Cilt/Volume 14 | Sayı/Issue 1 | Haziran/June 2025 | 43-60

Examining the Mediating Role of Social Worth in the Effect of Employees' Person Environment-Fit on Entrepreneurial Intention

Artür Yetvart Mumcu*

Abstract
Purpose: To examine how employees' person-environment fit influences their entrepreneurial intentions and whether perceived social worth mediates this effect, in the context of Türkiye.
Methodology: Survey data from 289 employees with at least five years' work experience (251 valid responses) were analyzed using confirmatory factor analysis and structural equation modeling to test hypothesized relationships.
Findings: Person-environment fit significantly increased entrepreneurial intention, particularly in the person-job fit dimension. Perceived social worth partially mediated this effect.
Practical implications: Organizations can foster inclusive, supportive work environments to enhance employees' social worth, strengthening entrepreneurial motivation and aiding talent retention and adaptability.
Originality: The study provides a novel contribution to the literature by integrating person-environment fit and social worth perspectives to explain entrepreneurial intention.
Keywords : Person Environment Fit, Social Worth, Entrepreneurial Intention
JEL Codes : L26, M13, D91

Çalışanların Çevre Uyumlarının Girişimcilik Niyetleri Üzerindeki Etkisinde Algıladıkları Sosyal Değerin Aracı Rolünün İncelenmesi

Öz
Amaç: Türkiye'de çalışanların kişi-çevre uyumunun girişimcilik niyeti üzerindeki etkisi ve bu ilişkide algılanan sosyal değerin aracı rolünün incelenmesidir.
Yöntem: En az beş yıl deneyime sahip 289 çalışanla yapılan anketten elde edilen 251 geçerli yanıt, yapısal eşitlik modellemesiyle analiz edilmiştir.
Bulgular: Kişi-çevre uyumunun, özellikle kişi-iş uyumu boyutunun, girişimcilik niyeti üzerinde anlamlı bir etkisi olduğu görülmüştür. Ayrıca, algılanan sosyal değerin bu ilişkide aracı bir rol oynadığı doğrulanmıştır.
Pratik çıkarımlar: İşletmelerin çalışanların sosyal değer algısını yükseltmek amacıyla kapsayıcı ve destekleyici iş ortamları oluşturması, girişimcilik motivasyonunu güçlendirip yeteneklerin elde tutulması ve uyum sağlamasına katkı sağlayabilir.
Özgünlük: Bu çalışma, kişi-çevre uyumu ve sosyal değer algısı perspektiflerini bütünleştirerek girişimcilik niyeti literatürüne özgün bir katkı sunmaktadır.
Anahtar Kelimeler : Kişi-Çevre Uyumu, Sosyal Değer, Girişimcilik Niyeti
JEL Kodları : L26, M13, D91

*T.C. İstanbul Kültür Üniversitesi, Girişimcilik Bölümü, a.mumcu@iku.edu.tr, ORCID: 0000-0002-2276-0145

Araştırma Makalesi (Research Article)
Geliş (Submitted): 31 Ekim 2024
Düzeltme (Revision): 22 Şubat 2025
Kabul (Accepted): 26 Mart 2025

1. Introduction

The notion of person-environment fit (PEF) has emerged as a prime subject of exploration in academic studies due to its recognition as a primary influencing factor on the success and the overall job satisfaction of individuals (Kristof-Brown & Guay, 2011; Yonuari et al., 2024). Attaining alignment with one's job and environment is an intricate journey that affects not merely individual performance but also social acceptance, perceived value, and workplace engagement (Cable & DeRue, 2002). Literature indicates that when individuals are in sync with their work environments, they tend to build higher levels of self-confidence that lays the groundwork for entrepreneurial inclinations (A. Chuang et al., 2015). This indirect connection of PEF with individuals' entrepreneurial intentions (EI) has grown so significant that it is now being considered a motivational factor in entrepreneurship (Riedo et al., 2019).

Moreover, the results of some studies demonstrate significant interactions between social worth (SW) perception and the EI of individuals. SW is the specific attribute that relates to the social acceptance and the support of people who are in their own social environments and feel appreciated (Rothers & Cohrs, 2024). The mismatch between environmental alignment and SW perception is high. This low SW perception serves as an environmental barrier that prevents the development of mental health and social skills and promotes maladaptive behaviors (Riedo et al., 2019). Environmental alignment facilitates the proper social identity of individuals and social support provides them with flexibility and power when starting new businesses. Their perception of SW plays a key role also in this process (Kimakwa et al., 2023).

In addition to this, challenges in the post-pandemic environment are partly addressed through social capital mechanisms and workplace fit dynamics that also have gained increased attention during the period (Stephan et al., 2020). The pandemic precipitated uncertainties in many sectors, which raised the importance of one's alignment of the environment and the social support within one' s social context as a factors acquired, thus, both pathways strengthened the EI of individuals (Gabarrell-Pascuet et al., 2023). In line with these results, socially supported individuals experienced more job satisfaction and autonomy, which further stimulated their entrepreneurial inclination. Alongside, SW perception has been highlighted as the source of individuals' happiness and has also led them not only to job satisfaction but autonomy as well to be the motivating factor for their entrepreneurial tendencies (Rothers & Cohrs, 2024).

As well as that, it is also found that environmental alignment promotes individuals' perception of SW, which in turn this perception has a very strong effect on EI (Anderson & Kilduff, 2009; Liñán & Chen, 2009). Elevated levels of environmental alignment result in more supportive and validating the social environment among individuals. This alignment process rings up good self-esteem and makes one's decision of working independently and becoming an entrepreneur feel right (Begley & Tan, 2001). People with high SW perception express more risk-taking behaviors which in turn lead them to areas like entrepreneurship which deal with uncertainty. The latest literature notes that social product and acceptability play as the dual mediators, acting the way which strengthens the EI. These essentially indicate the necessity of the tie between SW and PEF (Riedo et al., 2019).

Modernity in this research is derived from the fact that PEF, SW perception, and EI will be scrutinized to a greater extent. Based on the advancements in the literature, it will analyze how the individuals' adjustment to their environments and their social acceptance perception condition their EI. The exclusive aim of this inquiry is to vividly demonstrate the growth of the literature by showing the individual and social power conjunction in the factors of EI.

The purpose of this study is to explore the relationship between Person-Environment Fit (PEF), Social Worth (SW) perception, and Entrepreneurial Intention (EI), focusing on how an individual's alignment with their workplace and perceived social value influences their motivation for entrepreneurship in Türkiye.

In an era where workplace adaptability and career autonomy are becoming increasingly critical (Stephan et al., 2020), understanding the psychological and social mechanisms that drive individuals towards entrepreneurial pursuits is essential. While existing studies have examined the direct impact of personality traits, risk-taking propensity, and external support systems on EI (Liñán & Chen, 2009), there remains a limited understanding of how workplace fit and social validation contribute to the entrepreneurial mindset. This research addresses this gap by analyzing how the alignment between individuals and their work environments fosters entrepreneurial motivation through the mediating role of social worth perception in Turkish culture.

