

**THE MEDIATING ROLE OF SELF-EFFICACY IN THE RELATIONSHIP
BETWEEN ENTREPRENEURIAL TENDENCIES AND CAREER AWARENESS:
MODERATING ROLE OF FAMILY CHARACTERISTICS**

**GİRİŞİMCİLİK EĞİLİMLERİ İLE KARIYER FARKINDALIĞI ARASINDAKİ
İLİŞKİDE ÖZ-YETERLİLİĞİN ARACILIK ROLÜ: AİLE ÖZELLİKLERİNİN
DÜZENLEYİCİ ROLÜ**

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Öz

Bu araştırma, girişimcilik eğilimleri ile kariyer farkındalığı arasındaki ilişkide öz-yeterliliğin aracı rolünü ve aile özelliklerinin düzenleyici rolünü incelemiştir. Çalışma, Türkiye'de 287 öğrenciden oluşan bir örneklem üzerinden gerçekleştirilmiştir. Araştırma sonuçları, girişimcilik eğilimlerinin öğrencilerin kariyer farkındalığını etkilediğini ortaya koymuştur. Ayrıca, öz-yeterliliğin, girişimcilik eğilimleri ile kariyer farkındalığı arasındaki ilişkide aracı bir etkisi olduğu belirlenmiştir. Son olarak, aile özelliklerinin, girişimcilik eğilimleri ile kariyer farkındalığı arasındaki ilişkiyi düzenlediği sonucuna ulaşılmıştır.

Anahtar Kelimeler: Öz-yeterlilik, girişimcilik eğilimleri, kariyer farkındalığı, aile özellikleri.

Abstract

This study investigated the mediating role of self-efficacy in the relationship between entrepreneurial tendencies and career awareness using moderating role of family characteristics. The study was based on a sample of 287 students in Turkey. The study results showed that entrepreneurial tendencies influence the career awareness of students. In addition, self-efficacy has a mediating effect on the relationship between entrepreneurial tendencies and career awareness. Finally, it is concluded that family characteristics moderates the relationship between entrepreneurial tendencies and career awareness.

Keywords: Self-efficacy, entrepreneurial tendencies, career awareness, family characteristics.

INTRODUCTION

Since entrepreneurship is important in economic and social development, it has become an increasingly common term all over the world (Fuller, Spears & Parker, 2010; Guzman & Kacperczyk, 2019; Maden, 2015; Maysami & Ziemnowicz, 2007; Rachmawan, Lizar & Mangundjaya, 2015; Yukongdi & Lopa, 2017). Entrepreneurship requires time, involving both considerable planning and a high degree of cognitive processing (Yıldırım, Cakır & Askun, 2016).

Studies of entrepreneurial intention differences between countries focus mostly on three basic factors: culture, economic climate, and education (Sesen & Pruett, 2014). Further, while cultural and social dimensions explain only a small portion of intentions, psychological self-efficacy (disposition) is an important predictor (Pruett et al., 2009). Paul, Hermel & Srivatava (2017) found that a country's culture and an individual's proactive personality directly determine the degree of entrepreneurial intention and therefore contribute to competitiveness. Another study done by Davey, Plewa and Struwig (2011) showed that students from developing/emerging economies are more likely to envisage future careers as entrepreneurs and are more positive towards entrepreneurship than their industrialized European counterparts, even though motivators for employment/self-employment are similar across the samples.

It is essential to comprehend the mediating role of self-efficacy in the relationship between entrepreneurial tendencies and career awareness among students. Moreover, another important point in this study is to investigate the moderating role of family characteristics. Despite numerous studies that have been conducted (e.g. Naktiyok, Nur Karabey & Caglar Gulluce, 2010; Ozaralli & Rivenburgh, 2016; Sesen & Pruett, 2014; Yıldırım, Cakır & Askun, 2016), moderating role of family characteristics issue has a gap in this area, especially in Turkey. Therefore, the research model of this study was developed based on the existing literature. We argue that the mediating role of self-efficacy between entrepreneurial tendencies and career awareness conceptual framework of the study is presented in Figure 1.

2. LİTERATURE REVIEW

In reviewing the existing literature, this chapter explores both theoretical insights and empirical findings that shape the foundation of this study. The discussion begins with entrepreneurial tendencies, a central theme in understanding how students perceive and navigate their career paths.

2.1. Entrepreneurial tendencies

To become an entrepreneur, individuals need to have high self-efficacy. In this regard, self-efficacy not only be developed from his/her traits but also reinforced by external sources, such as family, parents, extended families, and society (Rachmawan, Lizar & Mangundjaya, 2015). Moreover, entrepreneurship is not only affected by economic and social factors but also by entrepreneurs' sites, including their beliefs and attitudes (Laguna, 2013). Ajzen (1998) argued that intention formation occurs through personal attitude, subjective norms, and perceived behavioral control. Personal attitude reveals the individual's positive or negative evaluation of entrepreneurship. Subjective norms reveal family, friends, and other social resources that influence an individual's pursuit of an entrepreneurial career. Finally, perceived behavioral control refers to the perception of competence, which refers to the perceived ease or difficulty in entrepreneurship. Moreover, Díaz-García & Jiménez-Moreno (2010) found that a favorable perception of the environment and social norms are related positively to entrepreneurial intention.

