



ANALYSIS REGARDING IMPACT OF SELF-EFFICACY AND PERSONALITY TRAITS OF UNIVERSITY STUDENTS ON THEIR ENTREPRENEURIAL INTENTIONS

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Abstract

The purpose of this study is to determine the desired characteristics of entrepreneur candidates and how and where they can get support within their current situation. In addition, the study includes definitions of entrepreneur and entrepreneurship concepts, an examination of desired characteristics of entrepreneur candidates, information about the activities that should be carried out before implementing business ideas, and a review of previous studies. In this study, a survey has been conducted with reference to young, entrepreneurial candidates within university at various faculties and departments. As a result of the study, it is clear that university students are generally not ready for an entrepreneurship. But, if their self-confidence gets stronger, they do show entrepreneurship intentions. In line with the study, the survey was carried out with 613 university students, and the data was analyzed using IBM SPSS 23 Statistical Software Programming where demographic information was subjected to descriptive analysis. Likert scale questions were subjected to factor analysis and reliability analysis. Furthermore, correlation analysis was conducted to examine the relationships between variables, regression analysis was used to test the hypotheses, and a sobel test was used to measure the effect of intervening variables.

Keywords: *Entrepreneurial Intention, Social Entrepreneurship Intention, Entrepreneurial self-efficacy, Government Entrepreneurial Support, Personality Traits*

JEL Classification: *M130, L310, L320, L330, L380*

ÜNİVERSİTE ÖĞRENCİLERİNİN GİRİŞİMCİ ÖZ-YETERLİLİKLERİNİN VE KİŞİLİK ÖZELLİKLERİNİN GİRİŞİMCİLİK NİYETLERİNE ETKİSİNİN ANALİZ EDİLMESİ

Özet

Çalışmanın amacı girişimci adaylarının sahip olması gereken özellikleri, destek alabileceği yerleri ve mevcut durumlarını saptamaktır. Ayrıca genel anlamda girişimci ve girişimcilik kavramlarının tanımları, girişimci adayında bulunması gereken özellikler, iş fikrinin gerçeğe dönüştürülmeden önce yapılması gereken çalışmalar ve ayrıca daha önce yapılmış çalışmalarla ilgili bilgiler yer almaktadır. Araştırmada, Anketimizi, üniversitelerin çeşitli fakültelerinde ve bölümlerinde okuyan üniversite öğrencisi genç girişimci adaylarıyla yapılan anketler oluşturmuştur. Araştırma da elde edilen bulgularda, üniversite öğrencilerinin genel anlamda kişilik özelliklerinin girişimciliğe hazır olmadığı ancak özgüvenleri ortaya çıktığında girişimcilik niyetlerinin olduğu sonucuna varılmıştır. Araştırmanın amacı kapsamında 613 üniversite öğrencisi ile anket çalışması yürütülmüştür. IBM SPSS 23 İstatistik Paket Programı kullanılarak elde edilen veriler değerlendirilmiş ve Demografik bilgilerde “descriptive (tanımlayıcı)” analiz kullanılmıştır. Likert ölçeğinin kullanıldığı sorularda

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faktör analizi ve güvenirlilik analizi yapılmıştır. Değişkenler arasındaki ilişkilerin incelenmesinde korelasyon analizi; hipotezlerin test edilmesinde regresyon analizi ve ara değişken etkisinin ölçülmesinde sobel testi yapılmıştır.

Anahtar Kelimeler: *Girişimcilik Niyeti, Sosyal Girişimcilik Niyeti, Girişimci Öz Yeterliliği, Devletten Girişimci Desteği, Kişilik Özellikleri*

JEL Sınıflaması: *M130, L310, L320, L330, L380*

1. Introduction

Entrepreneurship allows individuals to explore their potential and put their new ideas into practice. According to Maslow's theory of hierarchy of needs, people behave in a way that meets their needs. In other words, the needs of individuals determine their behaviours. Respectively, these needs are physiological needs, social needs, self-presentation and self-completion needs. Desire to work independently and self-presentation encourage individuals to become entrepreneurs, and entrepreneurial behaviour or entrepreneurial spirit has certain benefits for individuals. For most entrepreneurs, it is important to make decisions on their own and to implement their own ideas and behave independently. Being the boss of your own business is an incentive factor for entrepreneurship, and young entrepreneurs need significant support in order to gain self-confidence and creat their own business. Young entrepreneurs will have the opportunity to use their own skills and develop their own potential if they can establish their own business. In other words, they will have the opportunity to realize their own potential. For many years, unemployment has been one of Turkey's most prominent problems and although the current employment structure and unemployment data in our country do not show positive figures in the short term, there are significant opportunities foreseen in the medium term, especially considering the population structure. According to the Turkish Statistical Institute, 40 million people in Turkey are in the 14-44 age group, and 10 million people will be in the 45-64 age group by 2020. This means that 70% of the total population are in the age group of the active labour force. At present, only 43.6% of the 14-64 age group (active labour force) work in Turkey. In contrast, this rate is 62.9% in EU member countries. If the labour force participation rate in this age group increase to EU figures, it will be an advantage for Turkey. For this reason, it is also important to provide opportunities for young people and university students to realize their initiatives, as it will add value to the economy in terms of a macroeconomic balance.

The commercial activities of entrepreneurs are very much related to sustainable success, a supportive working environment, technological opportunities, management and the economy (Lawal, 2011). If entrepreneurs cannot get help from relevant support organizations, it will be very difficult for them to successfully build up their initiatives (Tende, 2014). For this reason, the support of government or public institutions is very important for entrepreneurs. These institutions should promote entrepreneurship either with participation or with their regulatory roles since the establishment of public institutions for entrepreneurship plays an important role in promoting entrepreneurial ideas (Adejumo, 2011). These institutions are established to provide assistance for entrepreneurs in the fields of business and technology, such as on-the-job training, business consultancy, feasibility studies, technical guidance, training programs and business loans (Olagunju, 2004). In our country, the increase in unemployment has encouraged people to establish their own business. Furthermore, the increase in the number of entrepreneurship activities has led to a rise in the number of entrepreneurship-related studies that examine the problems of entrepreneurs and offer suggestions. The purpose of this study is to examine the definitions of entrepreneurship, the desired characteristics of entrepreneur candidates in the process of establishing a business, the government support for the entrepreneurs, and to provide general sources for individuals and institutions working on this subject.

