

Personality Traits: The Mediating Role Of Self Efficacy To Improve Entrepreneurial Intention

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Abstract--This research did to prove self efficacy to mediate the strengthening of personality in realizing the interest of the employees to create and manage their own business. Researcher identified entrepreneurial intention as a prediction of personality traits on star hotel employees in Bali, identify personality traits prediction to self-efficacy on star hotel employees in Bali, identifying entrepreneurial intention as a prediction of self-efficacy on star hotel employees in Bali, analyzing the role of self efficacy in mediating the impact of personality traits on entrepreneurial intention. The study was conducted on star hotel employees in Bali with the number of 151 respondents. The questionnaire returned as 130 with a response rate of 86.09%. Respondents selected by purposive sampling method that was hotel employees who have worked between 5 to 10 years. Each research instrument uses Likert scale measurement. Initial evaluation was done by estimated outer model evaluation or measurement model that is validity and reliability of each reflective construct. Next is the evaluation of structural model (inner model) for testing the research model using WarpPLS 4.0 program. The significance of the parameter is determined by resampling bootstrapping and using 500 sub-samples of size equal to that of the original sample. Results and discussion show that the results of hypothesis testing shows the personality traits of star hotel employees in Bali can significantly influence and increase entrepreneurial intention. The personality traits of star hotel employees in Bali can significantly influence and improve self efficacy. The self efficacy of star hotel employees in Bali can increase significant entrepreneurial intention. Testing hypothesis 4 indicates that self efficacy is able to mediate the influence of personality traits of star hotel employees in Bali towards entrepreneurial intention significantly. The mediation variables in this study indicates that the value of self efficacy is included in the category as a partial mediation variable.

Keywords: *personality traits, self efficacy, entrepreneurial intention.*

I. INTRODUCTION

A. Background

Entrepreneurship education programs designed and integrated are vital to foster and develop entrepreneurial intention [1], [2], [3], [4] as well as preparing for a career as an entrepreneur [2], [3], [5], [6]. Careers as entrepreneurs provide a number of opportunities for people to achieve

financial independence [1], [4] and provide benefits to the economy [2], [3], [6], [7] through its contribution to job creation [1], [5], [8], innovative [4], [9], [10], and economic growth [1], [3], [4], [11], [12]. To realize that entrepreneurial intention can be realized is determined by many factors [5], including personality factors [7], [13], [14] and self efficacy [8], [10], [15], [16], so that highly educated residents are no longer contributors to unemployment [2], [3], [4].

Personality traits are factors of entrepreneurial intention [5], [7], [13], [17], the whole way an individual acts and interacts with other individuals [18], [19], [9], [20] with permanent characteristics and shown in various situations [21] [22], which can shape the attitudes and behaviors of each individual [15], [23]. One personality model that covers most of the significant and fundamental variations of the big five models [7], [9], [18], [20], [22], [24], [25] consists of extraversion, agreeableness, conscientiousness, emotional stability, and openness to experience [14], [19], [24], [26]. The extraversion dimension describes someone who is sociable, gregarious and assertive [14], [22], [24], [27]. The dimension of agreeableness describes a person who is good, cooperative, and trustful [14], [22], [24], [27]. The dimension of conscientiousness describes a person who is responsible, trustworthy, persistent and orderly [14], [22], [24], [27]. The dimension of emotional stability is the personality dimension of the person who is calm, confident, and has a firm and always positive thinking [14], [22], [24], [27]. As for the dimension of openness to experience is the personality dimension that classifies a person based on the scope of interest and interest in new things [14], [22]–[24], [27].

