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**ENTREPRENEURSHIP EDUCATION AND ENTREPRENEURIAL CAREER  
OPTION: THE ROLE OF ENTREPRENEURIAL SELF-EFFICACY, PERCEIVED  
DESIRABILITY AND SUPPORTIVE ENVIRONMENT**

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**UUM**  
Universiti Utara Malaysia

**DOCTOR OF PHILOSOPHY  
UNIVERSITI UTARA MALAYSIA  
2017**

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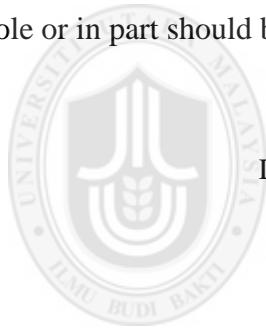
**YAKUBU ABDULLAHI YARIMA**

**Thesis Submitted to  
School of Business Management  
Universiti Utara Malaysia  
in Fulfillment of the Requirement for the Degree of Doctor of Philosophy**

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## Abstrak

Kajian ini direka bentuk untuk meninjau peranan perantara keberkesanan keusahawanan sendiri (ESE) *perceived desirability* (PDE) serta peranan penyederhana persekitaran sokongan (SEN) dalam hubungan antara pengetahuan keusahawanan (EEK), kemahiran keusahawanan (EES), dan pilihan kerjaya keusahawanan (ECO) dalam kalangan pelajar universiti di Nigeria. Data dikumpul daripada pelajar tahun akhir di enam buah universiti di utara Nigeria bagi sesi akademik semasa 2015/2016 dengan menggunakan borang soal selidik berstruktur. Data dianalisis dengan menggunakan persamaan struktur model Smart-PLS (2.0). Data diperolehi daripada sampel 395 orang responden dan digunakan untuk menguji hipotesis. Keputusan mendapati terdapat hubungan positif yang signifikan antara EEK dan pilihan kerjaya keusahawanan pelajar. Walau bagaimanapun, kajian mendapati tiada hubungan yang signifikan antara EES dan pilihan kerjaya keusahawanan pelajar. Selain itu, kajian ini menunjukkan bahawa ESE dan PDE mengantara secara signifikan hubungan antara EEK, EES, dan pilihan kerjaya keusahawanan pelajar. Tambahan pula, kajian menunjukkan bahawa persekitaran sokongan menyederhana secara signifikan hubungan antara EEK dan pilihan kerjaya keusahawanan pelajar. Namun, kajian menunjukkan bahawa persekitaran sokongan tidak mempunyai kesan penyederhana yang signifikan terhadap hubungan antara EES, ESE, PDE, dan ECO. Keputusan kajian ini memberi gambaran penting kepada institusi akademik, pendidik, pembuat dasar dan pihak berkepentingan lain untuk memahami lagi pengaruh EEK, EES, ESE, dan PDE terhadap pilihan kerjaya keusahawanan pelajar. Kajian itu mengesyorkan supaya pembuat dasar mewujudkan persekitaran sokongan yang kondusif bagi menggalakkan pilihan kerjaya keusahawanan pelajar. Akhir sekali, batasan kajian dan cadangan kajian lanjutan juga dibincangkan.

**Kata kunci:** Pilihan kerjaya keusahawanan, pendidikan keusahawanan, keberkesanan keusahawanan sendiri, keinginan tertanggap, persekitaran sokongan.

## Abstract

The study was designed to explore the mediating role of entrepreneurial self-efficacy (ESE) and perceived desirability (PDE), and the moderating role of supportive environment (SEN) on the relationship between entrepreneurial knowledge (EEK), entrepreneurial skills (EES) and entrepreneurial career options (ECO) among university students in Nigeria. Using structured survey questionnaires, the data of the study were collected from final year students across six universities in Northern Nigeria during the 2015/2016 academic session. The study used the structural equation modelling Smart-PLS (2.0) to analyze the data obtained from a sample of 395 respondents, and to test the hypotheses. The results established a significant positive association between EEK and the students' entrepreneurial career options. However, the study found no significant association between EES and the students' entrepreneurial career options. In addition, the study established that ESE and PDE significantly mediate the association between EEK, EES and the students' entrepreneurial career options. Furthermore, the study established that supportive environment significantly moderates the association between EEK and the students' entrepreneurial career options. On the contrary, the study established that supportive environment does not have a significant moderating effect on the association between EES, ESE, PDE and ECO. The results of the study provide important insights to academic institutions, educators, policy-makers and other stakeholders to further comprehend the influences of EEK, EES, ESE, PDE on students' entrepreneurial career options. The study recommended, among others, that policy-makers should create an enabling supportive environment that encourages students' entrepreneurial career options. Finally, limitations of the study and suggestions for future research were discussed.

**Keywords:** Entrepreneurial career option, entrepreneurship education, entrepreneurial self-efficacy, perceived desirable, supportive environment.

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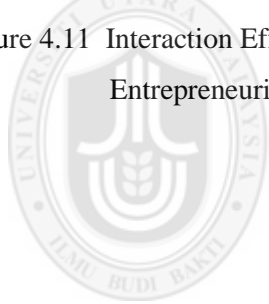
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## List of Abbreviations