2. Theory

2.1. Personality Traits of Entrepreneurship

Personality is one of the factors that leads to the emergence of the entrepreneurial spirit. In other words, entrepreneurship is a combination of several personality traits. An entrepreneurship-related personality approach assume that every entrepreneur is a special person (Nair & Krishnan, 1998). According to this approach, entrepreneurship is a quality that cannot be lost. In this respect, personality traits can provide us important distinctive information between entrepreneurs and non-entrepreneurs. There is a close relationship between the personality traits of an individual and him/her being an entrepreneur (Gartner, 1988). McClelland (1965) claims that entrepreneurship requires a desire to be successful, and specific personality traits are the driving force behind attitudes and behaviours. Hence, there are strong psychological factors for entrepreneurial tendencies and attitudes of individuals. Specifically, the characteristics of entrepreneurship should include self-confidence, independence, and a controlled personality. If an entrepreneur focus on producing results, his/her personality traits include determination (Rauch & Frese, 2000). If an entrepreneur's activity involve risks, he/she should have a personality that can take risks. If an entrepreneur is open-minded, knowledgeable and has multi-perspectives, it means he/she has innovative and creative personality traits. Finally, if an entrepreneur has good perceptions and visions, his/her personality traits includes strong pre-intuition and a long-vision. All of these characteristics can be found easily in young entrepreneurs. Only individuals over 30 years of age often do not easily take risks or do not want to be involved in risky initiatives because they do not want to bear the consequences of the risks.

Another explanation of entrepreneurial personality traits was made by Chell (2008). He argued that the personality traits of the entrepreneur change during several processes, such as pre-entrepreneurial preparation stage, establishment of a business, examination of the working environment, and the process of growth and development. According to Gerber and Keskin (1996), the entrepreneurial identity lives in the future, is attracted to unknown situations, and carries the future to the present (Gerber & Keskin, 1996). The entrepreneurial personality has a good vision and can easily see the existing opportunities. Young entrepreneurs always have a special interest in innovation and change. Young entrepreneurs want to have an efficient business and have great excitement and passion. However, the imagination and inexperience brought by their youthfulness may cause some problems in terms of the organisation of their initiatives (Shane, Locke & Collins, 2003). Experienced entrepreneurs are solution-oriented, have already faced many problems, and piece things together, often re-organizing everything in their business. Therefore, it is extremely important for young entrepreneurial candidates to gain self-efficacy and be supported by professionals and experts. In this way, they can see problems, behave rationally, and fix and build things (Zimmerer & Scarborough, 2005). Finally, entrepreneurial candidates need to feel happiness and peace as a result of their work. Their personality characteristics need to be appropriate to own and manage a business. Young entrepreneurs need to do their best to run an efficient business, and they should have personality traits of enthusiasm and self-sacrifice. This means that they must personally be involved in the business, take responsibility, and be patient if there is an excessive workload. Young entrepreneur candidates always have dreams, but they need expert support to make their dreams come true. If their personality traits is in line with the situation and conditions, the likelihood of success in their entrepreneurship initiatives will be increased. In this study, we examine how the personal characteristics of university young entrepreneurs affect their entrepreneurial intentions and social entrepreneurship intentions.

2.2. Government Support for Entrepreneurship

All kinds of support provided by state resources to the public or private enterprises are considered to be government support (Koksal, 2002). In the economic literature, the concept of governmental

incentive is defined as tangible or intangible support provided by the state through various methods in order to enable certain economic activities to develop more than others (Çam & Esengün, 2011). Public institutions and organizations can provide opportunities and/or funds to young entrepreneurs, so they can contribute to the economy, have a role in sustainable economic development, and increase employment. Furthermore, the initiatives based on production economies can increase exports and decrease imports. In order to achieve this, public institutions need to develop programs aimed at providing young entrepreneurs with comprehensive support in areas such as financing, business development, technology acquisition, productivity growth, and skill development. It is obvious that it is not possible to reach entrepreneurship targets only by providing training. In almost every country, although small and medium-sized enterprises form the basis of the economic system, they cannot reach their full potential because they cannot overcome some of bureaucratic barriers. Today, government institutions give necessary attention to the problems of entrepreneurs and provide necessary support. The main aim is to reduce unemployment and increase employment. Theoretically, economic development depends on the existence of individuals with entrepreneurial characteristics. At the same time, from a macro perspective, it has been argued that the success of entrepreneurship is not solely about the existence of entrepreneurs, rather governments should also create a positive environment for the development of entrepreneurship (Yemoah et al., 2014).

It is an undeniable fact that young university students need state support for entrepreneurship. For this reason, it is necessary for public institutions and agencies to design financial incentives, conduct trainings in the field of the entrepreneurship in order to understand the expectations of young entrepreneur candidates, and respond to them efficiently. In particular, public institutions have a big role in training and directing young people towards entrepreneurship in cities with low income distribution in order to reverse the migration from metropolitan or economically strong cities. The government should also adopt strategies of training and motivating unemployed graduates through KOSGEP (Small and Medium Enterprises Development Organization of Turkey). Because young people living in cities with low income distribution and study in universities in these provinces, they are not very positive about their future. At the same time, public banks and ministries (such as the ministry of industry and trade, the ministry of agriculture) need to be more creative and active in implementing various policies to support entrepreneurs. If necessary, public institutions should take steps to cooperate with international organizations to find necessary funds in order to provide young entrepreneurs with an opportunity to conduct their creative entrepreneurship activities. Therefore, this study examines how university students feel about governmental entrepreneurship support and determines the effects of government support on entrepreneurial intention and on social entrepreneurship activities.

