

# The Relationship between Exogenous and Endogenous factors with Entrepreneurial Intention among Malaysian Polytechnic students

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## ABSTRACT

*A study was conducted to determine the relationship between intellectual, emotional, spiritual intelligence, and entrepreneurial intention of Malaysian Polytechnic students. The psychological model based on Ajzen's Theory of Planned Behavior was used to identify the factors influencing the entrepreneurial intention of these students. The purpose of this study is to explain how entrepreneurial intention influenced by exogenous and endogenous factors. Exogenous factors consist of intellectual intelligence (II), emotional intelligence (EI) and spiritual intelligence (SI). Whereas endogenous variables consist of attitudes towards entrepreneurship, subjective norms and perceived behavioural control. Data were collected via questionnaire from 418 students from several polytechnics in Malaysia. The study utilized descriptive and inferential analysis which was performed using SPSS. The findings of this study show that there are significant and positive relationship between intelligences towards entrepreneurial intention. All three intelligences (II, EI and SI) and endogenous factors have their contribution towards entrepreneurial intention among Malaysian Polytechnic students. The result of the study has valuable implications for policy makers in Higher Education Division, polytechnic administrators and educators.*

**Keywords:** *Entrepreneurial intention; intellectual intelligence; emotional intelligence; spiritual intelligence; Polytechnic*

## 1. INTRODUCTION

Entrepreneurship is deemed as one of the most important factors contributing to economic development with numerous benefits for the society. There is a growing body of literature arguing that intentions play a very relevant role in the decision to start a new firm. Behavioural intention has been identified as the best indicator of planned behaviour. [1] proved that intentions to be the best predictors to the behaviour in question is "rare, hard to observe, or involves unpredictable time lags" characteristics, all of which apply to entrepreneurial activities. The immediate antecedent of behaviour is the intention to perform a given behaviour [2]. Despite increasing attention on Malaysian universities students' entrepreneurial intention researches, there remains a paucity of research on entrepreneurial intentions and education in Malaysian Polytechnics system specifically in assessing the relationship between

intelligence and entrepreneurial intention [3], [4], [5], [6], [7]. Better understanding on the determinants of entrepreneurial intentions by the policy makers can benefit in developing an applicable support mechanism and formulating reliable policies to support entrepreneurship development [8]. In this case, it is very important to explore all determinants of entrepreneurial intentions and entrepreneurial behavior [9].

In addition, it was also observed that the nature of an individual's lifestyle is shaped through their family background, cultural values, education and social networks, which might influence one's perception of intentions towards entrepreneurial behavior [10], [11]. Higher education institutions are also required to understand how social inclusion, social support from individual social networks can influence their perception of intentions towards entrepreneurial behavior [9], [12]. In this case, this study intends to explore new things related to entrepreneurial intentions. Specifically, this study was conducted in order to investigate the effect of intellectual intelligence, emotional intelligence, spiritual intelligence on entrepreneurial interest. The addition of both exogenous and endogenous variables was done to bridge the research gap which had not received attention in previous studies.

[13] affirmed that successful entrepreneurs are often individuals with high level of emotional intelligence. Furthermore, [14] stated that emotional intelligence is the one of top ten key capacities important for the next generation of entrepreneurial managers. They also stated that entrepreneur with greater emotional intelligence can easily anticipate and avoid emotional ruptures, handle conflicts effectively and weigh emotional information in making the best decisions, to create a positive work environment and a high morale in the team [14].

[15] have conducted a study entitled 'The Contributing Roles of Emotional Intelligence and Spiritual Intelligence in Entrepreneurial Innovation and Creativity'. In this study, both quantitative and qualitative methods were used. In this study, 88 questionnaires were gathered from various entrepreneurs, and regression analysis showed that emotional and spiritual intelligence is effective on creativity and entrepreneurship innovation. [16] considered a conceptual model of the relationship between emotional intelligence and spiritual intelligence in creativity and innovation among young entrepreneurs at the University of Malacca, Malaysia and the Asia Pacific Conference, which emphasised innovation and management technology. This conceptual model was able to illustrate the concept of emotional intelligence and spiritual intelligence of entrepreneurs, which plays an important role in creativity and innovation.

