

**SALVAGING WASTING POTENTIALS IN NIGERIA: AN EYE
ON PERCEIVED SOCIAL SUPPORT, DESIRABILITY,
FEASIBILITY AND ENTREPRENEURIAL INTENTION**

Aondoaver Ucho¹, Stephen Simon Anshir² & Oluwafemi Ebenezer Ayorinde³

¹Department of Psychology, Benue State University, Makurdi, Nigeria

^{2,3}Department of Psychology, Federal University, Lafia, Nasarawa State, Nigeria

uchoaondoaver@gmail.com

ABSTRACT: In this research, social support, desirability, feasibility and entrepreneurial intention were investigated for the purpose of salvaging wasting potentials in Nigeria. The design of the study was cross sectional survey and accidental sampling technique was used to sample participants. The participants (341; 195 males and 146 females) were undergraduates of Benue State University, Makurdi. They were sampled across the Western and Eastern wings of the university as well as the College of Health Sciences. Their ages ranged from 16-50 years with a mean age of 23 years. A set of questionnaire was used for data collection. It included measures of perceived social support, desirability, feasibility and entrepreneurial intention. Four hypotheses were generated and tested using Standard Multiple Regression. In line with hypothesis one, perceived social support significantly influenced entrepreneurial intention ($\beta=0.131$, $t=2.50$, $p<0.05$). Consistent with hypothesis two, desirability significantly influenced entrepreneurial intention ($\beta=0.203$, $t=3.34$, $p<0.01$). The study also revealed that feasibility significantly influenced entrepreneurial intention ($\beta=0.152$, $t=2.50$, $p<0.05$). There was a significant joint influence of perceived social support, desirability and feasibility on entrepreneurial intention among undergraduates ($R=0.343$; $R^2=0.118$, $F=14.50$, $P<0.01$). Based on the results, it was recommended among other things that in order to salvage wasting potentials and boost entrepreneurship in citizens of Nigeria, individuals, groups and the government should activate social support programmes that will benefit potential entrepreneurs.

Keywords: Social Support, Desirability, Feasibility, Entrepreneurial Intention, Undergraduate

INTRODUCTION

Increasing unemployment in Nigeria can be described as the waste of valuable human resources that would have been harnessed for the developmental needs of the country. The rapid changes unleashed by a new phase of globalization, combined with a deteriorating economy in Nigeria have shrunk recruitment and have significantly altered employment conditions in many of the traditional types of employment that, in the past absorbed unemployed people and university graduates. Today unemployment has become a socio-economic problem in Nigeria and one of the most significant approaches to overcome this socio-economic problem is to look towards entrepreneurship. Entrepreneurship has positive consequences such as increased employment opportunities and increased economic and social welfare (Karimi, Chizari, Biemans & Mulder, 2010).

Entrepreneurship is rapidly gaining prominence worldwide because of its positive effects in salvaging wasting potentials in many countries. This all importance of entrepreneurship has attracted the attention of policy makers, academics, industrialists, economists, and university students. Because of the development of mass higher education in Nigeria, the employment problem of university graduates is more and more serious leading to waste of precious human resources. To solve this problem, Nigerian government has emphasized promoting employment through entrepreneurship. At the moment, it has been emphasized that there is low enthusiasm about entrepreneurship among graduates in Nigeria (Agbonlahor, 2016). It is not a surprise that despite the career guidance and exposure to entrepreneurship education in Nigerian Universities, many graduates still find it difficult to be gainfully employed for a long time after graduation. The vocational guidance and entrepreneurship education the students are exposed to all along their studentship on campus seems not to be a panacea to arresting the situation of wasting potentials in Nigeria.

Besides education, individuals who want to be entrepreneurs can also distinguish themselves from others by intentionally sourcing their own resources required for starting and running an enterprise. According to Izedomi and Okafor (2010) intentionality acts as a force that propels entrepreneurial action and behaviour. It gives direction to someone's attention and determines experience one gets in life (Krueger, 2005). To promote the entrepreneurship of graduates and drive employment by entrepreneurship, there is need to understand the predictors of entrepreneurial intention in order to better nurture potential entrepreneurs during their university years. It is in the light of this that the study is designed to assess the influence of perceived social support, desirability and feasibility on entrepreneurial intention among undergraduates of Benue State University Makurdi.

