

THE EFFECT SELF EFFICACY AND COMPETENCE ON ENTREPRENEURIAL INTENTIONS WITH COPING AS MEDIATION¹

Zulhawati¹, Pujiastuti², Ifah Rofiqoh³, Septi Diana Sari⁴

^{1,2,3,4} Universitas Teknologi Yogyakarta

zulhawati@uty.ac.id, pujiastuti@uty.ac.id, ifah.rofiqah@uty.ac.id, septi.diana@uty.ac.id

Abstract— The purpose of this study was to examine the effect of self-efficacy and competence on the intention to entrepreneurship by coping as a mediating variable. Self-efficacy is the level of confidence in doing the task well, competence is the ability, knowledge / understanding, and attitude needed in carrying out job responsibilities. Coping as a behavioral and cognitive effort in managing internal and external demands is expected to overload and exceed individual abilities. The sample in this study were Yogyakarta Technological University (UTY) students who were divided into three groups, namely students who had never received entrepreneurship courses, had already received courses, entrepreneurship, and students who had obtained courses, entrepreneurship who had just joined the Entrepreneurship Development Program. The results of the study showed that self-efficacy, competence and coping influenced the desire for entrepreneurship. Self-efficacy and competence have an indirect positive effect on entrepreneurial intentions through coping.

Index Terms— competence, coping, intention to entrepreneurship, self-efficacy.

I. INTRODUCTION

The lack of interest and courage of scholars to establish a business that is truly new is an interesting study [1] – [3]. The researchers found that the factors that influence the intention of entrepreneurship are the need for achievement, creativity, independence, courage, ambiguity tolerance, parental influence and self-ability [4] – [6]. The results of the study by [7] – [10] consistently reveal that self-efficacy contributes to one's intention to open a new business. According to [11] entrepreneurs must have the ability to see and assess business opportunities, gather needed resources and have the nature, character, and willingness to creatively create innovative ideas into the real world in order to achieve success. Coping is an action to control the situation and the ability to manage responses when facing problems, coping has a central role as a process of individual cognitive assessment in response to change.

This research is expected to contribute to the change management literature by showing the importance of psychological factors in the process of change. Respondents in this study were divided into three groups, namely groups of students who had never received entrepreneurship courses, students who had obtained entrepreneurship courses and students who had already received

entrepreneurship courses were also joined in the Entrepreneurship Development Program. Ideal conditions, the Entrepreneurship Development Program seeks to produce graduates who are able to become entrepreneurs.

II. LITERATURE REVIEW AND HYPOTHESES

Entrepreneurial Intention

Intentions are things that are assumed to explain motivational factors and have a strong impact on the behavior of [12] – [16]. According to [15] someone's entrepreneurial intention can be viewed from four dimensions, namely desires, preferences, plans and behavior of expectancies. Desires are something in someone in the form of a desire to start a business. Preferences are something in someone who shows that having a business independently is a need that must be achieved. Plans are hopes and plans that are in someone to start a business. Behavior expectancies are a review of a possibility for entrepreneurship followed by the target of starting a business.

The results of the study of [17] reveal that to measure entrepreneurial intentions one can use a particular statement approach such as: desire (I want to), self-prediction (how likely it is) and behavioral intention (I intend to). Entrepreneurial intention is measured by how much the individual wants to start a new business.

¹ Thank you to Kemenristekdikti for providing funds for entrepreneurship development programs

Self-Efficacy

Self-efficacy can be a driving factor for someone and can be used to predict certain behaviors [7]. Self-efficacy is often associated with one's career decisions, because to choose a job someone tends to think of his ability to do the job. Self-efficacy is an important factor that can influence the actions or ways a person works [9]. The level of self-efficacy also reflects the high and low commitment to achieve something that you want to achieve. Self-efficacy in general consists of magnitude, strength, and generality [8], [9]. Magnitude related to the assessment of the level of difficulty of work. Strength measures the level of confidence in a person to be able to finish a good job. Generality measures one's beliefs to be able to complete other tasks that have similarities.

Self-efficacy can encourage a person's performance in various fields including interest in entrepreneurship [7]. [9] reveals that a person's level of self-efficacy can describe the process of selection and adjustment to career choices in his life. The higher the level of one's self-efficacy towards the business world, the stronger the entrepreneurial intention, when someone will open a new business, self-efficacy is needed that he is able to carry out all business activities so that his business can succeed [9], [14].

