

THE ROLE OF INTENTIONAL SELF –REGULATION, ENTREPRENEURIAL PARENT,
AND GENDER IN INDONESIAN PEOPLE’S DEVELOPMENT TOWARD
ENTREPRENEURSHIP

Submitted by
Claudia Audiana

Submitted to
Dr. Aiden Yeh

Wenzao Ursuline University of Languages

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Abstract

This study describes the development of entrepreneurship in Indonesia and examine the joint role of intentional self-regulation, entrepreneurial parents and gender in predicting someone entrepreneurial intent in a sample of 15 Indonesian university student and 16 Indonesian entrepreneur (19 females and 12 males). Based on a Questionnaire and follow-up interview revealed a gap between students and entrepreneurs in the factor that influence their development toward entrepreneurship. In this study, I investigated whether personal characteristics (i.e., gender and intentional self-regulations) and contextual factor (entrepreneurial parents) predicted Indonesian University student and entrepreneur's intentions to become an entrepreneur. The study found that self-regulation and having entrepreneurial role models (parents) predict entrepreneurial intent. It was also found that there are no significant differences between male and female participants' percentages in intentional self-regulation.

1. Introduction

The role of entrepreneurs in developing countries cannot be ignored, especially for the implementation of the countries’ development. According to Santoso (cited in The Jakarta Post, 2014) Indonesia is on the stage where entrepreneurship plays a significant role in supporting its economy. Small and medium sized enterprises (SMEs) in 2012 reached 99.99 percent of total enterprises in Indonesia. The SMEs employed 107 million workers or almost 91 percent of the total Indonesian workforce in 2012. This figure will surely increase in the following years in accordance with the need of jobs.

The rapid growth of the work force than the job opportunities has led to the rise of unemployment. This situation forces some individuals to choose entrepreneurship as their career path. One’s decision to become an entrepreneur is also influenced by external and internal factors. The external factor is school as an educational institution and the internal factor here is family, especially the role of parents. Some researchers like Mahraini, Ritha, and Inneke acknowledged that “the parent is one of the internal environment that play a role in determining the children’s future career” (2014, p.1). A research on the development of entrepreneurship has shown that there are other factors such as the role of self-regulation, and innovation that could also influence people in becoming an entrepreneur (Geldhof, Weiner, Agans, Mueller, Lerner, 2014).

The purpose of this research was to look at what factors that influenced Indonesian people’s entrepreneurial intent, viewed from personal attributes (intentional self-regulation, innovation, gender) and contextual factors (entrepreneurial parents). This research adopts the theoretical framework which Geldhof et al (2014) used in their research, utilizing a mix-methods longitudinal study aimed at the development of entrepreneurship. The subject of the research would be Indonesian University Students and Indonesian Entrepreneurs. The subject would be asked to do the online survey to obtain the data and get more insight about it. A

simple interview was also done to get a deeper understanding about the role of contextual factors in motivated or influenced someone to become an entrepreneur. By analysing the collected data, it would show the factors that influence Indonesian people’s entrepreneurial intent, whether they become an entrepreneur because of their personal intention and innovation or whether their entrepreneurial parents have a role in it and how much of an influence they have. The result of this research provides some information that would be very helpful to the government, educational institutions and also the parents, especially in Indonesia.

2. Literature Review

2.1 Definition of Entrepreneurship

Most of the people think that the word “entrepreneurship” is really an academic word and because of that, many scholars attempt to define the meaning of entrepreneurship. Generally speaking entrepreneurship known as the work for itself (self-employment) or people who buys the goods this time at a certain price and sells at the future with an uncertain price (Cantillon, 2010). Howard Stevenson, the godfather of entrepreneurship studies at Harvard Business School, clearly integrated entrepreneurship into the pursuit of opportunity and resources controlled (cited in Einsenmann, 2013, p2). Bolton and Thompson (2000) seems to agree on Howard’s opinion that entrepreneur is a person who habitually creates and innovates to build something of recognize value from perceived opportunities. Both definitions show that entrepreneurship or an entrepreneur has an ability to see and capture the opportunities. Hisrich (1990) defined entrepreneur as “someone who demonstrates initiative and creative thinking, is able to organize social and economic mechanisms to turn resources and situations to practical account, and accepts risk and failure (p. 209–222)”. The CEO (Chief Executive Officer) of Swapt, Michael Downing, pointed out that entrepreneurship is

about taking action, having the courage to keep going through all the failures, using their past experiences, common sense and intelligence to make a decisions to transform their vision into a real business (cited in Fallon, 2014). The Entrepreneurship Center at Miami University of Ohio described Entrepreneurship as “the process of identifying, developing, and bringing a vision to life. The vision may be an innovative idea, an opportunity, or simply a better way to do something. The end result of this process is the creation of a new venture, formed under conditions of risk and considerable uncertainty (cited in Peter, 2011, p.9)”. According to all the definitions above, entrepreneurship is therefore characterized as the ability to see opportunities, dare to take action, accept risk and failure, and also the ability to bring vision to reality.