The determinants of interest in entrepreneurial intention are self efficacy [2], [5], [17], [22], which is to strengthen beliefs and beliefs in capability and one's competence in performing a task [10], [28], [29], achieves a goal, and produces well [6], [16], [30]. Self efficacy will create and foster self-confidence [8], [16], [29] to consider, combine and assess information related to their abilities and then decide on appropriate options and efforts [6], [22], [30], [31]. Self efficacy can lead to different behaviors among individuals of equal ability [16], [29] because self-efficacy influences choice, objectives, problem solving, and persistence [10], [17], [28]. Self efficacy is not related to the skills possessed but relates to individual beliefs about what

they can do with the skills they possess [6], [22], [28], [30]. personality and self efficacy can create entrepreneurial interests [2], [5], [15], [22], [32]. In this study self efficacy will used as a mediator of personality reinforcement variables to entrepreneurial intention [15], [33], [34].

Entrepreneurial intention is the initial stage of the establishment of a business that is generally long-term [15], [33], [34]. Entrepreneurial intention reflects a person's commitment to start a new business [2], [4], [7] and is a central issue to note in understanding the entrepreneurship process of new business establishment [4], [5], [35]. The foundation of entrepreneurial intention studies is developed from the theory and model of Theory Planned Behavior of Ajzen [36]–[38], has been widely used and most often used in exploring the determinants of entrepreneurial intentions [5], [7]. Theory and model Theory Planned Behavior consists of 3 constructs [5], [36], namely: 1) Attitudes toward behavior; 2) subjective norms; and 3) perceived behavioral control.

This research predicted the role of self efficacy to mediate the strengthening of personality traits in realizing entrepreneurial intention of employees trying to create and manage their own business [7], [15], [17], [33]. The researcher identified entrepreneurial intention [38] as a prediction of personality traits [9], [14], [15], [25] on star hotel employees in Bali, identified personality traits prediction to self-efficacy on star hotel employees in Bali [16], identified entrepreneurial intention as a prediction of self efficacy [40] employees of star hotels in Bali, analyzed the role of self efficacy in mediating the impact of personality traits on entrepreneurial intention [7], [15], [22], [33], [34].

1. Conceptual Review and Hypotheses

A. Conceptual Review of Personality Traits and Entrepreneurial Intention

The solution to overcome unemployment is to bring up the entrepreneurial intention. Intention is the key of a planned behavior for entrepreneurship [5], [41]. Entrepreneurial intention is able to predict the possibility of the person to start a business and entrepreneurship in the future by performing an entrepreneurial act [13], [42], [43]. Many factors determine the entrepreneurial intention, one of which is personality traits [7], [22], [23], [44]. Personality traits determine the individual's unique self-adaptation to the social and business environment [17], [24], [26], individual appearance, and individual reactions to others and business opportunities [17], [19]. [45] defines personality traits as a relatively fixed pattern on the characteristics and characteristics of a consistent individual about behavior [20], [22], [24]. According to [46] personality traits is a set of psychological properties [27] and the mechanisms within which individuals are organized [9], [20], [22], [24], relatively persisting that affects the interaction and adaptation of individuals within the physical, social and business

environment [7], [21], [26], [47] reveals that the model of the five-factor model personality is a personality approach [7], [9], [13], [27] which refers to the five basic aspects of human personality [20], [22], [24], [25] provide a true picture of how one person responds to a situation to create and manage one's own business [7], [15], [21], [22]. These components consist of conscientiousness, extraversion, agreeableness, neurotics, openness to experience [14], [18], [22], [24], [26]. Based on the above statement, the hypothesis in this study are:

H1. Personality traits affect entrepreneurial intention.

B. Conceptual Review of Personality Traits and Self Efficacy

Self efficacy is one aspect of knowledge of self [16], [22], [29] is most influential in everyday human life [28], [48]. This is due to the self efficacy involved influencing the individual in determining the action [22], [29] to be performed to achieve a goal or success of a person [4], [8], [28], including estimates of events to be encountered [6], [16]. Self efficacy can also provide a strong foothold for individuals to evaluate themselves [16], [29] in order to be able to meet the demands of work and the competitive environment dynamically [4], [28]. An assessment of one's own ability [10], [16] has a very important role in the process of individual development, particularly with regard to the ability to solve problems encountered [6], [29]. Personality traits is a model for identifying the settled basic personality of personality traits [9], [13], [22], it distinguishes individuals from other individuals [7], [20], [27], [49]. Based on the above statement, the hypothesis in this study are:

H2. Personality traits affect self efficacy.