Perceived Social Support and Entrepreneurial Intention

Social support refers to the potential entrepreneur's belief and expectations about the support he or she will receive from groups to which he /she belongs (parents, siblings and spouse) and from other reference groups (friends, colleagues, unions etc.) in the cause of setting up a business (Leon, Decals & Dominguez 2007). It has been pointed out by Susanti (2012) that someone who dares to choose entrepreneurship as a career is a person who feels being trusted by people and is able to deal with any risks. Such behaviours can grow and thrive in the person who receives social support. The encouragement such as strong motivation to move from the family is the initial capital to become an entrepreneur. With the support of the family, people have stronger mentality and high motivation as a driving factor (Kasmir, 2006). Widiastuti (2005) cited in Mindo and Retnaningsih (2008) also stated that the success of a person is largely related to the atmosphere in the family. A positive atmosphere enhances success even in entrepreneurship and vice versa.

In his study, Sari (2012) reported that, forming individual's personality to become an entrepreneur and improving their motivation for entrepreneurship are both roles of parents. Shiri, Davoud and Hosseini (2012) studied the environmental factors effecting entrepreneurial intentions of agricultural students in Ilam University. The sample size of the study was 700 agricultural fourth-year undergraduate students of the university. Their result of correlation analysis showed a significant positive relationship between social support with entrepreneurial intentions.

Mushtaq, Hunjra, Niazi, Rehman and Azam (2011) examined to determine the entrepreneurial intention among young Pakistan students who attended course on management and entrepreneurship. Ajzens intention model was used to achieve the objective of the study. Findings proved that networking (close family, friends and colleagues) and new venture creation are positively and significantly correlated. The networking helps young graduates to access information and other required assets to start their own business. The higher the rate of networking among students, the greater is the chance of new venture creation because they acquire whatever is necessary to start new business. Finally, they concluded that all variables included in the study play a vital role in new venturing and are significantly correlated to each other. Networking support can be financial, capital, a tool and a place for entrepreneurship and investment. In addition to encouraging children to entrepreneurship, parents can also help with the form of infrastructure or business space.

Perceived Desirability and Entrepreneurial Intention

Perceived desirability is the degree of attraction to start a new business and reflects individuals feeling to the business usefulness. Krueger (1993) and Summers (2000) empirically confirmed that perceived desirability's impact on intention is strong and intention serves as commitment to form a new venture. Shapero's Entrepreneurial Event model argues that potential entrepreneurs have to consider entrepreneurship as a "credible" career alternative. This credibility occurs when potential entrepreneur perceives the venture as both desirable and favourable (Gulruh, 2010).

Shook and Bratiana (2010) investigated entrepreneurial intention among Romanian students with the application of theory of planned behaviour in a transitional economy and found that the desirability associated with creating a new venture is positively related to entrepreneurial intent among the Romanian students. Similar finding was also reported by Weng, Lu and Millington (2011) in which they affirmed the impact of perceived desirability on entrepreneurial intention of college students in China and the US.

Shiri, Mohammad and Hosseini (2010) investigated the effects of role model, social support, social norms and perceived desirability on entrepreneurial intention of agricultural students in Iran. Proportionate stratified random sampling was used in selecting 100 students for the study. Data was analyzed using correlation and path analysis. Correlation result showed significant positive relationship between perceived desirability and entrepreneurial intention. The result of path analysis showed that perceived desirability with direct effect on entrepreneurial intentions of students is the most important variable in predicting entrepreneurial intentions of university students. In interpreting this result, Shiri, Mohammed and Hussaini (2012) maintained that students who understand entrepreneurship as desirable have stronger and sustainable entrepreneurial intention and are most likely to create a new business in future.

Ngugi, Gakure, Waithaka and Kiwara (2012) applied Shapero model in explaining entrepreneurial intentions among university students in Kenya. The sample size of the study was 133 respondents, content analysis was used on the data collected. Their results showed that among the three independent variables of perceive desirability, perceived feasibility and propensity to act, perceived desirability contribute more to entrepreneurial intentions among university students in Kenya. They concluded that individual perception of the desirability of a venture affects the entrepreneurial intentions of university students in Kenya.

Perceived Feasibility and Entrepreneurial Intention

Perceived feasibility refers to the degree of an individual's belief that he/she is capable of starting a business (Krueger, 1993). Lu, Ali and Wang (2012) examined the determinant of entrepreneurial intentions among the college students in China and Pakistan using Shapero and Sokol model of entrepreneurial event. Their results indicate that in both nations, the important and common factor affecting entrepreneurial intention is perceived feasibility. Moreover, the direct impact of perceived feasibility provides implication for the academicians' practitioners and policy makers for an ultimate thrust of attention and resources to shape entrepreneurial intention among college students.