2.3. Entrepreneurial Self-Efficacy

Entrepreneurial self-efficacy is defined as the entrepreneur's ability for self-observation and for making decisions about future activities, having an intuition and strong predictions and having an interest in activities that stimulate feelings of personal competence (Bandura, 1997). Perceived sense of self-efficacy leads people to prepare themselves for their chosen professions and to take their professions seriously as a career choice. Chen et al. (1998) state that if individuals have high self-efficacy in the field of entrepreneurship, they are likely to enter into new areas of investment in their entrepreneurial status and entrepreneurship. It is argued that individuals with high self-efficacy are more competent in evaluating the opportunities they face when they are confident in taking uncertainty and risk, according to entrepreneurs who do not have self-efficacy. Based on this statement, Schmitt-Rodermund and Vondracek (2002) have found a strong relationship between entrepreneurial self-efficacy, particularly those who are interested in entrepreneurship among university students, and those who wish to choose entrepreneurship in their career choice. At the same time, Zhao et al. (2005) found a strong positive relationship between the intentions of the

students who planned to establish a company after graduation and the entrepreneur's self-efficacy. (Zhao et al., 2005).

If the individuals feel effective in their activities, their expectations increase, therefore, self-efficacy has a positive effect on their entrepreneurship activities (Lent et al., 1994). For this reason, self-efficacy indirectly affects the interests and career choice of individuals. In other words, individuals with high self-efficacy also have the ability to achieve entrepreneurship goals, as they are more likely to perceive the possibility of high profit, social recognition personal satisfaction, and to predict failure. Similarly, it is reported that young entrepreneurs' abilities and expectations determine their career choice (Fitzsimmons & Douglas, 2011). According to previous findings, those with high self-efficacy are more likely to express their intention for entrepreneurship and take steps for entrepreneurship, focus on specific interests, and predict external and internal results more positively. It is also assumed that these effects will be similar for students in various fields of study because, the positive effects of self-efficacy were observed in the undergraduate students' career-related issues (Moriano et al., 2012). In this study, we examine the effects of entrepreneur self-efficacy both on entrepreneurial intention and social entrepreneurship, and its intervening variable role. In mentioned theoretical scope, we hypothesize that:

H1: Personality Traits have an impact on Entrepreneurial Self-Efficacy.

H4: Government Entrepreneurial Support has an impact on Entrepreneurial Self-Efficacy.

H9: There is an intervening variable effect of Entrepreneurial Self-Efficacy on the relationship between Personality Traits and Entrepreneurial Intentions.

H10: There is an intervening variable effect of Entrepreneurial Self-Efficacy on the relationship between Personality Traits and Social Entrepreneurship Intentions.

H11: There is an intervening variable effect of Entrepreneurial Self-Efficacy on the relationship between Government Entrepreneurial Support and Entrepreneurship Intentions.

H12: There is an intervening variable effect of Entrepreneurial Self-Efficacy on the relationship between Government Entrepreneurial Support and Social Entrepreneurship Intentions.

2.4. Social Entrepreneurship Intention

Social entrepreneurship has gained greater importance in recent years and has many definitions. First, one defines social entrepreneurship as innovative activities done for social purposes (Dees, 1998). Fowler (2000) notes that social entrepreneurship consists of a sustainable economic structure, and applications of institutions that can create social benefit. Social entrepreneurship is a multidimensional concept that includes features such as having a social mission, seeing opportunities to create social change, being innovative, and being sustainable (Mort et al., 2003). Social entrepreneurship is creating social change or accelerating it by bringing together various sources to meet social needs (Mair & Marti, 2006). The attitudes and behaviours of university young entrepreneurs are very important for the realization of this movement, especially if they are in a social organization. Social entrepreneurship is the process of being able to realize a social problem, find a solution, ensure sustainability of the solutions, and create profit-oriented businesses or non-profit organizations to generate social benefits. The main point of social entrepreneurship is to create innovative ideas and form social enterprises with entrepreneurial approaches in order to shed light on social problems and generate social change (Austin, 2006). Unlike commercial entrepreneurship, it is essential for social entrepreneurship to make changes in the society and ensure its sustainability. Commitment to social issues is often created by a sense of responsibility and emotional influences about environmental issues or social causes (Nga & Shamuganathan, 2010).

Countries around the world have begun to attach great importance to innovation and entrepreneurship in order to strengthen and sustain their economies and increase their national income and employment. Thus, the close and complicated relationship between economic structure and social structure and the effects of entrepreneurship on social life have formed concepts such as social innovation and social entrepreneurship. The concepts of social innovation and social entrepreneurship are very close to each other, and in general, social entrepreneurship activities can be examined under the heading of social innovation. Social innovation is defined as the process of creating community-oriented values, generating more efficient, adequate, sustainable, and new solutions to social problems (OlarSullivan et al., 2012). Gathungu (2014) confirms that social entrepreneurship intention is a strong indicator of future entrepreneurial behaviours. Particularly towards the end of the 20th century, many studies have been carried out to understand the emergence of entrepreneurial behaviours and new initiatives. Fayolle and Liñán (2014) reveal studies of the entrepreneurial intention model that focuses on the connection between intention and action. In this study, the effects of personality traits and self-efficacy of the university students on social entrepreneurship intentions are examined. In mentioned theoretical scope, we hypothesize that:

H3: Personality Traits has an impact on Social Entrepreneurship.

H6: Government Entrepreneurial Support has an impact on Social Entrepreneurship.

H8: Entrepreneur Self-Efficacy has an impact on Social Entrepreneurship.

