# ENTREPRENEURIAL MINDSET AND NEW VENTURE CREATION: EVIDENCE FROM UNIVERSITI UTARA MALAYSIA (UUM) INTERNATIONAL STUDENTS

# **SAMINU MAIWADA (815260)**



A Thesis Submitted to the Ghazali Shafie Graduate School of Government
In Fulfillment of the Requirements for the Master Degree
Universiti Utara Malaysia

## PERMISSION TO USE

In presenting this research paper in fulfillment of the requirements for master degree from the Universiti Utara Malaysia (UUM), I agree that the library of this university may make it freely available for inspection. I further agree that permission for copying this research paper in any manner, in whole or in part, for scholarly purposes may be granted by my supervisor(s) or in his absence, by the Dean of Ghazali Shafie Graduate School of Government, Collage of Law Government and International studies (COLGIS). It is understood that any copying or publication or use of this thesis or parts thereof for financial gain shall not be allowed without my written permission. It is also understood that due recognition shall be given to me and to the UUM in any scholarly use which may be made of any material from this thesis.

Request for permission to copy or make other use of materials in this project paper in whole or in part should be addressed to:

Dean (Ghazali Shafie Graduate School of Government)

UUM Collage of Law Government and International Studies

UNIVERSITI UTARA MALAYSIA

06010 UUM Sintok Kedah Darul Aman Malaysia.

## **ABSTRACT**

It is widely accepted that the issue of unemployment among the graduates is order of the day globally. Entrepreneurship addresses this issue through the creation of new ventures which have a significant influence on the world economic growth. The entrepreneurial spirit among the students in universities has been very low. There have been positive attempts to improve the role of university graduates as creators of new ventures. This study examined the entrepreneurial mindset and new venture creation among international students in Universiti Utara Malaysia (UUM). This study finds very distinct support of entrepreneurial orientation, entrepreneurship perception and university's role as the factors that influence new venture creation among the international students. The study employed a cross sectional approach with the use of survey questionnaires in collecting data. A total of 273 responses were analyzed using multiple regressions analysis. The results indicated that there are positive relationships between all the variables.

Key Words: Entrepreneurial Orientation, Entrepreneurship Perception, University's Role, New

Venture Creation.

Universiti Utara Malaysia

## **ABSTRAK**

Umum mengetahui tentang isu pengangguran di kalangan graduan universiti. Bidang keusahawanan berupaya menangani isu ini menerusi pembentukan *venture* baru. Venture baru yang memberi kesan kepada pertumbuhan ekonomi dunia. Smangat keusahawanan di kalangan pelajar universiti adalah rendah. Terdapat usaha-usaha positif bagi meningkatkan peranan graduan university sebagai pembentuk venture baru. Kajian ini menyelidik hubung kait diantara pemikiran keusahawanan dan pembentukan *venture* baru di kalangan siswa antarabangsa Universiti Utara Malaysia (UUM). Kajian mendapati orientasi keusahawanan, perpepsi keusahawanan dan peranan universiti sebagai faktor yang mempengaruhi pembentukan *venture* baru di kalangan siswa antarabangsa. Kajian menggunakan kaedah keratin rentas dan boring soal selidik dalam kutipan data. Sebanyak 273 dianalisis menggunakan regresi berbilang. Dapatan kajian menunjukkan hubungkait positif di antara semua pembolehubah yang dakaji.

Universiti Utara Malaysia

Kata Kunci: Orientasi Keusahawanan, Perpepsi Keusahawanan, Peranan Universiti,

Pembentukan Venture Baru.

### **ACKNOWLEDGEMENT**

All praises be to Almighty Allah, Who guide us into strait path, the giver of knowledge and bestower of wisdom. Whosoever Allah has bestowed with wisdom, He has bestowed him with best thing in this world and the hereafter. May the peace and blessings of Allah be upon to the Holy Prophet Muhammad Sallallahu Alaihi wa Alihi wa Sallam, and His companions. I appreciate Him and adore Him for making this research a success.

Furthermore, my appreciation goes to my parents Alhaji Maiwada Sulaiman and Hajia A'ishatu Adamu for their prayers and support towards successful completion of this program. May Allah (SWT) out of His infinite mercy protect them and reward them with Jannatul Firdausi (Ameen).

