THE EFFECT OF NEED FOR ACHIEVEMENT ON ENTREPRENEURIAL INTENTIONS THROUGH SELF-EFFICACY OF SMK STUDENTS

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Abstract

This study aims to determine the effect of need for achievement on entrepreneurial intentions through self-efficacy as a mediating variable in class XI Students of SMK Negeri 9 Jakarta. This research method uses quantitative research methods and survei methods. The population of this study were students of SMK Negeri 9 Jakarta, totaling 718 students with an affordable population of 204 students. The technique of determining the sample using path analysis model. The model in this study uses a path analysis model. The analytical technique used in this study uses Structural Equation Modeling Partial Least Square (SEM-PLS) which is calculated using software SmartPLS version 4.0. The result showed that the need for achievement had a significant direct effect on entrepreneurial intentions, need for achievement had a significant direct effect on self-efficacy, self-efficacy had a significant direct efffect on entrepreneurial intentions, and need for acheivement had a significant indirect effect on entrepreneurial intentions through self-efficacy.

Keyword: Entrepreneurial Intention, Need for Achievement, Self-Efficacy

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kebutuhan berprestasi terhadap intensi berwirausaha melalui efikasi diri sebagai variabel mediasi pada siswa kelas XI SMK Negeri 9 Jakarta. Metode penelitian ini menggunakan metode penelitian kuantitatif dan metode survei. Populasi penelitian ini adalah siswa SMK Negeri 9 Jakarta yang berjumlah 718 siswa dengan populasi terjangkau sebanyak 204 siswa. Teknik penentuan sampel menggunakan *propotional random sampling* dengan sampel berjumlah sebanyak 127 siswa. Model dalam penelitian ini menggunakan model analisis jalur. Teknik analisis yang digunakan dalam penelitian ini menggunakan *Structural Equation Modeling Partial Least Square* (SEM-PLS) yang dihitung menggunakan *software* SmartPLS versi 4.0. Hasil penelitian menunjukkan bahwa kebutuhan berprestasi berpengaruh langsung secara signifikan terhadap intensi berwirausaha, kebutuhan berprestasi berpengaruh langsung secara signifikan terhadap efikasi diri, efikasi diri berpengaruh langsung secara signifikan terhadap intensi berwirausaha, dan kebutuhan berprestasi berpengaruh tidak langsung secara signifikan terhadap intensi berwirausaha melalui efikasi diri.

Kata Kunci: Intensi Berwirausaha, Kebutuhan Berprestasi, Efikasi Diri

BACKGROUND

The Covid-19 virus outbreak that has infected millions of people around the world since early December 2019 has not only had an impact on the health aspect but has also had an impact on the economic aspect. One of the sectors affected by the economic crisis triggered by the Covid-19 pandemic is the employment sector. Based on a report by the International Labor Organization (ILO) of the United Nations, the pandemic has plunged more than 100 million workers into poverty because of reduced employment and working hours, which of course has affected labor income and increased poverty (Dora, 2021).

An increase in unemployment is one of the implications caused by the economic crisis in the employment sector (Arfyanto et al. 2020). Overcoming the problem of unemployment amid the current wave of Covid-19 is certainly a new challenge for every country, and Indonesia is no exception. In Indonesia, since the Covid-19 case was first confirmed by President Joko Widodo on March 2, 2020, the government has finally decided to implement various social restriction policies as an effort to suppress the spread of the Covid-19 virus. As a result, many companies have experienced a decline due to their inability to maintain their business productivity. So that many workers have been affected by reduced working hours and wages, sent home without pay until Termination of Employment (Kurniati, 2020).

Based on the Open Unemployment Rate recorded by BPS, it is known that the number of open unemployed in August 2019 was 5.23%, an increase of 1.84% in August 2020 to 7.07%. TPT in August 2021 decreased by 0.58% from the same period last year to 6.49%. Even though the percentage decreased compared to August 2020, TPT in August 2021 increased 0.23% from February 2021 of 6.26%.

Based on the records of the Central Statistics Agency the number of the workforce in August 2021 reached 140.15 million people, with a working population of 131.05 million people and an unemployed population of 9.10 million people. The number of labor force increased by 1.93 million people compared to August 2020. The increase in the number of labor force every year and the unemployment rate which is still high indicates that the labor force has not been fully absorbed by job opportunities (Disnaker, 2019).