The significance of this study is grounded in its contribution to both theoretical and practical domains. Theoretically, this study expands the Person-Environment Fit Theory by demonstrating its relevance beyond traditional job satisfaction and organizational commitment outcomes (Kristof-Brown & Guay, 2011) and linking it to entrepreneurial career choices. Prior research suggests that individuals with higher levels of job alignment are more likely to exhibit higher confidence and proactive career behaviors (Gaffar et al., 2024); however, its role in fostering entrepreneurial motivation has yet to be comprehensively examined. Additionally, the Social Worth Theory suggests that individuals who perceive themselves as valued members of their work environment tend to seek greater autonomy and self-actualization. By integrating these perspectives, this study provides a novel framework for understanding how workplace dynamics and social validation influence entrepreneurial tendencies.

From a practical perspective, the findings offer valuable insights for organizational leaders, policymakers, and entrepreneurship educators. In modern work environments where employee engagement and talent retention are becoming key challenges, understanding the connection between workplace fit, social validation, and entrepreneurial aspirations can help managers design supportive work environments that nurture intrinsic motivation and professional growth. Organizations can benefit from creating more flexible and inclusive work cultures that reinforce social belonging and empower employees with entrepreneurial mindsets. Furthermore, in a post-pandemic business landscape, where career uncertainty and job transitions are increasingly common, this study highlights the importance of fostering workplace adaptability and psychological empowerment as critical elements for both corporate success and individual career development.

Ultimately, this research contributes to the broader discourse on entrepreneurship, workplace psychology, and career development by offering a multidimensional perspective on how individuals' fit within their professional environments and their social validation experiences shape their entrepreneurial aspirations. By addressing these interactions, the study bridges existing research gaps and lays a foundation for future empirical investigations into the evolving nature of career autonomy, workplace engagement, and entrepreneurial decision-making.

This study follows a systematic research process to explore the relationship between person-environment fit (PEF), social worth (SW) perception, and entrepreneurial intention (EI). The study is structured around several key methodological steps. Data were collected through an online survey. The target population consisted of employees with a minimum of five years of professional experience, ensuring that respondents had substantial exposure to workplace environments. The study utilized validated measurement scales for each construct. PEF was assessed using four dimensions (Person-Organization Fit, Person-Job Fit, Person-Group Fit, and Person-Supervisor Fit). SW perception was measured based on the degree of social validation and acceptance individuals experience in their work environments. EI was measured using a six-item scale adapted from previous entrepreneurship literature. A confirmatory factor analysis (CFA) was conducted to ensure construct validity and reliability before proceeding with the hypothesis tests. The research employed Structural Equation Modeling (SEM) to test the hypothesized relationships. Goodness-of-fit indices were examined to validate the measurement model, ensuring that the constructs adequately represented their respective latent variables. Mediation analysis was conducted using the Hayes Process macro, testing whether SW perception mediates the effect of PEF on EI.

The findings are consistent with prior research on workplace adaptability, psychological empowerment, and entrepreneurial motivation. The results contribute to post-pandemic entrepreneurship research, highlighting how workplace fit and social support mechanisms impact career decisions. The study's cross-sectional design limits its ability to capture long-term changes in EI. Future research could employ longitudinal studies to examine how PEF and SW perception evolve over time. The study primarily focuses on individual-level factors; future research could explore organizational or cultural-level moderating effects. Expanding the study across different industries and regions could further enhance generalizability and external validity.

2. Literature Review

2.1. Theoretical Background

The literature supporting the link between PEF and entrepreneurial intent is about the mirror effect explaining PEF impacts on entrepreneurial intent. PEF is the degree of a person's internal compatibility with the job and the organization, while feelings such as ease, support, and security within the workplace can directly affect the individuals' EI (Kristof, 1996). This mean compatibility makes the person yearning for an entrepreneurial process more likely because PEF mediates their self-feeling of success and capability, which then, in the case of / entrepreneurship, helps self-efficacy (Cable & DeRue, 2002).

According to PEF theory, when people are in a good relationship with their work and environment, they are more satisfied and committed, so they can have a good attitude in the workplace (Kristof-Brown & Guay, 2011). Feeling attuned to their surroundings often leads people to perceive not only that they are more valued and confident, but also that perhaps they should start their own business or do independent entrepreneurial activities (Chhabra et al., 2023; Kristof-Brown et al., 2005). The positive impact of PEF on job satisfaction and organizational commitment which is more pronounced than anything else, can be the reason for the increased entrepreneurship projects and consequently stronger entrepreneurial intentions (A. Chuang et al., 2015).

According to the Cable & DeRue' s (2002) needs-supply fit model, the better people are with their environment, the more they can balance the demands of the job with their skills, which in turn contributes to the confidence and competence required for entrepreneurship. This fit-based assurance and sense of capability can lead people to make decisions involving risks, for example, investing in new business ventures, because they feel supported and have the chance to learn and grow in their current situation (Cable & Edwards, 2004).

Thus, PEF has a favorable effect on entrepreneurial intent because it not only helps individuals feel secure and supported in their work setting but also it strengthens their preference for choosing innovative and independent work paths such as becoming an entrepreneur (Arshad et al., 2024; Liñán & Chen, 2009).

H1: Person-environment fit has an effect on entrepreneurial intention.

The literature examining the relationship between PEF and SW offers a robust framework for understanding how fit influences individuals' perceptions by their social surroundings and how this perception contributes to their sense of SW. PEF fosters alignment between individuals and their work and social environments, thereby supporting their sense of social acceptance and perceived SW (Cable & DeRue, 2002). SW encompasses an individual's social status within society, their perceived social position among others, and the social interactions they deem suitable for that position (Anderson & Kilduff, 2009; Tesi et al., 2023). Alignment with their environment can enhance an individual's SW, enabling them to be perceived more positively by those around them (Kristof, 1996).

Achieving fit allows individuals to feel secure and accepted within their social circles, contributing to their sense of SW and reinforcing their acceptance in the workplace or in border social contexts (Kristof-Brown et al., 2005).

Research exploring the relationship between PEF and SW has shown that individuals' degree of fit within their work environment directly impacts how they are perceived and their level of social acceptance (A. Chuang et al., 2015). This alignment contributes to individuals attributing a higher SW and prestige to themselves within societal hierarchies, as individuals who fit well into their environments tend to earn higher levels of acceptance and respect from others (Piasentin & Chapman, 2006).