2.2 Local Context

The Minister of Cooperatives and SMEs, Anak Agung Gede Ngurah Puspayoga posits that the number of entrepreneurs in Indonesia is only about 1.65 percent of the population today. According to him, Indonesians are "far less than in neighbouring countries, for example, Singapore 7%, Malaysia 5%, and Thailand 4%" (Sasongko, p.1, 2015).

Most of Indonesian people, who become entrepreneurs, are a group of necessity entrepreneurs. Their unstable financial condition that cannot support their family needs is the major reason why they build a business. In addition, the nature of enterprise being put up is merely an individual and small business that is less labour intensive. In fact, there are many necessity entrepreneurs who have enough skill to develop their business better (Pujoalwanto, 2014).

However, there are some entrepreneurs in Indonesia who managed to break the wall that normally limit the development of the entrepreneur necessity. For example, in East Java, there is Mohamad Faisol who converts corn husk as raw material for plastic substitute. In

Cibinong, Syauqi Naji successfully develops cow's milk soap with a turnover of about USD 15 million per month. Another story with Shinta Pertiwi, a student of Yogyakarta, she cultivates *Indigofera*¹ leaves into a special textile dye in blue colour. Currently, she and his team reap a turnover of 70 million rupiah (about US\$ 4941) within three months (Santoso, 2013). There are many success stories of entrepreneurs, but the number is still insufficient when compared with the total population of Indonesia.

2.3 Entrepreneurial Intention

There are lot of factors that affect someone’s intention to become an entrepreneur. In some of the literature on entrepreneurial activities, there has been an interesting pattern in identifying the factors that show the relationship between intention and entrepreneurship (Kourilsky, 1980; Koh, 1996). Most of the factors are related with entrepreneurial behaviour which including gender, age, professional background, work experience, entrepreneur's educational and psychological (Delmar and Davidsson, 2000). Two factors in particular which have been frequently used to measure entrepreneurial intention are personal characteristics and contextual factors.

Personal characteristics are those relating to gender, intentional self-regulation skills, age, and educational status (Robinson, Stimpson, Huefner, and Hunt, 1991) and contextual factors considered as having an entrepreneurial parent (Schmitt-Rodermund, 2004) can be used to describe potential entrepreneurs.

From the previous studies about entrepreneurship and entrepreneurial intention, Hirshberg (2010) conducted a study using her own experience and other parents' experiences to research the advantages of kids get deeply involve in parents (own) business. By letting children get involve in parents business, know what their parents do, watch their parents

¹ the family of plants known as fabaceae, often referred to as pea flowers.

acting as leaders, taking responsibility both for their own lives and for the lives of others, help children shape their future decision and make them realize that they can choose to build something themselves rather than become part of something build by others. This study has focused on how entrepreneurial parents affect their children entrepreneurial behaviour. Mahraini, Dalimunthe and Qamariah (2014) conducted research on how the role of parent in children's career choices as an entrepreneur. They found that there are external and internal factors that can motivated someone to become an entrepreneur and the dominant internal factor is the family support, especially the role of parents. The family background whether as an entrepreneur or as the worker have an influential motivation on entrepreneurship. The more highly education parents give more independency to their children to determine their own career and also give more details about the career choices in the future. The major parents who are entrepreneur have children who choose entrepreneur as their career because their own experiences of running a business encourage the children to choose a career as an entrepreneur. Their findings revealed that parents are one of internal factor in predicting entrepreneurial intent. The one reason of someone becomes an entrepreneur or interests in entrepreneurship are because their parents are also entrepreneur (Putri, 2010). Geldhof, Weiner, Agans, Mueller, Lerner (2014) conducted a research discussing the theoretical model of understanding entrepreneurial intents in late adolescence and then tested the model using a survey instrument. They analysed four predictors (Intentional Self-Regulation or ISR, innovation orientation, having an entrepreneurial parents and gender) of entrepreneurial intent. The result of their research showed that gender moderates the relationship between predictors and entrepreneurial intent and having an entrepreneurial parent positively predicted entrepreneurial intent.

Research up to this point has indicated that there is a blend of personal characteristic and contextual factor but the study (Geldhof et al, 2014) were done in other countries not in

Indonesia. Even though there are some research that have been done in Indonesia but those research (Putri, 2010; Mahraini et al, 2014) focus on the role of entrepreneurial parents in influence someone entrepreneurial spirit. What current research has failed to reveal is whether or not there is a causal relationship between personal characteristics and contextual factors toward entrepreneurial intent in case of Indonesian people. This study adopts the theoretical model that Geldhof et al (2014) used in their previous study in analysing the factors of entrepreneurial intent. The measures are intentional self-regulation, having an entrepreneurial parent, and gender.