My sincere gratitude also goes to my supervisor Dr. Mohd Sobri Don @ A. Wahab for his academic and moral supports, motivation, corrections, encouragement and guidance to the successful completion of this project. His experience based-handling, mentoring, simplicity and supervision despite his tight schedule have greatly contributed to the success of this thesis. May Allah reward him abundantly.

I also appreciated sacrifice of my lovely wife, patience, encouragement and understanding toward the journey of this program. I highly appreciated her outstanding supports, prayer and dedication in taking care of my lovely daughter Halimatu Sa'adiya bint Muhammad Saminu. I really appreciated her support.

This acknowledgement cannot be completed without showing my appreciation to my in-law Alhaji Abdulmalik Suleiman (Danmasin Misau) for his financial and advisory support. I will never forget his profound contribution. I also acknowledge Hajiya Halima Abdulmalik Suleiman, my mother in-law and her siblings Salisu, Abdulaziz, A'isha, Amina and Adam for taking care of my daughter Yusra while I am abroad. Your efforts will never be in vein. Your supports greatly contributed to the success of my study.

Also I sincerely acknowledge the support and contribution of my uncle Hon. Bashir Adamu and his wives Hajiya Rabi and Hajiya Maryam. Also my appreciation goes to my late uncle A. Sunusi, and my uncles and aunties Alhaji Faruk, Alhaji Hassan, Hajiya Rabi (Anty), and Umma Usaina. May Allah reward them and grants their parents late Alhaji Adamu and Hajiya Halima Jannatul Firdausi.

However, this acknowledgement will not concluded without showing my appreciation to the Dr. Marlin Marissa bint Abdul Malek and all International Business lecturers for their coaching and knowledge sharing.

Finally, my appreciation goes to all my brothers, sisters and friends where ever they are for their prayers, encouragement, advise and support directly or indirectly. May Allah bless them all Ameen.

# TABLE OF CONTENTS

CERTIFICATION OF THESIS	ii
PERMISSION TO USE	iii
ABSTRACT	iv
ABSTRAK	v
ACKNOWLEDGEMENT	vi
TABLE OF CONTENTS	vii
LIST OF TABLES.	xi
LIST OF FIGURES.	xiii
LIST OF APPENDICES.	xiv
CHAPTER ONE: INTRODUCTION	
1.1 Introduction.	1
1.1 Introduction	1
1.3 Problem Statement  1.4 Research Questions	2
1.4 Research Questions	8
1.5 Objectives of the Research.	8
1.6 Significance of the study	9
1.7 Scope of the study	10
1.8 Conclusion.	11
CHAPTER TWO: LITERETURE REVIEW	
2.1 Introduction.	12
2.2 Concept of Entrepreneurship.	12
2.2.1 Entrepreneurship.	14
2.3 Entrepreneurial Orientation (EO)	19

2.3.1 Innovativeness.	24
2.3.2 Risk taking.	24
2.3.3 Pro-activeness.	25
2.4 Entrepreneurship Perception	27
2.5 University's Role	31
2.5.1 Students' involvement in entrepreneurial activities in campus	35
2.6 New venture creation.	36
2.7 Theoretical framework	41
2.8 Underpinning Theories.	41
2.8.1 Theory of Planned Behavior (TPB).	41
2.8.2. Shapero's Theory of Entrepreneurial Event (SEE)	44
2.8.2.1. Perceived feasibility.	
2.8.2.2. Perceived desirability	
2.8.2.3. Propensity to act	44
2.9. Past Models	47
2.9.1 Model from: Lopez (2012)	47
2.9.2 Model From: Gartner (1985).	
2.9.3. Model From: Christian and Nikolaus (2004).	51
2.10 Hypothesis Development.	53
2.11 Research framework	54
2.12 Research Model	55
CHAPTER THREE: RESEARCH METHODOLOGY	
3.1 Introduction	56
3.2 Research Design	56
3.3 Population of the Study	
3 4 Sampling Size	59