Dissanayake (2013) examined the impact of perceived desirability and perceived feasibility on entrepreneurial intention among undergraduates in Sri Lanka. Multiple regression analysis was used to prove hypotheses and result affirms that perceived feasibility is a statistically significant predictor variable of entrepreneurial intention. Similarly, Zellweger, Sieger and Halter (2011) performed a multinomial logistic regression analysis using a data set obtained from the international survey on college entrepreneurship at 87 universities in eight countries and they found that the transitive likelihood career intent depended on degree of entrepreneurial self-efficacy. In the same, Shook and Bratiana (2010) found that self-efficacy associated with creating a venture is positively related to entrepreneurial intent of Romanian students.

In a study in Nigeria, Akanbi and Ofoegbu (2011) examined the influence of some selected situational factors on entrepreneurial intentions. The study was a survey and questionnaire was used as data collection instrument. Three hundred and ninety-two undergraduates of a private university in Oyo State took part in the study. Result of Pearson Product Moment Correlation Analysis revealed that there is a significant positive relationship between perceived feasibility and entrepreneurial intention among the students. The study recommended that people should take cognizance of situational factors before aspiring to go into business since these factors can determine the entrepreneurial intentions and in the long run entrepreneurial success.

Hypotheses

This study hypothesized as follows:

- i. Perceived social support will significantly predict entrepreneurial intention among undergraduates of Benue State University, Makurdi.
- ii. Desirability will significantly predict entrepreneurial intention among undergraduates of Benue State University, Makurdi.
- iii. Feasibility will significantly predict entrepreneurial intention among undergraduates of Benue State University, Makurdi.
- iv. Perceived social support, desirability and feasibility will have significant joint influence on entrepreneurial intention among undergraduates of Benue State University, Makurdi.

METHOD

Design

The study employed a cross-sectional survey approach. This approach was favoured because the data collected was used for analyses at a particular point in time. The point that data was collected and analyzed at a particular point in time has to be stressed because of the dynamics of social issues such as entrepreneurship.

Participants and Procedures

Participants for the study were 341 undergraduates of Benue State University who had offered general entrepreneurship courses of the university. One hundred and ninety-five (57.18%) of them were males and one hundred and forty-six (42.82%) were females. Their ages ranged from sixteen (16) years to fifty (50) years with the mean age of twenty-three (23) years. Forty-one (12.0%) of the participants were married, two hundred and ninety-six (86.8%) were single, three (0.9%) were separated, while one (0.3%) did not indicate his/her marital status.

Analysis shows that three hundred and twenty-five (95.31%) were Christians, five (1.47%) were Muslims, while eleven (3.23%) did not indicate their religious affiliation. In respect to level of study, 200 level students had the highest number of participants (42.5%) while 500 level had the least participation (1.2%). In general, students across twenty-one departments of Benue State University took part in the study with Biological Science Department having the highest number of participants (89), Languages and Linguistics and Physical and Health Education Departments having the least number of participants (1 each).

Instruments

A set of questionnaire was used for data collection in this study. The questionnaire consists of the following:

- i. *Social Support Questionnaire*: Social support was measured using a six-item questionnaire (short version) developed by Sarason, Sarason, Shearin and Pierce (1987). The items were modified to reflect support for entrepreneurship. Modified sample items are 1) I have a special person who is a real source of inspiration in case of starting my own business, 2) I have someone I can really count on to help me out if I want to start my own business. Cronbach reliability coefficient for the social support scale obtained during the pilot investigation was .84.
- ii. *Perceived Feasibility and Desirability Questionnaire*: Perceived feasibility and desirability were measured using unpublished questionnaire used in Shapero (1982, 1984). The questionnaire has eight items in all. Five items assessed perceived feasibility while three items assessed perceived desirability. Sample items for feasibility subscale include 1) How hard do you think it would be for you to start your own business? 2) How certain are you that you will succeed when you start your own business? 3) Do you know enough to start your own business? Items on desirability subscale include 1) I would love doing my own business, 2) How tense would you be if you are to start your own business? 3) How enthusiastic would you be if you are to start your own business? A reliability analysis of the questionnaire during the pilot investigation of the study

showed Cronbach Alpha of .61 and .66 for perceived feasibility and desirability subscales respectively.