One effective solution to solving unemployment problems is entrepreneurship (Dinar et al. 2020). The presence of entrepreneurs has a very large influence in advancing the economy of a country, considering the role of entrepreneurs has a positive impact on the economy in increasing people's productivity and income. As reported on the Kompas.com news page, creating new jobs as one of the roles of entrepreneurship in the Indonesian economy can reduce unemployment and increase welfare (Rifka, 2022).

The Ministry of Industry noted that Indonesia's entrepreneurial ratio in 2021 would only reach 3.55%. This number is still said to be low compared to neighboring countries which have an entrepreneurial ratio above 4%, such as Singapore, Malaysia, and Thailand (Yuniar, 2022). Based on an article from Liputan6.com, the Minister of Cooperatives and Small and Medium Enterprises Teten Masduki said that the entrepreneurship ratio for

some developed countries is at the level of 12% and to become a developed country a minimum entrepreneurship ratio of 4% is needed.

Educational institutions, especially Vocational High Schools have contributed to encouraging an increase in the number of young entrepreneurs in Indonesia. Vocational High Schools have the goal of producing graduates who are ready to enter the workforce independently as entrepreneurs. In addition, according to the Ministry of Education and Culture, Vocational High Schools are seen as strategic in preparing and encouraging their students to become entrepreneurs (Aminah 2019).

Field facts based on BPS data above, the highest TPT in the education level category came from Vocational High School (SMK) graduates. Vocational High School graduates, who were originally expected to find it easier to enter the world of work, instead became the biggest contributors to the unemployment rate, proving that there is no link and match between vocational education and the world of business and industry (Wicaksono 2020).

The difficulties experienced by SMK graduates in finding work make entrepreneurship one of the opportunities to have a job. Entrepreneurship is seen as an alternative to finding a job besides working as an employee (Hasmidyani et al. 2022). Many researchers emphasize that entrepreneurial intentions play an important role in starting new businesses. Entrepreneurial intention is an individual determination that influences entrepreneurial behavior to create ideas and creativity that aims to meet future needs.

To determine entrepreneurial intentions among students, researchers conducted pre-research on 30 Class XI Students of SMK Negeri 9 Jakarta. The percentage of pre-research results conducted by researchers shows that the entrepreneurial intentions of class XI students at SMKN 9 Jakarta are still low. Entrepreneurship after graduation is the choice of students with the lowest percentage, which is only 10%.

The low percentage of entrepreneurship choices among students, in addition to more choosing to work, is also motivated by several factors. McClelland's theory of motivation (Himawan and Aima 2021) states that the need for achievement is a psychological driving factor that influences entrepreneurship. Likewise with self-efficacy, *self-efficacy* as an internal factor which also plays an important role in forming entrepreneurial intentions. Supported by research by Untu & Widjaja (2019), the results show that the need for achievement and self-efficacy positive and significant effect on entrepreneurial intentions.

In entrepreneurship, the need for achievement and self-efficacy become unavoidable. Utari & Sukidjo (2020) reveal that to achieve something, individuals who have a need for achievement will always try to maximize his skills and abilities and this can stimulate other internal psychological factors, one of which is self-efficacy. Based on the problems that occur, the researcher is interested in conducting research by raising the title Effect of the need for achievement on Entrepreneurial Intention Through Self-Efficacy in students of SMK Negeri 9 Jakarta.

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METHOD

Study will be implemented at SMK Negeri 9 Jakarta which is located at Jl. Gedong Panjang II No. 17, Pekojan, Tambora, West Jakarta City, Special Region The capital city of Jakarta 11240. Researcher chose SMKN 9 Jakarta to be the place study with reason school the is the place researcher carry out activity Practice Skills Teaching for 3 months, so researcher already to do observation related problem existing entrepreneurship. SMKN 9 Jakarta is one of the schools that instills an entrepreneurial spirit in students through entrepreneurial activities in the school cafeteria for class XI. In addition, SMKN 9 Jakarta also provides creative products and entrepreneurship subjects that are tailored to each competency. The research that will be carried out at SMKN 9 Jakarta will be conducted in the time interval between May Until October 2022. In this study, the data used is primary data. Usman & Marsofiyati (2019) state that primary data is a collection of data directly obtained by researchers from the field. In this study, it consists of three variables, namely the independent variable, namely the need for achievement (X1), the mediating variable namely self-efficacy (Z), and the dependent variable is entrepreneurial intention (Y). The population used in this study were class XI students of SMKN 9 Jakarta from all skill programs/competencies, namely OTKP, AKL, BDP, UPW, and DKV, totaling 204 students consisting of 6 classes. In taking samples, the researcher refers to the Isaac and Michael with an error rate of 5%, the calculation results are based on the Isaac and Michael, the number of samples to be used in this study is from a total population of 204 students and an error rate of 5%, namely 127 class XI students SMKN 9 Jakarta.