3.5 Sampling techniques	59
3.6 Measurement of construct	60
3.7 Unit of Analysis	61
3.8 Data Collection Procedures.	61
3.9 Pilot Study.	61
3.10 Response Rate.	62
3.11 Data Analyses Technique.	63
3.12 Reliability and Validity	63
3.13 Chapter Summary	64
CHAPTER FOUR: ANALYSES AND FINDINGS	
4.1 Introduction	65
4.2 Response Rate	
4.3 Data Screening and Cleansing.	66
4.3.1 Detection of Missing Data	66
4.3.2 Outliers	68
4.3.3 Normality Test	68
4.3.4 Linearity Test	69
4.3.5 Homoscedasticity (Levene Test)	
4.4 Factor Analysis	73
4.5 Reliability and Validity	76
4.6 Descriptive Analysis.	
4.7 Correlation Analysis	81
4.8 Test of Hypotheses.	82
4.8.1 Hypothesis I	83
4.8.2 Hypothesis II	84

4.8.3 Hypothesis III.	84
4.9. Multiple Regression Analysis.	85
4.10 Summary	86
CHAPTER FIVE: DISCUSSION AND CONCLUSIONS	
5.1 Introduction.	87
5.2 Discussion of the Findings.	87
5.3 Discussion from the Hypothesis Results.	88
5.3.1 Entrepreneurial Orientation.	88
5.3.2 Entrepreneurship Perception.	90
5.3.3 University's Role.	92
5.4 Implications of the Study.	94
5.4.1 Theoretical Implication.	94
5.4.2 Practical Implications.  5.5 Limitations of the Study.	96
5.5 Limitations of the Study	97
5.6 Suggestions for Future Research.	98
5.7 Conclusion.	99
REFERENCES.	100
APPENDICES	110

# LIST OF TABLES

Table	Page
Table 1.1 Unemployment Rate in Malaysia	5
Table 1.2 UUM Graduate Employability	6
Table 1.3 Graduate Employment Status.	6
Table 2.1 Vesper's Entrepreneurial Typology.	19
Table 2.2 Definitions of entrepreneurial orientation (EO) elements	26
Table 2.3 Ajzen's Theory of Planned Behavior and Shapero's Entrepreneurial Event	46
Table 3.1 Distribution of Population.	58
Table 4.1 Summary of the Questionnaires and the Response Rate	66
Table 4.2 Result of the Early and Late Responders in Non-Response Bias Test	71
Table 4.3 Independent Samples T-Test Result	72
Table 4.4 Factor Analysis for Entrepreneurial Orientation.	74
Table 4.5 Factor analysis for Entrepreneurship Perception	75
Table 4.6 Factor analysis for University's role	75
Table 4.7 Factor Analysis for New Venture Creation.	76
Table 4.8 Validity and Reliability Analysis	77
Table 4.9 Respondents Profile	78
Table 4.10 Pearson Correlation for Independent Variables and Dependent variable	81
Table 4.11 Relationship between entrepreneurial Orientation and new Venture Creation	83
Table 4.12 Relationship between Entrepreneurship Perception and New Venture Creation	n83
Table 4.13 Relationship between University's Role and new Venture Creation	84
Table 4.14 Summary of the Tested Hypotheses (Regression Analysis)	85



# LIST OF FIGURES

Figure	Page
Figure 2.1 Ajzen's 1991 Model of Planned Behavior (TPB), (Krueger et al. 2000)	43
Figure 2.2: Shapero's Model of Entrepreneurial Event (Krueger et al, 1993)	45
Figure 2.3 A Conceptual Model of Venture Creation process in Puerto Rica (Lopez, 2012	2)48
Figure 2.4 Lopez Venture Creation Structural Equation Model (Lopez, 2012)	49
Figure 2.5: A Framework for Describing New Venture Creation (Gartner, 1985)	51
Figure 2.6 Model of Entrepreneurial Decision Process (Christian and Nikolaus, 2004)	52
Figure 2.7 Research Model.	55
Figure 4.1 Histogram and check of normality	69
Figure 4.2 Normal P-P plot of checking linearity.	70
Figure 4.3 Linearity Scatter plot diagram.	70

Universiti Utara Malaysia

# LIST OF APPENDICES

Appendix A Research Questionnaires	110
Appendix B Factor Analysis	114
Appendix C Reliability Result	120
Appendix D Non Response Bias.	122
Appendix E Correlation Analysis	124
Appendix F Regression Analysis	125



### CHAPTER ONE

# INTRODUCTION

# 1.1 Introduction

This chapter elucidate on the background of the study, where by the over view on the scope of the research is explained. This chapter also discussed the problem statement, followed by the research questions, research objectives, significance of the study, scope of the study and finally conclusion.