## **2. LITERATURE REVIEW AND HYPOTHESIS**

Forming an intention to develop an entrepreneurial career is the first step in the often long process of venture creation [17]. Theories that may predict entrepreneurial intentions include that of planned behaviour [10]; [18] theory of the entrepreneurial event, the model of implementing entrepreneurial ideas [19], and the maximisation of expected utility model [20].

Among these theories, the Theory of Planned Behaviour (TPB) has been shown to predict entrepreneurial intentions most consistently [1], [21], [22], [23], [24]. Unlike other models, the TPB offers a coherent and generally applicable theoretical framework, which enables us to understand and predict entrepreneurial intention by taking into account not only personal but also social factors [1]. Moreover, in contrast to the other models, there is general support for the view that TPB predicts a wide range of behaviours in addition to entrepreneurship.

TPB is an intention-based model [10]. It is used to explain an individual's intention to perform a given behaviour. Intention is an indication of how hard people are willing to try, of how much of an effort they are planning to exert, in order to perform the behaviour [25]. TPB is used in this study because it

has been proven successful in explaining intention towards performing a particular behaviour [1], [25] in various fields such as health, leisure choice, psychology, sociology and information technology [25], [26], [27]. TPB has also been used widely in explaining entrepreneurial intention in a number of studies [1], [23], [28], [29], [30]. In this study, the TPB model is used to explain intention among Polytechnic students who aspire to venture into entrepreneurial activities in the future with the contribution of intellectual, emotional and spiritual intelligences. According to this model, there are three conceptually independent determinants of intention towards entrepreneurship, namely attitudes towards entrepreneurship, subjective norms, and perceived behaviour control [10]. The following sections discuss these variables and the development of the hypotheses.

Attitudes refer to the degree to which an individual has favourable or unfavourable assessments of the behaviour in question [10]. It depends on the expectations and beliefs about personal impacts of outcomes resulting from the behaviour. According to the TPB, a person's attitude towards a behaviour represents evaluation of the behaviour and its outcome. In the case of entrepreneurship, attitude towards entrepreneurship refers to the personal desirability in becoming an entrepreneur [23]. Therefore, high expectations and beliefs towards self-employment reflect a favourable attitude towards entrepreneurship. Previous researchers have shown a positive relationship between attitude and behavioural intention [1], [21], [23], [30], [31], [32]. A study by [21] found that each attitude measured had strongly influenced entrepreneurial intention. Similar results were found by [1], [23], [30], [31]. In [32], financial security was the most outstanding variable that made up for the attitude towards entrepreneurial intention. Therefore, based on the discussion above, the study suggests the following hypothesis:

H<sub>1</sub>: Attitude towards entrepreneurship is positively related to entrepreneurial intention.

In the TPB model, subjective norms (SNs) refer to the person's perception of the social pressures for or against performing the behaviour in question [26]. SNs consist of two components: normative beliefs and the motivation to comply with these beliefs [33]. Normative beliefs concern the perceived probability that important referent individuals or groups will approve or reject a given behaviour: they set the norm that specifies how the subject should behave. The second component, motivation to comply, reflects a person's willingness to conform to these norms, i.e. to behave according to the expectations of significant others. Depending on the social environment, these pressures can become a trigger or a barrier to the development of an entrepreneurial career. In particular, SNs may refer to the perception that reference people would approve the decision to become an entrepreneur [9], [34]. If a person believes that his or her referents think that a behaviour should be performed, then the SNs will influence his or her intention to perform that particular behaviour. The referents here refer to a group of people who are close to the individual, for instance family, peers, spouse, close friend, teachers and anyone considered important in the individual's life.

