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**ENTREPRENEURIAL INTENTION AMONG STUDENTS IN
UNIVERSITI KUALA LUMPUR, UNIVERSITI TUN ABDUL
RAZAK AND INTERNATIONAL UNIVERSITY OF MALAYA-
WALES**



**By
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UUM
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**Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
Universiti Utara Malaysia,
in Partial Fulfillment of the Requirement for the Master of Sciences
(Management)**



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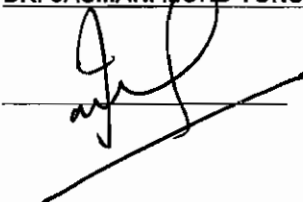
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ABSTRACT

Entrepreneurship is regarded as one of the key economic development strategies to advance a country's economic growth and helps the economy by providing job opportunities for university students and graduates. The government aspires to produce "job creators" rather than "job seekers" and reduce unemployed graduates and increase in business opportunities. This paper aimed at understanding entrepreneurial intention among students in Universiti Kuala Lumpur, Universiti Tun Abdul Razak and International University of Malaya Wales of Malaya-Wales. This study identifies the great potential of these pioneering methods and tools, both for further research in the academic community and for entrepreneurship educators who hope to promote entrepreneurial intention in aspiring entrepreneurs. The findings are also relevant for policymakers designing effective instruments to achieve long-term goals.

Keywords – Entrepreneurship, Economic Growth, Government, Entrepreneurial Intention, Academic Community, Entrepreneurship Educators, Policy Makers

ABSTRAK

Keusahawanan dianggap sebagai salah satu strategi pembangunan ekonomi utama untuk memajukan pertumbuhan ekonomi negara dan membantu ekonomi dengan menyediakan peluang pekerjaan kepada pelajar dan graduan universiti. Kerajaan bercita-cita untuk menghasilkan "pencipta kerja" bukannya "pencari kerja" dan mengurangkan graduan yang menganggur dan meningkatkan peluang perniagaan. Kertas ini bertujuan untuk memahami niat keusahawanan di kalangan pelajar di Universiti Kuala Lumpur, Universiti Tun Abdul Razak dan Universiti Antarabangsa Malaya Wales Malaya-Wales. Kajian ini mengenal pasti potensi besar kaedah dan alat yang diharap dapat mempromosikan untuk penyelidikan lanjut dalam komuniti akademik dan pendidik keusahawanan yang berharap dapat mempromosikan niat keusahawanan kepada usahawan yang bercita-cita. Penemuan ini juga relevan bagi pembuat polisi untuk membentuk instrumen yang efektif untuk mencapai matlamat jangka panjang.

Kata kunci - Keusahawanan, Pertumbuhan Ekonomi, Kerajaan, Niat Keusahawanan, Komuniti Akademik, Pendidik Keusahawanan, Pembuat Polisi

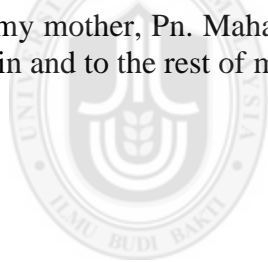
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LIST OF ABBREVIATIONS

MOHE	Ministry of Higher Education
MEF	Malaysian Employers Federation
HEI	Higher Education Institutions
TPB	Theory of Planned Behavior
GDP	Gross Domestic Product
MITI	Deputy International Trade and Industry
SMEs	Small Medium Enterprises
EI	Entrepreneurial Intention
GEM	Global Entrepreneurship Monitor
DV	Dependent Variable
IVs	Independent Variables
UniKL	Universiti Kuala Lumpur
EE	Entrepreneurship education
PA	Personal Attitude
SN	Subjective Norm
BC	Perceived Behavioral Control
SPSS	Statistical Package for the Social Sciences Software
SPM	Sijil Pelajaran Malaysia