Entrepreneurial tendencies and careers were investigated by researchers. Ispir, Elibol & Sonmez (2019) found that there is a positive correlation between entrepreneurship tendency and career adaptability. The students with high entrepreneurship tendencies have better career adaptability. Business development services and the support for youths in business or those interested in pursuing entrepreneurial careers are critical. Through the start-up and post-start-up phases of business development, there is a need for specific training in business and entrepreneurial skills (Urban, 2012). Entrepreneurial intent was assessed by Lopes et al. (2021) and their findings revealed that students are less interested in being employed by others, more interested in being an entrepreneur and that society values and supports entrepreneurship. Duval-Couetil and Long (2014) determined that freedom and quality of life, as well as economic benefits and opportunities, are influential when students evaluate an entrepreneurial career. Leong (2008) reported that the stronger the students' intention to become an entrepreneur, the higher the rate of choosing entrepreneurship in their career. Given this, we propose the following hypotheses that will be subjected to an empirical test:

H1: Entrepreneurial tendencies influence the career awareness of students.

2.2. Self-efficacy

Self-efficacy is defined as people's beliefs about their capabilities to produce designated levels of performance that exercise influence over events that affect their lives. Self-efficacy beliefs determine how people feel, think, motivate themselves, and behave. Such beliefs produce these diverse effects through four major processes. They include cognitive, motivational, affective, and selection processes (Bandura, 1994). Nguyen (2020) studied the influence of some environmental cognitive support elements on entrepreneurship self-efficacy. The result of the multiple regression analysis reveals that environments' support factors including perceived financial and non-financial supports and social supports are significantly related to the perceived entrepreneurship self-efficacy of students.

The role of mediating role of self-efficacy has been studied by researchers (Bello, Mattana & Loi, 2017; Choi & Jung, 2015; Oyugi, 2015; Sun et al., 2022; Zhao, Seibert & Hills, 2005). Zhao, Seibert and Hills (2005) investigated the mediating role of self-efficacy in the development of students' intentions to become entrepreneurs. The results showed that risk propensity on entrepreneurial intentions was fully mediated by entrepreneurial self-efficacy. Choi & Jung (2015) identified the mediating effect of self-efficacy between self-leadership and empowerment in nursing students. There was a positive relationship between self-leadership and self-efficacy. Another study done by Sun et al. (2022) demonstrated that professional self-efficacy has a moderating effect on career happiness and job pursuit intention using 198 usable responses from eighteen event undergraduate programs in China. Oyugi (2015) found that self-efficacy partially mediates entrepreneurial intention. Finally, Bello, Mattana and Loi (2017) found that entrepreneurial self-efficacy mediates the relationship between creativity and entrepreneurial intentions. Thus, our study aims to test the following hypothesis:

H2: Self-efficacy has a mediating effect on the relationship between entrepreneurial tendencies and career awareness.

Entrepreneurship and self-efficacy

Entrepreneurship and self-efficacy are among the frequently studied topics in the literature. Studies (Atilgan & Tukul, 2021; Culbertson, Smith & Leiva, 2011; Farrukh et al., 2017; Hutasuht, 2018; Kristiansen & Indarti, 2004; Omar et al., 2019; Pihie & Akmaliah, 2009; Rachmawan, Lizar & Mangundjaya, 2015; Sandi & Nurhayati, 2020; Santoso, 2016; Saraih et al., 2018) showed that self-efficacy has a significant influence on entrepreneurial intention.

Atilgan & Tukul (2021) discovered that as students' perceptions of entrepreneurship improve, their self-efficacy improves and that the sub-dimensions "self-confidence, innovativeness, control focus, risk-taking, and desire to accomplish" are significant predictors of students' general self-efficacy, whereas the dimension "making a difference and determination" cannot be considered as one. Omar et al. (2019) found that individuals who perceive that entrepreneurship does not meet their skills and abilities will not have a strong intention to start a business. Pihie and Akmaliah (2009) conducted a study to determine university students' perceptions of entrepreneurial self-efficacy and intention. Findings indicate that students with positive entrepreneurial aspirations scored higher in entrepreneurship intention and self-efficacy which is significantly different from those who do not have positive aspirations. Another study done by Kristiansen and Indarti (2004) identified determinants of entrepreneurial intention among Indonesian and Norwegian students. The individual perceptions of self-efficacy are the variables that affect entrepreneurial intention most significantly. Hutasuht (2018) found that entrepreneurial knowledge, self-efficacy, and family factor have a significant impact on students' entrepreneurial intentions. Culbertson, Smith & Leiva (2011) assessed the influence of goal orientation and self-efficacy in predicting entrepreneurial and managerial career anchors development. Findings suggest providing opportunities for increased self-efficacy and adaptive goal orientations may affect entrepreneurial development. Saraih et al. (2018) examined the influence of self-efficacy on entrepreneurial intention amongst students in Malaysia. Findings pointed out that self-efficacy is significantly associated with entrepreneurial intention. On the other hand, Rachmat (2012) found that self-efficacy was not a significant determinant of entrepreneurial intentions, contrary to earlier studies. Wijaya (2008) found that self-efficacy influences entrepreneurial behavior through intention. Partial self-efficacy doesn't have a significant effect on entrepreneurial behavior and entrepreneurial intention. From this evaluation;