In previous studies, SNs was found to be positively related to intention [1], [10], [21], [23], [30]. In a study of leisure choice by [25], the results showed that SNs is significantly related to the intention of engaging in recreational activities, and [23] found that SNs significantly influences intention towards entrepreneurship. A similar result was found by [30] and [31]. Therefore, based on the discussion above, the following hypothesis is proposed:

H<sub>2</sub>: Subjective norm is positively related to entrepreneurial intention.

The third antecedent of intentions, perceived behaviour control (PBC) reflects the perceived ability to execute target behaviour [26]. It relates to an individual's perception on the degree of easiness and difficulties in performing such behaviour, and it is assumed to reflect past experience as well as anticipated obstacles [25]. PBC concerns the individual's control beliefs regarding the behaviour in

question. More specifically, this construct refers to the perceived ease or difficulty of performing the behaviour [35]. This concept differs from the related concepts of self-efficacy [36] and feasibility [8] because it includes not only the feeling of being able, but also the perception of controllability of the behaviour [2]. This construct is affected by perceptions of access to necessary skills, resources and opportunities to perform the behaviour. If an individual feels that he or she has control over the situational factors, he or she may develop the intention to perform the particular behaviour. On the other hand, if an individual does not have control over the circumstances, he or she may not have any or less intention to perform the particular behaviour. Therefore, we can say that perceived behaviour controls and influences intention to perform a behaviour.

Previous researches have shown an association between PBC and behavioural intention [25], [37]. In the entrepreneurship context, several studies have shown significant associations between PBC and entrepreneurial intention [1], [21], [23], [29], [31], [32], [38], [39]. For instance, a study by Davidsson (as cited in [21]) found PBC (or 'entrepreneurial conviction') is the most important influence on intention among Swedes to go into business. [23] later found that PBC emerged as among the most significant influence on self-employment intentions among master degree students in Norway. In Malaysia, a study done by [28] shown that PBC emerged as the most important factor that influenced accounting students' entrepreneurial intention. Based on the above discussion, the study presents the following hypothesis:

H<sub>3</sub>: Perceived behaviour control is positively related to entrepreneurial intention.

Intelligence is a cognitive skill someone has in an effort to adapt themselves effectively in a dynamic and complex environment and is influenced by many factors. According to [40], a new approach to understanding entrepreneurs and entrepreneurship has begun to bear serious scholarly fruit. The relatively new cognitive skills school of entrepreneurship research argues that the way entrepreneurs think differentiates them from non-entrepreneurs. Entrepreneurial cognitions are defined as: 'The knowledge structures that people use to make assessments, judgments, or decisions involving opportunity evaluation and venture creation and growth' [41]. The intelligence components according to [42] are as follows:

- 1) Ability to solve problems. Problem solving skills, namely in applying the knowledge possessed to overcome the problems encountered, the selection of decisions appropriately, optimal in solving problems and showing clear thoughts.
- 2) Verbal intelligence. Verbal intelligence can be interpreted as a person's ability to use good vocabulary, forcing what is read well, intellectually high desire.
- 3) Practical intelligence. Practical intelligence where based on existing conditions someone knows the way to be done to achieve goals, be sensitive to the surroundings and show interest in the wider world.

Further, related to this intellectual intelligence, according to [43] influenced by several factors, namely:

- 1) Character - Generally someone's nature is determined by the nature and characteristics that have been brought by someone since birth.
- 2) Maturity - Every organ, both physical and psychological, is said to be mature when it has been able to carry out its functions optimally.

Wiramiharja in [44] mentioned several dimensions of intellectual intelligence, including: 1) Figure ability is knowledge / understanding and reason in the field of form / shape of object. 2) Verbal ability, which is an understanding of communication abilities and language use, and 3) Numeric ability; someone's skills and reasoning in the field of processing numbers to become information.