# 1.2 Background of the study

Global phenomenon of graduates leaving universities and other tertiary institutions is increasing all over the world. Creating a new business is a stressful task that needs basic entrepreneurial background. Searching for wage or salary employment on the other hand is also demanding and stressful process due to the changes in global economy and scarce job opportunities in the labor market. These crisis negatively affected labor market, in a situation where they were unable to accommodate the graduates from universities and institutes of higher leanings.

Nowadays inadequate job opportunities in the labor market resulted to the number of problems in the society such as mental illness, loss of confidence, depression, redundancy are among the others. This incidence forced individuals to find other alternatives way out in order to survive. This dilemma forced wise persons among the graduates to venture into new businesses. Individual ability in adapting dynamic changes may give him/her resilience for starting a new business venture. Exploring and utilizing potential opportunities may result in creation new business ventures at individual level and organizational level which can lead to the sustainable economic development of the nations.

# The contents of the thesis is for internal user only

## REFERENCES

- Ajzen, I. (1991). The theory of planned behavior: organizational behavior and human decision process, 50(2), 179-211.
- Bandura, H. (1991). Social cognitive theory of self-regulation: Organizational behavior human decision processes, *50*, 248-287.
- Baumol, W. J. (1990). Entrepreneurship: Productive, unproductive and destructive. *Journal of Political Economy*, 98(5), 893-921.
- Bhatti, M. A., & Sundram V. P. K. (2015). Business Research: Quantitative and Qualitative Methods. PEARSON.
- Bolton, D. L., & Lane, M. D. (2012). Individual entrepreneurial orientation: Development of a measurement instrument. *Education* + *Training*, *54*(2/3), 219 233.
- Central Bank of Malaysia. Annual Report 2015. Retrieve April, 13, 2015, from http://www.bnm.gov.my
- Chen, C. C., Greene, P. G., & Crick, A. (1998). Does entrepreneurial self-efficacy distinguish entrepreneurs from managers? *Journal of Business Venturing*, *13*(4), 295-316.
- Christian, L., & Nikolaus, F. (2004). Entrepreneurial Intentions of Business Students: A

  Benchmarking Study. *International Journal of Innovation and Technology Management*,

  1(3), 269-288.
- Company Y. & McMullen J. (2007). Strategic entrepreneurs at work: the nature, discovery, and exploitation of entrepreneurial opportunities. *Small Business Economics*, 28(4), 301-322.
- Covin, J. G., & Slevin, D. P. (1989). Strategic management of small firms in hostile and benign environments. *Strategic Management Journal*, *10*, 75-87.
- Crisman J. J., Bauerschmidt, A. & Hofer, C. W (1998). The Determinants of New Venture Performance: An Extended Model. *Baylor University*, 4-29.
- Dada, O., & Fogg, H. (2014). Organizational learning, entrepreneurial orientation, and the role of university engagement in SMEs. *International Small Business Journal*, 1–19.
- Davey, T., Plewa, C., & Struwig, M. (2011). Entrepreneurship perceptions and career intentions

- of international students. Education + Training, 53(5), 335 352.
- Dodd, D. S., Komselis, A., & Hassid, J. (2006). The comparative perceived desirability and feasibility of entrepreneurship within Greek schools. *University of Piraeus*, 59(1-2), 38-56.
- Edelman, L. & Renko, H. Y. (2010). Entrepreneurial Perceptions on Venture-Creation Efforts:

  Bridging the Discovery and Creation Views of Entrepreneurship. *Research Gate*, 2(54), 832-856.
- Elenurm, T. (2012). Entrepreneurial orientations of business students and entrepreneurs. *Baltic Journal of Management*, 7(2), 217 231.
- Etzkowitz, H., Webster, A., Gebhart, C., & Terra, B. R. C. (2000). The future of the University and the University of the Future: Evolution of ivory tower to entrepreneurial paradigm.