BoI	Bank of Industry
ECO	Entrepreneurial Career Option
EDC	Entrepreneurial Development Centre
EE	Entrepreneurship Education
EEK	Entrepreneurial Knowledge
EES	Entrepreneurial Skills
ESE	Entrepreneurial Self-efficacy
FCT	Federal Capital Territory
GEF	Graduate Entrepreneurship Fund
GEM	Global Entrepreneurship Monitor
GoF	Goodness of Fit
HCT	Human Capital Theory
HEIs	Higher Educational Institutions
ILO	International Labour Organisation
JAMB	Joint Admission & Matriculation Board
M	Mean
NBS	National Bureau of Statistics
NDE	National Directorate of Employment
NIDB	Nigeria Industrial Development bank
NOAs	National Open Apprenticeship Schemes
NUC	National Universities Commission
NYSC	National Youth Service Corp
OECD	Organisation for Economic Cooperation Development
PDE	Perceived desirability
PLS	Partial Least square
R <sup>2</sup>	R-squared
SAED	Skills Acquisition & Entrepreneurship Development
SAS	Statistical Analysis System
SCCT	Social Cognitive Career Theory
SCT	Social Cognitive Theory
SD	Standard Deviation
SEM	Structural Equation Modelling
SEN	Supportive Environment
SMEDAN	Small & Medium Enterprises Development Agency of Nigeria
SMEs	Small & Medium Enterprises
SPSS	Statistical Package for the Social Sciences
TEA	Total early-stage Entrepreneurial Activity
TPB	Theory of Planned Behaviour
UK	United Kingdom
USA	United States of America
VAF	Variance Accounted For
VIF	Variance Inflated Factor

# CHAPTER ONE

## INTRODUCTION

### 1.1 Background of the Study

The concept of entrepreneurship education (EE) has recently become a major focus for educational systems all over the world (Akpomi, 2008). Acclaimed literatures indicate creation of new ventures and growing businesses are fundamental solution to unemployment and the quickest way to fast-track the economy and reduce poverty (Ndedi, 2012). Obviously, EE has succeeded in many developed countries and it has been adopted and applied in the educational institutions of many developing nations (Uduak & Aniefiok, 2011). Moreover, the importance of EE in the promotion of entrepreneurial career has been extensively recognized (Orford, Herrington, & Wood, 2009). In this regard, the educational system plays an important role in developing entrepreneurial skills, competencies and attitudes in several ways which in turn stimulates future entrepreneurial career choice. Similarly, EE is considered as the most effective means of embedding an entrepreneurial culture in Higher Educational Institutions (HEIs) by fostering students' entrepreneurial mind-set and increasing the supply of future graduate entrepreneurs (Ellen, 2010; Jones, Miller, Jones, Packham, Pickenell & Zbierowski, 2011).

Additionally, Entrepreneurial Career Option (ECO) which turns into entrepreneurial activities support nations in developing their economies by increasing the levels of employment especially those countries that have previously suffered from high

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**Appendix A:**  
**Research Questionnaire**



Dear respondent,

Academic Research Questionnaire

I am a PhD candidate undergoing full time study at Universiti Utara Malaysia. As part of the requirements of the program, I am currently undertaking a survey research title: **Entrepreneurship Education and Entrepreneurial Career Option: The role of Entrepreneurial Self-efficacy, Perceived Desirability and Supportive Environment**. In this regard you have been duly selected as a member of the sample for the study.

You are kindly requested to spare your time and complete this questionnaire form. All the responses will be treated confidential and use for academic purpose only.

Thank you for your time and cooperation.

Yours sincerely,

Yakubu Abdullahi Yarima  
PhD (Entrepreneurship) Candidate  
School of Business Management  
Universiti Utara Malaysia  
06010 Sintok, Kedah Malaysia  
Tel. +601126793364, +2348066948454  
E-mail: yakubuyerima318@yahoo.com

**SECTION A: Entrepreneurial career option (ECO)**

**In this section, the researcher is interested for your personal opinion for preference of entrepreneurial career or otherwise. Please read the following statements and circle the most accurate option that reflects your personal opinion.**

	1 Strongly Disagreed	2 Disagreed	3 Undecided	4 Agreed	5 Strongly agreed			
1.	I prefer entrepreneurial career to increase my personal income.			1	2	3	4	5
2.	I prefer entrepreneurial career to increase my opportunity.			1	2	3	4	5
3.	I prefer entrepreneurial career to acquire personal wealth.			1	2	3	4	5
4.	I prefer entrepreneurial career to be my own boss.			1	2	3	4	5
5.	I prefer entrepreneurial career to become self-employed.			1	2	3	4	5
6.	I prefer entrepreneurial career to control my own destiny.			1	2	3	4	5
7.	I prefer entrepreneurial career to acquire personal security.			1	2	3	4	5
8.	I prefer entrepreneurial career to enjoy my personal excitement.			1	2	3	4	5
9.	I prefer entrepreneurial career to meet business challenges.			1	2	3	4	5
10.	I prefer entrepreneurial career to prove I can do it.			1	2	3	4	5
11.	I prefer entrepreneurial career to recognize business opportunities.			1	2	3	4	5
12.	I prefer entrepreneurial career to exploit business opportunities.			1	2	3	4	5
13.	I prefer entrepreneurial career to develop new ideas.			1	2	3	4	5
14.	I prefer entrepreneurial career to develop new innovations and initiatives.			1	2	3	4	5

## SECTION B1: Entrepreneurial knowledge

**In this section, the researcher is interested for your personal opinion on the acquired entrepreneurial knowledge in the course of your study. Please read the following statements and circle the most accurate option that reflects your personal opinion.**

	1 Strongly Disagreed	2 Disagreed	3 Undecided	4 Agreed	5 Strongly agreed
1. I understand better the attitudes of entrepreneurs.				1	2 3 4 5
2. I understand better the entrepreneurial values.				1	2 3 4 5
3. I understand better the motivation of entrepreneurs.				1	2 3 4 5
4. I understand better the steps that one has to take to establishing a new business.				1	2 3 4 5
5. I know everything that is needed to start a new business.				1	2 3 4 5
6. I learn the practical managerial skills for establishing a new business.				1	2 3 4 5
7. I understand better the networking skills for establishing a new business.				1	2 3 4 5
8. I learn the skills to recognize new business ideas.				1	2 3 4 5

## SECTION B2: Entrepreneurial Skills

**In this section, the researcher is interested for your personal opinion on the acquired entrepreneurial skills in the course of your study. Please read the following statements and circle the most accurate option that reflects your personal opinion.**