Competence

Entrepreneurship competencies as knowledge, skills and abilities of individuals with the goals to be achieved [18]. The skills that must be possessed by an entrepreneur are managerial, conceptual, humanitarian skills, making decisions, and managing time. Managerial skills are functions of planning, organizing, mobilizing and controlling to achieve goals, analyze and develop markets, the ability to manage company resources. Conceptual skills are to formulate business goals, policies and strategies. Humanitarian skills are in understanding, communicating, relating, accommodating, sociable, sympathetic and empathetic to others.

Skills in formulating problems and making decisions. Entrepreneurship is required to be able to analyze the situation and formulate various problems to find alternative solutions. These skills can be learned through formal education, training, simulation and experience. Skills in managing and using time to facilitate the implementation of the work and plans outlined.

Coping with Change

According to [19] coping is a person's behavioral and cognitive effort in managing (reducing, minimizing, or tolerating) internal and external demands of the relationship between the environment and individuals who are expected to overload and exceed individual abilities. [20] define coping with change as a psychological and business awareness physically to develop individual resourcefulness when facing changes that are considered as stressors by reducing external demands in them. The results of [21] found that coping has closeness to perceptions that are judged from most of the variances in the perception of uncertainty arising from change. Research results of [22], coping with change mediates the relationship between positive self-concept, risk tolerance, employee intention to leave.

The process of adaptation to goals and changes in the environment has become a challenge and an important problem for individuals and organizations. New technology development, methods and procedures have become a daily part of life. This change makes anxiety and work stress this indicates a negative reaction to individual and organizational changes. Negative reactions that result can be in the form of resistance to change as indicated by the increased intention of employees to leave the organization [23]. Environmental changes require considerable adjustments so that the role of coping becomes important to deal with these stressful conditions. When the environment changes, individuals and employees often feel lost in territory, feel uncertain about their future, and may fear failure with new tasks [24]. [22] tested personality and performance and job satisfaction related to the ability of employees to deal with change (coping with change). [24] found that employees' low willingness to change was associated with low job satisfaction and high intention to leave employees. [25] found the validity of three components of the model of commitment to change as support associated with individual behavior in supporting change efforts.

HYPOTHESIS

Effect of Self-efficacy on Student Entrepreneurial Intentions

The higher the level of one's self-efficacy towards the business world, the stronger the

entrepreneurial intention will be. When someone is going to open a new business, self-efficacy is needed that they are able to undergo all business activities so that their business can be successful [9], [10]. From the results of these studies it is hypothesized that:

H1: Self-efficacy has a positive effect on entrepreneurial intentions

Effect of Competence on the Intention of Student Entrepreneurship

The results of the research by [26],[27] found that there was a positive relationship between competency and company performance. According to [28] states that competency is of two types, namely natural competencies and competencies obtained from learning. Natural competency consists of characteristics, attitudes, self-image and social role. Competencies obtained from learning are skills, knowledge and experience. Therefore, entrepreneurial competence is a characteristic possessed by an individual who helps them to execute tasks in the most appropriate way [29]. From the results of these studies it is hypothesized that:

H2: Entrepreneurial competence has a positive effect on entrepreneurial intentions

The Effect of Coping with Change on the Intention of Student Entrepreneurship

Environmental changes require considerable adjustments so that the role of coping becomes important to deal with stressful conditions for entrepreneurs. Change happens everywhere, it can even be said that there is nothing eternal except for the change itself. When the environment changes, someone who chooses to become an entrepreneur must be change according to that change. [25] provide findings in the form of validity of the three components of the model of commitment to change as support associated with individual behavior in supporting change efforts. Someone who can manage stress due to changes in the environment and wants to change following changes in the environment would rather choose to become an entrepreneur. From the results of these studies it is hypothesized that:

H3: Coping with change has a positive effect on entrepreneurial intentions

Coping with Change Mediates the Relationship between Self-efficacy and Competence towards Student Entrepreneurial Intentions

According to [30] intervening / mediating variables are variables that theoretically influence the relationship between independent variables and dependent variables into indirect relationships and cannot be observed and measured. This variable is a variable between the independent variable and the dependent variable, so that the independent variable does not directly affect the change or emergence of the dependent variable. The next hypothesis:

H4: Self-efficacy has an indirect positive effect on entrepreneurial intentions through coping with change.

H5: Competence has an indirect positive effect on entrepreneurial intentions through coping with change.

III. RESEARCH METHODS

The sample in this study was the UTY students divided into three groups namely students who had never taken entrepreneurship courses, had taken entrepreneurship courses and participants in the Entrepreneurship Development Program.