This study includes three types of variables namely, independent variables, dependent variables, and mediating variables. The three variables in this study consist of need for achievement (XI), entrepreneurial intentions (Y), and self-efficacy (Z). Data collection technique in the form of a questionnaire instrument was measured using a likert scale which provides five alternative answers. The first research model in this study, the need for achievement variable consists of 13 statement items, the self-efficacy variable contains 13 statement items, and the entrepreneurship intention variable contains 15 statement items. The research results of the first model of this study contained 41 statement items with 10 statement items that were invalid or did not meet the requirements to conduct research. For this reason, the researcher dropped out the 10 invalid statement items. Valid statement items are used in the first research model and the second research model. The data analysis techniques used in this study include descriptive analysis, Outer Model analysis (Convergent Validity, Discriminant Validity, Composite Reliability, Cronbach's Alpha), Inner Model Analysis (T test, F test, R^2, F^2, VIF), Testing Hypothesis (Direct Effect Analysis, Indirect Effect, Mediator Effect Test).

RESULT AND DISCUSSION

Calculation outer model analysis was performed for evaluate the extent to which the validity and reliability of the model in study this. Following is results outer model calculations by researchers:
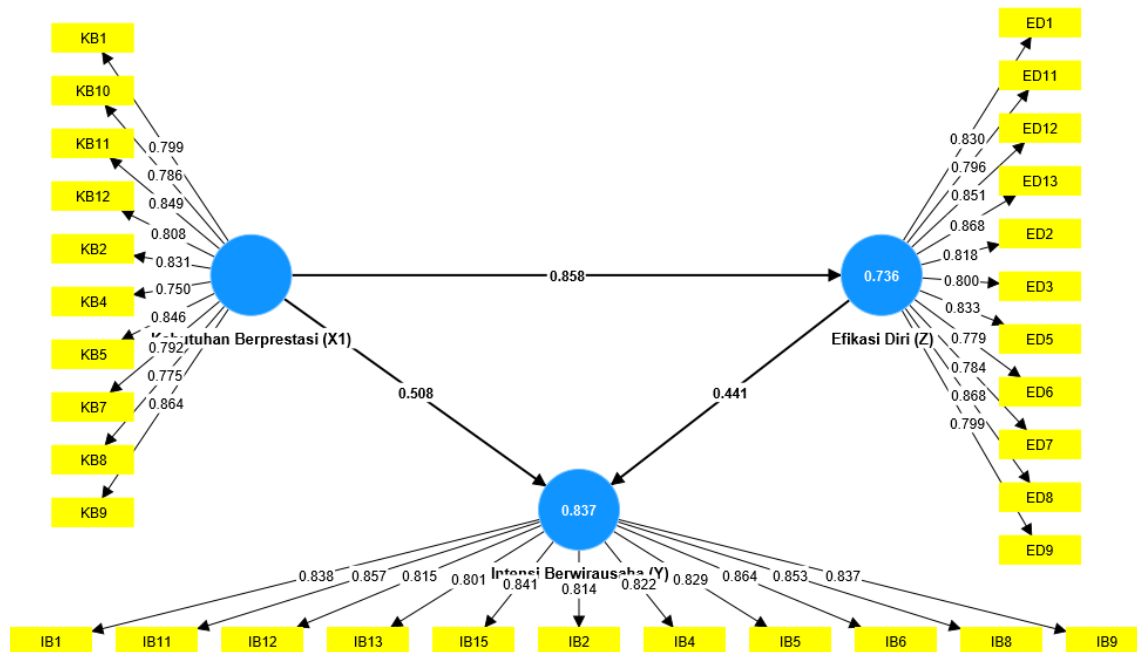
Figure 1. Outer Model Study