H2a: Self-efficacy influences the entrepreneurial tendencies of students.

Self-efficacy and career awareness

Self-efficacy reflects a situation where one enjoys good mental health and a certain amount of knowledge without feeling a significant self-deficiency psychologically, physically, or biologically, or feels self-sufficient at a minimum level, or has the capacity of acting. Whether self-efficacy is low or high varies from individual to individual. Individuals with low self-efficacy are not expected to have an entrepreneurial spirit; whereas, individuals with moderate and high levels of self-efficacy are expected to have an entrepreneurial spirit (Atilgan & Tukul, 2021). Moreover, career awareness is seen as a necessity, especially in the early stages of career development (Nasir & Lin, 2013). The study done by Pratiwi et al. (2020) concluded that self-efficacy shows a direct influence on career exploration specifically. On the other hand, Atta et al. (2013) examined self-efficacy as a determinant of negative career thoughts (NCT). Correlational analysis showed that self-efficacy was negatively correlated with NCT.

Super's theory of career development states that growth and discovery are inherent in the process of acquiring knowledge throughout life about how one's interests, abilities, and job requirements align

(Kosine & Levis, 2008). The concept of professional maturity is at the center of career development theory. It is defined as the development of the person in the life stage, the fulfillment of his responsibilities, and the making of socially necessary career decisions (Super & Jordaan, 1973). From this evaluation;

H2b: Self-efficacy influences career awareness in students.

2.3. Family Characteristics

Studies (Abbassi & Sta, 2019; Duval Couetil & Long, 2014; Farrukh et al., 2017; Scherer et al., 1989) showed that family has a positive and significant effect on the entrepreneurial intention of students. Growing up in an entrepreneurial environment makes the learning process of doing business easier and creates positive beliefs about an entrepreneurial career (Fragoso, Rocha-Junior & Xavier, 2020).

According to Hutasuhut (2018) family is the first environment to deal directly with and affect the people in it. Student families are working as entrepreneurs (owning a business) and not entrepreneurs (working with others such as civil servants, and private employees). If the parents work as entrepreneurs, it will affect the interest of the child in entrepreneurship. In this context, parents as entrepreneurs are models for family members. For example, Kickul et al. (2008) found that having an entrepreneurial mother or father had a significant and positive effect on girls' (but not boys') levels of entrepreneurial interest. In another study done by Erbasi et al., (2012) it was revealed that students whose mothers do not work had a greater need for independence and success. Wang and Wong (2004) examined the level and determinants of interest in entrepreneurship among university undergraduate students in Singapore. Findings showed that gender, family business experience, and education level are significant factors in explaining entrepreneurial interest. The study findings done by Hutasuhut (2018) showed that entrepreneurial knowledge, self-efficacy, and family factor have a significant impact on students' entrepreneurial intentions respectively. On the other hand, Rachmawan, Lizar and Mangundjaya (2015) investigated the role of parents' influence and self-efficacy on entrepreneurial intention using undergraduate students in a reputable university in Indonesia. Study findings showed that parents' influence has no significant influence on entrepreneurial intention. Sandi and Nurhayati (2020) analyzed the effect of entrepreneurship education, family environment, and self-efficacy on the interests of student entrepreneurship. The population in this study was 365 students of Management at the University of Mercu Buana Jakarta. The family environment does not significantly influence the interest in student entrepreneurship. Given this discussion, our study will test the following hypothesis:

H3: The family characteristics moderates the mediation of self-efficacy on entrepreneurial tendencies.

H3a: The family characteristics moderates the relation between entrepreneurial tendencies and self-efficacy.

H3b: The family characteristics moderates the relationship between entrepreneurial tendencies and career awareness.

H3c: The family characteristics moderates self-efficacy and career awareness.