Variable Operational Definition

Self-efficacy is self-assessment whether it can or cannot work according to what is required. Self-efficacy is measured by magnitude, strength, and generality. The higher the score obtained, the higher the magnitude, strength and generality, the higher the self-efficacy. Competence is measured based on the ability of planning, organizing, mobilizing and monitoring, analyzing and developing markets, the ability to manage company resources. Skills in are formulating business objectives, policies and strategies. Skills are for understanding, communicating, relating, accommodating, sociable, sympathetic and empathetic to others. Skills to formulate problems and make decisions, regulate and use time to facilitate the implementation of the work and plans outlined.

Coping can be revealed through a scale made based on forms of stress coping, namely problem

focused coping (assistance seeking, direct action, information seeking, planning problem solving) and emotional focused coping (avoidance, denial, self-criticism, positive reappraisal). The higher the score produced on this scale, the higher the stress coping used, the lower the score obtained, the lower the stress coping used.

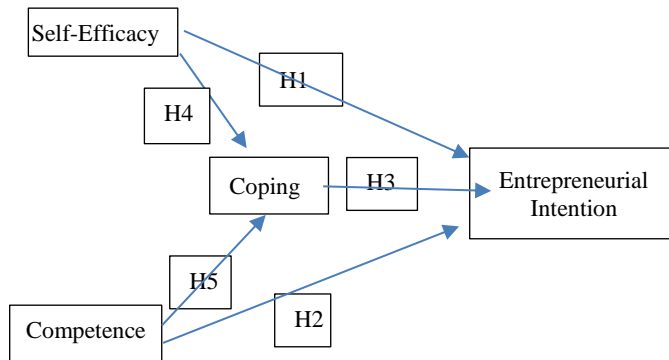


Fig 1. Research Model

IV. RESEARCH RESULT AND DISCUSSION

Descriptive Statistics

Descriptive statistics in table 1 show that out of 250 questionnaires distributed to students 57.8% chose a career for entrepreneurship. This shows that the high intensity of entrepreneurship by the sample chosen was because students who were selected as a sample 97% had taken entrepreneurship courses; only 1.8% had not taken entrepreneurship courses.

Insert table 1

Validity and Reliability Test

The results of the validity test in table 2 show that all items are valid. This is because all statement items have a factor value of more than 0.6 and alpha is also greater than 0.6.

Insert table 2

Correlation between Variables

The results of the correlation test between variables in table 3 show there is a positive relationship between variables and significance. These results indicate an early indication of support for the mediation hypothesis because mediation relationships require significant correlations between independent, mediating, and dependent variables [31]

Insert table 3

Mediation Model Testing Results

The procedure for testing coping with change as a mediating variable of the relationship between self-efficacy, competence and entrepreneurial intentions through two tests, namely direct influence and indirect influence. Direct and indirect effects can be seen in table 4. The results of direct and indirect tests show significant at $\alpha = 5\%$.

The test results show that the direct effect coefficient of variable self-efficacy on entrepreneurial intentions is 0.031 while the indirect effect falls to 0.022 but remains significant. This shows that partial mediation or in other words coping with change partially mediates the effect of self-efficacy on entrepreneurial intentions. This partial mediation form indicates that it is not the only mediator of the relationship of self-efficacy to entrepreneurial intentions but there are other mediating factors. The test results support the hypothesis.

Insert table 4

V. CONCLUSIONS AND IMPLICATION

Preliminary research results on student entrepreneurial intentions by 15%. After students get entrepreneurship courses in this study show that 57.8% of students choose a career for entrepreneurship, this result increases because students selected as samples 97% have taken entrepreneurship courses. The correlation test results between significant positive variables. These results indicate early indications of support for the mediation hypothesis because mediation relationships require significant correlations between independent, mediating, and dependent variables.

The results of testing the direct effect and the indirect effect of the variables of self-efficacy and competence on entrepreneurial intentions are significant, but the coefficient values are fall. This shows that coping with change partially mediates the effect of self-efficacy and competence on entrepreneurial intentions. This partial mediation form shows that it is not the only mediator of the relationship of self-efficacy and competence to entrepreneurial intentions but there are other mediating factors.

The implication of this study is that with increasing interest in entrepreneurship after taking

entrepreneurship learning, it indicates that entrepreneurship learning is important in shaping self-confidence, competence and the desire to change.

ACKNOWLEDGMENT

The preferred spelling of the word “acknowledgment” in American English is without an “e” after the “g.” Use the singular heading even if you have many acknowledgments. Avoid expressions such as “One of us (S.B.A.) would like to thank” Instead, write “F. A. Author thanks”

Sponsor and financial support acknowledgments are placed in the unnumbered footnote on the first page.