Intentional Self-Regulation

Demon and Lerner (2008) emphasize the importance of self-regulatory ability in the development of entrepreneurship. Selection, Optimization, and Compensation (SOC) is one of the ISR models. Entrepreneurial Intentional Self-Regulation (EISR) Questionnaire is a new measure of SOC model. EISR has two goals selection subscale (Novel Goals represents a preference for selecting goals others have not considered or that fulfil an unmet need and Challenging Goals represents a preference for selecting challenging goals), three goal optimization subscales (Optimization Through Persistence represents diligence and efficiency in goal attainment, Optimization by Being a Self-Starter represents the ability to self-motivate goal optimization, and Optimization Through Innovation represents finding innovative ways to accomplish task and reach goals), one subscale representing compensation (represents the ability to switch approaches and apply alternative means for reaching a goal when faced with setbacks or failures, and one scale representing loss-based selection (represents two distinct constructs: Having a Backup Plan and Adaptive Goal Switching). Participants responded to all items using Likert-type scale with response options are ranging from "1" (almost never) to

"5" (almost always). This scale indicating the way they approach and accomplish goals in their life.

Entrepreneurial parents

The presence of entrepreneurial parents may be a key factor to the development of entrepreneurial intent (Schmitt-Rodermund, 2004). Participants will be asked either they have parents or relatives who ever started a business or not, either they have their own business or not and either their parents have a role or influence in their career of choice or not.

3. Methodology

3.1 Design

The main purpose of this research was to investigate whether there is a causal relationship between personal attributes and contextual factors toward entrepreneurial intent among Indonesian people. The data collected were from subjects who met the requirements that is fill out questionnaires and answering interview questions (see 3.2). The data collected in this research can help draw conclusions to get a better understanding on the factors that affect someone development toward entrepreneurship. This research used both quantitative (questionnaire) and qualitative (interview) method. The questionnaire was an Entrepreneurial Intentional Self-Regulation Questionnaire (EISR) adopted from Geldhof et al (2014) in their previous study and the interview was a self-inventory interview developed to measure the role of entrepreneurial parents. Triangulation was also used in this research to combine the two different types of data in order to obtained more comprehensive data.

3.2 Participants

The participants were selected based on several things such as having an interest in entrepreneurship, have learned or are still learning about entrepreneurship, have parents who are entrepreneur or ever started a business, and have their own business. The participants were divided into two groups: Indonesian University students and Indonesian entrepreneurs.

A sample of 15 students from Indonesian University students group was selected. The Indonesian University students (4) were students from the University in Jakarta and one student (1) was from the University in Yogyakarta. The age of participants included in the study ranged from 19 to 25 years old. There were 9 female students and 6 male students. As for educational background, all of them are Bachelor’s degree students majoring in Economy and/or Business.

As for the participants of Indonesian entrepreneurs group, 16 samples were also taken from entrepreneurs of various fields in Indonesia. The participants’ age ranged from 20 to 40 years old or older. They were 10 females and 6 males. Regarding their educational background there were 9 participants who educational background have related to business or entrepreneurship and 7 participants who educational background have not related to business or entrepreneurship.

3.3 Instruments

The instrument used in this research was an Entrepreneurial Intentional Self-Regulation (EISR) questionnaire distributed through SurveyMonkey.com² and self-inventory interview questions asked through Line Call or Skype.

The questionnaire consisted of five demographic questions asking about name, gender, age, and educational attainment, and occupation; 23 almost never/almost always 5-point

² <https://www.surveymonkey.com/r/JKKNFV2>

Likert-type scale questions about respondents’ intentional self-regulation. The 5-point Likert-type scale questions consisted of questions represent for selection of novel goals and challenging goals (item 1 – 5), Optimization through persistence, being a self-starter and innovation (item 6 – 13), Compensation (item 14 – 19), and Loss-Based Selection (item 20 – 23) (see Appendix 1).

A simple interview was also done to support the result of the quantitative research. The purpose of this simple interview (see Appendix 2) was to get better understanding about the important role of entrepreneurial parents, the other factor that predicted someone entrepreneurial intent. This interview consisted of questions represent for background, opinion, reason and external factor to analyse whether the presence of entrepreneurial adult mentors (parents) have an influence in someone career of choice to become an entrepreneur or not. The interview questions consisted of 8 to 10 questions differentiated by the group of participants (Indonesian University Students or Indonesian Entrepreneurs). Those questions were about whether they interested in business, what kind of business they like, do they plan to have business in the future, the reason they want to become an entrepreneur or they choose entrepreneur as their career, whether their parents are entrepreneur or ever started a business, and their parents’ role in their decision to become an entrepreneur.

3.4 Procedure

Both questionnaire and interview were conducted in February – March 2016 and designed in Bahasa Indonesia. The EISR questionnaire was distributed online from February 28, 2016 until March 31, 2016 through the researcher’s social media’s accounts such as LINE and WhatsApp. LINE is an application for instant communication where people can exchange texts, images, video and audio easily from their electronic devices such as smartphone, tablet, and personal computer. WhatsApp is another social media which enabled

photo sharing and messaging from mobile phone. The reason for using those social media was because nowadays most of Indonesian people use those social media frequently rather than email or Facebook, so it is very effective way to distribute the questionnaires despite the geographic boundary between Taiwan, where the research was based at the time this study was conducted, and Indonesia, where the subjects were.