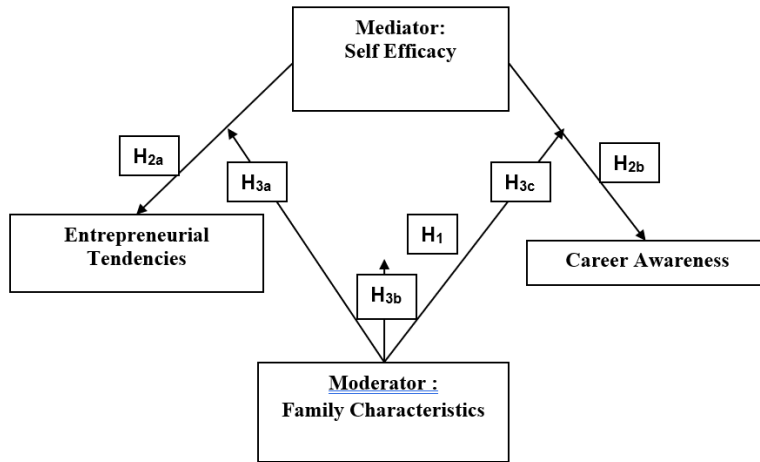


Figure 1. The Conceptual Framework of the Study

METHODOLOGY

This study investigated the mediating role of self-efficacy in the relationship between entrepreneurial tendencies and career awareness: moderating role of family characteristics using AHBV University healthcare management students in Ankara, Turkey. The study used a proportional stratified random sampling based on the number of healthcare management students. There are 16,823 registered students in state universities, 1,381 students in private universities, and 57,923 students in open education faculties. The total number of healthcare management students is 75,551 (yokatlas.yok.gov.tr/lisans-bolum.php?b=10238, accessed on 16.06.2022 at 10:00). Hence the limit of the universe was taken as 75,551 and following the sample size calculation as suggested by Yamane (2001), the appropriate sample size was 382 After a waiting period of 3 months, 287 usable questionnaires were generated which provided a response rate of almost 75,13 %. This sampling scheme also met the acceptable level of sample size that was suggested for the study. The research was approved by the Ankara Hacı Bayram Veli University Ethics Committee (21.04.2022-93117).

Measurement of the study constructs

Entrepreneurial Intentions Scale: This construct was measured using a 51-item measure developed by Ozturk et al. (2014). Responses to the 51 items were captured using 5-point Likert scales varying from “I do not agree at all” (1) to “I agree completely” (5). The instrument involves four dimensions: Leadership (.989), Innovation(.988), Productivity (.791) and Responsibility (.887).

Career Awareness Scale; This construct was measured using a 9-item measure developed by Eroğlu & Eroğlu (2020). Responses were captured using 5-point Likert type scales: from “I do not agree at all” (1) to “I agree completely” (5). The reliability of these 9 items was good (Cronbach Alpha = .885). The mean career awareness of the students was found to be 4.154±0.615 (min=1.67;max5).

Self-Efficacy Scale: This construct was captured using a 10-item measure developed by Schwarzer & Jerusalem (1995). Responses were captured using 4-point Likert type scales: from “not true at all” (1) to “absolutely right” (4). The Cronbach’s Alpha for the complete instrument was 0.76-0.9088, which is deemed acceptable. The total score ranges from 10 to 40, with higher scores indicating greater self-efficacy. One composite value was used for statistical analysis because the measure is considered unidimensional.

Results

Respondent characteristics are listed in Table.1. Male and female participants accounted for 44.3% and 55.7% of the sample, respectively. The respondents were mainly 24 and over years old (39.5%), monthly family income of 8501-17000 Turkish Liras, had a college degree (84.3%), working (34.5%) and father’s education level is Bachelor and above (56.4), mother’s education level is Bachelor and above (51.2%). It was determined that the vast majority in the family (65.9%) owned their own business, were involved in working life (68.3%), and saw themselves as entrepreneurs (Table.1).

Table 1: Characteristics of Respondents

Variables	F	%
Gender		
Male	127	44.3
Female	160	55.7
Age		
20 and less	92	32.1
21-23	110	28.4
24 and over	85	39.5
Family income		
8.500 and less	39	13.5
8.501-17.000	239	83.3
17.001 and over	9	3.5
Education level		
Doctorate degree	17	5.9
Master’s degree	28	9.8
Undergraduate degree	242	84.3
Own business in the family		
Yes	189	65.9
No	98	34.1

Mother's working status

Working	99	34.5
Not working	91	31.7
Retired	97	33.8

Previous or current
employment status

Yes	136	47.4
No	151	52.6

Seeing yourself as an
entrepreneur

Yes	5	1.7
No	92	32.1

Partially

Father's education level	162	56.4
Bachelor and above	89	31.0
High school	25	8.7
Middle School	11	3.8
Primary school		

Mother's education level	147	51.2
Bachelor and above	71	24.7
High school	31	10.8
Middle School	34	11.8
Primary school	4	1.4
No Graduation		

Table 2: Means, standard deviations, and correlations among constructs (N = 287)