  \*Research Policy\*, 29(2), 313–330.
- Fagenson, E. A., & Marcus, E. C. (1991). Perceptions of the sex-role stereotypic characteristics of entrepreneurs' women's evaluations. Entrepreneurship Theory and Practice, 33-47.
- Fayolle, A. (2007). Entrepreneurship and new value creation: The dynamic of the entrepreneurial process. United Kingdom: Cambridge University Press.
- Fayolle, A., & Degeorge, J. M. (2006). Attitudes, intentions and behavior: New approaches to evaluating entrepreneurship education. Cheltenham: Edward Elgar Publishing Limited.
- Fitzsimmons, J. R., & Douglas, J. E. (2005). Entrepreneurial attitudes and entrepreneurial intentions: A cross-cultural study of potential entrepreneurs in India, Thailand and Australia. Paper presented to the Babson-Kauffman Entrepreneurial Research Conference. Wellesley, MA.
- Gana, J. S. S. (2001). Entrepreneurship. Jofegan Associates, Kaduna ISBN 978-33318-0-9.
- Gartner, W.B. (1985). A conceptual frame work for describing the phenomenon of new venture creation. *The Academy of Management Review*, *10*(4), 696-706.
- Gartner, W. B. (1988). Who is an entrepreneur? is the wrong question. *American Journal of Small Business*, 12(4), 11-32.

- Gartner, W. B., Bird, B. J., & Starr, J. (1992). *Differentiating entrepreneurial from organizational behavior*. Entrepreneurship Theory and Practice, *16*(3), 13.
- Gartner, W.B., Mitchell, T.R. & Vesper, K. H (1989). A taxonomy of new business ventures. *Journal of Business Venturing*, 4, 169-186.
- Giagtzi, Z., (2013). How perceived feasibility and desirability of entrepreneurship influence entrepreneurial intentions: A comparison between southern and northern European countries, (Unpublished Master thesis), Erasmus School of Economics, Rotterdam
- Groves, R. M., & Peytcheya, E. (2008). The Impact of Nonresponse Rates on Nonresponse Bias: A Meta-Analysis. *Public Opinion Quarterly*, 72(2), 167-189.
- Guljinder R. (2011). Definition of entrepreneurship. Retrieved from http://www.scribd.com/doc/56909233/1260-Full-Notes-of-Entrepreneurship#scribd.
- Gürol, Y., & Atsan, N. (2006). Entrepreneurial characteristics amongst university students: some insights for enterprise education and training in Turkey. *Education and Training*, 48(1), 25-39.
- Hair, J. F., Babin, R., Money, A. H., & Samouel, P. (2003). Essentials of Business Research Methods. USA: John Wiley & Sons, Inc.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis- A Global Perspective* (7<sup>th</sup> ed.). New Jersey: Pearson Education, Inc.
- Hills, Lumpkin, G. T., & Singh, R. P. (1997). Opportunity recognition: perceptions and behaviors of entrepreneurs. *Frontiers of Entrepreneurship Research*, 17, 168-182.
- Hindle, K. (2004). A practical strategy for discovering, evaluating, and exploiting entrepreneurial opportunities: Research-based action guidelines. *Journal of Small Business and Entrepreneurship*, 17, 267-276.
- Hisrich R. D., Peters M. P., & Shepherd, D. A. (2008). *Entrepreneurship: McGraw Hill* (7<sup>th</sup> ed.) New York.
- Hofer, A. (2013). Promoting Successful Graduate Entrepreneurship at the Technical University Ilmenau, Germany: OECD Local Economic and Employment Development (LEED)

- Working Papers, 2013/03, OECD Publishing.
- Hoque, N., Mamun, A., & Mohammad, A. M. (2013). Dynamics and traits of entrepreneurship:

  An Islamic approach. World Journal of Entrepreneurship, Management and Sustainable