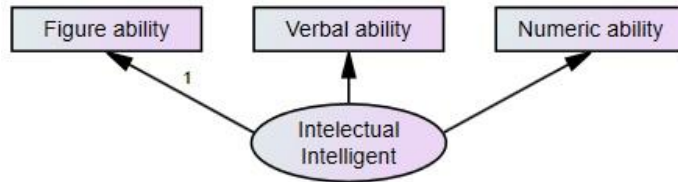


Figure 1: Intellectual Intelligence and Indicators

In this study the indicators used to measure intellectual intelligence is to use the concept in [42]. That intellectual intelligence can be measured by indicators; ability to solve problems, verbal intelligence and practical intelligence. Based on the previous studies, the first hypothesis is proposed:

H<sub>4</sub>: Intellectual intelligence is positively related to entrepreneurial intention.

[45] have defined emotional intelligence as an individual's ability to monitor their own emotions as well as others. The ability to recognise and regulate the individual's emotions serves as a tool which aids in the perception of contextual clues easily and manage relationships of those in the working environment. Emotional intelligence abilities are shown as important predictor affecting the perceptions of being an effective entrepreneur. [46] demonstrated that the main dimensions of emotional intelligence have a positive and significant relationship with entrepreneurial self-efficacy, which is a key antecedent of entrepreneurial intention [5], [47]. [14] affirmed that emotional intelligence is the one of top ten key capacities important for the next generation of entrepreneurial managers. They also stated that entrepreneur with greater emotional intelligence can easily anticipates and avoids emotional ruptures, handle conflicts effectively and weigh emotional information in making the best decisions, to create a positive work environment and a high morale in the team [14].

[48] have conducted a study on the effect of the relationship between emotional intelligence and organisational entrepreneurship at the student affairs department of Tehran University, in which the relationship between them was proved positive and significant. [49] found that individuals with high emotional intelligence have a good awareness of their emotional self-efficacy and possesses lower level of risk aversion. Emotional characteristics can help individuals to persist in their intention to work toward attaining an objective even when unforeseen problems arise, these are often considered as important attitudes for start-up of a company, given the levels of risk that business activities demand [49]. [50] believed that people with high emotional intelligence have strong belief in their entrepreneurial skills and recognize themselves as individual with better opportunities to embark on the entrepreneurial activities, as they acclimate better with the environment and their work conditions in a better manner under stressful situations and adapt to changes in an effective manner. [47] concluded that the dimension of emotional self-awareness was found to affect entrepreneurial intentions significantly and positively. Therefore, based on the discussion above, the following hypothesis is proposed:

H<sub>5</sub>: Emotional intelligence is positively related to entrepreneurial intention.

Spiritual intelligence is valued as the highest intelligence because it is closely related to people's awareness to be able to interpret everything and is a way to feel happiness. While [51] states that spiritual intelligence is intelligence that makes a person intact, so that it can integrate various fragments of life, activities and existence. Spiritual intelligence allows a person to know what he really is and his organization. Spiritual intelligence enables the birth of insight and understanding to move from the inside to the surface of one's existence, where someone acts, thinks and feels. Spiritual intelligence also helps a person to develop.

Spirituality at the working environment refers to the act of bringing together the people's mind, body and spirit [52]. [53] supported the argument and defended that spirituality and work as the basic desires to find the meaning and purpose of life. When work becomes a calling and vocation, the person would have a greater meaning and identity [54], [55]. For the entrepreneur, the calling is referred to as passion [56]. Spiritual intelligence focuses on the abilities that draws on spiritual themes that predicts functioning, adaptation and being able to produce valuable products and services [57]. [58] have defined Spiritual Intelligence as the ability in addressing and solving problems of meaning and value. This ability also goes to the individual's placements of their actions and their lives into a wider, richer and meaning-giving context. This intelligence also goes on to the individual's ability to assess their course of actions and assessing its meaningfulness as life goes on. Based on the above discussion, the study presents the following hypothesis:

H<sub>6</sub>: Spiritual intelligence is positively related to entrepreneurial intention.