One study supporting the link between PEF and SW, conducted by Kristof-Brown et al. (2005) examined how different types of fit influence individuals' perceptions within their work and social groups. The findings demonstrated that achieving fit in the workplace is associated with being valued more highly by others and gaining social status. Additionally, fit was found to enhance social acceptance and positive social interactions, which, in turn, support an individual's sense of SW (Cable & Edwards, 2004).

In conclusion, PEF strengthens individuals' sense of SW and enhances their tendency to gain acceptance within their environment. This alignment forms a basis for individuals to be valued by their surroundings, as those who achieve fit are more widely accepted and associated with higher SW within both work settings and social groups (Henry, 2009; Jusri & Lechner, 2024).

H2: Person-environment fit has an impact on social worth.

SW and entrepreneurial intent are linked, and the literature describes that individuals' positioning in society and their level of social acceptance are the two important factors influencing their intent to become entrepreneurs. SW is indicative of one's social acceptance and status among the people and this self-perceived status can be directly associated with those particular matters which are of importance to the formation of entrepreneurial intent, such as assuming risks, autonomy, and being creative (Crocker & Major, 1989).

Research has confirmed that those people who have a significant SW are more likely to be more confident and assume risks while making their own decisions due to the larger extent of support they get from the environmental (Anderson & Kilduff, 2009). The perception of SW in high amounts helps to take risks by making the individual more certain that they will be accepted and supported by their units. The social self-efficacy theory by Bandura' s (1997) states that the perceptions of social support and value act as a motivating force which in its turn leads the people to the entrepreneur's journey.

The contact with the individuals who have SW ensures that the person with the SW can get a chance to engage their feelings that deriving empowerment from such interactions; thus, become oriented with an entrepreneurship (Pratto et al., 2006). In collectivist societies, specifically, SW is the type of social catalyst which can bolster an individual' s capacity with additional benefits to an individual's life such as decision-making, for example, entering into entrepreneurship. In this case, the SW and entrepreneurial intent are based on the individual's popularity in the society and being recognized positively by the people around them (Begley & Tan, 2001).

On the whole, the perception of SW is a significant determinant of the entrepreneurial intention that comes from it. By having a higher rank and gaining respect in a particular social group one is more likely to be persuaded and enter a new business with the assurance of the community (Aloulou et al., 2023; Matthews & Moser, 1995).

H3: Social worth has an effect on entrepreneurial intention.

The mediation of SW in the PEF-entrepreneurial intent relationship illustrates the main way through which individuals' perceived SW affects their EI. The perceived SW from PEF by individuals' is in alignment with their surroundings, thus leading to acceptance and value within their social environment. This feeling of acceptance and value can enhance individuals' confidence and perception of social support, consequently causing them to lean more towards risky and independent options such as entrepreneurship (Cable & DeRue, 2002).

Acceptance of a well-aligned work or social environment is like a SW, which is a high SW of being accepted, which contributes to the positive effect on entrepreneurial intent (Kristof-Brown & Guay, 2011). The mediating role of SW is supported in the literature, as the individual's feelings of acceptance and support in their environment show entrepreneurial intent to prosper. (Anderson & Kilduff, 2009) also point out that in contexts of high SW, people are more likely to take actions that involve risk and independence. Therefore, the SW derived from PEF can foster the entrepreneurial intent.

In the meantime, Kristof-Brown et al. (2005), emphasize the pivotal role of fit in fostering social acceptance and support with social value acting as an effective mediator of individuals' EI. The more individuals are aligned with their work and social environments, the more they get approval and support from the surroundings, which will definitely increase the SW and self-confidence that will inspire (Piasentin & Chapman, 2006). The level of support and acceptance they get from the environment results in being more determined to make challenging decisions, for example, about entrepreneurship (Cahyadi et al., n.d.; Liñán & Chen, 2009).

To sum up, SW is the mediating variable in the association between PEF and entrepreneurial intent based on the feeling of acceptance and support that individuals get from their social environment. PEF gives individuals SW, which in return makes them more confident and motivated in their decisions regarding entrepreneurship.

H4: Social worth has a mediating effect on the impact of person-environment fit on entrepreneurial intent.

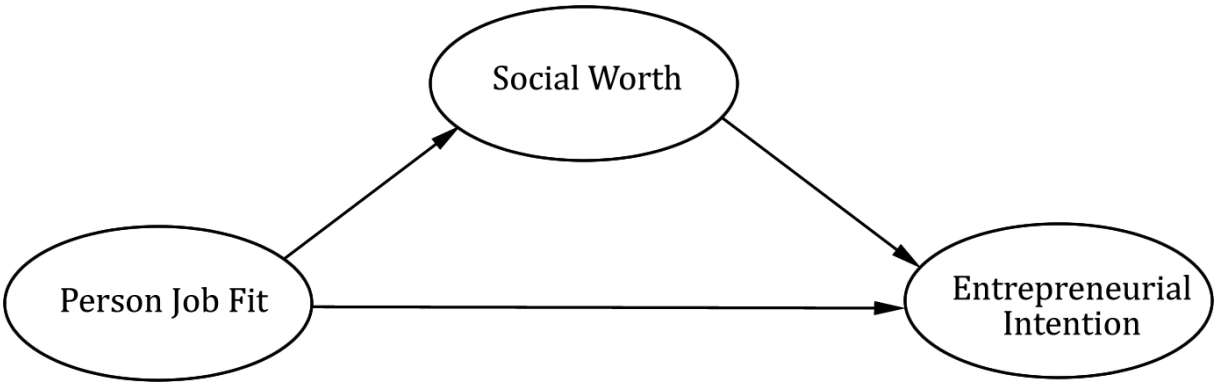

Figure 1: Research Model
Source: Autors' own creation

3. Methodology

3.1. Participants and procedure

The target population for this research consists of professionals employed in various industries with at least five years of business experience in Turkey. Participants were selected using a purposive sampling method to ensure that all respondents had a minimum of five years of professional experience. Invitations to participate in the survey were distributed through professional networks and online platforms. The sample was designed to capture a diverse range of professionals across industries, ensuring representation of different age groups, genders, and educational backgrounds. It was made possible to collect data from June 2024 until October 2024 within this time period. The number of submitted surveys stands at 289. To ensure data quality, survey responses were screened for consistency and completeness. Responses that failed to meet these criteria were excluded from the final dataset.Out of these, the ones indicated to be inconsistent were neglected, thus, 251 usable resumes were gotten. The sample of the group featured a higher number of female research participants (55.8%). Those in the age group 31-40 constituted about 39.8% of the sample. In relation to the service term, 27% had spent 5-10 years working in the company, followed by 25% with 11-20 years of experience. To illustrate the educational process, in this case,

3.2. Measures

The scales used to obtain the measurements for the variables are described below. All items were rated on a five-point Likert scale, ranging from 1 = strongly disagree to 5 = strongly agree.