2.5. Entrepreneurship Intention

Before the concept of the intention of entrepreneurship, it is necessary to explain and understand the concept of intention. The concept of intention is a mental state when the person gives his/her full attention to a target. James, W. (1950) defines it as an internal communication form which starts with the idea appearing in the person's mind, continuing as he/she focuses on it, and concludes with the decision-making process and acceptance of an expression. According to Choo and Wong's (2006) view, intent is the best determinant of entrepreneurial behaviour. The concept of intent is widely examined, Vesalainen, Pihkala (2000) defined it as a conscious mental state that leads to a particular goal or path. To be explained within the intention of entrepreneurship, individuals are conscious and mental about starting a new value or a new initiative they want to include in an existing organization (Remeikiene & Stattenne, 2013). Those who create a business organization do not only have a tendency to start, but also exhibit consistent behaviours to achieve their goals (Vesalainen & Pihkala, 2000). Hence, intent is based on cognitive psychology working towards clarifying or predicting human behaviour.

Van Gelderen et al. (2008) argue that entrepreneurship intentions play an important role in understanding the entrepreneurship process. They state that the entrepreneurial process is a long term activity that starts with the intentions of forming a new business. Entrepreneurial intentions not only have an impact on the proposed or newly established organization but also affect the actions of existing organizations. Krueger and Brazeal (1994) see entrepreneurial intentions as catalysts but also point out the importance of the role of society and individual self-efficacy. However, there are claims that in some cases, disruption of the course of normal events can change entrepreneurial intentions. In this respect, we focus on personality traits, self-efficacy, and the effects of government support that can impact the intentions of young entrepreneurial candidates. In mentioned theoretical scope, we hypothesize that:

H2: Personality Traits has an impact on Entrepreneur Intention.

H5: Government Entrepreneurial Support has an impact on Entrepreneurial Intention.

H7: Entrepreneurial Self-Efficacy has an impact on Entrepreneur Intention.

3. Methodology

In this study, a survey was carried out with 613 university students. The data was evaluated and analyzed by the IBM SPSS 23 Statistical Software Program. Factor analysis and reliability analysis were performed on questions of Likert scale. Correlation analysis was conducted to examine the relationships between variables; regression analysis was performed to test the hypotheses; and the Sobel test was used to measure the effects of intervening variables. The first part of the questionnaire consists of questions about demographic information and jobs of the participants. The second part has questions about the variables of Personality Traits, Government Entrepreneurial Support, Entrepreneurial Self-efficacy, Entrepreneurial Intention and Social Entrepreneurship Intention.

3.1. Research Goal

Our survey was replied to by 613 (348 male, 265 female) university students who were studying at various departments or faculties of universities. In this study, the relationships between Personality Traits and Government Entrepreneurial Support, Entrepreneurial Intention, and Social Entrepreneurship Intention were examined, in terms of intervening variables of Entrepreneurial Self-efficacy. The sample population was chosen from university students, because we aimed to measure the entrepreneurial intention of young individuals in terms of their personality traits. Therefore, the purpose of this study is to evaluate and analyze the personality traits of university students, and how they feel about government entrepreneurial support. Also, the relationship between these two independent variables, entrepreneurial intention, and social entrepreneurship intention was examined in terms of intervening variables of entrepreneurial self-efficacy. To test our hypothesis, we conducted a field survey using a questionnaire.

3.2. Analyses

The questionnaire consists of two parts. The first part of the questionnaire includes questions about demographic information and the jobs of the participants. In the second part, there are questions representing 5 variables. The Entrepreneurial Intention scale was prepared after reviewing many important studies in literature. 5-Likert scale questions used in the studies of Liñán and Chen, (2009), Palalić et al. (2017), Covin and Slevin (1989), Taatila and Down (2012) were included in our survey questionnaire, and they were subjected to factor and reliability analyses. The Social Entrepreneurship Intention scale was adopted from the studies of Luc (2018), Hockerts (2017), Hockerts (2015). The Entrepreneurial self-efficacy scale was formed using the questions prepared by Chen et al. (1998), De Noble et al. (1999) and McGee et al. (2009). The Government Entrepreneurial Support scale was developed by Gavurová et al. (2018) and Kamil et al. (2017). The Personality Traits scale questions were developed by Gavurová et al. (2018).

3.3. Research Framework

Our research model consists of independent variables of Personal Traits and Government Entrepreneurial Support, dependent variables of Entrepreneurial Intention and Social Entrepreneurship Intention, and intervening variables of Entrepreneurial Self-efficacy. In the study, a quantitative approach was adopted because the data were analyzed in order to determine the relationship between the statistical concepts. In a quantitative research test, we use independent variable(s) to determine the effect on the dependent variable(s) (Thomas et al., 2015).

