

## Conference Paper

# Relationship Between Self-Efficacy and the Need for Achievement With Entrepreneurship Among Students of Jakarta State University, Faculty of Economics

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### Abstract

Entrepreneurial ratio shows the economic condition of a country, the greater the ratio, the better the economy of the country, for example, Malaysia has an entrepreneurship ratio of 5%, Singapore 7%. Indonesia's entrepreneurship ratio is currently 3.1%, and it is proven that until now Indonesia is still not a developed country in the economy. This is the background of the study. This study is limited to only two factors, namely, self-efficacy and the need for achievement. This study aims to see the relationship between self-efficacy and the need for achievement with entrepreneurial intentions among students of the Faculty of Economics, Jakarta State University in Jakarta. The research method is survey. The population in this study is all student of the Faculty of Economics, State University of Jakarta. The technique of selecting respondent was using purposive sampling that amounted to 152 people. Data analysis technique was used as follows: first test requirement analysis consisted of test of normality and test of linearities. Both multiple linear regression tests. The three hypotheses tests contain *t*-test and *F*-test. The fourth was a multiple correlation test. The last one was analysis of coefficient of determination; *t*-test on Self Efficacy variable equal 8.257 and thitung on Need for Achievement equals to 5,709, where *t*-table equals to 1,65514, which means there is significant partial correlation of Self Efficacy cy and Need for Achievement. Because thitung > *t*-table. While for test F, the result *F*-count of 81,330 > *F*-table value 3.056. Therefore, it can be said that the simultaneous influence between variable Efficacy and Need for Achievement to Entrepreneurship Intention. Because *F*-count > *F*-table. Multiple regression equation obtained result  $\hat{Y} = 17.791 + 0.526 X_1 + 0.359 X_2$ . R<sup>2</sup> coefficient of determination value of 0.522. This means that Self Efficacy (X<sub>1</sub>) and Need for Achievement (X<sub>2</sub>) variables affect Entrepreneurship Intention (Y) by 52.2%, the rest is influenced by other variables (Approx. 306 words).

**Keywords:** entrepreneurial intention, Need for Achievement, Self Efficacy

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## 1. Introduction

Based on the results of a survey by BPS the number of unemployed people in February 2017 was 7.01 million. The open unemployment rate is 53.33%. In the 2017 National

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Entrepreneurship Movement (GKN) and awarding awards to the winners of independent young entrepreneurs, at Graha Widya Wisuda IPB, Saturday (11/03/2017) Minister of Cooperative Puspayoga said the entrepreneurial spirit in Indonesia had begun to increase from 1.67% to 3.1%. But the entrepreneurial ratio of 3.1% is still lower compared to other countries such as Malaysia 5%, China 10%, Singapore 7%, Japan 11% and the United States 12%. This must be a trigger for the Indonesian people to continue to improve the entrepreneurial spirit especially among educated people, considering that there are quite a number of unemployed among educated people, 249,362 unemployed academic graduates/diploma and 695,304 unemployed university graduates based on BPS data in 2016. The reason for unemployment is one of them is due to school graduates upper middle/vocational high schools and universities are more willing to be workers or employees than to create jobs such as entrepreneurship or become entrepreneurs. Entrepreneurs with an undergraduate background should be able to develop more open thinking in running their business, and can think of strategies in the face of competition in the era of the ASEAN Economic Community (AEC).

Entrepreneurial intentions are influenced by several factors. The first factor of self-efficacy is the student's perception of confidence in the abilities they have contributed to their career selection. Self-efficacy is believed to affect a person's desire to conduct a behavior, because self-efficacy reflects an individual's belief in his ability to resolve any difficulties in order to achieve business success.

Based on the initial survey, the researchers conducted a questionnaire distribution with Google docs to students of the Faculty of Economics, Jakarta State University, obtained information, most Faculty of Economics students have low self-efficacy in entrepreneurship. Most of them have low self-confidence for entrepreneurship, and also have low self-confidence in their ability to entrepreneurship. This is supported by an article that says that self-confidence must be built step by step by taking concrete actions, confidence in pioneering business is a valuable capital before stepping into a professional entrepreneur. The importance of building self-confidence in entrepreneurship in line with the journal Rr Ponco Dewi K entitled "The Relationship of Creativity, Self-Efficacy and Entrepreneurial Intention to Students" shows that there is a significant relationship between self-efficacy and entrepreneurial intentions of FE UNJ students.

The second factor that influences entrepreneurial intentions is the need for achievement. The need for achievement can be interpreted as a unity of character that motivates a person in facing challenges to achieve success and excellence. Need for Achievement is a characteristic of a person's personality that encourages him to have responsibility in

making decisions, to take risks according to his abilities and always want to learn. The need for achievement is an important sign of entrepreneurial drive.