As for the simple interviews, which were conducted also in February – March 2016, the researcher used Skype or Line Video Call to interview the subjects who were spread in some cities in Indonesia. Before the interview was conducted, the researcher first informed that the interview would be recorded and transcribed also ensured all of the interviewees have completed the EISR questionnaire in order to understand the background and entrepreneurial intentional self-regulation of each interviewee. After understanding their background and entrepreneurial intention, 8 to 10 questions were asked to all of the interviewees. The number of questions was differentiated by their occupations. Some of the questions were yes/no questions and the other questions were open-ended questions. The interview was no longer than 5 minutes for each interviewee’s answers and responses. The languages used to interview were Bahasa Indonesia and English. The data was collected by recording, taking notes and transcript of the interview.

4. Data Analyse

There were three procedures taken for the collected data. First, Cronbach’s alpha Analysis was employed to test the internal consistency of the Likert-scale question in questionnaire. To determine if the scale is reliable, the acceptable value of alpha as a good reliability is $0.7 \leq \alpha \leq 0.9$. Second, t-test was used for further data analysis on question about gender and intentional self-regulation. Third, as for collected data from interview part, three methods were used in this part; coding, category, and compare. After the data was collected,

the first step was to code or label the data. The next step was to compile and construct the data into some category based on their own aspect. Finally, identified which of the relationship among the categories, and compare it to the collected data from questionnaire.

5. Result & Analysis

The reliability of the Likert-Scale Questions

Cronbach’s alpha was used to test the internal consistency of the Likert-scale question in questionnaire and to see if the scale is reliable.

a. The reliability of Selection Category

Result indicated that the measures were acceptable reliability; the Cronbach’s Alpha of 5 questions in selection category is 0.686 (see Figure 1 in Appendix 3). It showed that the internal consistency of the questions is in the range of $0.6 \leq \alpha \leq 0.7$, thus a particular item does not correlate very well with the scale overall. Item with low correlations might have to be dropped. For these data, selection 4 has the lower item-total correlation compared to others (see Figure 2 in Appendix 3). The increase in alpha would come from deleting item selection 4 is (.054) from (.704) to (.754).

b. The reliability of Optimization Category

Result indicated that the measures were good reliability; the Cronbach’s Alpha of 8 questions in optimization category is 0.784. It shows that the internal consistency of the questions is in the range of $0.7 \leq \alpha \leq 0.9$, thus all questions in this category are related with each other.

c. The reliability of Compensation Category

Result indicated that the measures were good reliability; the Cronbach’s Alpha of 6 questions in optimization category is 0.809. It shows that the internal consistency of the questions is in the range of $0.7 \leq \alpha \leq 0.9$, thus all questions in this category are strong and related with each other.

d. The reliability of Loss-Based Selection Category

Result indicated that the measures were acceptable reliability; the Cronbach’s Alpha of 4 questions in selection category is 0.616. It shows that the internal consistency of the questions is in the range of $0.6 \leq \alpha \leq 0.7$, thus a particular item does not correlate very well with the scale overall. Item with low correlations might have to be dropped. For these data, the greatest increase in alpha would come from deleting item selection 1, but removal of item would increase alpha only by .032.

The Entrepreneurial Intention in Selection Novel according to Gender

T-test was used to calculate the entrepreneurial intention in selection novel category between two genders. Results showed that there was no significant different between male and female ($t = -.364$, $p > .05$, see Table 1 in Appendix 4). Both male and female showed a similar respond toward selection novel (M= 1 is almost never; M= 5 is almost always). In other word, the result from the table indicate that both male (M= 4.00) and female (M= 4.11) were having an almost always respond toward selection goals others have not considered or that fulfil an unmet need.

The Entrepreneurial Intention in Selection Challenge according to Gender

T-test was used to calculate the entrepreneurial intention in selection challenge category between two genders. Results showed that there was no significant different between male and female ($t = -.615$, $p > .05$, see Table 2 in Appendix 4). Both male and female showed a similar respond toward selection challenge. In other word, the result from the table indicate that both male (M= 4.17) and female (M= 4.00) were having an almost always respond toward selection challenging goals.

The Entrepreneurial Intention in Optimization through Innovation according to Gender

T-test was used to calculate the entrepreneurial intention in optimization through innovation category between two genders. Results showed that there was a significant difference between male and female ($t= 1.222$, $p > .05$, see Table 3 in Appendix 4). In this part, male showed the higher mean in this item ($M= 4.25$) than what female had ($M= 3.89$). This result indicated that male participants had more likely to calculating risks when pursuing goals than female participants did.

The Entrepreneurial Intention in Optimization by Being a Self-Starter according to Gender

T-test was used to calculate the entrepreneurial intention in optimization by being a self-starter category between two genders. Results showed that there was no significant different between male and female ($t= .160$, $p > .05$, see Table 4 in Appendix 4). In this part, both male and female showed a similar respond toward optimization by being a self-starter. In other word, the result from the table indicate that both male ($M= 3.42$) and female ($M= 3.37$) were having a similar respond neither always or never being a self-starter.