  Development, 10(2), 128-142.
- Hu, W., & Zhang, Y. (2012). New venture capability of the transformation from entrepreneurial orientation to new venture's performance. *Nankai Business Review International*, 3(3), 302-325.
- ILO (2013). Global Employment Trends for Youth: A generation at risk / International labor Office, Geneva. .
- ILO (2014), Global Employment Trends for Youth: International Labor Office Geneva.
- Ireland, R. D., Hitt, M. A., & Sirmon, D. G. (2003). A model of strategic entrepreneurship: The construct and its dimensions. *Journal of management*, 29, 963-989.
- Isaac, S., & Michael, W. B. (1995). *Handbook in Research and Evaluation* (3<sup>rd</sup> ed.). San Diego, CA: Ed.
- Isidore, E., & Norsiah M. (2012). The Moderating Effect of Social Environment on the Relationship between Entrepreneurial Orientation and Entrepreneurial Intentions of Female Students at Nigerian Universities. *International Journal of Management Sciences and Business Research*, 1(4), 1-16.
- Israel, K. J., & Johnmark, D. R. (2014). Entrepreneurial Mind-Set among Female University Students: A Study of University of Jos Students, Nigeria. *Chinese Business Review*, 13(5), 320-332.
- Johnson, B., & Christensen, L. (2012). *Educational Research: Quantitative, Qualitative, and Mixed Approaches* (4th ed.). Thousand Oaks, CA: Sage.
- Johnson, D. (2001). "What is innovation and entrepreneurship? Lessons for larger organisations. Industrial and Commercial Training, 33(4), 135 - 140.
- Johnson, T., & Owens, L. (2003). Survey response rate reporting in the professional literature.

  Paper presented at the 58th Annual Meeting of the American Association for Public

- Opinion Research, Nashville.
- Karanassios, N., Pazarskis, M., Mitsopoulos, K., & Christodoulou, P. (2006). EU strategies to encourage youth entrepreneurship: Evidence from higher education in Greece. *Industry & Higher Education*, 20(1), 43-50.
- Kimberly, J. R., & Evanisko, M. J. (1981). Organizational innovation: the influence of Individual, Organizational, and Contextual Factors on Hospital Adoption of Technological and Administrative Innovations. *The Academy of Management Journal*, 24(4), 689-713.
- Knight, G. (2000). Entrepreneurship and Marketing Strategy: The SME under Globalization. *Journal of International Marketing*, 8(2), 12-32.
- Kropp, F., Noel J., Lindsay, A., & Shoham. (2008). Entrepreneurial orientation and international entrepreneurial business venture startup. *International Journal of Entrepreneurial Behavior & Research*, 14(2), 102 117.
- Krueger, N. F., & Carsrud, A. L. (1993). Entrepreneurial intentions: Applying the theory of planned behavior. Entrepreneurship and Regional Development, *5*(4), 315-30.
- Krueger, N. F., Reilly, J. M. D., & Carsrud, A. L. (2000). Competing measures of entrepreneurial intentions. *Journal of Business Venturing*, 15(5-6), 411-32.
- Krueger, N. F., & Dickson, P. R. (1994). How believing in ourselves influences risk taking: Self-efficacy and opportunity recognition. *Decision Sciences*, 25(3), 385-400.
- Krueger, N. F. (2000). The cognitive infrastructure of opportunity emergence. Entrepreneurship Theory and Practice, *24*(3), 5–23.
- Kumar, R. (1996). Research Methodology: Quantitative Research, London: SAGE Publications.
- Kuratko, D., & Hodgetts, R. (2004). Innovation and the entrepreneur: Entrepreneurship.138-150.
- Kuratko, D. F. (2004). Entrepreneurship education in the 21st century: From legitimization to leadership. Paper presented at the USASBE National Conference.
- Lackeus, M., E. & Middleton, K. W. (2015). Venture creation programs: Bridging entrepreneurship education and technology transfer. *Education* + *Training*, *57*(1), 48 –73.

- Lancaster, G. A., Dodd, S., & Williamson, P. R. (2004). Design and analysis of pilot studies:

  Recommendations for good practice. *Journal of Evaluation in Clinical Practice*, 10(2),
  307-3 12.
- Lopez, A. M. S. (2012). *The venture creation process: From entrepreneurial potential to the firm birth.* International Doctorate in Entrepreneurship and Management, Unpublished thesis, Universidad Autonoma de Barcelona.
- Lumpkin, G. T. & Dess, G. G. (1996). Clarifying the entrepreneurial orientation construct and linking it to performance. *Academy of Management Review 21*(1), 135-172.
- Malhotra, A., & Majchrzak, A. (2004). Enabling knowledge creation in far-flung teams: Best practices for it support and knowledge sharing. *Journal of Knowledge Management*, 8(4), 75-88.
- McMullen, J. Shepherd, D. A. (2006). Entrepreneurial action and the role of uncertainty in the theory of the entrepreneur. *A Journal of Management Review*, *31*(1), 132-152.
- Miller, D. (1983). The correlates of entrepreneurship in three types of firms. *Management Science*, 29(7), 770-791.
- Ministry of Higher Education 2011. Retrieve, 15, march, 2015, from www.mohe.gov.my
- Monette, D. R., Sullivan, T. J., & DeJong, C. R. (2002). *Applied Social Research*. Orlando, FLA: Harcourt Press.
- Nandamuri, P. P., Gajulapally, R. K., & Gowthami, C. (2012). A strategic analysis of entrepreneurial orientation of management graduates. *The IUP Journal of Business Strategy*, 9(4), 01-23.
- Ndirangu., & Bosire, (2004). Student entrepreneurship on campus: A survival response or a career rehearsal? The case of Edgerton university student entrepreneurs. 20(1), 56-66.
- Neergaard, H., & Krueger, N. (2005). Still playing the game? Entrepreneurship Northwest Working Paper.
- Noel, J. F. K., & Shoham, L. A. (2008). Entrepreneurial orientation and international entrepreneurial business venture startup, *International Journal of Entrepreneurial*

- Behavior & Research, 14(2), 102 117.
- Nyawali, D. R., & Fogel, D. S. (1994). Environments for entrepreneurship development: Key dimensions and research implications. *Entrepreneurship Theory and Practice*, 18(4), 43-62.
- Pallant, J. (2013). SPSS Survival Manual. Australia: Allen & Unwin.
- Pustrui, D., & Fahed-Sreih, J. (2010). Islam, entrepreneurship and business values in the Middle East. *International Journal of Entrepreneurship and Innovation Management*, 12(1), 107-118.
- Quanlin, H. (2011). The major difficulties and countermeasures of current university graduates' entrepreneurship in China. *Journal of Chinese Entrepreneurship*, *3*(3), 228-239.
- Rahmah. (2011). Employer perceptions on graduates in Malaysian services sector. *Medwell Journals*, 5(3), 184-193.
- Rauch, A., Wiklund, J., Lumpkin, G. T., & Frese, M. (2009). Entrepreneurial orientation and business performance: an assessment of past research and suggestions for the future. *Entrepreneurship Theory and Practice*, *33*(3), 761-87.
- Renko, M., Shrader, R. C., & Simon, M. (2012). Perception of entrepreneurial opportunity: A general framework. *Management Decision*, 50(7), 1233 1251.
- Romme, V. E., Gilsing, A. G. L., & Reymen, V. A. (2008). Creating university spin-offs: A science-based design perspective. *Journal of Product Innovation Management*, 25(2) 114-128.
- Sadiq, M. A. (2014). Transformational Leadership, Knowledge Management, Entrepreneurial Orientation and Organizational Excellence in the Higher Education Institutions in Nigeria. Ph.D. unpublished theses, University Utara Malaysia.
- Samuel, B. & Owusu-Mintah. (2014). Entrepreneurship education and job creation for tourism graduates in Ghana. *Education* + *Training*, 56(8/9), 826 838.
- Samuel, Y. A., Ernest, K., & Awuah, J. B. (2013). An Assessment of Entrepreneurship Intention Among Sunyani Polytechnic Marketing Students. *International Review of Management and Marketing*, *3*, 37-49.

- Sanchez, J. C. (2011). University training for entrepreneurial competencies: Its impact on intention of venture creation.
- Sandra, S. (2011). Entrepreneurial Orientation and Company Performance: Can the Academic Literature Guide Managers?. *Technology Innovation Management Review*. 20-25.
- Santos, P., A. Guedes, A., & Fonseca, M. (2012). The role of teaching institutions to prepare and promote Social Entrepreneurs. *ACRN Journal of Entrepreneurship Perspectives 1*(1), 161 167.
- Saunders, M., Lewis, P., & Thornhill, A. (2007). *Research methods for business students* (4th ed.), London: Prentice Hall.
- Sekaran, U. (2003). *Research methods for business: A skill building approach* (4td ed.). New York: John Willey and Sons.
- Sekaran, U., & Bougie, R. (2013). Research Methods for Business: A Skill Building Approach.