Based on the initial survey that researchers did through distributing questionnaires with google docs to students of the Faculty of Economics, Jakarta State University obtained information, that is, most Faculty of Economics students did not have a comprehensive work plan and were less struggling to realize their wishes. The world of entrepreneurship that is full of challenges and uncertainty makes them assume that entrepreneurship will not succeed.

Indonesia has many young people who excel in various fields, their success can certainly be a fuel to stimulate enthusiasm in work and become a successful young entrepreneur. Individuals who have a need for high achievement will be better able to engage in activities or tasks that have high abilities, require skills and effort, have risks, so individuals who have high need for achievement will be more likely to become entrepreneurs. This is supported by research by Agung Wahyu Handaru, Widya Parimita, and Inka Winarni Mufdhalifah, entitled "Building the Intent of Entrepreneurship through Adversity Quotient, Self-Efficacy, and Need for Achievement" shows that the magnitude of Need for Achievement influences entrepreneurial intentions in students. Responsibility will certainly exist in every human being in carrying out work, be it big or small responsibilities as well as entrepreneurship.

## 2. Review of Revenue

### 2.1. Entrepreneurial intentions

Intention is the desire of things that underlie someone to do an action. Beginning with a strong desire someone is getting stronger to do an action. Ajzen and Fishbein said that "Intention is the probability that an individual will act according to given behavior". Can be interpreted intention is the possibility of someone to act according to behavior. Norris Krueger explained that "Intentions are considered one of the main forces that make a new venture possible". It can be interpreted that intention is considered one of the main strengths that make a new business possible. From these two explanations it can be concluded that intention is as a plan or direction of action to be carried out in accordance with behavior.

According to Vemmy, Agung cited four dimensions of entrepreneurial intentions: "desire, preferences, plans and behavior expectancies". Desire is something in a person in the form of desire or high desire to start a business. Preferences are something in a

person that shows that having an independent business or business is a necessity that must be achieved. Plans refers to the hope of starting a business in the future. Behavior expectancies are a review of a possibility for entrepreneurship followed by targets in the business.

From the above definition it can be concluded that entrepreneurial intentions are the first step, the strongest determinant, the individual's desires that lead to the goal of becoming an entrepreneur.

## 2.2. Self Efficacy

Self-efficacy is the level of a person's confidence in carrying out an action. Self-efficacy is often associated with a person's decision in a career because in choosing a career someone tends to think about his ability to do a job.

Self-efficacy or self-efficacy was first put forward by Bandura. Bandura defines that "Self-efficacy is an individual's belief in his ability to perform tasks or actions needed to achieve certain results".

Furthermore Bandura said that, self-efficacy is basically the result of cognitive processes in the form of decisions, beliefs, or expectations about the extent to which individuals estimate their abilities in carrying out certain tasks or actions needed to achieve the desired results.

From the two statements Bandura efficacy is the result of cognitive processes in the form of individual beliefs to measure the extent to which individuals carry out tasks in order to achieve the desired results.

Self-efficacy has three dimensions: magnitude, strength and generality. Magnitude is related to the degree of task difficulty when individuals are faced with tasks arranged according to their level of difficulty, then individual self-efficacy may be limited to tasks that are easy, moderate, or even difficult tasks.

Strength is related to an individual's beliefs or expectations for his abilities. Weak expectations are easily swayed by experiences that do not support otherwise a solid appreciation can encourage individuals to stay in their business. Generality is related to the area of behavior that individuals feel confident in their abilities. Refers to the extent to which success and failure in a task or behavior will affect a person's self-efficacy in other tasks.

From the explanation above, it can be concluded that self-efficacy is self-confidence in its ability to complete a task such as achieving goals and producing positive results.

### 2.3. Need for achievement

According to McClelland in the "Three Needs theory, every human being has three motives, namely: need for power, need for achievement and need for affiliation". But in this study researchers only use one type of the Need Theory, namely the Need for Achievement. The term Need for Achievement was first popularized by McClelland.

McClelland said that "The need for achievement: the drive to excel, to achieve in relations to a set of standards, to strive to succeed". Can be interpreted The need for Achievement is the drive to excel, to achieve a relationship with a standard, trying to succeed.

From the results of research on the needs of achievement, McClelland found that "high achievers distinguish themselves from others with their desire to do their best".

From the explanation above, it can be interpreted that the need for achievement is the drive to excel that distinguishes itself from others with the desire to do the best, to achieve success. According to Setyawan, Agung quoted the dimensions of the Need for Achievement, there were 5: 1) The need for achievement, 2) Willingness to take responsibility, 3) having a fear of failure, 4) His ability to overcome obstacles or obstacles, 5) Receive criticism and input from other people.

Conclusions from the definition Need for Achievement is an effort to achieve success by overcoming all obstacles to improve high quality work and be able to compete in order to be able to overcome better than before.