3.2.1. Person-Environment Fit

Chuang et al., (2013) PEF scale comprises four dimensions. These dimensions are person organization fit (POF) (4 items), person supervisor fit (PSF) (5 items), person-group fit (PGF) (7 items), and person job fit (PJF) (4 items). The scale was translated and adapted by Tatlı & Çakmak (2019). An example item from the scale is: "Please indicate the alignment between the importance your organization places on honesty as a value and your personal approach to it." The Cronbach' s alpha values for original and Turkish version scales were 0.89 and 0.95, respectively. In this study, the Cronbach's alpha was found to be 0.89.

3.2.2. Entrepreneurial Intention

Liñán & Chen, (2009) entrepreneurial intention scale is unidimensional and consists of 6 items. The scale was translated and adapted into Turkish by Şeşen & Basım (2012). An example item from the scale is: "I will make every effort to start and sustain my own business." The Cronbach's alpha values for both scales were 0.94 and 0.86, respectively. In this study, the Cronbach's alpha was found to be 0.91.

3.2.3. Social Worth

Davis & Reyna' s (2015) SW scale is unidimensional and consists of 8 items. The Turkish version of the scale was made according to the method recommended by (Brislin, 1986). Two-stage translation was used for the scale items: firstly, from English to Turkish and then, through a blind translation process, back-translated from Turkish to English. The English items that were arrived from Turkish translations were compared with the original scale items by three persons in the committee, with the first one being the author himself, and the Turkish translations of items that were discordant in the meanings were corrected consequently.An example item from the scale is: "I feel that the worth I deserve as a person is disregarded by others." Since the original scale measures threatened SW and assesses SW in a negative direction, scale scores were reverse-coded in this study. The Cronbach's alpha for the original scale is 0.85, and in this study, the Cronbach's alpha was found to be 0.83.

3.3. Data Analysis

Before conducting SEM analysis, the data set was first screened and purified to ensure that the data meet the requirement of data analysis with a multivariate normal distribution. First, missing data were examined using the listwise deletion method, removing all incomplete cases from the data set. Several methods, such as descriptive statistics, box plots and the bootstrap technique were then used to locate outliers (Byrne, 2001).

The analysis of the data was conducted through Structural Equation Modeling (SEM) using the software AMOS. SEM is a confirmatory approach by which the analysis is made of the structural theory, and it is a powerful statistical tool for comprehending the linkages among various latent variables (Byrne, 2001). SEM can evaluate whether the model fits the data and inform of the p-values for hypothesized relationships. Confirmatory factor analysis (CFA) was performed in order to show the relationships between the observable indicators and the underlying latent factors (Podsakoff et al., 2003). Fit indices used to evaluate model fit included the Goodness-of-Fit Index (GFI), Adjusted Goodness-of-Fit Index (AGFI), Comparative Fit Index (CFI), and Root Mean Square Error of Approximation (RMSEA) (Kaplan, 2000).

In the subsequent stage, the hypothesis was tested with the help of a structural equation model, analyzed with SPSS 24's Hayes Process Model (Model 4), a software package for structural equation modeling (Hayes, 2019).

While single-source survey method data collection is cost-efficient and allows you to use a large sample, it can result in common method variance bias (Podsakoff et al., 2003). To solve this problem, procedural and statistical methods were carried out. Because the data were taken from one source, it was important to check the presence of common method variance in order to ensure the reliability of the research data. In the first step, we made it clear to the participants that their responses would be kept confidential in the cover letter of the study.

4. Findings

4.1. Individual Measurement Model

The fit of the measurement model serves as a foundation for assessing the fit of the overall latent variable model (Hair et al., 2006). We conducted the CFA test to finalize the measurement model before proceeding to SEM. To analyze the validity and reliability of the 3 scales, a Level 1 Confirmatory Factor Analysis (CFA) was conducted. To determine the scope of the observed variables in the latent variable paths, the adjusted measurement model was subjected to first-level confirmatory factor analysis. Additionally, the variances and standardized and unstandardized values calculated to determine the validity and reliability of the measurement model were tabulated. The tables provide the standardized and unstandardized factor loadings, standard errors, and t-values of the parameters in the measurement models.

4.1.1. Confirmatory Factor Analysis Results of Person Environment Fit

It was decided earlier that person-environment fit will be assessed with a four-item scale. The model fit criteria obtained from the analysis fell short of the required threshold, so the modification indices were reviewed. In the light of this, covariances were added between item 2 and 4 for POF, item 6 and 7 for PSF, item 11 and 13 for PGF, and item 19 and 20 for PJF. These added covariances were the ones that caused the fit indices to arrive at their expected values. The results indicated that the model fits the data fairly well (X^2/df= 4,072; GFI=0,920; CFI=0.932 and RMSEA=0.079).

Table 1: Person Environment Fit Confirmatory Factor Analysis

Latent Variables	Observed Variables	β_0	Standart Error	t-value	p
POF	POFS_01	0,872			
POF	POFS_02	0,755	0,063	13,801	***
POF	POFS_03	0,823	0,063	16,421	***
POF	POFS_04	0,733	0,067	13,194	***
PSF	PSFT_01	0,842			
PSF	PSFT_02	0,775	0,061	13,319	***
PSF	PSFT_03	0,712	0,065	11,906	***
PSF	PSFT_04	0,630	0,071	10,249	***
PSF	PSFT_05	0,805	0,071	13,953	***
PGF	PGFS_01	0,960			
PGF	PGFS_02	0,852	0,044	21,767	***
PGF	PGFS_03	0,865	0,038	22,772	***
PGF	PGFS_04	0,789	0,043	18,057	***
PGF	PGFS_05	0,670	0,056	13,256	***
PGF	PGFS_06	0,730	0,044	15,465	***
PGF	PGFS_07	0,686	0,049	13,832	***
PJF	PJFS_01	0,926			
PJF	PJFS_02	0,848	0,048	17,898	***
PJF	PJFS_03	0,777	0,055	15,396	***
PJF	PJFS_04	0,773	0,056	15,258	***

Note: POF=Person Organization Fit; PSF=Person Supervizor Fit; PGF=Person Group Fit; PJF=Person Job Fit
***=p<0,01

The factor analysis to confirm the assumption showed that the path coefficients for all items under PEF were statistically significant. The examination of the standardized path coefficients illustrated that the biggest impact on PEF was that of the first item of POF (β = 0.872), the first item of PSF (β = 0.842), the first item of PGF (β = 0.960), and the first item of PJF (β = 0.926), respectively. In addition, the respective first absolute t-values of these coefficients were more than 1.96, thus confirming the high convergent validity.