CHAPTER 1

INTRODUCTION

1.1 Background of the Study

Enterprise is an image of business immovability and accomplishment. Entrepreneurial intention is basic to a nation's financial development and Malaysia is among the couple of economies in the Asia Pacific and South Asia district where fund and physical foundation to help business enterprise are generally accessible. According to Abdullah Azhar *et al.* (2014), the enterprise has getting to be demanding to each country as distant back as the period of globalization considering the truth that the improvement of entrepreneurial works out will aid in making occupations for the society subsequently diminishing the joblessness rate. The government is moreover attempting to make strides the financial environment, so it will be conducive to the improvement of business. The significance of business to the economy in Malaysia is to demonstrate the different advocating systems and approaches that occur for business people. The government is supporting business visionaries to encourage and redesign the mechanical structure in making enterprises for the next generation.

Entrepreneurial education is considered an important variable which effect on entrepreneurial intentions and it cultivates intangible skills associated with an entrepreneurial mindset. Lately, the ubiquity of entrepreneurial intention models has expanded extensively as a profitable approach for looking at the elements that impact people's decision for an entrepreneurial vocation over the traditional business (Sesen,

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APPENDIX A - QUESTIONNAIRE



UNIVERSITI UTARA MALAYSIA

Dear Respondents,

I am a postgraduate student of University Utara Malaysia and conducting a survey on the factors that contribute to the entrepreneurial intention among Malaysian university student to fulfil the Master's requirement of the University.

I understand recognize that your time is valuable and many demands are made upon it by your heavy workload. However, your participation in this survey, which will require only about 10-15 minutes of your time, is vital to the success of this study.

All information provided in this questionnaire will be confidential for the present study purposes. No information pertaining to individuals will be divulged to any third person or organization. In sum, the information obtained in this study will be used purely for academic purposes only.

Should you have any queries regarding this research please do not hesitate to contact me at yusharnida@gmail.com or call me at 013-6332893. Thank you very much for your cooperation in responding to the questionnaire. Your participation in this study is greatly appreciated.

YUSHARNIDA BT YUSSOF
MSc (Management)

**SOAL SELIDIK FAKTOR YANG MENYUMBANG KEPADA NIAT KEUSAHAWANAN
DI KALANGAN PELAJAR UNIVERSITI DI MALAYSIA**
*(SURVEY OF FACTORS THAT CONTRIBUTE TO THE ENTREPRENEURIAL
INTENTION AMONG MALAYSIAN UNIVERSITIES' STUDENT)*

Bahagian A: Maklumat Demografi

Section A: Demographic Information

Sila tanda (✓) pada ruangan yang bersesuaian atau isi pada tempat kosong, yang mana bersesuaian.

Please check (✓) in the appropriate box or fill in the blank, where appropriate.

1. Jantina anda (*Your gender*):

- Lelaki (*Male*)
- Perempuan (*Female*)

2. Umur anda (*Your age*):

- 18-25 tahun (*years*)
- 26-39 tahun (*years*)
- 40 dan keatas (*and above*)

3. Taraf perkahwinan anda (*Your marital status*):

- Bujang (*Single*)
- Berkahwin (*Married*)
- Janda/duda/bercerai (*Divorced/widowed*)

4. Tahap pendidikan tertinggi anda (*Your highest educational level*):

- Diploma
- Ijazah Sarjana Muda (*Bachelor's degree*)
- Ijazah Sarjana (*Master's degree*)
- Lain-lain, sila nyatakan (*Others, please specify*): _____

5. Bangsa (*Race*):

- Melayu (*Malay*)
- Cina (*Chinese*)
- India (*Indian*)
- Lain-lain, sila nyatakan (*Others, please specify*): _____

Bahagian B: Faktor Yang Menyumbang Kepada Niat Keusahawanan Di Kalangan Pelajar Universiti Di Malaysia

Bahagian B: Factors that contribute to the entrepreneurial intention among Malaysian universities' student

Faktor: Sikap Peribadi

Factor: *Personal Attitude*

Nyatakan tahap persetujuan dengan ayat berikut dari 1 (sangat tidak setuju) hingga 5 (sangat setuju). Bulatkan jawapan anda berpandukan skala di atas.