Based on the result of the outer model above is, then researcher use testing on analysis this covers Convergent Validity, Discriminant Validity, Composite Reliability and Cronbach's Alpha. Following is results analysis on the outer model:

Table 1. Outer Model Analysis Results

| Variable | Convergent Validity | | | Discriminant Validity | | | Composite Reliability | Cronbach's Alpha |
	N	Loading Factor >0.7	Loading Factor < 0.7	N	Cross Loading >0.7	Cross Loading <0.7	AVE < 0.5		
Self Efficacy (Z)	11	11	-	11	11	-	0.674	0.952	0.951
Need for Achievement (X1)	10	10	-	10	10	-	0.696	0.957	0.956
Entrepreneurial Intention (Y)	11	11	-	11	11	-	0.657	0.944	0.942

Based on results calculation use SmartPLS V.4 shows that results score loading factor on the indicator entrepreneurial intention, need for achievement, and self efficiency have value > 0.7, then could pulled conclusion that constructs on research this declared valid and fulfilled condition research. Based on discriminant validity test results above could is known that cross loading value in the construct entrepreneurial intention, need for

achievement, and self efficacy has construct bigger, compared score cross loading on the construct other. For strengthen testing *discriminant validity* researcher to do calculation with see AVE value. Based on the table above it can be seen that the results of the AVE value on the self-efficacy variable are 0.674, then on the entrepreneurial intention variable is 0.696 and on the need for achievement variable is 0.657. The three AVE values for each variable have met the requirements to achieve discriminant validity, namely > 0.5. Based on the results of the composite reliability test in the table above, it can be seen that the value of the self-efficacy variable is 0.952, then the entrepreneurial intention variable is 0.957 and the need for achievement variable is 0.944. These three variables obtained values > 0.7, so it can be concluded that the three variables have met the requirements and reliability. Based on the results of the Cronbach's alpha test in the table above, it can be seen that the acquisition value of the self-efficacy variable is 0.951, then the entrepreneurial intention variable is 0.956 and the need for achievement variable is 0.942. Third variable they each get value > 0.7, then could pulled conclusion that third variable has Fulfill terms and reliability.

Inner Model Analysis

Inner model testing is intended for knowing how much big influence Among the variables studied. Following is picture of the inner model of research conducted by researchers:
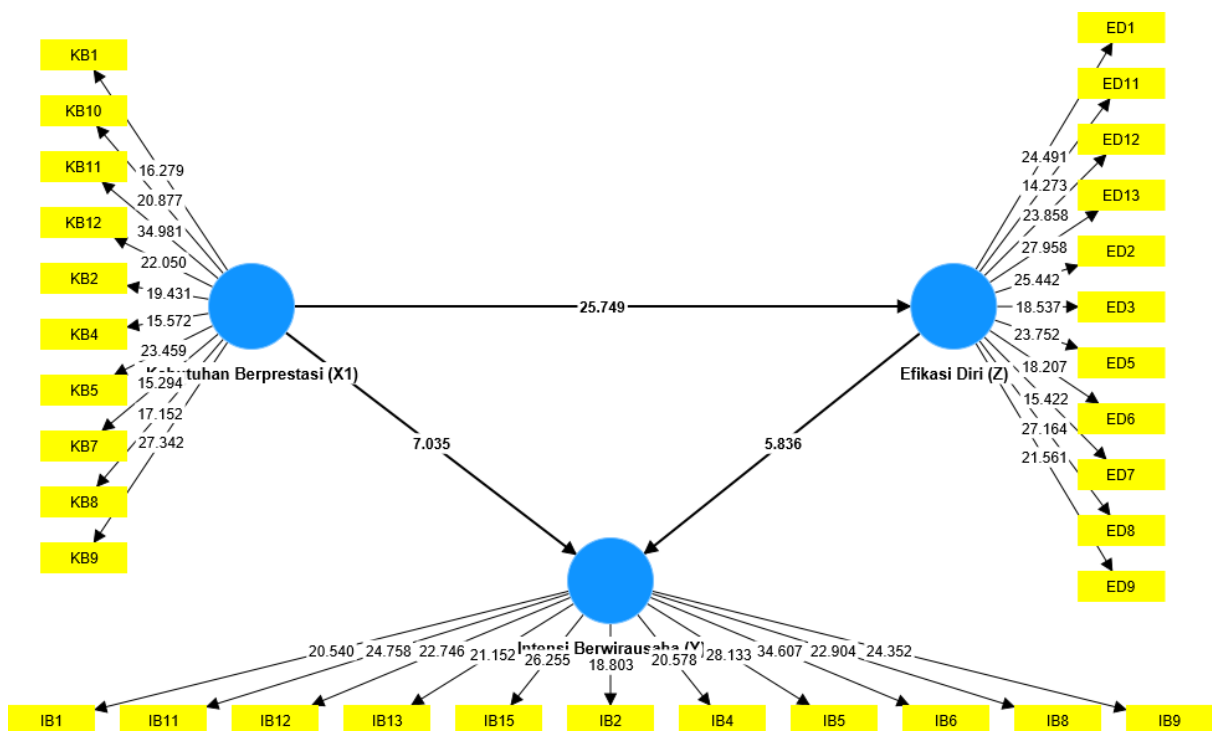