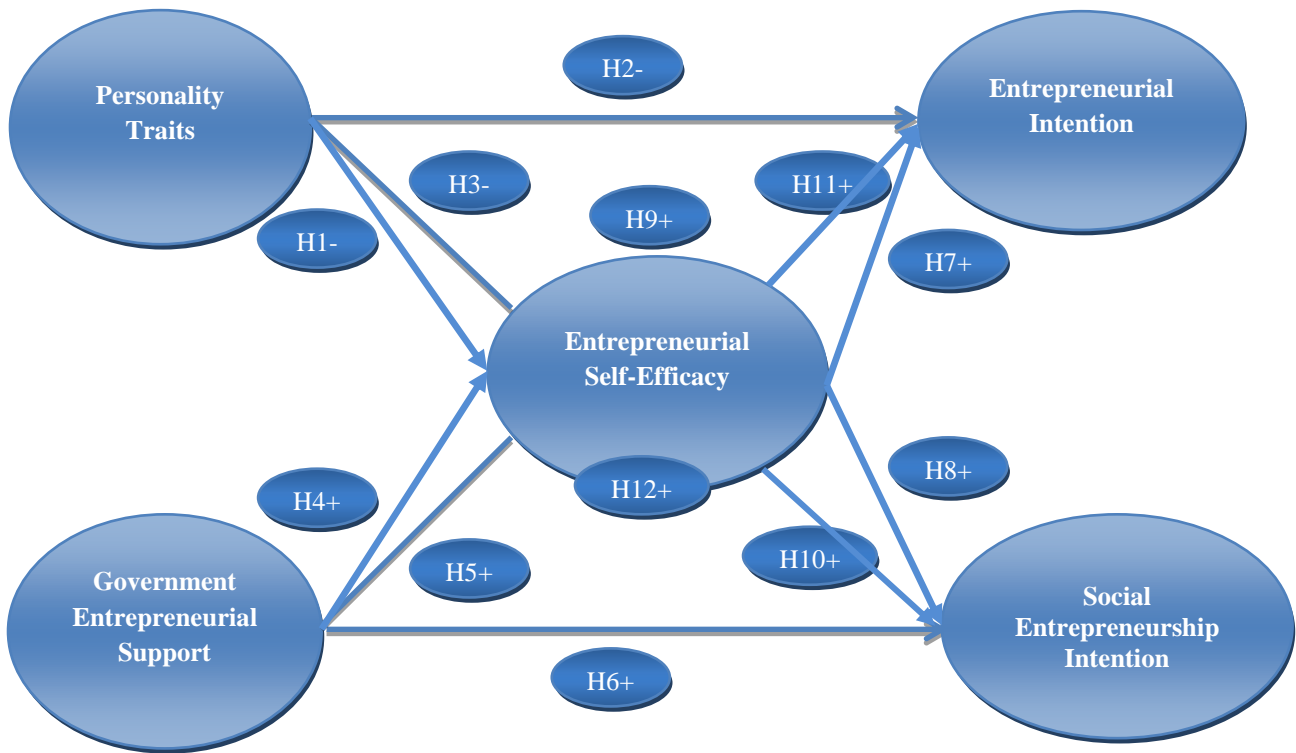


Fig. 1. Research Model

3.4. Factor Analysis

The reason for the factor analysis is to investigate the construct validity of the scale. Büyüköztürk (2005) states that the main purpose of factor analysis is to reduce or summarize the main objective to a smaller number of basic dimensions in order to facilitate the understanding and interpretation of the relationships between the many variables considered to be related. In other words, it is a method of eliminating the dimension reduction and dependency structure like basic component analysis. According to Stapleton (1997), factor analysis is a technique designed to examine the covariance structure of a group of variables and to provide relationships between these variables in terms of fewer undisclosed hidden variables called factors. Factor analysis may not be suitable for all data structures. The suitability of the data for factor analysis can be examined by the Kaiser-Meyer-Olkin (KMO) coefficient and the Bartlett test. The sample should be large enough to ensure the reliability of the correlation. To determine this, the Kaiser-Meyer-Olkin (KMO) test is performed. The value of the Kaiser-Meyer-Olkin sample suitability was (0.902) and the significance level of Bartlett's sphericity test was 0.000, which indicates that the sample size is suitable for factor analysis. Basic component analysis was conducted to obtain a data set suitable for the factor analysis and 5 factors have been formed. The results are shown in Table 1.

Table 1: KMO and Bartlett's Test

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.902
Bartlett's Test of Sphericity	Approx. Chi-Square	3304.756
	df	190
	Sig.	.000

In our study, our variables were measured with a questionnaire of 29-questions on a 5-point Likert scale. Variables; Personality Traits, Government Entrepreneurial Support, Entrepreneurial Self-Efficacy, Entrepreneurial Intention, and Social Entrepreneurship Intention were subjected to factor analysis. As a result, 9 questions were excluded from the analysis due to the fact that they were loaded into different factors and reduced reliability. The remaining 20 questions were distributed to 5 factors. Variables subjected to factor analysis are shown in the table below:

Tablo 2: Rotated Component Matrix^a

	Rotated Component Matrix ^a				
	Component				
	1	2	3	4	5
GN5. Being an entrepreneur is my ultimate goal.	.890				
GN3. I am serious about being a successful entrepreneur.	.880				
GN4. I am ready to do whatever it takes to be an entrepreneur.	.869				
GN2. If nothing unexpected happens, I will start an entrepreneurship within three years at the latest.	.852				
SGN1. I am ready to do anything to be a social entrepreneur.		.852			
SGN2. My professional goal is to be a social entrepreneur.		.847			
SGN4. I am determined to create a social company in the future.		.797			
SGN3. I will make every effort to establish and manage my own social business.		.769			
GY5. I can organize resources to start a business.			.819		
GY4. I can collect resources to start a business.			.772		
GY6. I can manage a business.			.723		
GY2. I can develop an appropriate work project.			.699		
GY3. I can plan commercial activities.			.693		
DD3. The government financially supports entrepreneurship.				.894	
DD2. The government provides adequate conditions for initiating entrepreneurship.				.885	
DD1. The government supports entrepreneurship by using public institutions.				.863	
DD4. The legal requirements for entrepreneurship are adequate.				.806	
KO4. Every human being has some preconditions to involve in entrepreneurship.					.753
KO2. One of the most important characteristics of an entrepreneur is his/her expertise, being responsible and his risk capacity.					.751
KO3. If your close relatives are involved in entrepreneurship, it becomes easier to do for yourself, too.					.708
Extraction Method: Principal Component Analysis.					
Rotation Method: Varimax with Kaiser Normalization.					
a. Rotation converged in 5 iterations.					

GN: Entrepreneurial Intention, **SGN:** Social Entrepreneurship Intention, **GY:** Entrepreneurial Self-efficacy, **DD:** Governmental Entrepreneurial Support, **KO:** Personality Traits

That reliability that is one of the characteristics that the scale should carry is an indicator of the consistency of the measurement values obtained from repeated measurements under the same conditions as a measurement tool, giving consistent and similar results (Carmines & Zeller, 1979; Gay, 1985; Carey, 1988). In social sciences, the reliability value (cronbach alpha) of 0.70 and over indicates sufficient reliability. Therefore it can be said that this study's internal consistency and reliability is high. In the literature, Nunnally (1978) states that a Cronbach Alpha coefficient of 0.50 and above is considered as an adequate measurements (Nunnally, J. C., 1978; Hair et al., 2000).