The Entrepreneurial Intention in Optimization through Persistence according to Gender

T-test was used to calculate the entrepreneurial intention in optimization through persistence category between two genders. Results showed that there was a significant different between male and female ($t= 1.959$, $p > .05$, see Table 5 in Appendix 4). In this part, male showed the higher mean in this item ($M= 4.08$) than what female had ($M= 3.63$). This result indicated that male had more likely to find ways to use resources most efficiently than female did.

The Entrepreneurial Intention in Compensation according to Gender

T-test was used to calculate the entrepreneurial intention in compensation category between two genders. Results showed that there was no significant different between male and female ($t = .000$, $p > .05$, see Table 6 in Appendix 4). Moreover, result in Table 7 (see Appendix 4) showed that male participants had higher mean score in almost each item than female participants had. However, result in Table 8 (see Appendix 4) showed that the participants in learn and implement new strategy’s score ($t = -1.060$, $p > .05$) was significantly different. As the scaling used in this research is from almost never to almost always (M=1 almost never; M=5 almost always), table showed that female participants had higher mean score (M= 4.16) that man participants had (M=3.75). This result indicated that male participants had more likely to always try different ways to reach goals, come up with alternatives strategies to accomplish goals, try new approach and overcome obstacles by creating new solutions than female participants did; however, female participants had more likely to always learn the new strategy and implement it.

The Entrepreneurial Intention in Loss-Based Selection in Having a Backup Plan according to Gender

T-test was used to calculate the entrepreneurial intention in loss-based selection in having a backup plan category between two genders. Results showed that there was no significant different between male and female ($t = -.297$, $p > .05$, see Table 9 in Appendix 4). In this part, both male and female showed a similar respond toward loss-based selection in having a backup plan. In other word, the result from the table indicate that both male (M= 4.08) and female (M= 4.16) were having a similar respond to always having a backup plan.

The Entrepreneurial Intention in Loss-Based Selection in Adaptive Goal Switching according to Gender

T-test was used to calculate the entrepreneurial intention in loss-based selection in having a backup plan category between two genders. Results showed that there was no significant different between male and female ($t = .750$, $p > .05$, see Table 10 in Appendix 4). In this part, both male and female showed a similar respond toward loss-based selection in disengage. In other word, the result from the table indicate that both male ($M = 3.75$) and female ($M = 3.53$) were having a similar respond to neither never or always adaptive to goal switching.

The Presence of Entrepreneurial Parents in the development of Entrepreneurial Intent

An interview to investigate the role or influence of entrepreneurial parents can be classified into some main categories based on the group of the interviewee; the questions for Indonesian university students group can be classified into two main categories: (1) Opinion and (2) External Factor; and the questions for Indonesian Entrepreneurs group can be classified into three main categories: (1) Background, (2) Reason, and (3) External Factor.

For a group of Indonesian University Students, the first three questions in opinion category were about they have particular interest in business and being entrepreneur in the future and the reason to become an entrepreneur or run a business. For the interest in business and entrepreneur, and plan to have their own business in the future, as all the Indonesian students in this group are majored in Business and Economy, most of them showed a similar answer, which was interested and likely to have their own business in the future. As for the reason to become an entrepreneur or run their own business, most of the answers were to have independence at work, unlimited earning possibilities, a flexible time, to turn their passions and beliefs into business, and to earn a living doing what they love. From this part,

despite their gender, I inferred from all interviewees as young people who have a desire to have location independence and freedom at time management, create a business through their passions and beliefs, and make a comfortable living doing what they love.

As for the question in external factor, whether their parents are an entrepreneur or ever started a business, 9 students answered yes and the other 6 students answered no. However, the next question whether their parents know and support their desire to become an entrepreneur, 7 students answered that their parents know and support them and 8 students answered no. It appeared that although their parents are entrepreneurs is not necessarily the parents know about their children desire and support them desire to become entrepreneurs. Moreover, Santy, one Indonesian student interviewee added one more reason which is parents are too busy with work so do not pay attention to their children, as she said, ” I do not think that my parents know about it. They are too busy. They never ask me about my dream or what I want to do.”

For the main question, which is about the role or influence of parents to development of entrepreneurial intent, each interviewee showed difference answers. As for the interviewees (7 students) answered that said there was the influence of entrepreneurial parents, Angel emphasized on the role of parents in terms of being a partner in the exchange of ideas, as she said:

“They are like a place where I can share my ideas. We like to spend time together talking about business. They do not just materially support me but through this interaction they ask my opinion about business and through their experience that give me more knowledge about how to solve problem and how to deal with it if I face those kind of situations. They teach me and give me advices based on their own lives experience.”

On the other hand, the interviewees (8 students) who answered that their entrepreneurial parents have no influence in their decision to become an entrepreneur, actually that because they did not interested in their parents business. Prieska, one of the interviewee who answered parents had no influence in decision to become an entrepreneur, said:

“My mom is an entrepreneur and like what I said she doesn’t have any influence in me to become an entrepreneur that just because I do not interesting in her business. So, I am not really got any influence from her and we never talk about it. I think my friends and my mentor have more influence in me because we are in the same interest and what they did and shared with me that motivated me to become an entrepreneur.”