Variables	M	SD	1	2	3	4	5	6	7	8	9
1.Age	1.8502	.6859	-								
2. Own business in the family	1.3415	.4750	.229**	-							
3.Income	1.8955	.3960	.174*	-							
4.Father education	4.4007	.8041	.059	-.131*							
5. Mother education	4.1254	1.0990	.090	-	.376**						
6. Mother Work	1.9930	.8278	-.008	.086	.019	.020	.024				
7.Self-efficacy	3.5641	.3313	-.050	-	.254**	-.010	.024	-.141*			
8. CareerAwareness	4.5308	.3217	.133*	-.140*	.141*	.147*	.162**	-.114	.488**		
9. Entrepreneurship	4.5177	.2674	.144*	-.051	.019		.176**	-.069	.264**	.583**	-

Note: *p<0.05, **p<0.01

From Table 2 the correlation between age, own business in the family, income, father education, mother education, mother working status, self-efficacy, career awareness, and entrepreneurship were shown. Therefore, there is a moderate positive correlation between career awareness and entrepreneurship ($r=.583$; $p<0.01$) with self-efficacy and career awareness ($r=.488$; $p<0.01$). There is a weak positive correlation between self-efficacy and entrepreneurship ($r=.264$; $p<0.01$). Also, it can be stated that there is a weak negative correlation between a mother's work and self-efficacy scores ($r=-.141$; $p<0.05$). There is a weak positive correlation between maternal education and career awareness ($r=.162$; $p<0.01$) with maternal education and entrepreneurship ($r=.176$; $p<0.01$). There is a strong positive correlation between a father's education and the mother's education ($r=.861$; $p<0.01$).

There is a weak positive correlation between a father's education and career awareness ($r=.147$; $p<0.05$) with father's education entrepreneurship ($r=.176$; $p<0.01$). There is a moderately positive relationship between income and father's education ($r=.319$; $p<0.01$) with income and mother's education ($r=.376$; $p<0.01$). On the other hand, there is a weak positive correlation between income and self-efficacy ($r=.254$; $p<0.01$) with income and career awareness ($r=.141$; $p<0.05$). There is a moderately positive relationship between income and a father's education ($r=.319$; $p<0.01$) with income and maternal education ($r=.376$; $p<0.01$). Moreover, there is a weak positive correlation

between income and self-efficacy ($r=.254$; $p<0.01$) with income and career awareness ($r=.141$; $p<0.05$). There is a weak negative relationship between those who have their own business in the family and the income of the family ($r=-.274$; $p<0.01$), fathers' educational status ($r=-.131$; $p<0.05$), mother's education ($r=-.196$; $p<0.01$), self-efficacy ($r=-.164$; $p<0.01$), career awareness ($r=-.140$; $p<0.05$) Finally, there is a weak positive correlation between age and having one's own business in the family ($r=.229$; $p<0.01$), income status ($r=.174$; $p<0.05$), career awareness ($r=.133$; $p<0.05$), entrepreneurship ($r=.144$; $p<0.05$).

Table.3 The mediating effect of self-efficacy between entrepreneurship and career awareness

Variables	Model 1	Model 2
R ²	.0699;	.4595
F; p	21.4189; 0.001*	120.7241; 0.001*
LLCI	.1882	.1364
ULCI	.4668	.6939
B; SE	.3275; .3203	.5868; .0544
Indirect Effect;	.1142	
Boot SE;	.0331	
Boot LLCI;	.0542**	
Boot ULCI;	.1849**	
* $p<0.001$; BootSE: Bootstrap Standart Error, Boot LLCI: Bootsrap Lower Limit of Confidence Interval, Boot ULCI: Bootsrap Upper Limit of Confidence Interval		
** Since there is no 0 between Boot LLCI – Boot ULCI values, it has a mediating effect.		

To test the mediating effect of self-efficacy on the relationship between entrepreneurship and career awareness, the SPSS Hayes process (Model 1 and Model 2) Regression analysis was used (Table 3). It was concluded that the mediating effect of self-efficacy in the relationship between entrepreneurship and career awareness was significant in 2 different models (Model 1 R²: 0.0699 while Model 2 R²: 0.4595). The high R² value in Model 2 indicates that the model fit is high. In addition, it is seen that the “B” value is positive in both models. Therefore, it can be concluded that the increase in entrepreneurial intention has a linear relationship with the increase in career awareness (Model 1 B: .3275; SE:.3203; LLCI: 0.1882 ULCI: 0.4668 F: 21.4189; p: 0.001 (Model 2 B:0.5868; SE:0.0544). ; LLCI: 0.1364; ULCI: 0.6939; F: 120.7241; p:0.001).