(Indicate your level of agreement with the following sentences from 1 (strongly disagree) to 5 (strongly agree). Circle the best answer according to the scale above).

Sangat tidak setuju (Strongly disagree)	Tidak setuju (Disagree)	Berkecuali (Neither agree nor disagree)	Setuju (Agree)	Sangat setuju (Strongly agree)
1	2	3	4	5

1	Menjadi seorang usahawan memberikan lebih banyak kelebihan daripada keburukan kepada saya. / <i>Being an entrepreneur implies extra benefits than negative aspects to me.</i>	1	2	3	4	5
2	Kerjaya sebagai usahawan adalah menarik bagi saya. / <i>Career as an entrepreneur is interesting to me.</i>	1	2	3	4	5
3	Jika saya mempunyai peluang dan sumber, saya ingin memulakan perniagaan. / <i>If I have the opportunity and resources, I want to start a business.</i>	1	2	3	4	5
4	Menjadi usahawan memberikan kepuasan bagi saya. / <i>Being an entrepreneur satisfies me.</i>	1	2	3	4	5
5	Antara pelbagai pilihan, saya lebih suka menjadi seorang usahawan. / <i>Among various opportunities, I might choose to be an entrepreneur.</i>	1	2	3	4	5

Faktor: Norma Subjektif

Factor: Subjective Norm

Jika anda memutuskan untuk membuat perniagaan, adakah orang dalam persekitaran rapat anda akan bersetuju dengan keputusan itu? Bulatkan jawapan anda berpandukan skala di atas.

(If you decided to create a business, would people in your close environment approve of that decision? Circle the best answer according to the scale above.)

Sangat tidak setuju (Strongly disagree)	Tidak setuju (Disagree)	Berkecuali (Neither agree nor disagree)	Setuju (Agree)	Sangat setuju (Strongly agree)
1	2	3	4	5

1	Keluarga saya mempengaruhi saya menjadi seorang usahawan. / <i>My family influence me to be an entrepreneur.</i>	1	2	3	4	5
2	Rakan saya mempengaruhi saya menjadi seorang usahawan. / <i>My friends influence me to be an entrepreneur.</i>	1	2	3	4	5
3	Rakan sekerja saya mempengaruhi saya menjadi seorang usahawan. / <i>My colleagues influence me to be an entrepreneur.</i>	1	2	3	4	5



Universiti Utara Malaysia

Faktor: Kawalan Tingkah Laku*Factor: Perceived Behavioural Control*

Sejauh manakah anda bersetuju dengan kenyataan berikut mengenai keupayaan keusahawanan anda? Bulatkan jawapan anda berpandukan skala di atas.

(To what extent do you agree with the following statements regarding your entrepreneurial capacity? Circle the best answer according to the scale above.)

Sangat tidak setuju (Strongly disagree)	Tidak setuju (Disagree)	Berkecuali (Neither agree nor disagree)	Setuju (Agree)	Sangat setuju (Strongly agree)
1	2	3	4	5

1	Untuk memulakan perniagaan dan memastikan ia berjalan lancar mudah bagi saya. / <i>To start a business and keep it running smoothly is easy for me.</i>	1	2	3	4	5
2	Saya bersedia untuk memulakan perniagaan yang berdaya maju. / <i>I am prepared to start my own business.</i>	1	2	3	4	5
3	Saya dapat mengendalikan pembangunan perniagaan baru. / <i>I was able to handle new business development.</i>	1	2	3	4	5
4	Saya tahu butiran praktikal yang diperlukan untuk memulakan perniagaan. / <i>I know the practical details needed to start a business.</i>	1	2	3	4	5
5	Saya tahu bagaimana untuk membangunkan projek keusahawanan. / <i>I know the procedure to develop an entrepreneurial project.</i>	1	2	3	4	5
6	Jika saya cuba untuk memulakan perniagaan, saya akan mempunyai kebarangkalian yang tinggi untuk berjaya. / <i>If I try to start a business, I will have a great chance to succeed.</i>	1	2	3	4	5