## 3. Research Results and Discussion

### 3.1. Equations of multiple linear regression

TABLE 1: Multiple Linear Regression Equation Test.

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	48.637	8.102		6.003	0.000
	Need for Achievement	0.562	0.070	0.569	8.078	0.000

Note: <sup>a</sup> = Dependent Variable: Entrepreneurial Intention.

Based on the results of multiple linear regression analysis table which aims to determine the relationship of Self Efficacy (X1) and Needs for Achievement (X2) on

Entrepreneurial Intentions (Y) using SPSS 22.0 can be obtained multiple regression equations, namely  $\hat{Y} = 17.791 + 0.526 X1 + 0.359 X2$

### 3.2. Simple linear regression equations

TABLE 2: Test of Simple Linear Regression Equation X1 with Y.

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	44.724	6.696		6.679	0.000
	Self-Efficacy	0.668	0.064	0.646	10.365	0.000

Note: <sup>a</sup> = Dependent Variable: Entrepreneurial Intention

Based on the results of a simple linear regression analysis using SPSS 22.0, the linear regression equation is the relationship between Self Efficacy (X1) and Entrepreneurial Intention (Y), which is  $\hat{Y} = 44.724 + 0.668 X1$ .

TABLE 3: Test of Simple Linear Regression Equation X2 with Y.

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.791	7.700		2.310	0.022
	Self-Efficacy	0.526	0.064	0.508	8.257	0.000
	Needs for Achievement	0.359	0.063	0.351	5.709	0.000

Note: <sup>a</sup> = Dependent Variable: Entrepreneurial Intention.

Then obtained a simple linear regression equation for the relationship of the Need for Achievement (X2) variable with Entrepreneurial Intention (Y) can be obtained by the linear regression equation, namely  $\hat{Y} = 48,637 + 0,562X2$ .

#### 3.2.1. Simultaneous significance test (Test F)

Test F or regression coefficient test is used to determine the effect of independent variables on the dependent variable, whether there is a significant influence or not.

Based on the table of simultaneous significance test results can be seen that:

$F\text{-count} = 81,330 > \text{value of } F\text{-table} = 3,056$  can be concluded that Self Efficacy and Needs for Achievement simultaneously affect the Entrepreneurial Intention.

TABLE 4: Simultaneous Significance Test (Test F).

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5255.348	2	2627.674	81.330	0.000 <sup>b</sup>
	Residual	4813.994	149	32.309		
	Total	10069.342	151			

Note: <sup>a</sup> = Dependent Variable: Entrepreneurial Intention; <sup>b</sup> = Predictors: (Constant), Self-Efficacy, Need for Achievement.

### 3.2.2. Significance partial test (Test t)

Partial significance test is carried out to determine whether the independent variable (X) has a real or significant influence on the dependent variable (Y), the test is carried out using the *t*-test at a significance level of 0.05.

TABLE 5: Significance Partial Test (Test t).

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.791	7.700		2.310	0.000
	Self-Efficacy	0.526	0.064	0.508	8.257	0.000
	Need for Achievement	0.359	0.063	0.351	5.709	0.000

In the statistically significant table 0.05 with  $df = n - k - 1$  ( $n$  is the number of data and  $k$  is the number of independent variables) or  $152 - 2 - 1 = 149$ , then the *t*-table is 1.65514. The results of the partial significance test table above obtained from Self Efficacy *t*-count  $8,257 > t$ -table 1,65514. Thus, it can be concluded that the coefficient is significant. This means that it can be said that there is a positive relationship between Self-Efficacy and Entrepreneurial Intention. Then from the need for achievement *t*-count  $5,709 > t$ -table 1,65514. Thus, it can be concluded that there is a positive relationship between the need for achievement and entrepreneurial intentions.

### 3.3. Multiple correlation analysis

Multiple correlation analysis is done to determine the relationship between two or more independent variables ( $X_1, X_2, \dots, X_n$ ) to the dependent variable simultaneously or simultaneously the results are presented in the table below:

TABLE 6: Multiple Correlation Analysis.

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.722 <sup>a</sup>	0.522	0.515	5.684

Note: <sup>a</sup> = Predictors: (Constant), Self Efficacy, Need for Achievement;  
<sup>b</sup> = Dependent Variable: Entrepreneurial Intention.

From the data in the table above, it can be seen that the value of R is 0.722, so it can be concluded that there is a relationship between Self-Efficacy and Need for Achievement with Entrepreneurial Intentions.

### 3.4. Test the determination coefficient

The coefficient of determination (R<sup>2</sup>) is a measure to determine the percentage of the influence of the independent variable with the dependent variable.

TABLE 7: Test the Determination Coefficient.