Table.4 The mediating feature of family characteristics on self-efficacy and entrepreneurship tendencies

Variables	Model 1	Model 2	Model 3
R ²	.0644	.0778	.0699
F; p	19.6106; 0.01	11.9735; 0.01	21.4189; 0.01
LLCI	.1685	-.1402	.1226
ULCI	.4381	.0164	.3042
B; SE	.3033; .0685	-.0619; .0398	.2134; .0461
Indirect Effect;	-.0188		
Boot SE;	.0170		
Boot LLCI;	-.0582**		
Boot ULCI;	.3042**		

*p<0.001; BootSE: Bootstrap Standart Error, Boot LLCI: Bootstrap Lower Limit of Confidence Interval, Boot ULCI: Bootstrap Upper Limit of Confidence Interval

** There is no mediation between Boot LLCI – Boot ULCI values as 0.

*p<0.001; BootSE: Bootstrap Standart Error, Boot LLCI: Bootstrap Lower Limit of Confidence Interval, Boot ULCI: Bootstrap Upper Limit of Confidence Interval

** There is no mediation between Boot LLCI – Boot ULCI values as 0.

The mediating effect of family characteristics on self-efficacy and entrepreneurship was tested by the SPSS Hayes process (Model 1, Model 2, Model 3) Regression analysis (Table 4). R² values were determined as (Model 1; 0.0644, Model 2; 0.0778, Model 3; 0.0699). A high R² value indicates a high model fit. The highest R² value was found in Model 2. When the B values and SEs of the models (Model 1 B: 0.3033, SE: 0.0685) (Model 2 B: -0.0619 SE: 0.0398) (Model 3 B: 0.2134 SE: 0.0398) are evaluated, there are positive and negative B values and in this case the relationship there is none. Although the models have significant F and p values within themselves, the Indirect effect Boot LLCI: -0.0582 and Boot ULCI: 0.3042 values as a result of the joint evaluation of the models show that family characteristics do not have a mediating effect on self-efficacy and entrepreneurship.

Table 5. Family characteristics and entrepreneurship, self-efficacy, and career awareness regression tool variability analysis table (Hayes process spss).

Family features (tool)	Entrepreneurship – Self-Efficacy	Entrepreneurship – Career Awareness	Self-efficacy – Career Awareness
Income	(no mediation effect)	(no mediation effect)	(no mediation effect)
R	.2789	.5916	.5225
R ²	.0778	.3500	.2730
F	11.9735	76.4698	53.3242
p	0.001*	0.001*	0.001*
B	-.0619	-.0696	.1578
Se	.0398	.0326	.0428
LLCI	-.1402	-.1338	-.0736
ULCI	.0164	.0684	.2419
İndirect effect	-.0188	-.0121	.0274
Boot SE	.0170	.0104	.0170
Boot LLCI	-.0582***	-.0390***	-.0004***
Boot ULCI	.0097***	.0017***	.0657***

Mother's Work	(no mediation effect)	(no mediation effect)	(no mediation effect)
R	.2664	.5828	.4955
R ²	.0710	.3396	.2455
F	10.8447	73.0307	46.2089
p	0.001*	0.001*	0.001*
B	-.0106	-0.009	-.0346
Se	.0187	.0157	.0208
LLCI	-.0473	-.0318	-.0755
ULCI	.0262	.0300	.0063
İndirect effect	.0037	.0003	.0102
Boot SE	.0064	.0042	.0082
Boot LLCI	-.0094***	-.0089***	-.0016***
Boot ULCI	.0262***	.0090***	.0305***

Father's Education	(no mediation effect)	(mediation effect)	(no mediation effect)
R	.3458	.5985	.4949
R ²	.1195	.3582	.2450
F	19.2807	79.2372	46.0721
p	0.001*	0.004*	0.001*
B	.0741	.0458	-.0344
Se	.0185	.0160	.0215
LLCI	.0377	.0143	-.0767
ULCI	.1106	.0772	.0079
İndirect effect	-.0018	.0202	-.0126
Boot SE	.0127	.0136	.0135
Boot LLCI	-.0310***	.0007**	-.0472***
Boot ULCI	.0223***	.0523**	.0055***
Mother's Education	(no mediation effect)	(no mediation effect)	(no mediation effect)
R	.3143	.5887	.4912
R ²	.0988	.3465	.2412
F	15.5624	75.3026	45.1484
p	0.001*	0.001*	0.001*
B	.0414	.0205	-.0170
Se	.0137	.0118	.0158
LLCI	.0144	-.0028	-.0767
ULCI	.0684	.0438	-.0079
İndirect effect	.0033	.0113	-.0126
Boot SE	.0101	.0103	.0135
Boot LLCI	-.0177***	-.0044***	-.0472***
Boot ULCI	.0242***	.0371***	.0055***

*p<0.001; BootSE: Bootstrap Standart Error, Boot LLCI: Bootstrap Lower Limit of Confidence Interval, Boot ULCI: Bootstrap Upper Limit of Confidence Interval