4.1.2. Confirmatory Factor Analysis Results of Entreprenurial Intention

The entrepreneurial intention was measured with a six-item scale as it was previously talked about. The analysis showed that the model fit indices were not in the required thresholds, which led to the checking of the modification indices. This examination showed that the first item had a covariance connection with other items. Thus, the problematic item was taken out from the scale, and the analysis was conducted again. The model fit criteria were considered only after the removal of this item. The results indicated that the model fits the data fairly well (X^2/df= 3,078; GFI=0,990, CFI=0.998 and RMSEA=0.082).

Table 2: Entrepreneurship Intention Confirmatory Factor Analysis

Latent Variables	Observed Variables	β_0	Standart Error	t-value	p
EI	EI_02	0,861			
EI	EI_03	0,870	0,038	26,019	***
EI	EI_04	0,942	0,049	22,449	***
EI	EI_05	0,981	0,056	21,667	***
EI	EI_06	0,976	0,048	24,395	***

Note: EI= Entreprenerial Intention
***=p<0,01

In the confirmatory factor analysis, it is determined that the path coefficients for all items included in the Entrepreneurial Intention are statistically important. The path coefficient for EI02 was β=0.861; for EI03, β=0.870; for EI04, β=0.942; for EI05, β=0.981; and for EI06, β=0.976. Out of the standardized path coefficients, EI05 had the most significant influence on Entrepreneurial Intention (β=0.981). Furthermore, the respective absolute t-values of these coefficients were even higher than 1.96 which indicates a strong convergent validity.

4.1.3. Confirmatory Factor Analysis Results of Social Worth

SW was assessed using an eight-item scale as mentioned before. The model fit indices that were acquired from the evaluation were outside the required limits that is why there was a need to check the modification indices. Based on this review, covariances were made between item 1 and 2, item 1 and 4, as well as item 6 and 8. Through these covariances, the model fit indices were upgraded and, accordingly, got within the expected thresholds. The results indicated that the model fits the data fairly well (x^2/df= 2,380; GFI=0,969; CFI=0.989 and RMSEA=0.074).

Table 3: Social Vorth Confirmatory Factor Analysis

Latent Variables	Observed Variables	β_0	Standart Error	t-value	p
SW	SW_01	0,719			
SW	SW_02	0,830	0,062	16,21	***
SW	SW_03	0,915	0,078	14,479	***
SW	SW_04	0,589	0,053	12,218	***
SW	SW_05	0,930	0,083	14,725	***
SW	SW_06	0,597	0,065	9,332	***
SW	SW_07	0,941	0,083	14,893	***
SW	SW_08	0,842	0,064	16,375	***

Note: SW=Social Worth
***=p<0,01

In the confirmatory factor analysis, the path coefficients for all items under SW were found to be statistically significant. The path coefficient for SW01 was β=0.719; for SW02, β=0.830; for SW03, β=0.915; for SW04, β=0.589; for SW05, β=0.930; for SW06, β=0.597; for SW07, β=0.941; and for SW08, β=0.842. Among the standardized path coefficients, SW07 was identified as having the greatest impact on SW (β=0.941). In addition, the absolute t-values for all items exceeded 1.96, indicating a high level of convergent validity.

4.2. Overall Measurment Model

The overall measurement model was examined after testing the fit and construct validity of each individual measurement model. The results of the overall measurement model test showed that x2/df= 3,480; GFI=0,912; CFI=0.942 and RMSEA=0.069 and all the testing indices met the required standards. In addition, the AVE value was greater than 0.50 and higher than the squared correlation coefficient as shown in Table 4. In summary, all the results obtained from the overall measurement model test reached a satisfactory level.

In the confirmatory factor analysis, the path coefficients for all items across all scales were found to be statistically significant. Among the standardized path coefficients, the highest coefficient was observed for the 6th item of the entrepreneurial intention scale (β=0.960), while the lowest coefficient was observed for the 4th item of the SW scale (β=0.91). In addition, the absolute t-values for all items exceeded 1.96, indicating a high level of convergent validity.
To confirm the convergent validity of the CFA results, it is essential to examine item reliability, construct reliability, and average variance extracted (AVE).
Factor loadings for all items surpass the threshold value of 0.50, as illustrated in Tables, where all t-values are significant ($p < 0.01$). Construct reliability (CR) values are between 0.87 and 0.97, which is above the minimum recommended threshold of 0.70 (Hair et al., 2006). The AVE, which indicates the proportion of variance accounted for by the latent variable in comparison to measurement error variance, ranges from 0.63 to 0.86, exceeding the suggested minimum value of 0.50 by Fornell & Larcker (1981). These findings suggest that the measurement items demonstrate strong reliability and validity.

Table 4: Overall Measurment Model

Latent Variables	Observed Variables	β_0	Standart Error	t-value	p
POF	POFS_01	0,871			
POF	POFS_02	0,760	0,064	13,851	***
POF	POFS_03	0,818	0,063	16,223	***
POF	POFS_04	0,738	0,067	13,235	***
PSF	PSFT_01	0,771			
PSF	PSFT_02	0,874	0,068	14,657	***
PSF	PSFT_03	0,809	0,071	13,421	***
PSF	PSFT_04	0,676	0,079	10,892	***
PSF	PSFT_05	0,794	0,082	13,137	***
PGF	PGFS_01	0,944			
PGF	PGFS_02	0,870	0,044	22,653	***
PGF	PGFS_03	0,861	0,040	21,997	***
PGF	PGFS_04	0,825	0,042	19,771	***
PGF	PGFS_05	0,713	0,055	14,651	***
PGF	PGFS_06	0,726	0,046	15,154	***
PGF	PGFS_07	0,682	0,051	13,576	***
PJF	PJFS_01	0,802			
PJF	PJFS_02	0,728	0,048	17,425	***
PJF	PJFS_03	0,881	0,069	15,899	***
PJF	PJFS_04	0,911	0,071	16,411	***
EI	EI_01	0,633			
EI	EI_02	0,876	0,120	13,836	***
EI	EI_03	0,874	0,119	13,527	***
EI	EI_04	0,939	0,146	12,278	***
EI	EI_05	0,977	0,156	12,605	***
EI	EI_06	0,976	0,151	12,603	***
SW	SW_01	0,737			
SW	SW_02	0,850	0,059	16,681	***
SW	SW_03	0,914	0,073	15,151	***
SW	SW_04	0,591	0,050	12,538	***
SW	SW_05	0,922	0,076	15,307	***
SW	SW_06	0,610	0,061	9,746	***
SW	SW_07	0,936	0,076	15,569	***
SW	SW_08	0,864	0,074	14,231	***

Note: ***=p<0,01

4.3. Discriminant validity

Discriminant validity was evaluated by comparing each construct's correlations with the square root of its average variance extracted (Fornell & Larcker, 1981). The results are presented in below.