Table 3: Reliability Analysis

VARIABLES	Number of Questions	Cronbach Alfa (α) Values
Entrepreneurial Intention	4	.963
Social Entrepreneurship Intention	4	.933
Entrepreneurial self-efficacy	5	.869
Government Entrepreneurial Support	4	.896
Personality Traits	3	.780

Correlation analysis examines the one-to-one relationship between Entrepreneurial Intention, Social Entrepreneurship Intention, Entrepreneurial Self-efficacy, Government Entrepreneurial Support, and Personality Traits. As mentioned earlier, the analyses (factor analysis, reliability analysis, descriptive analysis) was conducted on 613 questionnaires obtained from the organisations.

Table 4: Descriptive Statistics

Descriptive Statistics			
	Mean	Std. Deviation	N
Entrepreneurial Intention	3.1608	1.31066	613
Social Entrepreneurship Intention	3.0423	1.26686	613
Entrepreneurial self-efficacy	3.4629	0.97554	613
Government Entrepreneurial Support	3.0047	1.07144	613
Personality Traits	3.8858	0.67370	613

Descriptive statistics are used to summarize large numbers of numerical data within the study with few simple expressions. Descriptive statistics include brief information about how many times a value or set of values of a variable was repeated, how the values were distributed around a central selected point, and what the distance of the values to the midpoint or relative distance were to each other.

Table 5: Correlations

		Correlations				
		Entrepreneurial Intention	Social Entrepreneurship Intention	Entrepreneurial self-efficacy	Government Entrepreneurial Support	Personality Traits
Entrepreneurial Intention	Pearson Correlation	1	.809**	.590**	.223**	0.104
	Sig. (2-tailed)		0.000	0.000	0.001	0.130
Social Entrepreneurship Intention	Pearson Correlation	.809**	1	.598**	.229**	0.122
	Sig. (2-tailed)	0.000		0.000	0.001	0.075
Entrepreneurial Self-efficacy	Pearson Correlation	.590**	.598**	1	.236**	0.095
	Sig. (2-tailed)	0.000	0.000		0.001	0.168
Government Entrepreneurial Support	Pearson Correlation	.223**	.229**	.236**	1	0.055
	Sig. (2-tailed)	0.001	0.001	0.001		0.427
Personality Traits	Pearson Correlation	0.104	0.122	0.095	0.055	1
	Sig. (2-tailed)	0.130	0.075	0.168	0.427	

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It was concluded that, in general, there is no relationship between the personality traits of university students and social entrepreneurship intention, entrepreneurship self-efficacy, government entrepreneurship support, and entrepreneurial intentions. This can be due to the lack of effective factors leading to the emergence of entrepreneurial intentions of university students because, macroeconomic environment is not satisfactory enough to bring out entrepreneurial intentions and generate self-efficacy, and also due to the fact that opportunities are extremely limited. The number of unemployed university graduates is increasing daily, and this fact put pressure on university students who are worried about their future. It is understood that university students do not find the support provided by the government or public institutions sufficient enough, and they do not trust the associations/foundations/angel investors where they can present their entrepreneurship projects. In order to ensure entrepreneurship self-efficacy of the university students, regular events, activities and trainings (where students meet investors or relevant institutions) should be organised to boost their self-confidence and increase their motivation to be an entrepreneur. It is noteworthy to remember that Turkey's young population ratio is higher than European countries. Additionally, it is important to introduce this young population into the economy of the country, in particular, to the economy of production, and to provide support for their entrepreneurship projects. Each entrepreneurship also means employment. As a result of the analysis of our study, it is understood that university students have negative expectations and an urgent action plan is needed.

Supported and Unsupported Hypotheses According to Regression Analysis Results; Regression analysis was performed to test predicted research hypotheses and 8 hypotheses (except the effect of intervening variable) are shown in Table 6 and 7.

Table 6: Regression Analysis about the Effect of Independent Variables on Dependent Variables

Independent Variables	Dependent Variables	Standard β	Sig.	Adjusted R Square	F Value
Personality Traits	Entrepreneurial Self-efficacy	.095	.168	.004	1.910
Personality Traits	Entrepreneurial Intention	.104	.130	.006	2.314
Personality Traits	Social Entrepreneurship Intention	.122	.075	.010	3.199
Government Entrepreneurial Support	Entrepreneurial Self-efficacy	.236**	.001	.051	12.491
Government Entrepreneurial Support	Entrepreneurial Intention	.223**	.001	.045	11.068
Government Entrepreneurial Support	Social Entrepreneurship Intention	.229**	.001	.048	11.653
Entrepreneurial Self-efficacy	Entrepreneurial Intention	.590***	.000	.345	112.599
Entrepreneurial Self-efficacy	Social Entrepreneurship Intention	.598***	.000	.354	117.236

*: $p < 0.05$

**: $p < 0.01$

***: $p < 0.001$

As a result of regression analysis, it is concluded that independent variable of Personality Traits have no effect on dependent variables (Entrepreneurial Self-Efficacy, Entrepreneurial Intention, and Social Entrepreneurship). It can be explained by the fact that university students do not feel ready to become an entrepreneur.

Table 7: Supported and Unsupported Hypotheses According to Regression Analysis Results

Hypotheses	Supported/ Unsupported	Level of Significance (Sig.)
H1: Personality Traits have an impact on Entrepreneurial Self-Efficacy.	Unsupported	
H2: Personality Traits has an impact on Entrepreneur Intention.	Unsupported	
H3: Personality Traits has an impact on Social Entrepreneurship.	Unsupported	
H4: Government Entrepreneurial Support has an impact on Entrepreneurial Self-Efficacy.	Supported	P<0.01
H5: Government Entrepreneurial Support has an impact on Entrepreneurial Intention.	Supported	P<0.01
H6: Government Entrepreneurial Support has an impact on Social Entrepreneurship.	Supported	P<0.01
H7: Entrepreneurial Self-Efficacy has an impact on Entrepreneur Intention.	Supported	P<0.001
H8: Entrepreneur Self-Efficacy has an impact on Social Entrepreneurship.	Supported	P<0.001

Determination of Intervening Variable Effect in Our Research Model; The effect of intervening variables (Entrepreneur Self-efficacy) on the relationships between independent variables (Personality Traits, Government Entrepreneur Support) and dependent variables (Entrepreneurial Intention, Social Entrepreneurship) was examined with the hypotheses.