** Since there is no 0 between Boot LLCI – Boot ULCI values, there is mediation.

***There is no mediation between Boot LLCI – Boot ULCI values as 0.

In Table 5, family characteristics (monthly income of the family, mother's work and mother's education level, father's education level) and entrepreneurship, self-efficacy, and career awareness

mediator variability analysis were tested with the SPSS Hayes process (Model 4) Regression analysis. As a result of the analysis, the mediation effect of a father's education status between entrepreneurship and career awareness was found (R^2 : 0.3582; B : 0.0458; SE : 0.0160; Boot LLCI: 0.0007; Boot ULCI: 0.0523 F :79.2372 p =0.004). There was no mediating effect of family characteristics between entrepreneurship and self-efficacy. Family income (R^2 :0.0778; B :-0.0619; SE :0.0398; Boot LLCI: -0.0582; Boot ULCI: 0.0097; F :11.9735; p :0.001), mother's work (R^2 :0.0710; B :-0.0106; SE : 0.0187; Boot LLCI: -0.0094; Boot ULCI: 0.0262; F :10.8447; p :0.001), paternal education (R^2 :0.1195; B :0.0741; SE : 0.0127; Boot LLCI: -0.0310; Boot ULCI: 0.0223; F : 19.2807; p :0.001) and maternal education (R^2 : 0.0988; B : 0.0414; SE : 0.0137; Boot LLCI: -0.0177; Boot ULCI: 0.0242; F :15.5624; p :0.001) were separately evaluated as mediating variables in family characteristics and No mediation effect was found. Family characteristics (except for father's education level) (R^2 : 0.3582; B : 0.0458; SE : 0.0160; Boot LLCI:0.0007; Boot ULCI:0.0523; F :79.2372; p :0.004) were not found to mediate between entrepreneurship and career awareness. Family income (R^2 :0.3500; B : -0.0696; SE :-0.0326; Boot LLCI:-0.0390; Boot ULCI: 0.0017; F :76.4698; p :0.001), mother's work (R^2 :0.3396; B :-0.009; SE : 0.0157; Boot LLCI:-0.0089; Boot ULCI: 0.0090; F : 73.0307 p : 0.001) and maternal education (R^2 :0.3465; B :0.0205; SE :0.0118; Boot LLCI:-0.0044; Boot ULCI: 0.0371; F : 75.3026; p :0.001) were evaluated separately as mediating variable in family characteristics and no mediating effect was found. There was no mediating effect of family characteristics between self-efficacy and career awareness. Family income (R^2 : 0.2730; B :0.1578; SE : 0.0326; Boot LLCI: -0.0004; Boot ULCI: 0.0657; F :53.3242; p :0.001) , mother's work (R^2 :0.2455; B :-0.0346; Boot LLCI: -0.0016; Boot ULCI: 0.0305; F :46.2089; p :0.001) father education (R^2 : 0.2450; B : -0.0344; SE :0.0215; Boot LLCI: -0.0472; Boot ULCI: 0.0055; F :46.0721; p :0.001) and maternal education (R^2 :0.2412; B :-0.0170; SE : 0.0158; Boot LLCI: -0.0472; Boot ULCI: 0.0055; F : 45.1484; p :0.001) were evaluated separately as mediating variables in family characteristics and no mediating effect was found.

CONCLUSION

This study was an initial attempt to understand and empirically test the hypothesized role of self-efficacy in the relationship between entrepreneurial tendencies and career awareness. Moreover, our model postulates that the role of family characteristics moderates the relationship between self-efficacy, entrepreneurial tendencies, and career awareness. There has been, if any, very limited research on this issue using university students in Turkey. From the findings of the study, it is clear that examining the moderating effect of family characteristics would be more useful for students.

According to the analysis, Hypothesis H1 predicted that entrepreneurial tendencies influence the career awareness of students (R =0.583, R^2 =0.340, B =1.364; SE =0.26190, F = 146.571, p <0.001). It can be stated that H1 is supported. The finding of this study is also consistent with past research (Ispir, Elibol & Sonmez, 2019; Turnio, 2021; Lopez, 2021; Keong, 2008). Yildiz (2018) revealed that entrepreneurship is critical in terms of early career decisions for young students.

Hypothesis H2 states that self-efficacy has a mediating effect on the relationship between entrepreneurial tendencies and career awareness (R =0.2644; R^2 = .0699; B =.3275; SE =.3203 Boot LLCI=.0542; Boot ULCI=.1849; F =21.4189; p <0.001). H2 is supported. Moreover, $H2a$ predicted that the self efficacy influences entrepreneurial tendencies of students (R : 0.264; R^2 =0.70; B =0.213; SE =0.46; F : 21.419; p <0.001). Consistent with previous studies (Kristiansen & Indarti, 2004; Hutashut, 2018; Smith & Leiva, 2011; Saraih et al., 2018) $H2a$ is supported. Similarly, Hypothesis $H2b$, which states that the self efficacy influences career awareness of students (R =0.488; R^2 =0.238; B =0.474; SE =0.50; F =89.088; p <0.001). $H2b$ supported. The study done by

Pratiwi et al. (2020) concluded that self-efficacy shows a direct influence on career exploration specifically. On the other hand, Baltacı (2017) revealed that the participants in Turkey let the situation flow rather than planning a career or having a future career expectation. Country cultures vary around the world. Hofstede (1994) argued that societies may offer different solutions to the same problems due to current conditions, and this leads to differentiation of social values between societies. Hence, the attitudes and behaviors of individuals with different social cultures may also differ (in cited Eysel, Kaplan & Unkaya, 2020).