C. Conceptual Review of Self Efficacy and Entrepreneurial Intention

Self efficacy within an individual underlies his own mindset, feelings, and drive [8], [10] in order to reflect on his abilities [29], [48]. The more capable a person is to give a positive impression of his ability then the chances of creating and managing the business will be even greater [6], [15], [28]. Self efficacy as a person's belief in his ability to organize and direct his behavior to achieve desired results [22], [29]. Self efficacy is self-perception of how well a person can function in certain situations [8], [10], [29], relating to the belief that self has the ability to perform the expected action [6], [22], [50]. The ability to create and manage the business [5], [8] is owned by each individual in order to realize entrepreneurial intention [2], [17], [43]) followed by attempts to perform certain behaviors to achieve a goal [4], [22]. With confidence in his ability, individuals follow up the ability to create self-employment [8], [12] and others by establishing, developing, and willing to take personal risks in finding opportunities to try and be creative using its own potential [2] to manage production, develop product procurement, market and manage capital [17], [22], [28]. Based on the above statement, hiptesis in this research are:

H3. Self efficacy has an effect on entrepreneurial intention.

D. Conceptual Review of Self Efficacy Mediation on the Influence of Personality Traits to Entrepreneurial Intention

Self efficacy as an evaluation of a person's ability or competence to perform a task, achieving goals and overcoming obstacles [4], [6], [22]. According to Bandura [30] defining self efficacy is a belief that one possesses according to his ability to present a behavioral form [2], [10], [29], in this case faced by such a person [6], [8]. Self efficacy is basically the result of the cognitive process of decision, belief or expectation about the extent to which individuals estimate their ability [2], [17], [22] in carrying out certain tasks or actions which is needed to achieve the desired result [4], [29], [51]. Thus, the individual's confidence in his competence (self efficacy) will strengthen the personality traits [9], [13], [15], [21] to realize his interest in creating and managing the business [7], [12], [17], [33], [34], [43]. Today many psychologists believe that the best picture of the personality traits structure is owned by the five-factor model [14], [15], [18], [24], where the personality traits are depicted in the form of five Basic dimensions are: neuroticism, extraversion, openness to experience, agreeableness, conscientiousness [9], [20], [22]. Based on the above statement, the hypothesis in this study are:

H4. Mediation of self efficacy on the influence of personality traits on entrepreneurial intention

Based on the study of concepts and hypotheses above, the following picture presented the framework of research that will be implemented:

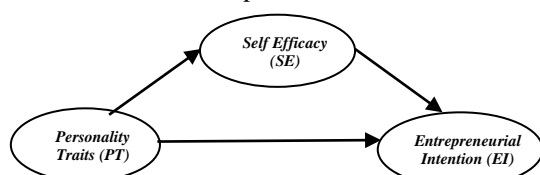


Figure: Research Framework

II. RESEARCH METHOD

A. Research Design

The study was conducted on star hotel employees in Bali with the number of 151 respondents. The questionnaire returned as 130 with a response rate of 86.09%. Respondents selected by purposive sampling method was hotel employees who have worked between 5 to 10 years. Data collection techniques used questionnaires with research instruments based on entrepreneurial intention based on the theory of planned behavior [38] with exogenous variables: personality traits [25], and self efficacy [40]. Each research instrument uses Likert scale measurement. To estimate the structural model of measuring variable personality traits, self efficacy as a predictor of entrepreneurial intention by using WarpPLS 4.0 program. The significance of the parameter is determined by resampling bootstrapping and using 500 sub-samples of size equal to that of the original sample [38].