REFERENCES

- [1] Liñán F., Skill and value perceptions: How do they affect entrepreneurial intentions? *International Entrepreneurship Management Journal*, 4, 257–272, 2008.
- [2] Liñán F., & Santos F. J., Does social capital affect entrepreneurial intentions? *International Advances in Economic Research*, 13(4), 443–453, 2007.
- [3] Zulhawati, Pujiastuti, Ifah R., Widya S., Menumbuhkan Intensi Berwirausaha melalui *Self Efficacy* dan *Coping* terhadap Perubahan sebagai variable Pemediasi. Proceeding Seminar Nasional FMI ke 10, 621, 2018.
- [4] Thomas A. S. & Mueller S. L., A Case for Comparative Entrepreneurship: Assessing the Relevance of Culture. *J Int Bus Stud Second Quarter*, 31(2), 287–299, 2000.
- [5] Utsch A., & Rauch A., Innovativeness and initiative as mediators between achievement orientation and venture performance. *European Journal of Work and Organizational Psychology*, 9(1), 45–62, 2000.
- [6] Wang C. K. & Wong P, K., Entrepreneurial Interest of University Students in Singapore, *Technovation*, 24(2) 16–172, 2004.
- [7] Hmieleski K. M. & Baron R. A., When does entrepreneurial self-efficacy enhance versus reduce firm performance? *Strategic Entrepreneurship Journal*, 2, 57–72, 2008.
- [8] Gerhardt M. W. & Kickul J. R., The role of cognitive style and risk preference on entrepreneurial self-efficacy and entrepreneurial intentions. *Journal of Leadership and Organizational Studies*, 13(4), 87–104, 2007.
- [9] Flavius T. E., Gender, entrepreneurial self-efficacy, and entrepreneurial attitude orientations: The case of the Caribbean. *International Business & Economics Research Journal*, 9(13), 17–31, 2010.
- [10] Handaru A. W., Parimita W., & Subekti W., *Entrepreneurial self-efficacy, ethnicity, gender and educational background: Evidence from the Kuningan international trade center, Jakarta, Indonesia*. In F. L., Gaol, S. Kadry, M. Taylor, & S. L. Pak, Recent Trends in Social and Behaviour Sciences, pp. 113–118. UK: CRC Press, Taylor & Francis Group, 2013.
- [11] Zimmerer T.W., & Norman S., *Kewirausahaan dan Manajemen Usaha Kecil*. Jakarta: Salemba Empat, 2008.
- [12] Wijaya T., Hubungan adversity intelligence dengan intensi berwirausaha studi empiris pada siswa SMKN 7 Yogyakarta. *Jurnal Manajemen dan Kewirausahaan*, 9(2), 107–116, 2007.
- [13] Sukmana, U. D., Peran pendidikan kewirausahaan dalam menumbuhkan motivasi (studi tentang pengaruh pendidikan kewirausahaan terhadap motivasi wirausaha mahasiswa Universitas Kuningan). *Equilibrium*, 4(8), 1–23, 2008.
- [14] Handaru A. W., Parimita W., Achmad A., & Nandiswara C., Pengaruh sikap, norma subjektif, dan efikasi diri terhadap intensi berwirausaha mahasiswa magister management (kajian empiris pada sebuah universitas negeri). *Jurnal Paramadina*, 11(2), 1046–1061, 2014.
- [15] Vemmy S. C., Faktor-faktor yang mempengaruhi intensi berwirausaha siswa SMK di Yogyakarta. *Jurnal Pendidikan Vokasi*, 2(1), 117–125, 2013.
- [16] Srimulyani, Veronika Agustini. Analisis Pengaruh Kecerdasan Adversitas, Internal Locus Of Control, Kematangan Karir Terhadap Intensi Berwirausaha Pada Mahasiswa Bekerja. *Widya Warta* No. 01 Tahun XXXV II, ISSN 0854-1981. 2013.