Faktor: Pendidikan Keusahawanan

Factor: Entrepreneurship Education

Peranan pendidikan Keusahawanan di universiti-universiti. Bulatkan jawapan anda berpandukan skala di atas.

(The role of Entrepreneurship education in the universities. Circle the best answer according to the scale above.)

Sangat tidak setuju (Strongly disagree)	Tidak setuju (Disagree)	Berkecuali (Neither agree nor disagree)	Setuju (Agree)	Sangat setuju (Strongly agree)
1	2	3	4	5

1	Pelajar di universiti saya mengiktiraf keusahawanan sebagai salah satu kerjaya pilihan. / <i>Students at my university recognize entrepreneurship as one of the preferred careers.</i>	1	2	3	4	5
2	Pelajar di fakulti saya mengiktiraf keusahawanan sebagai salah satu kerjaya pilihan. / <i>Students at my faculty recognize entrepreneurship as one of the preferred careers.</i>	1	2	3	4	5
3	Universiti saya mempunyai persekitaran yang memberi inspirasi dan menggalakkan keusahawanan. / <i>My university has an environment that inspires and encourages entrepreneurship.</i>	1	2	3	4	5
4	Universiti saya menekankan keusahawanan sebagai salah satu kerjaya pilihan. / <i>My university highlighted entrepreneurship as one of the preferred careers.</i>	1	2	3	4	5
5	Universiti saya telah memberikan saya kemahiran dan pengetahuan yang tepat untuk menjadi seorang usahawan. / <i>My university have provided me with precise skills and knowledge to be an entrepreneur.</i>	1	2	3	4	5

Faktor: Niat keusahawanan

Faktor: Entrepreneurial Intention

Nyatakan tahap persetujuan dengan ayat berikut dari 1 (sangat tidak setuju) hingga 5 (sangat setuju). Bulatkan jawapan anda berpandukan skala di atas.

(Indicate your level of agreement with the following sentences from 1 (strongly disagree) to 5 (strongly agree). Circle the best answer according to the scale above).

Sangat tidak setuju (Strongly disagree)	Tidak setuju (Disagree)	Berkecuali (Neither agree nor disagree)	Setuju (Agree)	Sangat setuju (Strongly agree)
1	2	3	4	5

1	Saya bersedia untuk melakukan apa sahaja untuk menjadi seorang usahawan. / <i>I am willing to do anything to become an entrepreneur.</i>	1	2	3	4	5
2	Matlamat kerjaya saya adalah untuk menjadi seorang usahawan. / <i>My career goal is to become an entrepreneur.</i>	1	2	3	4	5
3	Saya akan melakukan segala-galanya untuk memulakan dan menjalankan perniagaan saya sendiri. / <i>I will do everything to start and run my own business</i>	1	2	3	4	5
4	Saya berazam untuk memulakan perniagaan pada masa akan datang. / <i>I am decided to make my own business in the future.</i>	1	2	3	4	5
5	Saya berusaha untuk memulakan perniagaan. / <i>I strive to start a business.</i>	1	2	3	4	5
6	Saya mempunyai niat untuk memulakan perniagaan suatu hari nanti. / <i>I intend to start a business one day.</i>	1	2	3	4	5

**KAJISELIDIK TAMAT (END OF QUESTIONNAIRE)
TERIMA KASIH (THANK YOU)**

APPENDIX B – DEMOGRAPHIC ANALYSIS

GENDER

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	82	24.8	24.8	24.8
	2.00	249	75.2	75.2	100.0
	Total	331	100.0	100.0	

AGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	265	80.1	80.1	80.1
	2.00	50	15.1	15.1	95.2
	3.00	16	4.8	4.8	100.0
	Total	331	100.0	100.0	

MARITAL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	275	83.1	83.1	83.1
	2.00	56	16.9	16.9	100.0
	Total	331	100.0	100.0	

RACE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	196	59.2	59.2	59.2
	2.00	31	9.4	9.4	68.6
	3.00	76	23.0	23.0	91.5
	4.00	28	8.5	8.5	100.0
	Total	331	100.0	100.0	

LEVEL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	75	22.7	22.7	22.7
	2.00	225	68.0	68.0	90.6
	3.00	31	9.4	9.4	100.0
	Total	331	100.0	100.0	



UUM
Universiti Utara Malaysia

APPENDIX C – DESCRIPTION ANALYSIS

Demographic Profile

Descriptive Statistics

	N	Range	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
GENDER	331	1.00	1.00	2.00	1.7523	.02376	.43235
AGE	331	2.00	1.00	3.00	1.2477	.02929	.53282
MARITAL	331	1.00	1.00	2.00	1.1692	.02064	.37548
RACE	331	3.00	1.00	4.00	1.8066	.05833	1.06120
LEVEL	331	2.00	1.00	3.00	1.8671	.03028	.55090
Valid N (listwise)	331						

Dependent Variables

Descriptive Statistics

	N	Range	Minimum	Maximum	Mean	Std.	Variance	Skewness		Kurtosis	
						Deviation		Std.	Error	Std.	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Error	Statistic	Error
EI1	331	4.00	1.00	5.00	3.3625	1.03059	1.062	-.354	.134	-.215	.267
EI2	331	4.00	1.00	5.00	3.1118	1.20713	1.457	-.143	.134	-.874	.267
EI3	331	4.00	1.00	5.00	3.4592	1.05342	1.110	-.674	.134	.132	.267
EI4	331	4.00	1.00	5.00	3.6677	1.04656	1.095	-.770	.134	.208	.267
EI5	331	4.00	1.00	5.00	3.4350	1.16691	1.362	-.602	.134	-.338	.267
EI6	331	4.00	1.00	5.00	3.8006	1.07990	1.166	-1.092	.134	.798	.267
Valid N (listwise)	331										

Independent Variables

Descriptive Statistics

	N	Range	Minimum	Maximum	Mean	Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std.	Statistic	Std.
									Error		Error
PA1	331	4.00	1.00	5.00	3.8761	.85621	.733	-.313	.134	-.474	.267
PA2	331	4.00	1.00	5.00	3.7704	.92204	.850	-.532	.134	-.061	.267
PA3	331	4.00	1.00	5.00	4.1360	.82183	.675	-.883	.134	.812	.267
PA4	331	4.00	1.00	5.00	3.9063	.94082	.885	-.844	.134	.711	.267
PA5	331	4.00	1.00	5.00	3.4199	1.16856	1.366	-.419	.134	-.456	.267
SN1	331	4.00	1.00	5.00	3.0211	.87879	.772	.040	.134	-.536	.267
SN2	331	4.00	1.00	5.00	3.0332	.93523	.875	-.111	.134	-.595	.267
SN3	331	4.00	1.00	5.00	3.1934	.86624	.750	-.131	.134	-.541	.267
BC1	331	4.00	1.00	5.00	3.1692	1.03941	1.080	-.360	.134	-.685	.267
BC2	331	4.00	1.00	5.00	3.1208	.96478	.931	-.366	.134	-.544	.267
BC3	331	4.00	1.00	5.00	3.2810	.90933	.827	-.439	.134	-.313	.267
BC4	331	4.00	1.00	5.00	3.9456	1.03429	1.070	-.982	.134	.678	.267
BC5	331	4.00	1.00	5.00	3.8459	.98649	.973	-.982	.134	.949	.267
BC6	331	4.00	1.00	5.00	3.7583	.91231	.832	-.611	.134	.400	.267
EE1	331	3.00	2.00	5.00	3.8248	.75846	.575	-.199	.134	-.334	.267
EE2	331	3.00	2.00	5.00	3.7100	.86717	.752	-.159	.134	-.665	.267
EE3	331	4.00	1.00	5.00	3.7583	.85752	.735	-.210	.134	-.483	.267
EE4	331	4.00	1.00	5.00	3.6828	.90736	.823	-.334	.134	-.416	.267
EE5	331	4.00	1.00	5.00	3.4834	.97648	.954	-.366	.134	-.201	.267
Valid N (listwise)	331										