III. RESULTS AND DISCUSSION

A. Evaluation Results by Goodness of Fit Research Model

The measurement result of goodness of fit research model was shown in the following table:

Table Evaluation Results of Goodness of Fit Research Model

Evaluation	Value	P value	Criterion	Description
APC	0.548	< 0.001	significant if < 0.05	significant
ARS	0.640	< 0.001	significant if < 0.05	significant
AARS	0.636	< 0.001	significant if < 0.05	significant
AVIP	2.662		there is no multicollinearity if the value < 5	Meet the criterion
AFVIP	3.103		there is no multicollinearity if the value < 5	Meet the criterion

Source: Primary Data Processed, 2018

Above table shows that the evaluation result by goodness of fit of this research model shows the AVIF value of 2,662 and the AFVIP value of 3.103 is smaller than 5, meaning there is no vertical and lateral multicollinearity in the research model. While the value of APC of 0.548 with a value of $p < 0.001$ and ARS of 0.640 with a value of $p < 0.001$, and the value of AARS of 0.636 with a value of $p < 0.001$. Thus means the model in the study meets the criteria of goodness of fit and significant.

B. Estimated Results Measurement Model

Result from data analysis by using WarpPLS 4.0 summarized result of evaluation of validity and reliability of research model instrument (outer model) in the following table:

Table Estimation Results of Measurement Instrument Evaluation Research

N o	Outer Model Evaluation	Variable	Value	State d
1	Convergent validity	Personality Traits	0.736	Valid
		Self Efficacy	0.787	Valid
		Entrepreneurial Intention	0.856	Valid
2	Predictive validity	Self Efficacy	0.620	Valid
		Entrepreneurial Intention	0.654	Valid
3	Discriminant	Personality Traits	0.858	Valid
		Self Efficacy	0.92	Valid

4	Composite reliability	validity	5	
		Entrepreneurial Intention	0.887	Valid
		Personality Traits	0.965	Reliable
		Self Efficacy	0.962	Reliable
5	Alpha Cronbach's	Entrepreneurial Intention	0.960	Reliable
		Personality Traits	0.959	Reliable
		Self Efficacy	0.953	Reliable
6	Full Coll. VIP	Entrepreneurial Intention	0.944	Reliable
		Personality Traits	3.054	Free collinearity problem
		Self Efficacy	3.352	
		Entrepreneurial Intention	2.904	

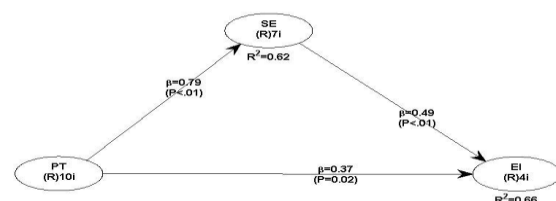
Source: Primary Data Processed, 2018

The value of composite reliability for personality traits of 0.965, self efficacy of 0.962 and entrepreneurial intention of 0.960 greater than 0.7. Cronbach's alpha value for personality traits of 0.959, self efficacy of 0.953 and entrepreneurial intention of 0.944 greater than 0.7. The value of personality traits was 3,054, self efficacy was 3,352 and entrepreneurial intention 2,904, so its free from vertical collinearity and lateral problem, and common method bias.

While the evaluation of measurement instruments of validity, indicates variable indicator validity: personality traits variable 0,736, self efficacy 0,787 and entrepreneurial intention 0,856. In this research model has fulfilled discriminant validity. Variable personality traits 0,858, self efficacy equal to 0,925 and entrepreneurial intention 0,887, so evaluation instrument evaluation is valid. For predictive validity, self efficacy variable of 0.620 and entrepreneurial intention of 0.654 is greater than 0 (zero), thus fulfilling predictive validity criteria. Evaluation of multicollinearity measurements among indicators measured by full collinearity VIP also has values that have met the criteria with the value of Full Collinearity VIP <3.3, so that the data analysis process can be continued on the evaluation of structural model or inner model.