- iii. *Entrepreneurial Intention Questionnaire*: Entrepreneurial intention was measured a questionnaire developed by Linan and Chen (2009). The questionnaire has 6 items measured on a seven-point scale ranging from totally disagree to totally agree. Sample items are 1) I am ready to do anything to be an entrepreneur 2) I will make every effort to start and run my own firm. Reliability check during the pilot phase of this study showed Cronbach Alpha of .81.

Data Analysis

Data collected for this study was analyzed using Statistical Package for Social Sciences(SPSS)Version 21. During the pilot study, confirmatory factor analysis was performed on the four scales to ascertain the presence of subscale and to determine the strength of items on the scales. In the main study, frequencies were used to summarize and describe the demographic characteristics of the participants. Standard Multiple Regression was used to test the hypothesis postulated for the study; that is, to assess the independent and joint influence of perceived social support, desirability and feasibility on entrepreneurial intention.

RESULTS

Table 1: Inter-correlation among Study Variables

	1	2	3	4
1. Perceived social support	-			
2. Perceived desirability	.028	-		
3. Perceived feasibility	0.91	.513**	-	
4. Entrepreneurial intention	.168**	.285**	.268**	-

** = $p < 0.01$, * = $p < 0.05$

The result presented in Table 1 shows that perceived social support ($r=.17$, $p<0.01$), perceived desirability ($r = .29$, $p < 0.01$) and perceived feasibility ($r = .27$, $p<0.01$) were significantly and positively correlated with entrepreneurial intention of students. This means that increase in students' perception of social support, desirability and feasibility will increase students' intention of engaging in entrepreneurial event in the future.

Table 2: Standard Multiple Regression showing Independent and Joint Influence of Perceived Social Support, Desirability and Feasibility on Entrepreneurial Intention

Predictor variable	R	R ²	F	ρ	β	t	ρ
Constant					-	4.26	0.000
Perceived social support	0.343	0.118	14.50	0.00	0.131	2.50	0.013
Perceived desirability					0.203	3.34	0.001
Perceived feasibility					0.152	2.50	0.013

The results in table 2 show that perceived social support independently and significantly influence entrepreneurial intention ($\beta = 0.131$, $t=2.50$, $\rho < 0.05$). Perceived social support independently accounted for 13.1% of the variance in entrepreneurial intention. The result implies that increase in perceived social support brings about increase in entrepreneurial intention.

The influence of perceived desirability on entrepreneurial intention was also assessed and presented in Table 2. The result shows that perceived desirability have significant influence on entrepreneurial intention ($\beta = 0.203$, $t=3.340$, $\rho < 0.05$).

It contributed positively by accounting for 20.3% of the variance in entrepreneurial intention among undergraduates. The implication of the result is that the higher the desire, the higher the entrepreneur intention.

Table 2 equally indicates that perceived feasibility has significant influence on entrepreneurial intention among undergraduates ($\beta = 0.152$, $t=2.50$, $\rho < 0.05$). It accounted for 15.2% of the variance in entrepreneurial intention. The result means that the higher the feasibility, the higher the entrepreneurial intention among undergraduates.

Finally, results presented in Table 2 show that there is a significant joint influence of perceived social support, desirability, and feasibility on entrepreneurial intention ($F(3,326) = 14.501$; $\rho < 0.05$ with $R = 0.343$, $R^2 = 0.118$). The three predictor variables jointly accounted for 11.8% of the variance in students' entrepreneurial intention. It means that when an individual has social support, desire, and there is feasibility, intention to start his business will be high.

DISCUSSION

This study was designed for the purpose of salvaging wasting potentials in Nigeria with focus on perceived social support, desirability, feasibility and entrepreneurial intention. Quantitative analysis shows that perceived social support has significant independent influence on entrepreneurial intention. This result shows the importance of social support in the intention to becoming an entrepreneur. The result particularly shows that students' decision to engage in self-venture significantly depends on whether support for such venture will be available. The result is in line with Ajzen's (1991) concept of subjective norm which involves the perceived pressure to perform or not to perform a behaviour. Individuals are more likely to perceive the social pressure to perform a particular behaviour when they think their social referents (parents, friends and significance others) would approve of their decision to perform the behaviour and probably support them. Perception of social support for entrepreneurship will therefore depends to some extent on whether these social referents approve or disapprove one's choice of going self-employed.

The finding of the study is also consistent with the result of many other studies in entrepreneurial intention literature. For example, it has been pointed out by Susanti (2012) that someone who dares to choose entrepreneurship as career is a person who feels trusted by people and comfortable to deal with any risk. Such behaviour can grow and thrive in the person who receives social support. The encouragement such as strong motivation to move from the family is the initial capital to become an entrepreneur.

