

Pengaruh Proactive Personality dan Entrepreneurial Self Efficacy terhadap Entrepreneurial Intention yang Dimediasi oleh Attitude Toward Entrepreneurship pada Mantan Pekerja Migran TKI NTT dan NTB = Impacts of Proactive Personality and Entrepreneurial Self Efficacy on Entrepreneurial Intention mediated by Attitude Toward Entrepreneurship among ex-Indonesian migrant workers from NTT and NTB provinces

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Abstrak

Perilaku keinginan berwirausaha di kalangan para mantan pekerja migran sangat diharapkan di tengah masyarakat dalam menciptakan sesuatu yang baru dengan pikiran kreatif dalam melihat peluang usaha yang semakin kompetitif, meningkatkan pendapatan negara, dan menurunkan tingkat pengangguran. Penelitian ini bertujuan untuk menguji pengaruh Proactive Personality dan Entrepreneurial Self-Efficacy terhadap Entrepreneurial Intention yang dimediasi Attitude Toward Entrepreneurial. Data empiris dikumpulkan dari 140 mantan pekerja migran NTT dan NTB dengan menggunakan metode survei yang disebarakan secara daring. Studi ini dianalisis menggunakan Structural Equation Modeling (SEM) dan confirmatory factor analysis untuk menguji tujuh hipotesis yang diajukan. Hasil penelitian menunjukkan bahwa Proactive Personality dan Entrepreneurial Self-Efficacy berpengaruh positif terhadap Entrepreneurial Intention, yang dimediasi melalui Attitude Toward Entrepreneurship. Lebih lanjut, penelitian ini diharapkan dapat memberikan kontribusi bagi pengambil kebijakan di bidang sumber daya manusia untuk menciptakan entrepreneur yang handal dalam menciptakan peluang usaha dan kemajuan perekonomian negara.

.....Societies highly expect entrepreneurship among ex-migrant workers to compete and create new job opportunities in such increasingly competitive markets to improve economic activities and reduce unemployment rates. This study examines the impacts of Proactive Personality and Entrepreneurial Self-Efficacy on Entrepreneurial Intention and its indirect influences through the mediation of Attitude Toward Entrepreneurial. Data was collected online by administering surveys to 140 former migrant workers from NTT and NTB provinces. The data were then analyzed using Structural Equation Modeling (SEM) and confirmatory factor analysis to prove seven proposed hypotheses. This study demonstrates that Proactive Personality and Entrepreneurial Self-Efficacy positively influenced Entrepreneurial Intention mediated by Attitude Toward Entrepreneurship. Finally, the results of this study would benefit policymakers in the human resources sector to help produce creative and competitive entrepreneurs in creating new job opportunities and be a part of the economic development of the country, Indonesia.