Table 8: The Effect of the Intervening Variable According to Regression Analysis Results

	Independent Variables	Dependent Variables	Standard β	Sig.	Adjusted R Square	F Value
Regression	Personality Traits	Entrepreneurial Intention	.049	.384	.006	2.314
	Entrepreneur Self-efficacy		.585***	.000	.344	56.615
Regression	Personality Traits	Social Entrepreneurship	.066	.233	.010	3.199
	Entrepreneur Self-efficacy		.591***	.000	.355	59.451
Regression	Government Entrepreneur Support	Entrepreneurial Intention	.089	.121	.045	11.068
	Entrepreneur Self-efficacy		.569***	.000	.349	57.890
Regression	Government Entrepreneur Support	Social Entrepreneurship	.093	.103	.048	11.653
	Entrepreneur Self-efficacy		.576***	.000	.359	60.426

*: p<0.05

** :p<0.01

***:p<0.001

Measuring the effect of intervening variables with Sobel test; In order to explain the effect of intervening variables, it necessary to determine whether the mediator effect of the independent variable on the dependent variable is significant. The concept of mediator effect was introduced by Baron and Kenny in 1986. Several tests have been developed to achieve this and one of them is the Sobel test (Sobel, 1982). The Sobel test is used to determine if a decrease in the relationship between the dependent and independent variables is observed after adding the agent variable. (Sobel, 1982). In other words, this test tool measures whether the variable is important or not. The relationship between the dependent and independent variables are included in the tool variable model and should be examined and interpreted. Although the statistical power of the Sobel test is low, it is considered more accurate than the steps proposed by Baron & Kenny. In order to detect significant effects in large samples, the test must have sufficient power. Therefore, the most important assumption of the Sobel test is normality. Because, there is a problem of skewness in

small samples. MacKinnon, Warsi, and Dwyer (1995) have popularized statistical-based official methods for mediation. There are two main versions with the "Sobel test". These were conducted by Aroian (popularized by Baron & Kenny as the Sobel test) in 1944/1947, and by Goodman in 1960.

Table 9: Sobel test analysis of the intervening variable effect of entrepreneurial self-efficacy on the relationship between the independent variable of the personality traits and the dependent variable of the entrepreneurial intention

	Input:		Test statistic:	Std. Error:	p-value:
a	0.437	Sobel test:	4.06801924	0.0844347	0.00004741
b	0.786	Aroian test:	4.05238078	0.08476054	0.0000507
Sa	0.099	Goodman test:	4.08384016	0.0841076	0.0000443
Sb	0.075				

If p value is less than <0.05 , we can say that there is an inter-variable effect.

Table 10: Sobel test analysis of the intervening variable effect of entrepreneurial self-efficacy on the relationship between the independent variable of personality traits and the dependent variable of social entrepreneurship intentions

	Input:		Test statistic:	Std. Error:	p-value:
a	0.437	Sobel test:	4.07869391	0.08228516	0.00004529
b	0.768	Aroian test:	4.06347626	0.08259332	0.00004835
Sa	0.099	Goodman test:	4.09408382	0.08197585	0.00004238
Sb	0.072				

If p value is less than <0.05 , we can say that there is an inter-variable effect.

Table 11: Sobel test analysis of the intervening variable effect of entrepreneurial self-efficacy on the relationship between the independent variable of government entrepreneurial support and dependent variable of entrepreneurial intentions.

	Input:		Test statistic:	Std. Error:	p-value:
a	0.215	Sobel test:	3.32126491	0.04945706	0.0008961
b	0.764	Aroian test:	3.30638733	0.0496796	0.00094507
Sa	0.061	Goodman test:	3.33634515	0.04923352	0.00084888
Sb	0.077				

If p value is less than <0.05 , we can say that there is an inter-variable effect.

Table 12: Sobel test analysis of intervening variable effects of entrepreneurial self-efficacy on the relationship between independent variable government entrepreneurial support and Social Entrepreneurship Intentions

	Input:		Test statistic:	Std. Error:	p-value:
a	0.215	Sobel test:	3.33292464	0.04825192	0.00085938
b	0.748	Aroian test:	3.31882174	0.04845696	0.00090398
Sa	0.061	Goodman test:	3.34720886	0.048046	0.0008163
Sb	0.073				

Hypothesis results;

Table 13: Research Hypotheses Supported / Not Supported Status

Hypotheses	Supported/ Unsupported	Level of Significance (Sig.)
H9: There is an intervening variable effect of Entrepreneurial Self-Efficacy on the relationship between Personality Traits and Entrepreneurial Intentions.	Supported	P<0.001
H10: There is an intervening variable effect of Entrepreneurial Self-Efficacy on the relationship between Personality Traits and Social Entrepreneurship Intentions.	Supported	P<0.001
H11: There is an intervening variable effect of Entrepreneurial Self-Efficacy on the relationship between Government Entrepreneurial Support and Entrepreneurship Intentions.	Supported	P<0.001
H12: There is an intervening variable effect of Entrepreneurial Self-Efficacy on the relationship between Government Entrepreneurial Support and Social Entrepreneurship Intentions.	Supported	P<0.001

In our research model, we measured the intervening variable effect of entrepreneurial self-efficacy. As a result, it is determined that the intervening variable of entrepreneurial self-efficacy has a positive effect on the relationship between Personal Traits and Entrepreneurial Intention and Social Entrepreneurship Intention. Similarly, entrepreneurial self-efficacy (intervening variable) has an impact on the relationship between Government Entrepreneurial Support and Entrepreneurship Intention in the positive direction. Therefore, **H9**, **H10**, **H11** and **H12** hypotheses were supported.