### 3. RESEARCH METHODOLOGY

This study utilized a descriptive research design. The sample comprised of 418 students from seven departments in several polytechnics in Malaysia, which consisted of business and engineering students. This study is done by using a set of questionnaires measuring students' demographic information, entrepreneurial intention, attitude towards entrepreneurship, subjective norms, perceived behavioural control, intellectual intelligence, emotional intelligence and spiritual intelligence.

The instrument was developed based on the modification of previous instruments developed by several authors such as [1], [5], [23], [33], [59], [60], [61]. The reliability of each set of constructs has a Cronbach  $\alpha$  value ranged between .878 and .966. The measurement of items in the survey questionnaire was based on 5 points Likert scales with 1 demonstrating "strongly disagree" to 5 demonstrating "strongly agree". Negatively worded items were rescored so that higher scores reflected its mean.

Questionnaires were distributed using a link of google form and the answering session being monitored by researcher. Among the respondents, 62.4% are male and 37.6% are female. The respondents from Commerce Department (business students) were 229 (54.8%), whereas respondents from other departments which are non-business students were 189 (45.2%). The demographic information of respondents is depicted in Table 1.

**Table 1: Demographic characteristics of respondents (N=460)**

Variable	Frequency	%
<b>Gender:</b>		
Male	261	62.4
Female	157	37.6
<b>Department:</b>		
Commerce	229	54.8
Civil Engineering	36	8.6
Electrical Engineering	10	2.4
Hospitality and Tourism	58	13.9
Information Technology and Communication	28	6.7
Agro-Technology and Bio-industry	43	10.3
Mechanical Engineering	14	3.3

#### 4. RESEARCH FINDINGS

For data analysis, descriptive statistics and correlation analysis were applied. Basic descriptive analysis was performed to determine the average score and the dispersion of score for the dependent variable, entrepreneurial intention and independent variables – intellectual, emotional and spiritual intelligence. The results shown in Table 2 indicates that SI mean score ( $m=4.12$ ,  $sd=0.593$ ) is the highest among three exogenous variables, which in turn suggests that spiritual intelligence could affect their intention to become entrepreneurs. Meanwhile, the mean scores for II ( $m=3.45$ ,  $sd=0.559$ ) and EI ( $m=3.80$ ,  $sd=0.570$ ) are slightly lower than SI. Moreover, for the endogenous factors, attitude towards entrepreneurship (ATT) mean score ( $m=3.84$ ,  $sd=0.551$ ) is the highest among the variables. Most of the respondents believed that spiritual intelligence plays a big role in encouraging them to get involved in entrepreneurial endeavours and being able to produce valuable and quality products. The respondents also agreed that the attitude towards entrepreneurship is important to become a successful entrepreneur.

Interestingly, empirical studies often provide contradictory results concerning the relative importance of three motivational factors for predicting entrepreneurial intentions. For example, several studies found a significant impact of SNs on intentions [23], [36], [62], while other studies do not support this finding [1], [9], [21]. [22] found SNs to be significantly related to intentions in 12 countries. Thus, previous research has produced contradictory results on the predictive power of antecedents of entrepreneurial intentions across studies and countries.

**Table 2: Descriptive Statistics on Variables (N=418)**

Variables	Mean	Std deviation	Cronbach's alpha
Intellectual Intelligence (II)	3.45	0.559	0.892
Emotional Intelligence (EI)	3.80	0.570	0.938
Spiritual Intelligence (SI)	4.12	0.593	0.966
Attitude towards Entrepreneurship (ATT)	3.84	0.551	0.935
Subjective Norms (SN)	3.63	0.626	0.893
Perceived Behavioural Control (PBC)	3.69	0.628	0.953
Entrepreneurial Intention (ENT)	3.54	0.566	0.878

A reliability test was also conducted to ensure the consistency and reliability of the constructs used in measuring the variables. The results show that the Cronbach's alpha values for II, EI, and SI were above 0.70 and these were considered good [63]. The last construct i.e. entrepreneurial intention showed a Cronbach's alpha of 0.878. This value was acceptable since this variable, which measures students' intention to be involved in entrepreneurship, is at the initial stage of investigation [63]. Thus, the items used in measuring the variables were deemed acceptable.