	1 Strongly Disagreed	2 Disagreed	3 Undecided	4 Agreed	5 Strongly agreed
1. I can easily recognize business opportunities around.				1	2 3 4 5
2. I have the creativity to establish my own business.				1	2 3 4 5
3. I have the problem solving skills to manage my own business.				1	2 3 4 5
4. I have the leadership skills to manage my own business.				1	2 3 4 5
5. I have the communication skills to manage my own business.				1	2 3 4 5
6. I can easily develop new products and services.				1	2 3 4 5
7. I have the networking skills to establish my business.				1	2 3 4 5
8. I have the professional contacts to establish my business.				1	2 3 4 5

**SECTION C: Entrepreneurial Self-efficacy (ESE)**

**In this section, the researcher is interested for your personal judgement on your ability to undertake entrepreneurship as a career option. Please read the following statements and circle the most accurate option that reflects your personal opinion.**

	1 Strongly Disagreed	2 Disagreed	3 Undecided	4 Agreed	5 Strongly agreed
1. I believe I could successfully start my own business.				1	2 3 4 5
2. I believe I can create products or services that fulfil customers' unmet needs.				1	2 3 4 5
3. I believe I can think creatively in business.				1	2 3 4 5
4. I believe I can achieve goals and objectives related to a new business venture.				1	2 3 4 5
5. I believe I can build a management team to develop a business.				1	2 3 4 5
6. I believe I can work productively under continuous stress and pressure from work.				1	2 3 4 5
7. I believe I can tolerate unexpected changes in business conditions.				1	2 3 4 5
8. I can discover new ways to improve existing products.				1	2 3 4 5
9. I can develop a working environment that encourages people to try out something new.				1	2 3 4 5

#### SECTION D: Perceived Desirability (PDE)

In this section, the researcher is interested for your personal opinion on attractiveness for entrepreneurship as a career option. Please read the following statements and circle the most accurate option that reflects your personal opinion.

	1 Strongly Disagreed	2 Disagreed	3 Undecided	4 Agreed	5 Strongly agreed
1. A career as an entrepreneur is absolutely attractive to me.	1	2	3	4	5
2. I have no any doubts about ever starting my own business.				1	2 3 4 5
3. I have very high feelings of ever starting a business.				1	2 3 4 5
4. I am ready to do anything to be an entrepreneur.				1	2 3 4 5
5. I will make every effort to start and run my own business.				1	2 3 4 5
6. Being an entrepreneur would give me great satisfaction.				1	2 3 4 5
7. My professional goal is to be an entrepreneur.				1	2 3 4 5

## SECTION E: Supportive Environment (SEN)

**In this section, the researcher is interested for your personal opinion on the perceived supportive environment for entrepreneurial career. Please read the following statements and circle the most accurate option that reflects your personal opinion.**

	1 Strongly Disagreed	2 Disagreed	3 Undecided	4 Agreed	5 Strongly agreed			
1.	Entrepreneurship education in university encourages me to develop creative ideas for being an entrepreneur.			1	2	3	4	5
2.	My university provides the necessary knowledge about entrepreneurial career option.			1	2	3	4	5
3.	My university provides the necessary support on entrepreneurial career option.			1	2	3	4	5
4.	My university develops my entrepreneurial skills and abilities.			1	2	3	4	5
5.	In Nigeria, entrepreneurs are encouraged by private organizations.			1	2	3	4	5
6.	In Nigeria, entrepreneurs are encouraged by public organizations.			1	2	3	4	5
7.	In Nigeria, entrepreneurs are encouraged by non-governmental organizations.			1	2	3	4	5
8.	Nigerian economy provides many opportunities for entrepreneurs.			1	2	3	4	5
9.	Taking loans from banks is quite easier for graduate entrepreneurs in Nigeria.			1	2	3	4	5
10.	State laws (rules and regulations) are favorable for running a business in Nigeria.			1	2	3	4	5

## SECTION F: Demographic Characteristics

Using the following statements select the most appropriate option that specifies your demographic information.

### 1. Age

- i) 18 - 29 [ ]
- ii) 30 – 39 [ ]
- iii) 40 – 49 [ ]
- iv) 50 – 59 [ ]
- v) 60 and above [ ]

### 2. Gender

- i) Male [ ]
- ii) Female [ ]

### 3. Area of study

- i) Business [ ]
- ii) Agriculture [ ]
- iii) Engineering [ ]
- iv) Technology [ ]

### 4. Parent's self-employed

- i) Yes [ ]
- ii) No [ ]





5. Closed relative self-employed

i) Yes [ ]

ii) No [ ]

6. Occupational experience

i) Self-employed [ ]

ii) Civil servant [ ]

iii) Working for others [ ]

iv) Apprenticeship [ ]

v) Unemployed [ ]



**UUM**  
Universiti Utara Malaysia

## Appendix B: Letter of Recommendation for Data Collection



OTHMAN YEOP ABDULLAH  
GRADUATE SCHOOL OF BUSINESS  
Universiti Utara Malaysia  
06010 UUM SINTOK  
KEDAH DARUL AMAN  
MALAYSIA



Tel: 604-928 7101/7113/7130  
Faks (Fax): 604-928 7160  
Laman Web (Web): [www.oyagab.uum.edu.my](http://www.oyagab.uum.edu.my)

KEDAH AMAN MAKMUR • BERSAMA MEMACU TRANSFORMASI

UUM/OYAGSB/R-4/4/1  
06 April 2016

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

### LETTER OF RECOMMENDATION FOR DATA COLLECTION AND RESEARCH WORK

This is to certify that **Yakubu Abdulahi Yarima (Matric No: 95845)** is a student of Othman Yeop Abdullah Graduate School of Business, Universiti Utara Malaysia pursuing his Doctor of Philosophy (PhD). He is conducting a research entitled "*Entrepreneurship Education and Entrepreneurial Career Option : The Role of Entrepreneurial Self-efficacy, Perceived Desirability and Supportive Environment*" under the supervision of Dr. Norashidah Binti Hashim.