APPENDIX D – RELIABILITY TEST

Personal Attitude

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.912	.917	5

Item Statistics

	Mean	Std. Deviation	N
PA1	3.8761	.85621	331
PA2	3.7704	.92204	331
PA3	4.1360	.82183	331
PA4	3.9063	.94082	331
PA5	3.4199	1.16856	331

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
PA1	15.2326	11.549	.758	.635	.897
PA2	15.3384	10.788	.834	.701	.881
PA3	14.9728	11.948	.716	.569	.905
PA4	15.2024	10.532	.864	.757	.875
PA5	15.6888	9.767	.761	.606	.904

Subjective Norm

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.772	.772	3

Item Statistics

	Mean	Std. Deviation	N
SN1	3.0211	.87879	331
SN2	3.0332	.93523	331
SN3	3.1934	.86624	331

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
SN1	6.2266	2.509	.595	.360	.705
SN2	6.2145	2.254	.645	.416	.649
SN3	6.0544	2.573	.581	.342	.720

Perceived Behavioral Control

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.832	.833	6

Item Statistics

	Mean	Std. Deviation	N
BC1	3.1692	1.03941	331
BC2	3.1208	.96478	331
BC3	3.2810	.90933	331
BC4	3.9456	1.03429	331
BC5	3.8459	.98649	331
BC6	3.7583	.91231	331

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
BC1	17.9517	12.907	.620	.657	.801
BC2	18.0000	13.018	.670	.671	.791
BC3	17.8399	13.699	.608	.508	.804
BC4	17.1752	13.400	.548	.419	.817
BC5	17.2749	13.188	.622	.643	.801
BC6	17.3625	13.965	.560	.550	.813

Entrepreneurship Education

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.886	.889	5

Item Statistics

	Mean	Std. Deviation	N
EE1	3.8248	.75846	331
EE2	3.7100	.86717	331
EE3	3.7583	.85752	331
EE4	3.6828	.90736	331
EE5	3.4834	.97648	331

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
EE1	14.6344	9.196	.744	.622	.860
EE2	14.7492	9.116	.635	.506	.882
EE3	14.7009	8.489	.795	.731	.846
EE4	14.7764	8.307	.777	.671	.849
EE5	14.9758	8.315	.697	.504	.871

Entrepreneurial Intention

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.916	.917	6

Item Statistics

	Mean	Std. Deviation	N
E11	3.4290	.91632	331
E12	3.2417	1.07684	331
E13	3.5650	.88993	331
E14	3.7432	.90650	331
E15	3.5589	1.00544	331
E16	3.9094	.86564	331

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
E11	18.0181	16.824	.673	.487	.913
E12	18.2054	14.897	.802	.675	.896
E13	17.8822	16.625	.731	.555	.906
E14	17.7039	15.991	.815	.716	.894
E15	17.8882	15.227	.826	.719	.892
E16	17.5378	16.692	.746	.653	.904

APPENDIX E – FACTOR ANALYSIS TEST

Dependent Variable

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.887
Bartlett's Test of Sphericity	Approx. Chi-Square
	1390.808
	df
	15
	Sig.
	.000