In discussing the entrepreneurial intentions of Malaysian Polytechnic students, Table 3 illustrates that in general, students perceived moderately on all items measuring entrepreneurial intention with the highest mean is for item 4, that is "*I have the desire to have my own business*" ( $mean=4.01$ ,  $s.d.=0.889$ ). This result shows that the students intend to be an entrepreneur one day. The second highest mean is for item 7 and 9 – "*I am happy when doing business activities*" ( $mean=3.89$ ,  $s.d.=0.820$ ) and item "*I have tried small business activities*" ( $mean=3.89$ ,  $s.d.=0.862$ ). This indicates that students in Malaysian Polytechnics have been exposed to small business activities and they were with that particular situation. The least mean score in this study is for these two items which are, "*I once won a grant for entrepreneurship at the student level*" ( $mean=2.56$ ,  $s.d.=0.993$ ) and "*I once represented friends to take part in entrepreneurship development activities for students*" ( $mean=2.94$ ,  $s.d.=0.926$ ).

**Table 3: Entrepreneurial intention of Malaysian Polytechnic students**

Items	Mean	S.D.
1 I always participate in entrepreneurial seminars or meetings	3.28	0.775
2 I once attended an entrepreneurial development activity on campus	3.61	0.877
3 I once represented friends to take part in entrepreneurship development activities for students	2.94	0.926
4 I have the desire to have my own business	4.01	0.889
5 I have the desire to have a career with the businesses that i started	3.88	0.889
6 I love courses related to entrepreneurship	3.64	0.843
7 I am happy when doing business activities	3.89	0.820
8 I always observed various new business opportunities that might be developed	3.67	0.838
9 I have tried small business activities	3.89	0.862
10 I once won a grant for entrepreneurship at the student level	2.56	0.993

Table 4 below shows Pearson's correlation coefficients among variables. Intellectual intelligence and entrepreneurial intention have the highest significant correlation coefficient (0.670). According to [64], correlation coefficients that are lower than 0.7 are not considered as very strong correlation. In that case, the model does not have *multicollinearity* problem and all the variables can be retained. The strength of these correlations is interpreted using the guidelines suggested by [65] as shown in Table 5.

**Table 4: Pearson's correlations coefficients (N=418)**

Variables	II	EI	SI	ATT	SN	PBC	Intention
<b>II</b>	1						
<b>EI</b>	0.541**	1					
<b>SI</b>	0.361**	0.691**	1				
<b>ATT</b>	0.509**	0.655**	0.579**	1			
<b>SN</b>	0.543**	0.507**	0.462**	0.651**	1		
<b>PBC</b>	0.575**	0.549**	0.504**	0.667**	0.770**	1	
<b>Intention</b>	0.670**	0.457**	0.352**	0.526**	0.629**	0.605**	1

\*\* Correlation is significant at the 0.01 (2-tailed)

**Table 5: Correlation interpretations**

Correlation (r)	Interpretation
r= .10 to .29	Small
r= .30 to .49	Medium
r= .50 to 1.0	Large

Source: Cohen (1998, pp.79-81)

From Table 4, the correlation between the four variables are all above 0.3 suggesting quite a strong relationship between II and intention ( $r=0.670$ ), EI and intention ( $r=0.457$ ) and SI with entrepreneurial intention ( $r=0.352$ ). There is also a large correlation between EI and SI ( $r=0.691$ ), II and EI ( $r=0.541$ ), but medium correlation between II and SI ( $r=0.361$ ). Whereas for the endogenous variables, the correlation between the four variables are all above 0.5 suggesting quite a strong relationship between ATT and intention ( $r=0.526$ ), SNs and intention ( $r=0.629$ ) and PBC with intention ( $r=0.605$ ).