In this regard, we hope that you could kindly provide assistance and cooperation for him to successfully complete the research. All the information gathered will be strictly used for academic purposes only.

Your cooperation and assistance is very much appreciated.

Thank you.

"KNOWLEDGE, VIRTUE, SERVICE"

Yours faithfully,

**ROZITA BINTI RAMLI**  
Assistant Registrar  
for Dean

Othman Yeop Abdullah Graduate School of Business

c.c : Supervisor  
Student's File (95845)

Universiti Pengurusan Terkemuka  
The Eminent Management University



**Appendix C:  
Acknowledgement Letter for Data Collection (i)**

	<h1 style="margin: 0;">AHMADU BELLO UNIVERSITY, ZARIA</h1> <h2 style="margin: 0;">Department of Business Administration</h2>	
<b>VICE-CHANCELLOR:</b> <b>Professor Ibrahim Garba</b> B.Sc (Hons) Geology, M.Sc (Mineral Exploration) A.B.U, Ph.D Geology (London) D.I.C, FNMG5	<b>ADDRESS:</b> P.M.B. 1013, Zaria, Nigeria e-mail: bizadmin@abu.edu.ng Tel: 07064271216, 08098080584	<b>HEAD OF DEPARTMENT:</b> <b>Professor Bello Sabo</b> B.Sc. Hons. (ABU), MBA (UOU), Ph.D (ABU); FCAI; CMA, MNIM, mnigm; E-mail: sabobello@abu.edu.ng
DBA/ORG/13		5 <sup>th</sup> May, 2016.
<p>The Assistant Registrar, Othman Yeop Abdullah, Graduate School of Business, Universiti Utara Malaysia</p> <p>Dear Sir,</p> <p><b><u>RE: LETTER OF RECOMMENDATION FOR DATA COLLECTION AND RESEARCH WORK</u></b></p> <p>This is to certify that Yakubu Abdullahi Yarima with (Matric No: 95845) who is conducting his Ph.D research on "<i>Entrepreneurship Education and Entrepreneurial Career Option: The Role of Entrepreneurial Self-efficacy, Perceived Desirability and Supportive Environment</i>" visited this Department on 6<sup>th</sup> April, 2016.</p> <p>The Department is willing to give the necessary assistance and cooperation.</p> <p>Thank you.</p> <p>Yours faithfully,</p> <p> <b>Dr. Bello Sabo</b> Head, Department of Business Administration.</p>		

**Appendix D:  
Acknowledgement Letter for Data Collection (ii)**



**DEPARTMENT OF CROP PROTECTION  
FACULTY OF AGRICULTURE**

**BAYERO UNIVERSITY, KANO.**

P.M.B. 3011, Kano  
Tel: +234 81 3920 00 99  
e-mail: vc@buk.edu.ng  
website: www.buk.edu.ng

Vice Chancellor: Prof. Muhammad Yahuza Bello, B.Sc. M.Sc. (BUK); Ph.D. (Arkansas)  
Head of Department: Hassan Sule, B.Sc. (Unimaid); M.Sc. (ATBU) Ph.D. (UPM)

E-mail: hod.cpp@buk.edu.ng

05/05/2016

Dean,  
Othman Yeop Abdullah Graduate School of Business,  
Universiti Utara Malaysia,  
06010 U U M Sintak,  
Kedah Darul Aman  
Malaysia.

**RE- LETTER OF RECOMMENDATION FOR DATA COLLECTION AND  
RESEARCH WORK**

With reference to your letter dated 06 April 2016, I write to certify that **Yakubu Abdullahi Yarima (Matric No: 95845)** has administered thirty (30) academic research questionnaires with title: **Entrepreneurship Education and Entrepreneurial Career Option: The role of Entrepreneurial Self-efficacy, Perceived Desirability and Supportive Environment**, to our final year students (Faculty of Agriculture, Bayero University Kano, Nigeria).

In this regard, we hope the opinion of the students will help greatly in achieving the desire goal of this research work.


Thank You.

Yours Faithfully,

Dr. Hassan Sule

**HEAD  
DEPT. OF CROP PROTECTION  
BAYERO UNIVERSITY, KANO**

**Appendix E:  
Acknowledgement Letter for Data Collection (iii)**

	<b>DEPARTMENT OF SCIENCE AND TECHNOLOGY EDUCATION</b> Faculty of Education, BAYERO UNIVERSITY, KANO
VICE-CHANCELLOR: <i>Professor Muhammad, Yahya Bello, Ph.D. (Arkansas), M.Sc, B.Sc. (BUK)</i>	
Head: <i>Dr. Garba Shu'aba, NCE, B.Sc. Ed. (Math, BUK), Med (BUK) Ph.D. (BUK)</i>	
PMB 3011, Kano, NIGERIA Secretary: ☎-2340901	

May 12<sup>th</sup>, 2016.

The Dean,  
Othman Yeop Abdullah,  
Graduate School of Business,  
Universiti Utara Malaysia,  
06010 UUM Sintok,  
Kedah Darulaman,  
Malaysia.

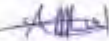
Dear Sir,

**Re: Letter of Recommendation for Data Collection and Research Work**

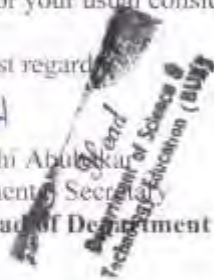
Reference to your letter UUM/OYAGSB/R-4/4/1 dated 06/04/2016. I wish to write and notify you that the bearer **Yakubu Abdullahi Yarima (Matric No. 95845)** has been allowed to administered his research work questionnaire titled: **Entrepreneurship Education and Entrepreneurial career Option: The Role of Entrepreneurial Self-efficacy, Perceived Desirability and Supportive Environment"** containing 62 items to our level 400 final year students as requested.

Thank for your usual consideration and cooperation.

