and reliability of the questionnaire were measured. The internal consistencies of scale were assessed through computing Cronbach's alpha. The components of personality factors affecting entrepreneurial motives including environmental support show the reliability (Cronbach's Alpha) value ranging from .584 to .782 respectively (see Table 2). Implication from these values indicates that all of the items used for each component in the questionnaire have a high and consistent reliability values.

## RESULTS

The participants consisted of 372 students from an Islamic university called the Kudus state institute for Islamic studies, Indonesia. The students were from four faculties: Islamic education, Islamic law, Islamic theology, and preaching and Islamic information. Table 1 displays profile of the respondents.

Table 1 shows the characteristics of the respondents involved in this study. Out of 372 students as respondents, 121 are males and 251 are females. Concerning to Faculty, the respondents chosen from four faculties were identified as: Islamic education (25%), Islamic law (25%), Islamic theology (25%) and Preaching and Islamic Information (25%). Related to the family background, 29% of respondents are entrepreneurs, 23% are farmers, 22% are crafters, the rest are traders and government staffs.

Table 1: Profile of Respondents

Demographic Variables	Frequency	Percentage
<b>Gender</b>		
Male	121	32 %
Female	251	68 %
<b>Total</b>	<b>372</b>	
<b>Faculty</b>		
• Islamic Education	94	25%
• Islamic Law	92	25%
• Islamic Theology	95	25%
• Preaching and Islamic Information	91	25%
<b>Total</b>	<b>372</b>	
<b>Family Background</b>		
Teacher	36	10%
Farmer	85	23%
Entrepreneurs	109	29%
Trader	47	13%
Crafter	83	22%
Government staff	12	7%
<b>Total</b>	<b>372</b>	



Descriptive statistics and intercorrelation among the personality factors and entrepreneurial motives as well as environmental support variables along with the Cronbach's Alpha and Pearson correlation values among the subscales are reported in Table 2. The means range from 3.69 to 4.24. Comparison of means suggests that the respondents report more entrepreneurial motives with the need for achievement dimension of personality followed by internal locus of control. Environment support has also been indicated as one of the determining factors towards entrepreneurial motives.

Table 2: Means, Standard Deviations, Cronbach's  $\alpha$ , and Correlations among Variables

Variable	Mean	SD	Cronbach Alpha	1	2	3	4
1. Entrepreneur Motive	4.07	0.53	0.602	1.00			
2. Need for Achievement	4.24	0.54	0.782	.626**	1.00		
3. Propensity to take risk	3.69	0.57	0.584	.362**	.352**	1.00	
4. Locus of Control (internal)	3.94	0.64	0.692	.414**	.454**	.322**	1.00
5. Enviromental Support	3.88	0.49	0.653	.352**	.304**	.359**	.416**

Notes: \*\*=significant at  $p < 0.01$ , \*=significant at  $p < 0.05$

### **Test of the Measurement Model**

A measurement model with five latent variables was constructed such as propensity to take risk, need for achievement, internal locus of control, environmental support, and entrepreneurial motives. This study utilizes the structural equation model (SEM) to examine the theoretical model. This method is an extension of the general linier model (GLM), which was used to test the causal effect among the main construct of the hypothesized model. Accordingly, the SEM process consists of two steps i.e. (i) testing the measurement model through confirmatory factor analysis and, (ii) testing the structural model. Hair et.al. (2010) recommended that the measurement model is to be evaluated before constructing the structural model.

The main purpose of a measurement model is to describe how well the observed indicators serve as measurement instrument for the latent variables (Kline, 2010). It means that the measurement model depicts the link between the latent variables and the observed measures. The test of measurement model was conducted using the confirmatory factor analysis (CFA). Assessments of goodness of fit of each measurement model were determined by several criteria i.e. Chi-square, Root Mean Square Error of Approximation (RMSEA), Tucker-Lewis Index (TLI), Goodness-of-fit Index (GFI) and Comparative Fit Index (CFI). The CFA was conducted together with all variables. The summary of the measurement analyses is shown in Table 2.

Table 3. Results of Confirmatory Factor Analysis

Model	$\chi^2/DF$	GFI	TLI	CFI	RMSEA
Cut-off point	< 3	>.90	>.90	>.90	<.08
CFA of all variables	2.539	.901	.908	.907	.064

Table 3 reports the goodness-of-fit indicators of the research model. The chi-square statistic shows the value of 2.539, which confirms for a good model. The other fit indices like GFI, TLI, and CFI show acceptable value of 0.901, 0.908 and 0.907 respectively and the standardized root mean square residual (RMSEA) is only 0.064 (less than 0.08). The fit indices are all within the acceptable ranges and show that a substantial amount of variance is accounted for by the model. Hence the model is a reasonable representation of the data.

**Test of the Structural Model**

The subsequent analysis for testing the overall model and the developed hypotheses utilizes structural equation model using AMOS program. The objective of the test is to assess the goodness-of-fit between the model and the sample data. The chi-square is one of the statistics to measure the goodness-of-fit of the theoretical model. A non-significant chi-square shows support for believing that the differences of the predicted and actual matrices are non-significant and it indicates an acceptable fit, and therefore a non-significant chi-square is desired (Hair et al. 2010).

In addition, the chi-square values are sensitive to sample size. If the sample size is large enough, significant differences will be found for specified model. For this reason other fit indices such as GFI, TLI, NFI, CFI and RMSEA, that may minimize the effect of sample size, are utilized to assess the fit model. Table 3 displays the result of the structural equations test of the composite variables, which indicates that the theoretical model has achieved an acceptable fit to the data with the goodness-of-fit indices values for chi-square, GFI, TLI, CFI, and RMSEA are 1.582, 0.970, 0.938, 0.959, and 0.054 respectively. Table 4 displays the path coefficient values to test the hypotheses.