Figure 2. *Inner Model* **Study**

On research this the inner model is evaluated with see magnitude the percentage of variance explained with see a few values, following is testing inner model in research this:

Table 2. R Square Results

Variable	*R Square*
Entrepreneurial Intention (Y)	0.837
Self Efficacy (Z)	0.736

Test results R-Square in the table above show that obtained score R-Square on variables entrepreneurial intention of 0.837 > 0.67 then could said variable entrepreneurial intention have strong influence, meanwhile variable self efficacy obtain score R-Square of 0.736 > 0.67 which shows that variable self efficacy have strong influence.

Coefficient test regression in a manner simultaneously or the intended F-Square test for knowing influence significant variable free in a manner together to variable scream.

Table 3. F Square results

Variable \ Variable	Self Efficacy (Z)	Intention Entrepreneurship (Y)	Need for Achievement (X1)
Self Efficacy (Z)	-	0.316	-
Entrepreneurial Intention (Y)	-	-	-
Need for Achievement (X1)	2,785	0.419	-

Based on F-Square test results in the table above, get is known that influence between Needs Achievers with Intention Entrepreneur of 0.419 then could said influence between second variable the strong, next influence self efficacy on entrepreneurial intention of 0.316 where could interpreted influence second variable medium, then influence need for achievement on self efficacy of 2,785 which can also be interpreted between second variable the have strong influence.

Deep VIF test study this aim for test what is the regression model found exists correlation between variable independent. Besides that, testing this intended for knowing situation exists variables free between one each other.

Table 4. VIF results

Variable	VIF	Variable	VIF	Variable	VIF
IB1	3,360	KB1	4,632	ED1	9,477
IB11	8,338	KB10	2,505	ED11	2,892
IB12	3,213	KB11	5,778	ED12	7,576
IB13	2,811	KB12	2,467	ED13	4,100
IB15	2,976	KB2	7,786	ED2	3,767
IB2	2,918	KB4	3,871	ED3	4,479
IB4	7,253	KB5	5,787	ED5	8,877
IB5	3,022	KB7	6,341	ED6	5,958
IB6	8,005	KB8	2,325	ED7	2,557
IB8	3,241	KB9	6,889	ED8	8,031
IB9	7,223	-	-	ED9	5,966

VIF test results in the table above could is known that results on each indicator variable entrepreneurial intention, need for achievement, and self efficacy < 10.00 then could concluded that the model on research this no occur multicollinearity in research conducted.

Table 5. Results of the Hypothesis Test and Sobel Test

Model	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ($|O/STDEV|$)	P Values	Sobel Test
Self-Efficacy (Z) -> Entrepreneurial Intention (Y)	0.441	0.437	0.076	5,836	0.000	
Need for Achievement (X1) -> Self-Efficacy (Z)	0.858	0.855	0.033	25,749	0.000	
Need for Achievement (X1) -> Entrepreneurial Intention (Y)	0.508	0.510	0.072	7,035	0.000	5,663
Need for Achievement (X1) -> Self-Efficacy (Z) -> Entrepreneurial Intention (Y)	0.378	0.374	0.067	5,634	0.000	

H$_1$: The Need for Achievement Has a Direct Effect on Entrepreneurial Intentions