- [17] Liñán Fr. & Chen Y., “Testing the Entrepreneurial Intention Model on a Two-Country Sample”, Departament d’Economia de l’Empresa, 2006.
- [18] Cheetham G., & Chivers G., The reflective (and competent) practitioner: a model of professional competence which seeks to harmonize the reflective practitioner and competence-based approaches. *Journal of European Industrial Training*, 22(7), 267-276, 1998.
- [19] Folkman, S., Lazarus R. S., Schetter C. D., DeLongis A., & Gruen R.J., Dynamics of stressful encounter: Cognitive appraisal, coping, and encounter outcomes. *Journal of Personality and Social Psychology*. 50, 992–1003, 1986.
- [20] Anshel M. H., Raviv, S., & Jamieson, J, Cognitive appraisals and coping strategies following acute stress among skilled competitive male and female athletes. *Journal of Sport Behavior*, 24, 128 – 134, 2001.
- [21] Rafferty A. E. & Griffin, M. A., Perceptions of organizational change: A stress and coping perspective. *Journal of Applied Psychology*, Vol. 91, pg. 1154–1162, 2006.
- [22] Judge T. A., Thoresen C. J., Pucik V., & Welbourne T. M., Managerial coping with organizational change: A dispositional perspective. *Journal of Applied Psychology*, 84, 107– 122, 1999.
- [23] Lee T. W., Mitchell T. R., Wise L., & Fireman S., An unfolding model of voluntary turnover. *Academy of Management Journal*, 39, 5–36, 1996.
- [24] Wanberg C. R. & Banas J. T., Predictors and outcomes of openness to changes in a reorganizing workplace. *Journal of Applied Psychology*, 85(1), 132–142, 2000.
- [25] Herscovitch L. & Meyer J. P., Commitment to organizational change: Extension of a three-component model. *Journal of Applied Psychology*, 87, 474–487, 2002.
- [26] Ahmad N.H., Ramayah T., Wilson C., Kummerow L., Is entrepreneurial competency and business success relationship contingent upon business environment? A study of Malaysian SMEs, *International Journal of Entrepreneurial Behavior & Research*, 16 (3); 182 -203, 2010.
- [27] Kabir M., Hazril I. I., & Khairul A. M. S., Entrepreneurial Competency as Determinant for Success of Female Entrepreneurs in Nigeria, *Indonesian Journal of Business and Entrepreneurship*, 3(20) 143 -152, 2017.
- [28] Meutia, & Ismail T., The development of entrepreneurial social competence and business network to improve competitive advantage and business performance of small medium sized enterprises: a case study of batik industry in Indonesia. *Procedia-Social and Behavioral Sciences*, 65: 46–51, 2012.
- [29] Lazar N, & Paul G., Entrepreneurial competencies in a business enterprise – An overview. *International Journal of Scientific Research* 4(1): 226–227, 2015.
- [30] Sugiyono, *Metode penelitian kuantitatif kualitatif dan R&D*. Bandung: Alfabeta, 2007.
- [31] Baron R. M. & Kenny D. A., The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 51(6), 1173-1182, 1986.

Table 1. Sample Selection

Group	Option	Percentage
Career Choice		
	Entrepreneurship	57,8
	Not Entrepreneurship	42,2
Student		
	Haven't taken entrepreneurship courses	1,8
	Had taken entrepreneurship courses	72,5
	Entrepreneurship development program participants	25,7

Table 2. Validity and Reliability Test

Code Items	SE1	SE2	SE3	SE4	SE5	SE6	SE7	SE8	SE9	SE10	SE11	SE12	SW13
VI. SELF-EFFICACY													
Alpha	0,79												
Factor	0,63	0,63	0,68	0,69	0,79	0,69	0,73	0,79	0,84	0,74	0,79	0,85	0,81
VII. COMPETENCE													
Alpha	0,66												
Factor	0,69	0,65	0,65	0,69	0,74	0,78	0,75	0,66	0,69	0,63	0,63	0,69	0,67
Competence	K14	K15	K16	K17	K18	K19	K20						
	0,61	0,62	0,60	0,62	0,62	0,61	0,62						
VIII. COPING													
Alpha	0,67												
Factor	0,69	0,65	0,65	0,69	0,74	0,78	0,75	0,66	0,69	0,63	0,63	0,69	0,67
IX. ENTREPRENEURIAL INTENTION													
Alpha	0,80												
Factor	0,87	0,91	0,74	0,84									

Table 3. The results of the correlation coefficient test between variables

Variable	SE	Comp	CP	IW
Self-efficacy		0,256*	0,284*	0,291*
Competence	0,256*		0,273*	0,356*
Coping with change	0,284*	0,273*		0,353*
Entrepreneurial Intention	0,291*	0,356*	0,353*	

* significant on $\alpha = 5\%$

Table 4. Hypothesis test result

	Direct Influence		Indirect Influence	
	Coefficient	T	Coefficient	T
SE → IW	0.031	3.147*	0,022	2,239*
KO → IW	0.056	3.223*	0,034	3,126*
CP → IW			0,046	3,175*
SE → CP			0,193	3,068*
KO → CP			0,346	3,075*

* significant on $\alpha = 5\%$