Your best regard



Abdullahi Abulokar  
Department Secretary  
For: Head of Department



**Appendix F:  
Acknowledgement Letter for Data Collection (iv)**



**BAYERO UNIVERSITY, KANO, NIGERIA**  
DEPARTMENT OF BUSINESS ADMINISTRATION AND  
ENTREPRENEURSHIP  
FACULTY OF SOCIAL AND MANAGEMENT SCIENCES  
P.M.B. 3011 KANO, NIGERIA

VICE-CHANCELLOR:

*Prof. Yuluzi Muhammad Ballo B.Sc., M.Sc.(J.U.K) Ph. D (Orkness)*

REGISTRAR:

*Hajiyu Fatima Riwa Mohammed B.A (E.D), MPPA (BLK) MNF*

HEAD OF DEPARTMENT:

*Dr. Isah Mudi Malumfashi B.Sc.(BUK) MBA, M.Sc. (ABU) M.Sc., Ph. D (BUK)*

31<sup>st</sup> May, 2016.

Othman Yeop Abdullahi  
Graduate School of Business  
Universiti Utara Malaysia  
0610 UUM Sintok  
Kedah Darul Aman  
Malaysia

Dear Sir,

**ATTESTATION LETTER FOR DATA COLLECTION AND RESEARCH WORK**

I, Dr. Isah Mudi M/Fashi, HOD Business Admin & Entrepreneurship Bayero University Kano, Nigeria write to attest that Yakubu Abdullahi Yarima with matric No. 95845 was in this Department for Data Collection for five weeks (25<sup>th</sup> April- 18<sup>th</sup> May, 2016).

Thanking you.

Yours faithfully,

  
Dr. Isah Mudi Malumfashi

**Appendix G:  
Acknowledgement Letter for Data Collection (v)**

**FEDERAL UNIVERSITY OF TECHNOLOGY, MINNA, NIGERIA.**

SCHOOL OF SCIENCE AND TECHNOLOGY EDUCATION  
Department of Industrial and Technology Education

**Vice Chancellor:**  
PROF. MUSBAU A. AKANJI, B.Sc., M.Sc., Ph.D, FNSBMB  
**Head of Department:**  
DR. R. O. OKWORI, FRID, MRATT, MTRCN B. Ed (Tech), M.Sc (ABU),  
M Ed (ITE) UNN, Ph.D (ATSU)  
E-mail: rosetokwori@futminna.edu.ng or okworibert@yahoo.com



P.M.B. 65, Minna  
Telephone: 066-222304, 222397128  
Telegram: FUTECH Minna  
E-mail: Info@futminna.net

13<sup>th</sup> June, 2016

Your Ref: \_\_\_\_\_

Our Ref: \_\_\_\_\_

Date: \_\_\_\_\_

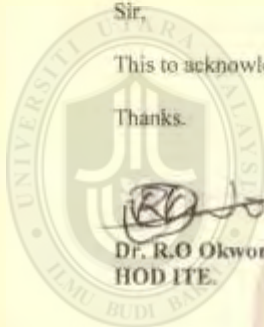
The Assistant Registrar,  
Graduate School of Business,  
Universiti Utara Malaysia,  
06010 UUM SINTOK  
KEDAH DARUL AMANA.

Sir,

This to acknowledge that 20 copies of the questionnaire were received and filed in the department.

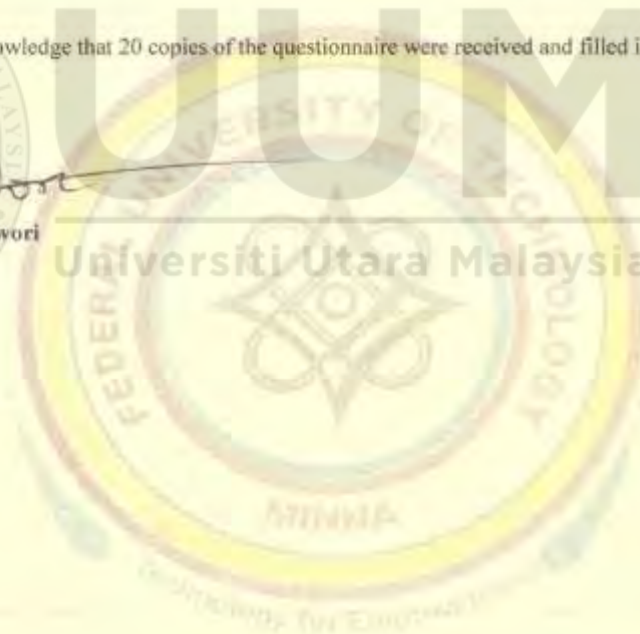
Thanks.

Dr. R.O Okwori  
HOD ITE.



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**Appendix H:  
Acknowledgement Letter for Data Collection (vi)**



**OTHMAN YEOP ABDULLAH  
GRADUATE SCHOOL OF BUSINESS**  
Universiti Utara Malaysia  
06010 UUM SINTOK  
KEDAH DARUL AMAN  
MALAYSIA



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**KEDAH AMAN MAKMUR • BERSAMA MEMACU TRANSFORMASI**

**UUM/OYAGSB/R-4/4/1**  
06 April 2016

**TO WHOM IT MAY CONCERN**

Dear Sir/Madam,

**LETTER OF RECOMMENDATION FOR DATA COLLECTION AND RESEARCH WORK**

This is to certify that **Yakubu Abdullahi Yarima (Matric No: 95845)** is a student of Othman Yeop Abdullah Graduate School of Business, Universiti Utara Malaysia pursuing his Doctor of Philosophy (PhD). He is conducting a research entitled **"Entrepreneurship Education and Entrepreneurial Career Option : The Role of Entrepreneurial Self-efficacy, Perceived Desirability and Supportive Environment"** under the supervision of Dr. Norashidah Binti Hashim.

In this regard, we hope that you could kindly provide assistance and cooperation for him to successfully complete the research. All the information gathered will be strictly used for academic purposes only.

Your cooperation and assistance is very much appreciated.

Thank you.