For a group of Indonesian Entrepreneurs, the first three questions were asked to know their background. The questions were what kind of business they have or run now, how long they have run their business and if their educational background related to business or entrepreneurship. All of the interviewees have their own business and run it for more than one year. From 15 interviewees that I asked, for the educational background question, 9 of them answered yes their educational background is related and 7 of them answered no.

As for the second category, reason, two questions were asked to know if becoming an entrepreneur is their own choice and what the reason. 11 interviewees answered yes, 3 interviewees answered at first they do not want to be an entrepreneur but later they decided to become an entrepreneur, 1 interviewee answered no, and another 1 interviewee answered it because the situation, it was an accident.

With the benefit of already being the part of entrepreneur, they showed similar answered for the question of the reason they choose entrepreneur as their career, which were independence, freedom, family, passion, and impact. Being an entrepreneur make them have independence at work, freedom at time management, to have flexible time doing two jobs or

responsibilities at once like to take care of their family and study because most of the interviewees are parents and students; make a better life for their family, help their family financial status; earn a living doing what they love and have social impact by creating jobs or opportunities for others. For the interviewees who answered no at first but, later they decided to become an entrepreneur; the reasons were they need to inherit their parents business or the request of their parents to continue it, the benefit or profit that they had after it, having control in time management and later they interested in that business. For interviewee who answered no, the reason he become an entrepreneur were because he did not get any job so he create job for himself. And for the interviewee who answered because the situation or it was an accident for her to become an entrepreneur, the reason was her husband got fired, they have 4 children who should be taken care of and because her husband stress and desperate, she cannot leave their children and go to work so, she decided to become an entrepreneur.

As for the question in external factor, whether their parents are an entrepreneur or ever started a business, 12 interviewees answered yes and the other 4 interviewees answered no. However, the next question whether their parents know and support their desire to become an entrepreneur, 13 interviewees answered that their parents know and support them and 3 interviewees answered no. It appeared that most of them who are entrepreneurs, their parents are also entrepreneurs or ever started a business; and although their parents are not an entrepreneur, they know and still support them.

For the main question, which is about the role or influence of parents to development of entrepreneurial intent, each interviewee showed difference answers. As for the interviewees (8) answered that said there was the influence of entrepreneurial parents, Eddy emphasized on the role of parents in provide their children more information about jobs that they can choose and to guide them to reach the job they want, as he said:

“She has a big influence in me and my decision to become an entrepreneur. When I was a kid my mom told me about any job that I can choose later when I grew up. She never dictated or forced me to be like her, become a nursery worker. But I chose to follow her path become a nursery worker too and she guide, help and support me to be the best nursery worker even better than her.”

On the other hand, the interviewees (3) who answered that their entrepreneurial parents have no influence in their decision to become an entrepreneur, actually that because they did not live together with their parents. Anna, one of the interviewee who answered parents had no influence in decision to become an entrepreneur, said:

“I do not live with my parents after I graduated from high school and married with my husband. They live in the village and I live in the city with my husband. They also never asked me about my condition, what I am doing, my job, et cetera. Become an entrepreneur is really my own desire and also because of the support from my husband and my friends here.”

6. Conclusion

In this research I presented findings from the EISR questionnaire and entrepreneurial parents’ interview, a study of the factors that affect the development of entrepreneurial intention in case of Indonesian University Students and Indonesian Entrepreneurs. My findings replicated previous research (Geldhof et al, 2014) that has suggested there were several factors that may be related to the development of entrepreneurship which is a relationship between self-regulation and entrepreneurial parents. I also explored whether gender differences and educational background affect someone entrepreneurial intent and another reason besides having an entrepreneurial adult mentor that can affect someone choices to become an entrepreneur.

In my study, as the previous research considered gender as a predictor of entrepreneurship, I did find significant gender differences for several factors. The previous research found that males were much more likely than female to display entrepreneurial intent and female scored significantly lower than male on many constructs (Geldhof et al, 2014). I found somewhat similar to what the previous research found that male are likely to show entrepreneurial intent than female. In my final model, in optimization through innovation section it showed that male had more likely took calculated risks when pursuing goals than female did, as well as in optimization through persistence it also showed that male had more likely to find ways to use resources most efficiently than female did. Also in compensation construct it showed that male participants had more likely to always try different ways to reach goals, come up with alternatives strategies to accomplish goals, try new approach and overcome obstacles by creating new solutions than female participants did. However, in this research, the score of EISR between male and female are not really significantly different. Although male showed higher scored in most of the constructs but the difference between male and female’s score is not much. In one construct, female participants showed higher score than male participants, which means female participants had more likely to always learn the new strategy and implement it.