C. Evaluation Results of Structural Model

Evaluation results of structural model of the research Personality Traits: The Mediating Role Of Self Efficacy To Improve Entrepreneurial Intention was testing results of the research hypothesis, where the value of correlation coefficient on each relationship path between variables, p value for each path indicating the level of significance of the path, R square value indicating the contribution of predictor variable to research criterion variable can be seen in the following figure:



Source: Primary Data Processed, 2018

Figure: Estimation Result of Research Model
Personality Traits: The Mediating Role Of Self Efficacy To Improve Entrepreneurial Intention

From the picture estimation model, can be summarized for analysis in testing hypothesis research in the following table:

Table Estimation of Path Coefficient and P value of Structural Research Model

Path	Path Coefficient	p value	Standard Error	Effect Size	Description	Decision
Personality Traits (PT) -> Entrepreneurial Intention (EI)	0,367	0,019	0.175	0.277	Sig.	Accepted H1
Personality Traits (PT) -> Self Efficacy (SE)	0,790	< 0,01	0.060	0.624	Sig.	Accepted H2
Self Efficacy (SE) --> Entrepreneurial Intention (EI)	0,487	< 0,01	0.177	0.379	Sig.	Accepted H3
Personality Traits (PT) -> Self Efficacy (SE) --> Entrepreneurial Intention (EI)	0,385	< 0,01	0.151	0.290	Sig.	Accepted H4

Source: Primary Data Processed, 2018

Estimation of structural model of research by displaying path coefficients and p values to evaluate the magnitude of exogenous variables predicting endogenous variables as presented in the above table. For the prediction of personality traits to entrepreneurial intention with coefficient value of 0,367 with significant level equal to 0,019 indicate that personality traits of star hotel employees in Bali able to predict entrepreneurial intention significantly, and the effect size of 0.277 means the contribution of

personality traits to the entrepreneurial intention category was medium. Self efficacy of star hotel employees in Bali is also influenced by personality traits with coefficient value of 0,790 and significance level less than 0.01, and the effect size of 0.624 means the contribution of personality traits to the self efficacy category was great. Furthermore, self efficacy is able to predict entrepreneurial intention of hoel starred employees in Bali with path coefficient value of 0.487 and significance level smaller than 0.01, and the effect size of 0.379 means the contribution of self efficacy to the entrepreneurial intention category was great.. And the indirect effect of personality traits on entrepreneurial intention through self efficacy with path coefficient of 0.385 and significance level less than 0.01, and the effect size of 0.277 that the contribution of personality traits to the entrepreneurial intention through self efficacy category was medium. It means that self efficacy is able to mediate prediction of personality traits to entrepreneurial intention of star hotel employees in Bali.

The estimation result of the research model also showed the information of R-square, Adjusted R-square and Q-square values to know the prediction of exogenous variables on endogenous variables in the research model, as shown in the following table:

Table Estimation of Research Model: Criteria R-square, Adjusted R-square and Q-square

No	Criterion	Self Efficacy	Entrepreneurial Intention
1	R-square*	0.656	0.624
2	Adjusted R-square**	0.650	0.621
3	Q-square***	0.654	0.620

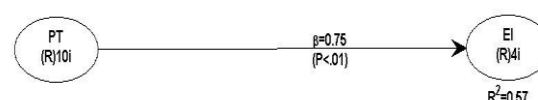
Source: Primary Data Processed, 2018

For estimation of the predicted variable of personality traits and self efficacy to entrepreneurial intention variable can be seen from the R-square value of 0.624 or rounded to 0.62. This means that the entrepreneurial intention is predicted by the variable personality traits and self efficacy of 62%, and the medium influence category (medium), while the remaining 38% is influenced by other factors not tested in this study. While the estimation of Adjusted R-square value, shows that personality traits and self efficacy predict entrepreneurial intention of 0.621 rounded to 0.62, meaning that entrepreneurial intention is influenced by variable personality traits and self efficacy of 62%, and including medium effect category, while the remaining 38% is influenced by other factors not tested in this study.