  New York: John Wiley & Sons, Inc.
- Sekaran, U., & Bougie, R. (2010). Research methods for business: A skill building approaches (5th ed.). West Sussex, UK: Wiley.
- Shah, A. H., Kavousy, E., Rezghi, H. S., & Ardahaey, F. T. (2011). Appointing the Level of Individual Entrepreneurship of Islamic Azad University Students. *Asian Social Science* 7(1), 106-114.
- Shane, S., & Venkataraman, S. (2000). The promise of entrepreneurship as a field of research.

  Academy of Management Review, 25(1), 217-260.
- Shane, S. (2003). A General Theory of Entrepreneurship: The Individual-Opportunity Nexus.

  Cheltenham, UK: Edward Elgar.
- Shapero, A., & Sokol, L. (1982). *Social dimensions of entrepreneurship*. The Encyclopedia of entrepreneurship. Englewood Cliffs: Prentice Hall, 72-90.
- Shapero, A. (1982). *Social Dimensions of Entrepreneurship*. The Encyclopedia of Entrepreneurship. Englewood Cliffs, NJ: Prentice-Hall, 72-89.
- Shaver, K. G., Gartner, W. B., Crosby, E., Bakalarova, K., & Gatewood, E. J. (2001).

- Attributions about entrepreneurship: A framework and process for analyzing reasons for starting a business. *Entrepreneurship Theory and Practice*, 26(2), 5-32.
- Shinnar, R. S., Oliver, G., Frank, J. (2012). Entrepreneurial Perceptions and Intentions: The Role of Gender and Culture. *Entrepreneurship Theory and Practice*, 465-493.
- Sindambiwe, P., & Mbabazi, D. (2014). Triad problematic of youth entrepreneurship: Voices from University Students. *International Journal of Multidisciplinary Approach and Studies*, 1(6), 462-476.
- Shook, C. L., Priem, R. L., & McGeek, J. E. (2003). Venture Creation and the Enterprising individual: A Review and Synthesis. *Journal of Management*, 29(3), 379–399.
- Solomon, G. (2007). An examination of entrepreneurship education in the United States. *Journal of Small Business and Enterprise Development*, 14, 168-182.
- Sproull, N. D. (1995). *Handbook of research methods: A guide for practitioners and students in the social sciences* (2nd. Ed.). New Jersey: The Scarecrow Press.
- Statista, (2015). Unemployment rate in selected world regions in 2014 and 2015. Retrieved April 12, 2015, from:

  <a href="http://www.statista.com/statistics/269640/youth-unemployment-rate-in-selected-world-regions/">http://www.statista.com/statistics/269640/youth-unemployment-rate-in-selected-world-regions/</a>
- Teixeira, A. A. C., & Davey, T. (2008). Attitudes of Higher Education students to new venture creation: A preliminary approach to the Portuguese case. Mimeo, Faculdade de Economia, Universidade do Porto.
- Thompson, A. (2003). *Overview of a Business Plan, Perth*: Business Entrepreneur. Murdoch Business School.
- Thompson, J. L., (1999). The world of the entrepreneur a new perspective. *Journal of Workplace Learning*, 11(6), 209 224.
- Trading Economics Report 2014. Department of Statistics Malaysia. Retrieved March 18, 2015, http://www.tradingeconomics.com/malaysia/unemployment-rate
- Venkatraman, N. (1989). The Concept of Fit in Strategy Research: Toward Verbal and Statistical

- Correspondence. The Academy of Management Review, 14(3), 423-444.
- Verheul, I., Uhlaner, L., & A. R. Thurik, A. R. (2002). Entrepreneurial activity, self-perception and gender. *Erasmus Research Institute of Management (ERIM) 03*, 1-30.
- Wenkers, S., & Thurik, A. K. (1999). Linking entrepreneurship and economic growth. *Small Business Economics*, 13(1), 27-55.
- Wiseman, R. W., & Skilton, P. F. (1999). Divisions and differences: Exploring publication preferences and productivity across management subfields. *Journal of Management Inquiry*, 8(3), 299-320.