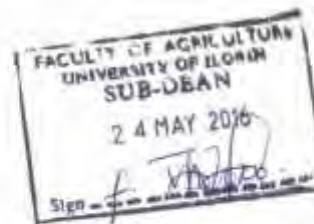
**"KNOWLEDGE, VIRTUE, SERVICE"**

Yours faithfully,

**ROZITA BINTI RAMLI**  
Assistant Registrar

for Dean

Othman Yeop Abdullah Graduate School of Business



C.C - Supervisor  
Student's File (95845)

Universiti Pengurusan Terkemuka  
*The Eminent Management University*





**Appendix I:  
Acknowledgement Letter for Data Collection (vii)**



**OTHMAN YEOP ABDULLAH  
GRADUATE SCHOOL OF BUSINESS**  
Universiti Utara Malaysia  
06010 UUM SINTOK  
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**KEDAH AMAN MAKMUR • BERSAMA MEMACU TRANSFORMASI**

UUM/OYAGSB/R-4/4/1  
06 April 2016

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**"KNOWLEDGE, VIRTUE, SERVICE"**

Yours faithfully,

  
**ROZITA BINI RAMLI**  
Assistant Registrar  
for Dean  
Othman Yeop Abdullah Graduate School of Business

c.c. - Supervisor  
Student's File (95845)



*Received by polytech for post. Dear*

Universiti Pengurusan Terkemuka  
The Eminent Management University



**Appendix J:**  
**Missing Values**

Missing Values

	N	
	Valid	Missing
ECO 01	357	2
ECO 02	359	0
ECO 03	359	0
ECO 04	359	0
ECO 05	358	1
ECO 06	358	1
ECO 07	359	0
ECO 08	357	2
ECO 09	359	0
ECO 10	359	0
ECO 11	359	0
ECO 12	357	2
ECO 13	358	1
ECO 14	359	0
EEK 01	358	1
EEK 02	359	0
EEK 03	358	2
EEK 04	359	0
EEK 05	359	0
EEK 06	359	0
EEK 07	359	0
EEK 08	359	0
EES 01	356	3
EES 02	359	0
EES 03	357	2
EES 04	359	0
EES 05	358	1
EES 06	358	1

EES 07	359	0
EES 08	359	0
ESE 01	359	0
ESE 02	359	0
ESE 03	358	1
ESE 04	358	1
ESE 05	359	0
ESE 06	359	0
ESE 07	359	1
ESE 08	359	0
ESE 09	359	0
PDE 01	358	1
PDE 02	359	0
PDE 03	357	2
PDE 04	358	1
PDE 05	359	0
PDE 06	359	0
PDE 07	358	1
SEN 01	359	0
SEN 02	359	0
SEN 03	358	1
SEN 04	359	0
SEN 05	359	0
SEN 06	358	1
SEN 07	359	0
SEN 08	359	0
SEN 09	359	0
SEN 10	357	2
AGE	359	0
GENDER	359	0
SUBJECT	359	0
PSE	359	0
RSE	359	0
OCC	359	0

**Appendix K:**  
**Replacement of Missing Values**

**Replaced Missing Values**

	Result Variable	N of Replaced Missing Values	Case Number of Non-Missing Values		N of Valid Cases	Creating Function
			First	Last		
1	ECO01	2	1	359	359	SMEAN(ECO01)
2	ECO05	1	1	359	359	SMEAN(ECO05)
3	ECO06	1	1	359	359	SMEAN(ECO06)
4	ECO08	2	1	359	359	SMEAN(ECO08)
5	ECO12	2	1	359	359	SMEAN(ECO12)
6	ECO13	1	1	359	359	SMEAN(ECO13)
7	EEK01	1	1	359	359	SMEAN(EEK01)
8	EEK03	2	1	359	359	SMEAN(EEK03)
9	EES01	3	1	359	359	SMEAN(EES01)
10	EES03	2	1	359	359	SMEAN(EES03)
11	EES05	1	1	359	359	SMEAN(EES05)
12	EES06	1	1	359	359	SMEAN(EES06)
13	ESE03	1	1	359	359	SMEAN(ESE03)
14	ESE04	1	1	359	359	SMEAN(ESE04)
15	ESE08	1	1	359	359	SMEAN(ESE08)
16	PDE01	1	1	359	359	SMEAN(PDE01)
17	PDE03	2	1	359	359	SMEAN(PDE03)
18	PDE04	1	1	359	359	SMEAN(PDE04)
19	PDE07	1	1	359	359	SMEAN(PDE08)
20	SEN03	1	1	359	359	SMEAN(SEN03)
21	SEN06	1	1	359	359	SMEAN(SEN06)
22	SEN10	2	1	359	359	SMEAN(SEN10)

**Appendix L:**  
**Descriptive Statistics of Variables**

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
ECO01	359	1	5	4.160	1.1519
ECO02	359	1	5	4.03	1.119
ECO03	359	1	5	4.00	1.094
ECO04	359	1	5	4.06	1.196
ECO05	359	1	5	4.30	.994
ECO06	359	1	5	3.57	1.23
ECO07	359	1	5	3.58	1.183
ECO08	359	1	5	3.79	1.057
ECO09	359	1	5	3.93	.977
ECO10	359	1	5	3.98	1.101
ECO11	359	1	5	4.16	.946
ECO12	359	1	5	4.09	1.047
ECO13	359	1	5	4.22	.945
ECO14	359	1	5	4.30	.977
EEK01	359	1	5	3.74	.884
EEK02	359	1	5	3.97	.835
EEK03	359	1	5	4.03	.864
EEK04	359	1	5	3.96	.950
EEK05	359	1	5	3.56	1.122
EEK06	359	1	5	3.72	1.014
EEK07	359	1	5	3.62	.968
EEK08	359	1	5	4.01	.907
EES01	359	1	5	3.93	.916
EES02	359	1	5	4.05	.893
EES03	359	1	5	3.51	1.081
EES04	359	1	5	4.00	.887

Descriptive statistics (cont.)