Furthermore, analysis shows that perceived desirability has significant independent influence on entrepreneurial intention. This result implies that before an individual considers creating new venture, he/she first considers the activity as being desirable. Desirability of entrepreneurial activity depends on the expectations and beliefs about the personal impacts of outcomes resulting from the behaviour. Past studies have also shown that perceived desirability is an important determinant of entrepreneurial intentions among students (Gulruh, 2010; Krueger, Reilly & Carsrud, 2000; Summers, 2000). Similarly, Shook and Bratiana (2010), Weng, Lu and Millington (2011) confirmed the impact of perceived desirability on entrepreneurial intentions of undergraduates. Shiri, Mohammed and Hosseinin (2010) in a study among Iranian students equally lend credence to the finding of this study. Among the variables they investigated, perceived desirability was the most significant variable in predicting entrepreneurial intentions of the university students. In interpreting this result, it holds that students who understand entrepreneurship as desirable have stronger and sustainable entrepreneurial intention and are more likely to create a new business of their own.

Result of the study equally indicates that perceived feasibility has significant independent influence on entrepreneurial intention. The impact of perceived feasibility on entrepreneurial intention is reported by several other researchers. For instance, Lu, Ali and Wang (2012) reported that the important and common factors affecting entrepreneurial intention is perceived feasibility which provides implication for the academicians, and policy makers for an ultimate thrust of attention and resources to shape entrepreneurial intention among university students. Akanbi and Ofoegbu (2011) came out with similar result among undergraduates of a private university in Oyo, Nigeria. The study suggested that people should take cognizance of situational factors before aspiring to go into business since these factors can determine the entrepreneurial intentions and in the long run entrepreneurial success.

This study also shows that perceived social support, desirability and feasibility jointly influence entrepreneurial intention significantly. This finding is confirmed by entrepreneurial event model which posits that entrepreneurial intention is a product of an individual perception of desirability and feasibility of entrepreneurship affected by their own personal attitude, values and feelings which are as a result of their unique social environment (e.g., family, peers and significant others).

Consistent with the findings of this study is the assertion by Grootaert and Van Bastlae (2001) that a positive valuation of the entrepreneurial career in the close environment generates favourable perception of desirability and feasibility. Moreover, if the idea to start a business is also approved in the close environment, individuals will feel more sense of support and therefore feel more capable in initiating their business. The finding of this study is also supported by the result of Ajzen (2005) that individual's intention to start a business depends on how attractive he evaluates the outcome from running one's own business, perceived capability to start a business and whether doing so is approved by one's social referents and these social referents are also running their own business.

Conclusion and Recommendations

The study concluded that perceived social support, desirability and feasibility have significant independent and joint influence on entrepreneurial intentions. The study further concludes

that among the three independent variables investigated, perceived desirability has had the highest contribution by positively accounting for the highest percentage of the total variance in entrepreneurial intentions.

From the foregoing, it is recommended that;

- i. In order to enhance entrepreneurship culture among students, proper and efficient social support in terms of orientation, training and start-up capital should be provided by relevant stakeholders such as parents, academic institutions, government and non-governmental.
- ii. Policies of governments on entrepreneurship should be designed to have practical and noticeable impact to enhance perception of feasibility and desire on the side of citizens and students to want to start a business.

REFERENCES

- Adejoke, B.K., Olugbenga, O.V, Ogundipe, S.E & Olatunde, O. L. (2012). Entrepreneurial intention among business and counselling students in Lagos State University, Sandwich Programme. *Journal of education and Practice*, 3(14), 64-71.
- Agbonlahor, C.J. (2016). Entrepreneurship in Nigeria universities, towards repositioning impact. *Journal of Education and Social Research*, 6(1), 206-214.
- Akanbi, P.A. & Oryema, E.O. (2011). An examination of the influence of some selected situational factors on entrepreneurial intentions in Nigeria. *International Business and Management*, 1-33.
- Ali, S., Lu, W. & Wang, W. (2012). Determinants of entrepreneurial intentions among the college students in China and Pakistan. *Journal of Education and Practice*, 3(11), 13-22.
- Baughn, C. C., Cao, J. S. R., Le, L. L. M., Lim, V. A. & Neupert, K. E. (2006). Normative, social and cognitive predictors of entrepreneurial interest in China, Vietnam and the Philipines. *Journal of Developmental Entrepreneurship* 11(1), 57-77.
- Davidsson, P. (2003). The domain of entrepreneurship research: Some suggestions, in J. Katz and D. Shepherd (Eds). Cognitive approaches to entrepreneurship research. *Advances in Entrepreneurship, Firm Emergence and Growth*, 6, 315-372.
- Grootaert, C. & van Bastelaer, T. (2001). Understanding and measuring social capital: A synthesis of findings and recommendations from the social capital initiative, *The World Bank Social Capital Initiative, Working paper no. 24*.
- Izedomi, P.F. & Okafor, C. (2010). The effect of entrepreneurship education on students' entrepreneurial intentions. *Global Journal of Management and Business Research*, 10(6), 49-60.
- Kasmir, K. (2006). *Kewirausahaan*. Jakarta: Raja Grafindo Persada. Retrieved from <http://library.um.ac.id>.