Table 5: Discriminant validity

	POFS	PSFS	PGFS	PJFS	SW	EI
POFS	**0,798**					
PSFS	0,572***	**0,855**				
PGFS	0,672***	0,577***	**0,808**			
PJFS	0,239**	0,156*	0,522***	**0,791**		
SW	0,102	0,292***	-0,01	-0,342***	**0,928**	
EI	0,081	0,114	⁂	0,018	⁂	**0,878**

Note. *= p < .05, **= p < .01;*** =p < .01; ⁂Correlation is not specified in the model.

The discriminant validity is confirmed, as the square root of the average variance extracted for each construct exceeds the correlation levels involving that construct.

4.4. Structural model and hypotheses testing

Based on the results above, the model is consistent and provides a solid starting point for testing the hypothesis.

Table 6: Hypothesis tests (Hayes Process Model 4)

		R	R^2	p	β	LLCI	ULCI	
	X to Y							
H1	PJF to EI	0,128	0,016	**0,043**	0,172	0,0053	3,3389	Accepted
	POF to EI	0,083	0,007	0,1857	-0,0559	-0,0501	0,2572	Not Accepted
	PSF to EI	0,1033	0,011	0,1025	0,1291	-0,0298	0,2843	Not Accepted
	PGF to EI	0,046	0,002	0,4622	-0,0665	-0,2444	0,1114	Not Accepted
H2	**X to M**							
	PJF to SV	0,310	0,096	**0,000**	-0,356			Accepted
H3	**M to Y**							
	SV to EI	0,158	0,025	**0,012**	-0,185			Accepted
	X+M to Y							
H4	Model	0,178	0,032	0,018				
	PJF to EI			**0,186**	0,117	0,0571	0,2920	Partially
	SV to EI			0,0474	-0,154	-0,3060	-0,0018	Accepted

As a result of the analyses, hypotheses H1, H2, H3, and H4 were tested, and the findings are presented in Table 6. As shown in the first row, PJF (X) was found to have an effect on entrepreneurial intention (Y) (R=0.128; R^2=0.016; p<0.05; β=0.172; LLCI: 0.0053; ULCI: 3.3389). In light of these data, H1 is partialy supported. The second row shows that PJF (X) was found to have an effect on SW (M) (R=0.310; R^2=0.096; p<0.05; β= -0.356), supporting H2. In the third row, SW (M) was found to have an effect on entrepreneurial intention (Y) (R=0.158; R^2=0.025; p<0.05; β= -0.185), supporting H3.

In the final row, the analysis results for the mediator effect are presented. Since the conditions for mediation were met in H1, H2, and H3, the model with all three variables was analyzed in the last row. The effect of the independent variable PJF (X) on the dependent variable entrepreneurial intention (Y) ($p<0.05$) was found to become insignificant when the mediator variable SW (M) was included in the model ($R=0.178$; $R^2=0.032$; $p<0.05$; LLCI: 0.0571; ULCI: 0.2920). In light of these findings, H4 is partially supported.

5. Conclusion

This research evaluates the interrelations among PEF, SW, and EI, hence offering a comprehensive account of how the environmental and social factors shape the individuals' EI. The results illustrate that social and environmental aspects are of great importance to entrepreneurial intent and the paper provides an innovative contribution to the literature by exploring the subject further.

H1 was confirmed based on the results of this study. The research showed that PEF carries a strong weight on entrepreneurial intent; notwithstanding, such an effect was seen to be of a significance level only in the endpoint of PJF. Cable & DeRue (2002) accounted the role of PJF on individual's job satisfaction & commitment, with the note that the fit not only explains job performance but also has a broader impact on behavior. Additionally (Kristof, 1996) Kristof (1996) and Kristof-Brown et al., (2005) noted the alignment of the work values as a condition for the workers to feel more skilled, therefore, the alignment leads to entrepreneurial traits.

The result that PJF was the only one to be significant in the study hints that if an employee associates the job with personal skills, the person understands their own potential and becomes more autonomous. Alignment with job requirements and personal abilities has been pointed out (Piasentin & Chapman, 2006) as a factor fostering the independent decision-making process and allowing the person to take more risks in such areas as entrepreneurship. This shows that PJF is clearly the most important factor in increasing the will to be an entrepreneur, while the person-organization or person-group dimensional have practically no effect. In this way, PJF leads to the growth of the employee in accordance with his/her job, which in turn gives the confidence and the feeling of a telescopic person needed for entrepreneurship.

The results on H2 show that PEF has a positive impact on how people see SW. This finding matches with Anderson & Kilduff (2009) theory, which states that making the environmental fit will be a factor contributing to the holistic acceptance and perceived value by the society. A study which concluded that alignment between individuals and their environment leads to their enhanced social hierarchy (Pratto et al., 2006) is consistent with the findings of this survey. As literature suggests, PEF is the factor that creates the lifeline of social support, thus, the individuals' sense of SW grows alongside, and they feel more accepted in their environment, e.g. Kristof-Brown & Guay (2011), Cable & Edwards (2004). In this context, the alignment of PEF and SW found in our study shows that people who coordinate with the environment feel they are more worthwhile which in turn protects their self-acceptance. The SW that is tied to environmental alignment has an effect on motivational level and thus shifts the focus on SW; this is especially the case in higher-value collectivist societies.

H3 identified a connection that SW has a positive outcome in business ventures aligning with literature which indicates that social backing and sense of being valued by the community come out with good independent decisions and taking the risk. As said by Crocker & Major (1989) when people perceive the acceptance from the social sphere their self-confidence is enhanced, thus, they are pursuing the area of entrepreneurship which demands independence. The advantageous influence of SW on entrepreneurship is also deducted from Anderson & Kilduff (2009) works that claimed that the facilitating conditions of people's choices about the business are the positive reactions and the support they get from their social networks.

The research has pointed out the fact that the individuals who have great SW canvas carry a lot of entrepreneurial intent, which suggests that the support from the social environment is the factor that advances outward business sense among them. For those individuals, being a SW manager means the reassuring feeling that they are accepted more and hence such value increases their bravery to act in a manner of entrepreneurship. All in all, it could be said that these two factors social support and perceived value are directly influencing the independent decision-making process by enhancing the propensity toward the entrepreneurial intent in people who feel that they are valued in the society.

H4 was additionally confirmed with the results of the study, which proved the significant mediating role of SW in the PEF-entrepreneurial intent realm. This outcome was consistent with Liñán & Chen (2009) studies, which argue that environmental fit promotes entrepreneurs' intentions through the increment in the perceived SW of individuals. Kristof-Brown & Guay (2011) pinned down that when the individuals are in tune with their surroundings they experience gain in SW through the endorsement of their environment, which begs the question of increasing them in the EI.

The mediating function of SW works in such a way that by fitting in with their surroundings, individuals feel valued more, thus the support they receive is higher which ultimately increases their intention to become entrepreneurs. The study findings here show that the people's belief and backing from their social environment which are often adroitly embraced by the individuals lead them to the paths that require their own creation like entrepreneurship. Research like Cable & De-Rue (2002), who point out that those who have social approval from their environment take higher risks, enforces the idea by showing how PEF through SW causes an increase in the entrepreneurial intent.