Hypothesis 3 predicted that the family characteristics moderate the mediation of self-efficacy on entrepreneurial tendencies. This study found that there is no mediating effect of family characteristics between self-efficacy and entrepreneurship (Boot LLCI: -.0582; Boot ULCI: .3042). *H3a* predicted that the family characteristics moderate the relationship between entrepreneurial tendencies and self-efficacy. In the relationship between entrepreneurship and self-efficacy, family income (Boot LLCI: -.0582; Boot ULCI: 0.0097), mother's work (Boot LLCI: -.0094; Boot ULCI: 0.0262), father's education (Boot LLCI: -.0310; Boot ULCI: 0.0223) and maternal education (Boot LLCI: -.0177; Boot ULCI: 0.0242) were evaluated separately as mediating variables in family characteristics and no mediating effect was found ($p < 0.001$). *H3a* isn't supported. Hypothesis *H3b*, states that family characteristics moderates the relationship between entrepreneurial tendencies and career awareness. It was concluded that a father's education had a mediating effect (Boot LLCI: 0.0007-Boot ULCI: 0.0523; $p < 0.001$). In the relationship between entrepreneurship and career awareness, family income (Boot LLCI: -.0390; Boot ULCI: 0.0017), mother's work (Boot LLCI: -.0089; Boot ULCI: 0.0090), and mother's education (Boot LLCI: -.0044; Boot ULCI: 0.0371) were evaluated separately as mediating variable in family characteristics and no mediating effect was found ($p < 0.001$). Father's education (Boot LLCI: 0.0007; Boot ULCI: 0.0523) was found to have a mediating effect of $p = 0.004$. *H3b* is supported. Finally, *H3c* states that the family characteristics moderate self-efficacy and career awareness. In the relationship between self-efficacy and career awareness, family income (Boot LLCI: -.0004; Boot ULCI: 0.0657), mother's work (Boot LLCI: -.0016; Boot ULCI: 0.0305), father education (Boot LLCI: -.0472; Boot ULCI: 0.0055) and maternal education (Boot LLCI: -.0472; Boot ULCI: 0.0055) were evaluated separately as mediating variables in family characteristics and no mediating effect was found ($p < 0.001$). *H3c* isn't supported. From these results, we can conclude that hypotheses *H3b* were supported and that family characteristics moderates the relationship between entrepreneurial tendencies and career awareness. As in previous research (Scherer, Adams, Carley & Wiebe, 1989; Duval Couetil & Long, 2015; Farrukh et al., 2017; Abbassi & Sta, 2019) results, it was concluded that family has a positive and significant effect on students' entrepreneurial intentions. Ahmed et al. (2020) claimed that the lack of family support increases the level of regret in terms of entrepreneurial intentions.

Individualism/collectivism refers to the degree to which members of society focus on satisfying personal interests and needs (individualism) over group interests and needs (collectivism) Pruett et al., 2009). Being a collectivist country with high uncertainty avoidance, however, the Turkish national culture does not seem to emphasize self-reliance, autonomy, self-sufficiency, diversity, or personal initiative, thus couraging creativity and innovativeness in young people. Rather, traditional emphasis in Turkish society is on uniformity and obedience, reinforced by the practice of educating children within the family unit and in formal education. Such barriers deriving from the social and cultural norms surrounding entrepreneurship lead us to think that young "by-choice" entrepreneurs may well be discouraged in their entrepreneurial career choices. Ozaralli & Rivenburgh, 2016).

Our contribution to the study is to reveal the relationship between the concepts in the context of the field of education by using mediating and moderating constructs. From the findings of the study, it is clear that examining the mediating effect of self-efficacy and moderating effect of family characteristics on the relationship between entrepreneurial tendencies and career awareness would be more useful in schools.

The study findings have both theoretical and practical implications. From a theoretical perspective, it is clear from the findings would help to contextualize the place of the study and make findings more useful for students. On the other side, the findings of this study have several practical implications. It is important to increase students' entrepreneurial intentions and therefore educators are strongly encouraged to use these findings. In addition, different strategies can be designed to increase students' self-efficacy. Using suitable educational activities, students' entrepreneurial tendencies and self-efficacy should increase and develop their capacity.

The use of university students solely may be considered a limitation of this study. Future research can be conducted with other students of different degrees. Another limitation is that the study was conducted only with university students in Ankara. Therefore, future research should examine the model in different contexts, such as different cities or countries, and with participants with different characteristics. The study results provide information that can be utilized in understanding different countries' cultures such as Turkey.

Conflict of Interest Statement

The author(s) declare that there is no conflict of interest regarding the publication of this article. No financial or personal relationships have influenced the work reported in this manuscript.

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