- Krueger, N. (1993). The impact of prior entrepreneurial exposure on perceptions of new venture feasibility and desirability. *Entrepreneurship Theory and Practice*, 18(1), 5-21.
- Krueger, N. F. (2000). The cognitive infrastructure of opportunity emergence. *Entrepreneurship Theory and Practice*, 24(3), 5-23.
- Krueger, N. F., Reilly, M. D., & Carsrud, A. L. (2000). Competing models of entrepreneurial intentions. *Journal of Business Venturing*, 15 (5-6), 411-432.
- Leon, J. A. M., Descals, F. J. P. & Dominyez, J. E. M. (2007). The psychological profile of the university entrepreneur. *Journal of Psychology in Spain* 11(1), 72-84.
- Linan, F. & Chen, Y. (2009). Development and cross-cultural application of a specific instrument to measure entrepreneurial intentions. *Entrepreneurship Theory and Practice*, 593-617.
- Lu, W., Wang, W. & Millington, J. K. (2010). Comparison of entrepreneur intention among college students in the U.S.A and China. *International journal of pluralism and economic education*, 1(4), 327-342.
- Mushtag, H.A., Niazi, C.S.K., Hunjra, A.I., Rehman, K.U. (2011). Planned behaviour of entrepreneurship and intention to create a new venture among young graduates. *Management and Challenges for the Knowledge Society*, 6(3), 337-456.
- Ngugi, J.K, Gakure. R.W, Waithaka, S. M. & Kiwara, A.N. (2012). Application of shapero's model in explaining entrepreneurial intention among university students in Kenya. *International journal of Business and Social Research*, 2(4), 125-139.
- Sarason, I. G., Sarason, B. R., Shearin, E. N. & Pierce, G. R. (1987). A brief measure of social support: Practical and theoretical implications. *Journal of Social and Personal Relationships*, 4, 497-510.
- Sari, A. (2012). The entrepreneurial readiness of the students of the food and beverage skill competency in public vocational high schools. *Journal of Pendidikan Vokasi*, 2(2), 154-168.
- Shapero, A. & Sokol, L. (1982). Social dimensions of entrepreneurship, In Kent, C. A.; Sexton, D. L. and Vesper, K. H. (eds), encyclopedia of entrepreneurship. *Prentice Hall, Englewood Cliffs* (NJ), 72-90.
- Shapero, A. (1984). Why entrepreneurship? *Working Paper*: Babson College
- Shiri, N. Devoud, M. & Hosseini, S. M. (2012). Entrepreneurial intention of agricultural students: Effect of role model, social support, social norms and perceived desirability. *Achieves of Applied Science Research*, 4(2), 892-897.
- Shook, C.L. & Bratianu, C. (2010). Entrepreneurial intent in a transitional economy: An application of the theory of planned behavior to Romanian Students. *International Entrepreneurship and Management Journal*, 6(3), 231-247.

Summers, D. F. (2000). *The Formation of Entrepreneurial Intentions*, *Garland Theory and Practice*, 18, 4, 63-67.

Susanti, N. (2012). *Hubungan Antara Dukungan Sosial Dan Daya Juang Dengan Orientasi Wirausaha Pada Mahasiswa*. Programme Profesi Apoteker Universitas Ahmad Dahlan Yogyakarta. Retrieved from <http://uad-journal.com/index.php>.

Zellweger, T., Sieger, P. & Halter, F. (2011). Should I stay or should I go? Career choice intentions of students with family business background, *Journal of Business Venturing*, 26(1), 521-536.