Based on results testing path coefficient is obtained results original sample of 0.508, then on the results The T statistic is 7.035 > 1.96 while the results P-value of 0.000 <0.05. So based on the results values obtained it can be concluded that need for achievement in class XI students of SMK Negeri 9 Jakarta has a significant effect on entrepreneurial intentions, it can be concluded again that H_1 in this study is accepted. Research results this in accordance with study previously conducted by Sari & Rahayu (2019) which stated that need for achievement influence entrepreneurial intention in a manner direct and significant with results obtained of 0.395. In study Baidi & Suyanto (2018) show that need for achievement take effect positive to entrepreneurial intention of 0.183, in his research mentioned also that need for achievement is one characteristic personality to be push individual for have entrepreneurial intentions.

H_2 : The Need for Achievement Has a Direct Effect on Self-Efficacy

Based on the results of the path coefficient test, the original sample results were 0.858, then the T statistic results were 25.479 > 1.96 while the P value results were 0.000 <0.05. So based on the results of the values obtained it can be concluded that the need for achievement in class XI students of SMK Negeri 9 Jakarta has a significant effect on self-efficacy, it can be concluded again that H2 in this study is accepted. The results of this study are in accordance with previous research conducted by Utari & Sukidjo (2020) which showed that the need for achievement has a positive and significant effect on self-efficacy of 11.517, individuals who are motivated will always try to maximize their abilities and skills to achieve a goal and this can stimulate psychological factors another internal factor is self-efficacy. In a study by Lubada et al. (2021) states that the need for achievement is proven to have a direct influence on self-efficacy with a significance value of 0.000.

H_3 : Self-Efficacy Has a Direct Effect on Entrepreneurial Intentions

Based on the results of the path coefficient test, the original sample results were 0.441, then the T statistic results were 5.836 > 1.96 while the results on the P value were 0.000 <0.05. So based on the results of the values obtained it can be concluded that self-efficacy in class XI students of SMK Negeri 9 Jakarta has a significant effect on entrepreneurial intentions, it can be concluded again that H $_3$ in this study is accepted. The results of this study are in accordance with previous research conducted by Untu & Widjaja (2019) with the result of testing the hypothesis of 0.111 in a positive and significant effect on entrepreneurial intentions, where self-efficacy will affect several aspects of one's cognition and behavior. In the study of Akhtar et al. (2020) states that individual self-efficacy shows consistent support for increasing entrepreneurial intentions, the test results show that self-efficacy has a positive and significant effect on entrepreneurial intentions with a t-value of 14.362.

H_4 : Need for Achievement Indirectly on Entrepreneurial Intentions through Self-Efficacy as an intervening variable

Based on the specific results of the indirect effect, the original sample results were 0.378, then the T statistic results were 5.634 > 1.96 while the results on the P value were 0.000 <0.05. So based on the results of the values obtained it can be concluded that the

need for achievement in class XI students of SMK Negeri 9 Jakarta has a significant effect on entrepreneurial intentions through self-efficacy as an intervening variable, it can be concluded again that H $_4$ in this study is accepted. The results of this study are in line with research conducted by Akhtar et al. (2020) states that in entrepreneurship, apart from the need for individual achievement, it is also necessary to emphasize self-efficacy behaviors that allow a person to be able to increase his ability to believe in success and be able to face risks in entrepreneurship. Likewise in the study Lubada et al. (2021) it is proven that the need for achievement indirectly influences self-efficacy on entrepreneurial intentions, with a t-count of 4.424.

From the explanation above, it can be concluded that the need for achievement has a role as a separate motivational capital used by students to make plans in the future to achieve success in running their business. Likewise with self-efficacy, self-confidence will make students more optimistic about what they are doing (entrepreneurship). So, it can be concluded that the need for achievement can affect entrepreneurial intentions mediated by self-efficacy indirectly.

CONCLUSION

The results of the first, second and third hypothesis testing prove that there is a positive and significant direct effect between the need for achievement, self-efficacy on entrepreneurial intentions. In addition, the results of the fourth hypothesis test prove that there is a positive and significant indirect effect between the need for achievement on entrepreneurial intentions through self-efficacy as mediation. Based on the results of these tests, it can be concluded that the higher the need for achievement obtained by class XI students of SMK Negeri 9 Jakarta, it will increase self-efficacy or self-confidence to be able to move students to start a business.

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