Replicating the previous research, I found that having an entrepreneurial parents positively predict and affect someone entrepreneurial intent. In this research almost half of the Indonesian Entrepreneurs (8) become an entrepreneur because of the influence of their entrepreneurial parents. Due to the small number of the participants, the result cannot be generalized for all population and contexts; however, the further research should explore more factors that moderate the relationship between entrepreneurial parents and entrepreneurial intent.

Finally, this research capitalized both on qualitative and quantitative data. While the data I present was the development from the existing factors from the previous research, future research should begin by looking for more qualitative and quantitative information; such as another standard data or questions as well as new factors that may predict the development of an entrepreneurial intent.

7. Limitation

The limitations of the research are the short period of the time of distributing the questionnaire and conducting the interview that was limited by only 2 months. Also, the different locations between the researcher (in Taiwan) and the subjects (in Indonesia) made it difficult in conducting the interview. Moreover, the sample of this research was not enough, thus findings cannot be generalized as an accurate result that can represent the actual condition of the Indonesian population. In the future research studies, I suggest a large sample size and sample frame to add reliability and to increase the sample ability to represent the population.

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Appendix 1

Questionnaire

SURVEY ON INDONESIAN PEOPLE’S INTENTIONAL SELF-REGULATION TOWARD ENTREPRENEURSHIP

Hello!

I am Claudia Audiana, an undergraduate student of Wenzao Ursuline University of Languages, and I am conducting this survey for my Bachelor Thesis.

I am inviting you to participate in this study by completing the following questions.

Time required: Approximately 3 - 5 minutes.

This questionnaire is designed only for research purpose. In this survey, demographic questions about your name, gender, age, educational attainment, and occupations are helping statistically categorize the information appropriately. The survey is designed to rate the factor that influenced your entrepreneurial intention. There is no right or wrong answer. This questionnaire is voluntary.

Important note: Your name and your responses will be kept confidential by the researcher. Your responses will not be shared with anyone. Copies of the project will be provided to my instructor.

If you decide to complete this survey, please be sure to answer all questions as they are important accurate evaluation of this study. By returning your completed survey, you are consenting to the above confidentiality agreement.

Thank you for agreeing to participate in this study. Your assistance is immensely appreciated.

If you require additional information or have any questions, please contact me directly through my email: claudia.audiana@yahoo.com

Instruction: Please choose one choices that represents your condition now. After that Read and Answer each of the following questions carefully for accurate evaluation.

Demographic Questions

1. Name:

2. Gender: M / F

3. Age:

Under 20 years old

20 ~ 25 years old

26 ~ 30 years old

31 ~ 40 years

41 years old or older

4. Which of the following categories best describe your educational attainment?

Professional Degree

Doctorate Degree

Master’s Degree

Bachelor’s Degree

Diploma

Senior High School Graduate

Vocational High School Graduate

Junior High School Graduate

Elementary School Graduate

Less than Elementary School

5. Which of the following categories best describe your occupation?

Student from _____ University, major in _____

Entrepreneur (Your business/businesses is / are _____)

Choose one answer that best represents your opinion.

The Entrepreneurship Intentional Self-Regulation (EISR)					
Selection					
Questions	Almost Never	Never	Neither	Always	Almost Always
I like to pursue projects that others have not thought about pursuing.					
I am interested in projects that involve new ideas.					
I take on ventures that address unmet needs.					
I select challenging goals.					
I like to select goals that have an impact.					
Optimization					
Questions	Almost Never	Never	Neither	Always	Almost Always
I use available resources in new ways.					
I take calculating risks when pursuing goals.					
I find innovative ways to answer questions.					
I am the one who gets the ball rolling.					
I am a self-starter.					
I devote as much time and energy as needed to complete a task.					
I work diligently to complete my tasks.					
I find ways to use my resources most efficiently.					
Compensation					
Questions	Never	Almost Never	Neither	Almost Always	Always
When one approach fails, I try different ways to reach my goals.					
After a failure, I come up with alternative strategies to accomplish my goals.					
After I make a mistake, I learn from it and implement new strategies.					
When one plan fails, I consider what went wrong and how else I can reach my goal.					
When one strategy doesn't work, I try a new approach.					
I overcome obstacles by creating new solutions.					
Loss-Based Selection					
Questions	Almost Never	Never	Neither	Always	Almost Always
I keep projects on the back burner in case another project fails.					
I keep an eye out for other opportunities I can pursue in case a project fails.					
When I realize I cannot reach my goal, I quickly move on to new endeavours.					
When the cost of accomplishing a goal outweighs its benefits, I readily switch to a new goal.					

Sources: The EISR Questionnaire is adopting from The Entrepreneurship Intentional Self-Regulation Questionnaire: Factorial and Concurrent Validation of a New Measure of Youth Entrepreneurship by Michelle B. Weiner, G. John Geldhof, & Richard M. Lerner from Tufts University.

Thank you!

Appendix 2

Interview

Demographic Questions:

Date of Interview:

Name of Interviewee:

II. Entrepreneurial Parents

Questions for subject in group 1 (Indonesian Student)

Opinion

1. Are you interested in business? What kind of business do you like?
2. Do you plan to have your own business in the future?
3. What is the reason that makes you want to become an entrepreneur and run a business?