EES05	359	1	5	4.03	.932
EES06	359	1	5	3.72	1.007
EES07	359	1	5	3.60	1.001
EES08	359	1	5	3.49	1.103
ESE01	359	1	5	4.28	.901
ESE02	359	1	5	4.06	.881
ESE03	359	1	5	4.16	.854
ESE04	359	1	5	4.11	.855
ESE05	359	1	5	3.97	.864
ESE06	359	1	5	3.80	1.010
ESE07	359	1	5	3.92	.935
ESE08	359	1	5	4.13	.845
ESE09	359	1	5	4.09	.918
PDE01	359	1	5	4.31	.862
PDE02	359	1	5	4.13	.947
PDE03	359	1	5	4.14	.947
PDE04	359	1	5	3.79	1.105
PDE05	359	1	5	4.22	.895
PDE06	359	1	5	4.20	.901
PDE07	359	1	5	4.04	1.016
SEN01	359	1	5	4.15	1.070
SEN02	359	1	5	3.90	1.121
SEN03	359	1	5	3.51	1.150
SEN04	359	1	5	3.62	1.152
SEN05	359	1	5	3.53	1.108
SEN06	359	1	5	3.23	1.133
SEN07	359	1	5	3.69	1.058
SEN08	359	1	5	3.40	1.199
SEN09	359	1	5	2.72	1.303
SEN10	359	1	5	3.32	1.114
AGE	359	1	4	1.20	.479
GENDER	359	1	2	1.34	.474
SUBJECT	359	1	4	2.05	1.173
PSE	359	1	2	1.35	.478
RSE	359	1	3	1.30	.465
OCC	359	1	5	3.29	1.646

**Appendix M:  
Result of Pearson Correlation**

**Correlations**

		MEEK	MEES	MESE	MPDE
MEEK	Pearson Correlation	1	.556**	.436**	.327**
	Sig. (2-tailed)		.000	.000	.000
	N	359	359	359	359
MEES	Pearson Correlation	.556**	1	.574**	.334**
	Sig. (2-tailed)	.000		.000	.000
	N	359	359	359	359
MESE	Pearson Correlation	.436**	.574**	1	.431**
	Sig. (2-tailed)	.000	.000		.000
	N	359	359	359	359
MPDE	Pearson Correlation	.327**	.334**	.431**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	359	359	359	359

**Appendix N:**  
**Collinearity Statistics**

**Coefficients**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error				Beta	Zero - order	Partial	Part	Tolerance
1 (Constant)	1.464	.240		6.097	.000					
MEEK	.101	.052	.111	1.931	.054	.331	.102	.086	.598	1.673
MEES	.099	.055	.108	1.802	.072	.360	.095	.080	.553	1.809
MESE	.167	.063	.152	2.633	.009	.402	.139	.117	.597	1.676
MPDE	.320	.046	.349	6.949	.000	.479	.347	.310	.788	1.270



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## Appendix O: PLS-SEM Measurement Results

### Appendix O1: Cronbach's Alpha

	Cronbach's Alpha
ECO	0.843493
EEK	0.811874
EES	0.77923
ESE	0.843244
PDE	0.838735
SEN	0.782147

### Appendix O2: Composite Reliability

	Composite Reliability
ECO	0.882032
EEK	0.862147
EES	0.849555
ESE	0.881646
PDE	0.881743
SEN	0.849809

### Appendix O3: Average Variance Extracted (AVE)

	AVE
ECO	0.518107
EEK	0.51087
EES	0.531271
ESE	0.515932
PDE	0.554804
SEN	0.535103

#### Appendix O4: Latent Variable Correlations

	ECO	EEK	EES	ESE	PDE	SEN
ECO	1					
EEK	0.512508	1				
EES	0.447596	0.595487	1			
ESE	0.547863	0.556047	0.703065	1		
PDE	0.564408	0.463881	0.545124	0.646348	1	
SEN	0.293526	0.445261	0.305508	0.303253	0.384344	1

#### Appendix O5: Cross loading

	ECO	EEK	EES	ESE	PDE	SEN
ECO05	0.68893	0.292316	0.306718	0.367208	0.43749	0.170889
ECO09	0.633687	0.293235	0.253296	0.355722	0.403241	0.23176
ECO10	0.68574	0.353363	0.347764	0.384604	0.382883	0.19672
ECO11	0.7774	0.415713	0.345335	0.432817	0.423918	0.205787
ECO12	0.669725	0.291462	0.22824	0.310446	0.358388	0.163517
ECO13	0.795766	0.427997	0.336753	0.432254	0.420461	0.245516
ECO14	0.770844	0.471626	0.410254	0.454952	0.417494	0.253729
EEK03	0.49769	0.674888	0.43446	0.494553	0.35395	0.262033
EEK04	0.46857	0.773009	0.459808	0.460964	0.427602	0.342308
EEK05	0.307034	0.703948	0.437096	0.329535	0.281287	0.346571
EEK06	0.290027	0.704275	0.371487	0.327513	0.315763	0.302668
EEK07	0.268125	0.692456	0.420838	0.325381	0.246729	0.339494
EEK08	0.253212	0.735636	0.4139	0.369412	0.304387	0.336217
EES02	0.344422	0.435043	0.704495	0.540662	0.445872	0.194448
EES04	0.329377	0.384458	0.758409	0.549203	0.377798	0.236322
EES05	0.371057	0.475515	0.781834	0.507394	0.427207	0.245069
EES06	0.343307	0.469407	0.736028	0.53278	0.407703	0.228085
EES07	0.219777	0.403394	0.657157	0.414351	0.309255	0.210837
ESE01	0.410937	0.447068	0.539642	0.756756	0.505639	0.232805
ESE02	0.390694	0.381228	0.53101	0.732201	0.486109	0.195655
ESE03	0.392476	0.331462	0.49278	0.726116	0.460852	0.154975
ESE04	0.39897	0.39925	0.443726	0.698655	0.423153	0.263104
ESE05	0.406577	0.362002	0.47781	0.686856	0.437994	0.200803
ESE08	0.408752	0.464576	0.530133	0.746315	0.483023	0.246087
ESE09	0.345161	0.40186	0.513991	0.677205	0.447505	0.230157
PDE01	0.473197	0.364877	0.41104	0.4933	0.777165	0.235737