The current research proposes a new, broadened approach to the study of social and environmental issues that lifts the veil from such equipment loaning as entrepreneurship. It is clear that employees' affinity with their work combined with their perception of social support or the outside influence is the major element that steers them in the direction of independence and entrepreneurship (Segaf, 2023). The fact that particularly PJF and SW perceptions demonstrate significantly higher effects on entrepreneurial intent indicates that individuals, who are able to adjust to their work environment are likely to get more social support which, in turn, drives them to entrepreneurship (Udin, 2024).

The research has contributed to the literature on theory PEF and SW and has served as a connecting element on the dynamics of entrepreneurial intent and social environment. The outcomes are a grievous broad picture of literature since it shows how SW perceptions that arise from job fit and student assistance could determine individuals' EI.

Despite the notable results, this study has some limitations. Primarily, the research sample is exclusively made of people who are in a specific work environment which limits the research to the individuals of that specific social structure. This drawback could question the transfer of results; PEF, SW, and entrepreneurial intent are the orientations that may alter based on context, culture, or a combination of both. These relations may turn into divergent in collectivistic and individualistic cultures; thus, research in different cultural settings may reinstate the generalizability of the findings.

Secondly, the study was a cross-sectional research design which leads to the consequence that the causal aspect of the relationship between them cannot be drawn to PEF, SW, and entrepreneurial intent. It turns out that the exploration of time through longitudinal studies which approach these relations would help understandfully develop and clarify causality. Third, as the data originated from self-reporting, the risk of bias by people chasing positive social image and the use of the same method has affected the results accordingly. To dismiss these issues, further incitements should focus on the metrics that are more objective and the data collection methods accordingly.

On the basis of the results of this research, a few directions can be provided for future research. First, the relationship between PEF and SW should be explored across various cultural and sectoral contexts. It is considered that the PEF's effect on SW varies between individualistic and collectivistic cultures; therefore the running of similar studies on culturally diverse samples can question and fortify the validity of these findings over different cultures.

Second, forthcoming research should anchor on discovering other mediating and moderating variables in the role of PEF and entrepreneurial intent. Eventually, how the individuals' risk-taking proclivity, innovation rate, or their involvement in social networks upturn these relationships could be explored. The inclusion of such variables can broaden the assessment of the factors impacting the entrepreneurial intent and the social and environmental aspects involved.

Finally, while the study was concentrated on the aggregate effect of PEF and SW on entrepreneurial intent, conducting research specific to entrepreneurship fields in different sectors can help understand better the contextual aspects of this relationship. For instance, the comparison of entrepreneurial intent between individuals working in high risk sectors and those in low risk sectors can provide a more comprehensive picture of how PEF and SW perceptions influence entrepreneurial intent in different sectors.

These limitations and suggestions for future research may extend the literature and contribute to a broader and deeper understanding far beyond the current findings.

Practical Implications

This study's outcomes present the very practical steps for the managers who want to help their employees develop an entrepreneurship mindset. The Person-Environment Fit (PEF) role in promoting the entrepreneurial intent is of utmost importance, with the Person-Job Fit (PJF) dimension being the most significant one. The managers are recommended to devise recruiting and leadership strategies that will help the employees to develop the skills that they need for their jobs. Regular evaluations of the agreement between job role and employee can identify misalignments beforehand, which will enable managers to use proactive measures to boost employee happiness and entrepreneurial orientation.

Social Worth (SW) was found to be a significant mediator in the link between PEF and entrepreneurial intention. Thus, it is instrumental to nurture a workplace environment that classes priority to recognition, value, and support. Managers need to take into account the implementation of the formal acknowledgment systems such as employee awards, peer recognition programs, and transparent feedback mechanisms to enrich the employee perception of social worth. These initiatives should, in addition to the increase in the percentage of the entrepreneurial take-up, make the teams more engaged and innovative.

In business sectors that target the acquisition and development of entrepreneurial capabilities as a part of their organizational culture, setting up training sessions based on risk-taking, creativity, and independent decision-making should be the way forward. These should mostly promote the importance of a supportive work environment and social validation in the success of an entrepreneur, through the relaying of the most significant findings from this study.

Furthermore, managers in the multinational or diverse workplaces should take into account the cultural aspects of PEF and SW. The management practices of tailoring to people of different cultures should be based on the concept that all employees will be included and therefore the potential of entrepreneurship among diverse employees will be maximized.

Last but not least, the managers are advised to distribute time-to-time employee surveys that can be used to assess the PEF and SW in their organizations. The experience that comes in such form will help in the formulation of policy changes, structure adjustment, or individualized career development plans, all of which will make the employees to have the feeling of being valued and thus promote their entrepreneurship efforts.

These practical measures that stem from the study results again prove the value of combining individual and organizational goals, which in turn accelerates and maintains innovation and competitiveness.

References

Aloulou, W. J., Algarni, E. A., Ramadani, V., & Hughes, M. (2023). Passionate to be a social entrepreneur in Saudi Arabia: A moderated mediation analysis of social entrepreneurial intention. Business Ethics, the Environment & Responsibility, 32(2), 698–712.

Anderson, C., & Kilduff, G. J. (2009). The pursuit of status in social groups. Current Directions in Psychological Science, 18(5), 295–298.

Arshad, M., Afzal, S., Ashraf, N., Atif, M., & Farooq, O. (2024). Career Transition of Employees toward Entrepreneurship: A Person-Environment Perspective. Revue de l'Entrepreneuriat/Review of Entrepreneurship, 23(1), 111–129.

Bandura, A. (1997). Self-efficacy: The exercise of control. Freeman.

Begley, T. M., & Tan, W. L. (2001). The socio-cultural environment for entrepreneurship: A comparison between East-Asia and Anglo-Saxon countries. Journal of International Business Studies, 32(3), 537–553.

Brislin, R. W. (1986). The wording and translation of research instruments. Field Methods in Cross-Cultural Research , 8, 137–164.

Byrne, B. M. (2001). Structural Equation Modeling with AMOS: Basic Concepts, Applications, and Programming. Lawrence Erlbaum Associates.

Cable, D. M., & DeRue, D. S. (2002). The convergent and discriminant validity of subjective fit perceptions. Journal of Applied Psychology, 87(5), 875–884.

Cable, D. M., & Edwards, J. R. (2004). Complementary and supplementary fit: A theoretical and empirical integration. Journal of Applied Psychology, 89(5), 822–834.

Cahyadi, H., Maupa, H., Handoyo, S. E., Dewi, D. A., & Jatiningrum, C. (n.d.). The Interplay of Entrepreneurial Orientation, Personality Traits and Person-Environment Fit in Predicting Work Engagement: Evidence from an Indonesia Startup.