External Factor

4. Whether your parents are an entrepreneur? Or ever started a business?
5. Do your family, especially your parents, know about your desire to become an entrepreneur? Do they support you?
6. Do your parents have a role or influence in your decision to become an entrepreneur? How so? Please give an example?
7. Is there someone, besides your parents, who played a role or influenced your decision to be an entrepreneur? Who is he/she?
8. From both of them, who do you think have more influenced in you to be an entrepreneur?

Question for subject in group 2 (Indonesian Entrepreneur)

Background

1. What kind of business do you have or run now?
2. How long have you run your own business?
3. Is your educational background related to business or entrepreneurship?

Reason

4. Do become an entrepreneur is your own choice?
5. What are the other reasons that make you choose entrepreneur as your career?

External factor

6. Whether your parents are entrepreneur? Or ever started a business?
7. Do you parents know about your desire to become an entrepreneur before? Do they support you? How so? Please give an example.
8. Do your parents have a role or influence in your decision to become an entrepreneur?
9. Is there someone, besides your parents, who played a role or influenced your decision to be an entrepreneur? Who is he/she?
10. From both of them, who do you think have more influenced in you to become an entrepreneur?

Appendix 3

Figure 1: Reliability Statistics of Selection Category

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.686	.704	5

Figure 2: Item-Total Statistics of Selection Category

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
selection 1	15.52	5.191	.662	.577	.527
selection 2	15.06	6.062	.612	.478	.574
selection 3	15.55	5.989	.362	.173	.681
selection 4	15.32	7.092	.198	.067	.740
selection 5	15.06	6.662	.477	.332	.629

Appendix 4

Table 1

T-test result for both Indonesian Students and Indonesian Entrepreneurs in Entrepreneurial Intention in Selection Novel between Two Genders

	N	Male Mean	SD	Female Mean	SD	t	P
Selection Novel	31	4.00	.603	4.11	.875	-.364	.718

Table 2

T-test result for both Indonesian Students and Indonesian Entrepreneurs in Entrepreneurial Intention in Selection Challenge between Two Genders

	N	Male Mean	SD	Female Mean	SD	t	P
Selection Challenge	31	4.17	.835	4.00	.667	.615	.543

Table 3

T-test result for both Indonesian Students and Indonesian Entrepreneurs in Entrepreneurial Intention in Optimization through Innovation between Two Genders

	N	Male Mean	SD	Female Mean	SD	t	P
Optimization Innovation	31	4.25	.622	3.89	.875	1.222	.232

Table 4

T-test result for both Indonesian Students and Indonesian Entrepreneurs in Entrepreneurial Intention in Optimization by Being a Self-Starter between Two Genders

	N	Male Mean	SD	Female Mean	SD	t	P
Optimization Self-Starter	31	3.42	.900	3.37	.761	.160	.874

Table 5

T-test result for both Indonesian Students and Indonesian Entrepreneurs in Entrepreneurial Intention in Optimization through Persistence between Two Genders

	N	Male Mean	SD	Female Mean	SD	t	P
Optimization Persistence	31	4.08	.669	3.63	.597	1.959	.060

Table 6

T-test result for both Indonesian Students and Indonesian Entrepreneurs in Entrepreneurial Intention in Compensation between Two Genders

Compensation	N	Male Mean	SD	Female Mean	SD	t	P
C 4	31	4.00	1.044	4.00	.667	.000	1.000

C = Compensation

Table 7

T-test result for both Indonesian Students and Indonesian Entrepreneurs in Entrepreneurial Intention in Compensation between Two Genders

Compensation	N	Male Mean	SD	Female Mean	SD	t	P
C 1	31	4.17	.577	3.95	.911	.742	.219

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C 2	31	4.00	.739	3.95	.705	.199	.844
C 5	31	4.17	.835	3.84	.898	1.006	.323
C 6	31	4.08	.260	3.79	.164	1.009	.321

C= Compensation

Table 8

T-test result for both Indonesian Students and Indonesian Entrepreneurs in Entrepreneurial Intention in Compensation between Two Genders

Compensation	N	Male Mean	SD	Female Mean	SD	t	P
C 3	31	3.75	1.215	4.16	.688	-1.060	.305

C = Compensation

Table 9

T-test result for both Indonesian Students and Indonesian Entrepreneurs in Entrepreneurial Intention in Loss-Based Selection in Having a Backup Plan between Two Genders

Loss-Based Selection	N	Male Mean	SD	Female Mean	SD	t	P
LBS 2	31	4.08	.669	4.16	.688	-.297	.769

LBS = Loss-Based Selection

Table 10

T-test result for both Indonesian Students and Indonesian Entrepreneurs in Entrepreneurial Intention in Loss-Based Selection in Adaptive Goal Switching between Two Genders

Loss-Based Selection	N	Male Mean	SD	Female Mean	SD	t	P
LBS 4	31	3.75	.866	3.53	.772	.750	.459

LBS = Loss-Based Selection