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.247	70.782	70.782	4.247	70.782	70.782
2	.620	10.339	81.120			
3	.396	6.603	87.723			
4	.328	5.465	93.188			
5	.216	3.594	96.782			
6	.193	3.218	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
E11	.762
E12	.867
E13	.811
E14	.881
E15	.889
E16	.830

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

Independent Variable

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.826
Bartlett's Test of Sphericity	Approx. Chi-Square
	4419.442
	df
	171
	Sig.
	.000

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.107	37.405	37.405	7.107	37.405	37.405
2	2.650	13.946	51.350	2.650	13.946	51.350
3	2.050	10.789	62.139	2.050	10.789	62.139
4	1.835	9.658	71.797	1.835	9.658	71.797
5	.829	4.363	76.161			
6	.630	3.314	79.475			
7	.524	2.759	82.234			
8	.495	2.607	84.841			
9	.485	2.552	87.393			
10	.414	2.180	89.573			
11	.373	1.962	91.535			
12	.320	1.686	93.222			
13	.278	1.463	94.685			
14	.257	1.355	96.040			
15	.202	1.062	97.101			
16	.162	.853	97.954			
17	.150	.790	98.744			
18	.134	.705	99.449			
19	.105	.551	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
PA1	.741	-.064	-.291	.295
PA2	.704	-.248	-.333	.399
PA3	.607	-.314	-.301	.365
PA4	.747	-.325	-.322	.279
PA5	.716	-.223	-.386	.171
SN1	.512	-.180	-.085	-.439
SN2	.688	-.286	-.063	-.334
SN3	.634	-.059	.102	-.457
BC1	.626	-.293	.364	-.377
BC2	.690	-.293	.337	-.299
BC3	.694	-.303	.218	-.193
BC4	.388	-.047	.610	.383
BC5	.467	.020	.639	.420
BC6	.461	.214	.607	.335
EE1	.536	.669	-.055	.112
EE2	.522	.535	-.118	.019
EE3	.525	.717	-.043	-.049
EE4	.506	.691	-.101	-.106
EE5	.681	.419	-.133	-.324

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

APPENDIX F – PEARSON CORRELATION ANALYSIS

Correlations

		EI	PA	SN	BC	EE
EI	Pearson Correlation	1	.694**	.448**	.382**	.274**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	331	331	331	331	331
PA	Pearson Correlation	.694**	1	.490**	.434**	.356**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	331	331	331	331	331
SN	Pearson Correlation	.448**	.490**	1	.503**	.368**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	331	331	331	331	331
BC	Pearson Correlation	.382**	.434**	.503**	1	.316**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	331	331	331	331	331
EE	Pearson Correlation	.274**	.356**	.368**	.316**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	331	331	331	331	331

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

APPENDIX G – REGRESSION ANALYSIS

Descriptive Statistics

	Mean	Std. Deviation	N
EI	3.5745	.79444	331
PA	3.8218	.81710	331
SN	3.0826	.74075	331
BC	3.5201	.71910	331
EE	3.6918	.72649	331

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	104.099	4	26.025	81.441	.000 ^b
	Residual	104.174	326	.320		
	Total	208.273	330			

a. Dependent Variable: EI

b. Predictors: (Constant), EE, BC, PA, SN

Coefficient Correlations^a

Model			EE	BC	PA	SN
1	Correlations	EE	1.000	-.115	-.185	-.182
		BC	-.115	1.000	-.222	-.339
		PA	-.185	-.222	1.000	-.304
		SN	-.182	-.339	-.304	1.000
	Covariances	EE	.002	.000	.000	.000
		BC	.000	.003	-.001	-.001
		PA	.000	-.001	.002	-.001
		SN	.000	-.001	-.001	.003

a. Dependent Variable: EI

Model Summary for R Values

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.707 ^a	.500	.494	.56529	.500	81.441	4	326	.000

a. Predictors: (Constant), EE, BC, PA, SN



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