4. Discussion

This study aims to examine the key factors that affect the entrepreneurship decisions of young entrepreneurs during the process of creating initiatives. In the literature, there are studies focusing on several subjects such as identification of behaviours that lead to an individual's decision-making (Ferreira et al., 2012), examination of the relationships between factors affecting entrepreneurial purpose, and formulation of models to define these relationships (Lanero & Vazquez, 2015). In addition, the situations were explained when an individual perceives the idea of establishing a new company as realistic and exciting, but there is not enough support and necessary personality traits to implement the ideas (Guerrero et al., 2008).

Therefore, it is suggested that there must be a 'triggering event', or suitable personality traits, or a support element to start intention in young entrepreneurs. The support given to the university students is an important factor for the realization of their entrepreneurship goals and can change their situation and allow them to see the world differently. Entrepreneurship is a process that is influenced by personality traits and environmental factors. Therefore, the living environment of individuals should be designed to be supportive, encouraging, and stimulating. If this can be done, university students will be able to look at the future more confidently. To improve the knowledge of the university students about entrepreneurship, there is a need for multi-sectoral activities with the participation of enterprises, industrial organizations, the financial sector, and national and regional economic development organizations (Fayolle & Gailly, 2015). Despite the efforts of public institutions and organizations, it is a fact that entrepreneurship training has not reached a sufficient level, especially in underdeveloped regions and cities. Shinnar et al. (2014) explain that social barriers are the main drawback. It is thought that, most of the time, universities or other organisations provide entrepreneurship trainings to the students as future employees rather than as an entrepreneur.

Latin American countries have managed to determine entrepreneurial intentions, individual internal control variables, and the degree of success and risk requirements (Espíritu-Olmos & Sastre-

Castillo, 2015). Our analysis results show that there is no effects of personality traits of university students on entrepreneurship intention and social entrepreneurship intention in Turkey. This is due to the cultural differences, the way young people are raised, education and social environment, and the macroeconomic situation of the country. Valencia et al. (2012) concluded that there is a significant relationship between entrepreneurship perception and feasibility perception. It also concluded that there was a weak relationship between risk tolerance and entrepreneurship intention and some related factors. However, in this study, it is determined that the personality traits of university students do not have any effect on entrepreneurial self-efficacy in Turkey. This situation shows that young people do not have self-confidence regarding entrepreneurship and they do not see themselves as sufficient. However, it should be noted that there are exceptional cases, such as entrepreneurship initiatives by students at universities and high schools. This analysis explains the general situation only. On the other hand, Mora (2011) describes the risk factors as an element that negatively affects the entrepreneurial intention of the individuals. In the study conducted by Soria et al. (2016), it is stated that the existence variable of 'risk aversion' constitutes a positive relationship between self-efficacy internal control and entrepreneurial intention among university students. Likewise, the analyses show that if the university students have necessary self confidence, their intention for entrepreneurship and social entrepreneurship are positively affected. As a result, if young people feel confident they show entrepreneurship intentions. All the relevant institutions and organizations have a great responsibility to ensure this confidence.

5. Conclusions and Recommendations

Entrepreneurship is a concept that contributes to the growth of the economy and new innovations, and to the emergence of new products and markets. Entrepreneurs are at the heart of the economy with regards to the development of the economy. They capture opportunities at all times and use these opportunities, becoming the advocates and implementers of continuous innovation. From the past to the present, different researchers have found that the intention of entrepreneurship is related to many factors. One of the most interesting subjects within entrepreneurship literature is the relationship between entrepreneurial intention and personality traits. There is a close relationship between entrepreneurial intention and some personality traits of entrepreneurs. While examining the entrepreneurial intentions of university students, the question of whether the current education system is suitable for self-employment became quite significant. Although there is evidence that the level of education has a positive relationship to self-employment decisions in developed countries, the findings are not completely sufficient (Block, Hoogerheide & Thurik, 2013). The studies about entrepreneurship intentions pay special attention to the role of entrepreneurship programs within university curriculum. As a result of the review of current studies, it was revealed that an entrepreneurship education can be effective in shaping entrepreneurship intentions, also positively affecting entrepreneurial behaviours of the students (Gelaidan & Abdullateef, 2017). Young people with strong entrepreneurial intentions tend to choose the departments of business and economics, and then take opportunities for self-development by attending entrepreneurship trainings provided by relevant institutions and organizations. However, it is revealed that entrepreneurship training does not have a great effect on entrepreneurial intentions within the framework of personality traits. Another study has predominantly shown that entrepreneurship training has positive effects on students with no work experience or very limited work experience (Fayolle & Gailly, 2015). The benefit of entrepreneurship education is a fact, but it should also be carried out together with other encouraging entrepreneurship activities and practical methods.

Another perspective examines whether the entrepreneurial intention to create an initiative is different from the intention of self-employment (Bird, 2015). Furthermore, university students should choose between short or long-term career paths. As have other studies in the literature, this research also has some limitations. Firstly, the findings are limited to the scales used in the study. Another limitation of the study is the collection of data from students studying in two universities

one in private university and one in public. The final limitation is that the data was collected with questionnaires and qualitative interview methods could not be applied due to time constraints. Therefore, the results of the study provide some clues in terms of the success and future of the initiatives for managers and decision makers. The main recommendations for future academic studies on this subject are many: conducting research on a larger scale, in different geographic regions, and focusing on long-term career choices of the students. Entrepreneurship has a very important place in the development and progress of countries all over the world, and it should be taught in an effective and efficient way. For this reason, academicians and leading successful entrepreneurs have important duties in terms of training future entrepreneurs and directing the students towards entrepreneurship. In addition, the students see their family and their relatives as role models and they should support students financially and psychologically in terms of entrepreneurship because the cornerstones of a powerful Turkey will be created by young people with entrepreneurial potential.

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