While for estimation of amount of prediction of personality traits to self efficacy variable can be seen from R-square value equal to 0,656 or rounded to 0,66. This means that self efficacy is contributed by variable personality traits of 66%, and medium category, while the remaining 34% is influenced by other factors not tested in this research. The estimated value of Adjusted R-square shows that personality

traits predicts self efficacy of 0.650 or rounded to 0.65, meaning that self efficacy is predicted by variable personality traits of 65% this influence is medium (medium), while the remaining 35% is influenced by other factors not included in this test. Estimated evaluation of Q-square value in this study for self efficacy and entrepreneurial intention variables of 0.654 and 0.620. Thus, the self efficacy and entrepreneurial intention variables in this study have met the criteria as predictive relevance variables.

Here is an analysis to find out the role of the self efficacy variable as a full, partial or non-mediating variable mediated personality traits and entrepreneurial intention. The coefficient of relationship path of personality traits and entrepreneurial intention directly, before self efficacy mediate the relationship of both, can be seen in the picture below:



Source: Primary Data Processed, 2018

Figure: Direct Influence Personality Traits (PT) and Entrepreneurial Intention (EI)

The calculation of self efficacy self-efficacy variables on prediction of personality traits and entrepreneurial intention using VAF (Variance Accounted For) is a measure of how much the mediating variable is able to absorb the previously significant direct effect of the model without mediation.

Table of Variable Mediation Calculations with Variance Accounted For (VAF)

Categ ory	Variable Correlation	Value	
Indirect Effect (IE)	Personality Traits (PT) → Self Efficacy (SE)	0,790	
	Self Efficacy (SE) → Entrepreneurial Intention (EI)	0,487	
Total (IE)	(PT ---> SE) x (SE ---> EI)	0,790 x 0,487	0,385
Direct Effect	Personality Traits (PT) → Entrepreneurial Intention (EI)		0,753
Total Effect	(Indirect Effect + Direct Effect)	0,385 + 0,753	1,138
VAF value*	(Indirect Effect : Total Effect)	0,385 / 1.138	0,338

Source: Primary Data Processed, 2018

From the table above can be seen that the value of VAF for the calculation of self efficacy mediation variables have a value of 0.338 is between 20% - 80% means the role of self efficacy variables categorized as a partial mediator in this study.

D. Hypothesis Testing 1: Personality Traits has a positive effect on Entrepreneurial Intention

The results of hypothesis 1 testing give an idea that the personality traits of star hotel employees in Bali can significantly influence entrepreneurial intention [15], [21], [25]. Employees of star-rated hotels in Bali who are interested in creating and starting a business are easy-going and sociable employees, always interacting with colleagues, according to [14], [24], [27]. Entrepreneurial intention star hotel employees in Bali are also triggered by their nature as individuals who prefer to always cooperate in completing the work, always positive thinking towards everyone [7], [22]. Neither does the research done by [26] and [20]) indicate that if a star hotel employee in Bali has a responsibility in working, diligent and regular and systematic in doing his job and his work will have a greater interest in opening a desired business. While employees of star hotels in Bali who are interested in opening a business must have emotional stability personality that is the personality where employees have a calm attitude, have a firm stance and always think positive [13], [45], [46]. Furthermore, star hotel employees in Bali with openness to experience personality tend to be interested in new changes and always try to try something new and new challenges, thus opening the opportunity to create and open a new business ([19], [23]).