Moreover, there is also a large correlation between ATT and SN ( $r=0.651$ ), ATT and PBC ( $r=0.667$ ), SN and PBC ( $r=0.770$ ).

## 5. DISCUSSION

It has been discussed earlier that there was a very low involvement in entrepreneurship among Polytechnic graduates. Based on the problems identified, this study is motivated to identify the factors that may have an influence on Polytechnic students' intention to become entrepreneurs. By using the Theory of Planned Behaviour (TPB), this study has shown the endogenous factors, including attitude towards entrepreneurship, subjective norms and perceived behavioural control have significant influence on entrepreneurial intention. All the endogenous factors have significant and positive relationship with entrepreneurial intention. Therefore, H<sub>1</sub>, H<sub>2</sub> and H<sub>3</sub> are accepted. The findings were consistent with previous studies by [23], [28], [30], [31], [39], [60]. The study further reveals that attitude towards entrepreneurship emerged as the strongest influence on entrepreneurial intention. This is congruent with studies conducted by [1], [21], [23]. This indicates that students who plan to be entrepreneurs were influenced mostly by their perception on the degree of easiness (and difficulties) in entrepreneurial activities.

Based on the results of this study, generally, the degree of entrepreneurial intentions among Polytechnic students is not very high. Nevertheless, students have the desire to build their own business. Most of them have tried small business activities and happy when doing those activities. It would be well advised that the Department of Polytechnic and Community College Education should offer more entrepreneurship programs and activities to students. This would help them to equip themselves with knowledge and skills required in entrepreneurial activities, so that the students will be more confident and take control over the situational factors. This also would improve student's perceived behavioural control towards entrepreneurship, which subsequently may influence their intention to become entrepreneurs.

On the other hand, exogenous factors such as intellectual, spiritual and emotional intelligences also have significant and positive relationship towards entrepreneurial intention. The highest relationship is between intellectual intelligence (II) with the intention to become an entrepreneur. This shows that the ability to understanding entrepreneurs and entrepreneurship has become important factors in encouraging Polytechnic students to choose entrepreneurial career. The result of this study is in line with [40] and support H<sub>4</sub>. Moreover, there are also significant and positive relationship between emotional and spiritual intelligence with medium level of correlation. The finding is supported by [48] who found that there is positive and significant relationship between emotional intelligence and organisational entrepreneurship at the student affairs department of Tehran University. Therefore, H<sub>5</sub> and H<sub>6</sub> are also not rejected.

## 6. CONCLUSION

In order to increase the entrepreneurial intention of Polytechnic students, there are several ways by involving students with activities which are more towards experiential learning, such as internship, workshops, training and provide consultations to the micro entrepreneurs. Collaboration between several stakeholders, for instance, academia, government and small business enterprises, may be advantageous in order for these programmes to be a reality. In order to facilitate these, developing an entrepreneurship incubator for students is recommended. When such opportunities are widely available and resources can easily be accessed, students may be further encouraged to venture into entrepreneurial activities knowing that there is a lot of support. Encouraging students to choose entrepreneurship as a career is another way to influence their intention. Through aggressive promotions and campaigns by the Ministry of International Trade and Industry and Ministry of Higher Education,

a positive attitude towards entrepreneurship can be developed. Existing entrepreneurs and their success stories can be used to help inspire students to become entrepreneurs in the future.

Despite the favourable findings, there exists a limitation in this study. As the study involved Polytechnic students, the findings should not be generalised to a bigger population. It is recommended that in future, a more comprehensive study should be carried out to cover all Polytechnic students in Malaysia. Future studies should also encompass the extent of their intention and to what degree it has been followed through.

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