Table 4. Results of Structural Model

Hypothesis	Causal Path	Estimate	Standard Error	P	Remarks
H1	NA → EM	.518	.093	***	Supported
H2	PRT → EM	.300	.072	***	Supported
H3	ILC → EM	.315	.052	***	Supported

Notes: \*\*\* is significant at p < 0.01. \*\* is significant at p < 0.05. NA: Need for Achievement, PTR: Prosperity to take risk, ILC: Internal Locus of Control, EM: Entrepreneurial Motives,

Hypothesis 1 proposed a positive effect of need for achievement on entrepreneurial motive. The results show that the estimate for this path is 0.518 and statistically significant at alpha 1%. Therefore, hypothesis 1 is supported. Furthermore,

hypothesis 2 tests the relationship between propensity to take risk and entrepreneurial motive. The results in Table 4 show that the path coefficients of 0.300 are statistically significant at alpha 1% and thus the hypothesis is also supported. Moreover, hypothesis 3 examines the effect of internal locus of control on entrepreneurial motive and the results evidence that the path coefficients of 0.315 are statistically significant at alpha 1%. Hence, hypothesis 3 is supported. Moreover, In order to test hypothesis 4 for the mediation, two structural equation models using AMOS were developed and compared. The first model was the mediation model asserting the link between need for achievement, propensity to take risk and locus control and entrepreneurial motive through environmental support. The second model was the no mediation model; this model described the link directly from need for achievement, propensity to take risk and locus control to entrepreneurial motive by excluding environmental support from the model. This method is justifiable as demonstrated in previous studies (see Koh and Boo 2001 and Chen 2005). The results showed that the model did not meet the goodness of fit criteria. It can be concluded that the former model was better than the later. These findings were supported by greater value of GFI, AGFI, NFI, TLI, and lower value of  $\chi^2/df$  and RMSEA. Therefore, it was revealed that the mediating effect of environmental support was supported.

## **DISCUSSION AND CONCLUSION**

The purpose of the study was to examine the influence of need for achievement, propensity to take risk, locus of control and environmental support toward entrepreneurial motive among Islamic College students in Kudus, Indonesia. The study hypothesized that there are significant relationship between need for achievement, propensity to take risk, locus of control and entrepreneurship motive. In general, the results of the analysis provide empirical supports for these hypotheses.

This study found that need for achievement has a strong predictor of entrepreneurial motive. This means that individuals who are motivated to achieve to become success in their life are more receptive to becoming entrepreneur. These research findings supported previous research on the relationship between need for achievement and entrepreneurship (e.g Ryan et al., 2011; Elali and Al-Yacoub, 2016; Yokongdi and Lopa, 2017; Nasip et al., 2017). For example, Yokongdi and Lopa (2017) found that need for achievement has a significant effect on intention for entrepreneurship in international education in Thailand. Thus, the need for achievement becomes key factor on entrepreneurial motive as an indicator of the capacity and desire to engage in entrepreneurial activities.

Moreover, the data analysis showed that propensity to take risk has a significant effect on entrepreneurial motives. This means that the individuals who have strong tendency to take risk more likely to become entrepreneurs. The propensity of individual to take risk is as key factor for distinguished entrepreneurs for non-entrepreneurs. The finding of this study was in line with that found by Elali and Al-Yacoub (2016); Nasip et al., (2017). Study conducted by Nasip, et al. (2017) found that propensity to take risk is

positively related to entrepreneurship intention among undergraduate student in Malaysia. The uncertainty condition which is faced by entrepreneur, is one of the challenge that need an individual that has brave take action with considering the information and calculation for the risk.

Likewise, the result of the data analysis showed that locus of control has a significant effect on entrepreneurial motive. This means that the individuals with the higher internal locus of control are likely to believe that they are who control the events in their life including in entrepreneur activities. This was in line with a number of previous studies which looked into personality traits of entrepreneurs such as Akanbi, 2013; Chaudhari, 2017; Zollo et al., 2017. For example: Chaudhari (2017) found that the trait of internal locus of control was significant in entrepreneurial inclining among university student in India.

In conclusion, this study found that personality factors such as need for achievement, propensity to take risk, internal locus of control are relatively associated with entrepreneurial motive. Moreover, the study found that environmental support has played a significant mediating role on the relationship between need for achievement, propensity to take risk, internal locus of control to entrepreneurial motive. Supportive business oriented culture, political stability, and technological advancement (Verheul et al., 2006), entrepreneurially friendly atmosphere, one's family background and financial support are among those external environmental factors. Therefore, the personality factors were not the only elements that influence one's motive to be an entrepreneur rather the relationship was found mediated by the meaningful contribution of such environmental support. Overall, the objective of this study to identify the mediating role of environmental support in the relationship between personality factors and entrepreneurship motive was evidently served by the data.

Several implications could be gleaned from the outcome of this study. Prominent among these is need for achievement, propensity to take risk, and internal locus of control for improving entrepreneur motive among university students. Additionally, environmental support is mediating the relationship between need for achievement, propensity to take risk, and internal locus of control to entrepreneurial motive. Entrepreneurship has a significant position in the rapidly changing socioeconomic scenario of the world. The present research might stimulate further research work in the field. The specially designed measuring instrument developed by the researchers could be in help for future investigators. By taking into account the example of other developed countries, Indonesia could boost its economy through entrepreneurial promotion.

University students, if properly trained, can play a leading role in this regard. This study is useful in identifying suitable students for any entrepreneurial activity in future. With the support of government, they can promote entrepreneurial culture in the country.

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