E. Hypothesis Testing 2: Personality Traits positively affect Self Efficacy

The results of hypothesis 2 testing indicate that personality traits can improve the self efficacy of star hotel employees in Bali significantly. This study supports the results of research conducted by [9], [16], [22] that employee personality is consistently demonstrated by interacting among employees to discuss, exchange ideas about work and ability in work and manage jobs. Various aspects of employee behavior are encouraging to do or not to do [18], [47]. The personality traits are the driving forces that create enthusiasm for employees to work together, work effectively and integrate with every effort to achieve performance [24], [25]). Therefore, personality traits are all the strengths that exist in star-rated hotel employees in Bali that give power, direction, and nurture their behavior ([17], [26], so that personality traits can shape individual behaviors as well as strengthen confidence in creating the capability of star-rated hotel employees in Bali Confidence is based on employee competence ([20], [22] making business planning, ability in designing business strategy, ability in maintaining business from competition in kem udian days [7], [21]. So significantly in this study the nature and characteristics of individuals inherent in the employees greatly determine the ability of star hotel employees in Bali. Growing confidence can improve the ability of employees in finding relevant information and decide the type of business to be established employees of star hotels in Bali. This indicates employees' competence in planning and attracting new employees, acquiring customers, gaining access to business capital from banks, demonstrating ability to compete with other

businesses, following business rules and following developments and changes in business support technologies [9], [16], [22], [40].

F. Hypothesis Testing 3: Self Efficacy has a positive effect on Entrepreneurial Intention

The result of hypothesis 3 testing shows that the self efficacy of employees of the star hotels in Bali is significantly able to create entrepreneurial intention. The results of this study confirm the statement [2], [4], [7], that the success of carrying out the work with the capabilities possessed will encourage the growing desire and interest of employees to create and open their own business for employees of starred hotels in Bali. A workforce employee can be seen from his inner drive for high performance and exerting all his ability to carry out his task [10], [16]. Star hotel employees in Bali know exactly what tasks to do. Employees seek situations in which they can achieve personal responsibility to find solutions to the problems at hand. They are encouraged and have confidence that the job is given in accordance with the ability it has (self-efficacy). Employees in the work attempt to use all of their skills, skills and optimal potential to achieve good performance [4], [8], [28]. The drive for high performance shows that they differentiate themselves from others by trying to complete better jobs [5], [35]). Encouragement in these employees is the realization and desire to create and open their own business (entrepreneurial intention) [36]–[38].

G. Hypothesis Testing 4: Self Efficacy Mediating the Influence of Personality Traits To Entrepreneurial Intention

The results of hypothesis 4 testing show that the self efficacy of star hotel employees in Bali can mediate partially and significant impact of personality traits on entrepreneurial intention. This study supports the results of research conducted [9], [20], [22] ie employees use the skills, knowledge, character and characteristics, emotions, moods, beliefs and values in work [30]. The skills and knowledge of employee show how employees accomplish complex tasks, and help them maintain high self-efficacy [4], [29], [51]. Where self efficacy is the capacity to perform various tasks in a job, shows the broad characteristics and characteristics of a stable responsibility at the maximum level of performance of employees in star-rated hotels in Bali, as a result of the personality characteristics employed by employees, and these characteristics will be brought by employees when it enters into a new environment, the business it will establish [7], [12], [17], [33], [34], [43].

IV. CONCLUSION

The results of hypothesis 1 testing indicate and give an idea that the personality traits of star hotel employees in Bali can significantly influence and increase entrepreneurial intention. The results of hypothesis 2 testing indicate and give an idea that the personality traits of star hotel employees in Bali influence and improve self efficacy significantly. The

result of hypothesis 3 test shows that the self efficacy of star hotel employees in Bali can significantly accumulate the increase of entrepreneurial intention. The results of hypothesis 4 testing indicate and give an idea that the self efficacy of star hotel employees in Bali can accelerate the strengthening of personality traits to entrepreneurial intention significantly. The mediation variables in this study indicates that the value of self efficacy is included in the category as a partial mediation variable.

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