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.722 <sup>a</sup>	0.522	0.515	5.684

Note: a. Predictors: (Constant), Self-Efficacy, Need of Achievement;  
b. Dependent Variable: Entrepreneurial Intention.

From the table above can be seen the value of R<sup>2</sup> is 0.552. So it can be concluded the ability of Self Efficacy and Needs for Achievement to explain the entrepreneurial intentions simultaneously by 52.2% and the remaining 47.8% influenced by other factors.

## 4. Discussion

Based on the results of the calculations that have been explained, it can be seen that there is a simultaneous positive and significant relationship between Self Efficacy and Needs for Achievement with Entrepreneurial Intentions at the Economics Faculty Students at Jakarta State University in Jakarta.

The results of research conducted by researchers stated that this study successfully tested the hypothesis, as a similar study was conducted by Agung Wahyu Handaru, Widya Parimita, Inka Winarni Mufdhalifah "Building Entrepreneurial Intentions through

Adversity Quotient, Self-Efficacy, and Need for Achievement” Relevant research previously it was a support for conducting this research.

Based on the results of multiple regression research together obtained =  $17,791 + 0,526 X_1 + 0,359X_2$ . From the regression equation, it can be seen that the constant value is 17,791. This means that if Self Efficacy ( $X_1$ ) and Needs for Achievement ( $X_2$ ) are 0, then Entrepreneurial Intention ( $Y$ ) has a value of 17,791.  $X_1$  coefficient value is 0.526 which means that if Self Efficacy ( $X_1$ ) increases 1 point then Entrepreneurial Intention ( $Y$ ) will increase by 0.359 assuming  $X_2$  remains. The coefficient of  $X_1$  is positive, this shows that there is a positive influence between Self-Efficacy and the Need for Achievement. From the results of simultaneous test calculations ( $F$ -test) obtained  $F$ -count of 81.330  $>$   $F$ -table value of 3.056 with the correlation coefficient criteria expressed significant if  $F$ -count  $>$   $F$ -table. Correlation coefficients were tested at a significant level ( $\alpha = 0.05$ ). If  $H_0$  is rejected, the correlation coefficient is significant. So, it can be concluded that there is a positive relationship between Self-Efficacy and Need for Achievement with Entrepreneurial Intention.

Furthermore, based on a simple linear regression analysis conducted by researchers on the pair of research data between Self-Efficacy and Entrepreneurial Intention to produce regression direction coefficient of 0.668 and produce a constant of 44.724 so that the regression equation  $\hat{Y} = 44.724 + 0.668 X_1$  can be obtained.  $8,257 >$  and the table is 1,65514 then  $H_0$  is rejected, the conclusion is that Self-Efficacy has significant influence on Entrepreneurial Intention. That is, the higher the Self-Efficacy the higher the Intention of Entrepreneurship in students.

Based on simple linear regression analysis carried out on research data between the Need for Achievement with Entrepreneurial Intentions produce a regression direction coefficient of 0.562 and produce a constant of 48.637 so that the regression equation  $\hat{Y} = 48.637 + 0.562X_2$  can be obtained. and  $t$ -table is 1.65514 then  $H_0$  is rejected, the conclusion is that the need for achievement has a significant effect on entrepreneurial intentions. That is, the higher the Need for Achievement the higher the Intention of Entrepreneurship in students.

## 5. Conclusion

Based on the results of the research described, the researchers concluded that:

1. There is a positive and significant relationship between Self-Efficacy and Entrepreneurial Intention in Students of the Faculty of Economics, Jakarta State

University, at 41.7%. Regression equation  $\hat{Y} = 44,724 + 0,668X_1$ . If Self Efficacy is good, then Entrepreneurial Intention will increase.

2. There is a positive and significant relationship between the Need for Achievement and the Intentions of Entrepreneurship at the Students of the Faculty of Economics, Jakarta State University at 30.3%. The regression equation  $\hat{Y} = 48,637 + 0,562 X_2$ . If the need for achievement increases, the entrepreneurial intention will increase.
3. There is a positive and significant relationship between Self Efficacy and Needs for Achievement with the Intentions of Entrepreneurship in Students of the Faculty of Economics, Jakarta State University 0.522 or 52.2%. If Self Efficacy and Needs for Achievement increase, then Student Entrepreneurship Intention will increase.

## 6. Recommendations

Based on the conclusions and implications above, the researchers submit the following suggestions:

1. FE UNJ students need to maintain and enhance self-efficacy or confidence in their ability to become an entrepreneur. Coupled with a diligent and tenacious attitude and confident of being able to overcome failures that might occur in the risky world of entrepreneurship.
2. Students of the Faculty of Economics, Jakarta State University need to maintain and improve the Need for Achievement to become successful entrepreneurs in their respective fields. Always open with other people's responses and make it as constructive input.

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