Chhabra, M., Singh, L. B., & Mehdi, S. A. (2023). Women entrepreneurs' success factors of Northern Indian community: a person–environment fit theory perspective. Journal of Enterprising Communities: People and Places in the Global Economy, 17(6), 1293–1314.

Chuang, A., Shen, C.-T., & Judge, T. A. (2015). Development of a multidimensional instrument of person–environment fit: The perceived person–environment fit scale (PPEFS). Applied Psychology: An International Review, 65(1), 66–98.

Chuang, C. H., Chen, S. jer, & Chuang, C. W. (2013). Human resource management practices and organizational social capital: The role of industrial characteristics. Journal of Business Research, 66(5), 678–687. https://doi.org/10.1016/j.jbusres.2012.04.002

Crocker, J., & Major, B. (1989). Social stigma and self-esteem: The self-protective properties of stigma. Psychological Review, 96(4), 608–630.

Davis, J. R., & Reyna, C. (2015). Seeing red: How perceptions of social status and worth influence hostile attributions and endorsement of aggression. British Journal of Social Psychology, 54(4), 728–747.

Fornell, C., & Larcker, D. F. (1981). Evaluating Structural Equation Models with Unobservable Variables and Measurement Error. Journal of Marketing Research, 18(1), 39. https://doi.org/10.2307/3151312

Gabarrell-Pascuet, A., García-Mieres, H., Giné-Vázquez, I., Moneta, M. V., Koyanagi, A., Haro, J. M., & Domènech-Abella, J. (2023). The association of social support and loneliness with symptoms of depression, anxiety, and posttraumatic stress during the COVID-19 pandemic: a meta-analysis. International Journal of Environmental Research and Public Health, 20(4), 2765.

Gaffar, M. A., Amang, B., & Dewi, R. (2024). Effect of Person-Organization and Person-Job Fit on Career Development: The Role of Proactive Behavior. 8th International Conference on Accounting, Management, and Economics (ICAME 2023), 367–379.

Hair, J. F., Black, W. C., Babin, B. J., Anderson, R. E., & Tatham, R. L. (2006). Multivariate data analysis (6th (ed.)). Prentice-Hall.
Hayes, A. F. (2019). Introduction to Mediation, Moderation, and Conditional Process Analysis (3rd ed., Vol. 2507, Issue February). Guilford publications.
Henry, P. J. (2009). Low-status compensation: A theory for understanding the role of status in cultures of honor. Journal of Personality and Social Psychology, 97(3), 451–466.
Jusri, R., & Lechner, C. (2024). The level and development of university students' social integration: Personality traits and person-environment fit predict integration with fellow students and teaching staff. Higher Education, 1–20.
Kimakwa, S., Gonzalez, J. A., & Kaynak, H. (2023). Social entrepreneur servant leadership and social venture performance: how are they related? Journal of Business Ethics, 182(1), 95–118.
Kristof-Brown, A. L., & Guay, R. P. (2011). Person–environment fit: APA handbook of industrial and organizational psychology (S. Zedeck (ed.); Vol. 3, pp. 3–50). American Psychological Association.
Kristof-Brown, A. L., Zimmerman, R. D., & Johnson, E. C. (2005). Consequences of individuals' fit at work: A meta-analysis of person–job, person–organization, person–group, and person–supervisor fit. Personnel Psychology, 58(2), 281–342.
Kristof, A. L. (1996). Person-organization fit: An integrative review of its conceptualizations, measurement, and implications. Personnel Psychology, 49(1), 1–49.
Liñán, F., & Chen, Y. W. (2009). Development and cross-cultural application of a specific instrument to measure entrepreneurial intentions. Entrepreneurship Theory and Practice, 33(3), 593–617.
Matthews, C. H., & Moser, S. B. (1995). Family background and gender: Implications for interest in small firm ownership. Entrepreneurship & Regional Development, 7(4), 365–377.
Piasentin, K. A., & Chapman, D. S. (2006). Subjective person-organization fit: Bridging the gap between conceptualization and measurement. Journal of Vocational Behavior, 69(2), 202–221.
Podsakoff, P. M., MacKenzie, S. B., Lee, J.-Y., & Podsakoff, N. P. (2003). Common method biases in behavioral research: a critical review of the literature and recommended remedies. Journal of Applied Psychology, 88(5), 879.
Pratto, F., Sidanius, J., & Levin, S. (2006). Social dominance theory and the dynamics of intergroup relations: Taking stock and looking forward. European Review of Social Psychology, 17(1), 271–320.
Riedo, V., Kraiczy, N. D., & Hack, A. (2019). Applying person-environment fit theory to identify personality differences between prospective social and commercial entrepreneurs: An explorative study. Journal of Small Business Management, 57(3), 989–1007.
Rothers, A., & Cohrs, J. C. (2024). Social Worth. In Subjective Well-Being and Life Satisfaction (pp. 365–381). Routledge.
Segaf, S. (2023). Exploring perceptions and elements of entrepreneurial behavior in pesantren: understanding fundamental concepts of Entrepreneurial Behavior. Al-Tanzim: Jurnal Manajemen Pendidikan Islam, 7(3), 962–972.
Şeşen, H., & Basım, H. N. (2012). Demografik faktörler ve kişiliğin girişimcilik niyetine etkisi: Spor bilimleri alanında öğrenim gören üniversite öğrencileri üzerine bir araştırma. Ege Akademik Bakış, 12, 21–28.
Stephan, U., Zbierowski, P., & Hanard, P.-J. (2020). Entrepreneurship and Covid-19: Challenges and opportunities. KBS Covid-19 Research Impact Papers, 2, 1–30.
Tatlı, M., & Çakmak, A. F. (2019). Kişi-Çevre Uyumunun Farkli Kavramsal Yaklaşimlar Açisindan Çok Düzeyli Ölçümü; Hemşirelerin Uyum Algilari İle Çalişma Tutum Ve Davranişlari Arasindaki İlişkilerin İncelenmesi. Business & Management Studies: An International Journal, 7(5), 2464–2488.
Tesi, A., Aiello, A., & Pratto, F. (2023). How people higher on social dominance orientation deal with hierarchy-attenuating institutions: the person-environment (mis) fit perspective in the grammar of hierarchies. Current Psychology, 42(30), 26721–26734.
Udin, U. (2024). Transformational leadership and organizational citizenship behavior: The role of person-job fit and person-organization fit in social exchange perspective. Human Systems Management, 43(3), 325–339.

Yonuari, C., Septiawan, D., & Marcheline, A. (2024). The The Effect Of Person-Job Fit And Person-Organization Fit On Employee Performance With Individual Capacity As Moderation. Primanomics: Jurnal Ekonomi & Bisnis, 22(3), 64–77.