PDE02	0.401228	0.299216	0.428065	0.472085	0.728339	0.265931
PDE03	0.402754	0.35254	0.485608	0.523958	0.796116	0.252394
PDE05	0.377672	0.317407	0.414449	0.546158	0.755549	0.291671
PDE06	0.458889	0.383954	0.374726	0.49827	0.732709	0.320674
PDE07	0.402592	0.352357	0.31377	0.34448	0.672934	0.365079
SEN01	0.255775	0.303076	0.217145	0.280428	0.389311	0.778575
SEN02	0.249377	0.349146	0.24096	0.232365	0.356491	0.828151
SEN03	0.1167	0.311791	0.192786	0.169292	0.220593	0.689877
SEN04	0.22778	0.351259	0.25564	0.235636	0.229623	0.772483
SEN06	0.170901	0.329201	0.20501	0.155552	0.143838	0.55753

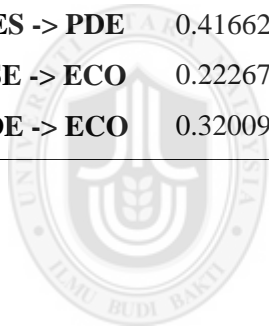


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**Appendix P:  
Path Coefficients**

**Path Coefficients (Mean, STDEV, T-Values)**

	<b>Original Sample (O)</b>	<b>Sample Mean (M)</b>	<b>Standard Deviation (STDEV)</b>	<b>Standard Error (STERR)</b>	<b>T Statistics (O/STERR)</b>
<b>EEK -&gt; ECO</b>	0.264649	0.264335	0.064685	0.064685	4.09135
<b>EEK -&gt; ESE</b>	0.212863	0.213822	0.048875	0.048875	4.355225
<b>EEK -&gt; ECO</b>	0.264649	0.264335	0.064685	0.064685	4.09135
<b>EEK -&gt; ESE</b>	0.212863	0.213822	0.048875	0.048875	4.355225
<b>EEK -&gt; PDE</b>	0.215784	0.216772	0.054296	0.054296	3.974227
<b>EES -&gt; ECO</b>	-0.04104	-0.04046	0.067981	0.067981	0.603767
<b>EES -&gt; ESE</b>	0.576307	0.576535	0.046173	0.046173	12.48151
<b>EES -&gt; PDE</b>	0.416628	0.416219	0.059088	0.059088	7.050994
<b>ESE -&gt; ECO</b>	0.222673	0.222922	0.079276	0.079276	2.80883
<b>PDE -&gt; ECO</b>	0.320094	0.322746	0.060293	0.060293	5.308985



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## Appendix Q:

### Result of skewness and kurtosis for indicators

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
						Statistic	Statistic		
ECO01	359	1	5	4.37	.944	-2.038	.129	4.324	.257
ECO02	359	1	5	4.24	.908	-1.684	.129	3.414	.257
ECO03	359	1	5	4.18	.943	-1.346	.129	1.680	.257
ECO04	359	1	5	4.24	1.011	-1.447	.129	1.490	.257
ECO05	359	2	5	4.52	.663	-1.363	.129	1.765	.257
ECO06	359	1	5	3.70	1.172	-.756	.129	-.250	.257
ECO07	359	1	5	3.71	1.080	-.761	.129	-.061	.257
ECO08	359	1	5	3.92	.948	-.967	.129	.823	.257
ECO09	359	1	5	4.08	.835	-1.015	.129	1.295	.257
ECO10	359	1	5	4.14	.963	-1.294	.129	1.480	.257
ECO11	359	2	5	4.34	.682	-.867	.129	.819	.257
ECO12	359	1	5	4.25	.835	-1.457	.129	2.942	.257
ECO13	359	2	5	4.38	.744	-1.188	.129	1.309	.257
ECO14	359	2	5	4.50	.668	-1.277	.129	1.514	.257
EEK01	359	1	5	3.85	.757	-.871	.129	1.731	.257
EEK02	359	2	5	4.09	.690	-.731	.129	1.227	.257
EEK03	359	2	5	4.16	.700	-.484	.129	-.002	.257
EEK04	359	1	5	4.11	.780	-.980	.129	1.708	.257
EEK05	359	1	5	3.71	1.057	-.463	.129	-.665	.257
EEK06	359	1	5	3.86	.892	-.862	.129	.601	.257
EEK07	359	1	5	3.71	.890	-.528	.129	-.169	.257
EEK08	359	2	5	4.13	.743	-.795	.129	.824	.257
EES01	359	1	5	4.04	.790	-1.413	.129	3.555	.257
EES02	359	2	5	4.19	.773	-.821	.129	.471	.257
EES03	359	1	5	3.58	1.048	-.585	.129	-.284	.257
EES04	359	2	5	4.10	.746	-.738	.129	.674	.257
EES05	359	1	5	4.16	.741	-.931	.129	1.477	.257
EES06	359	1	5	3.87	.858	-.635	.129	.333	.257
EES07	359	1	5	3.70	.926	-.519	.129	-.071	.257
EES08	359	1	5	3.58	1.038	-.515	.129	-.439	.257
ESE01	359	2	5	4.42	.667	-.888	.129	.375	.257
ESE02	359	2	5	4.21	.717	-.658	.129	.277	.257

ESE03	359	2	5	4.31	.669	-.787	.129	.878	.257
ESE04	359	2	5	4.26	.653	-.619	.129	.691	.257
ESE05	359	2	5	4.11	.689	-.450	.129	.209	.257
ESE06	359	1	5	3.92	.887	-.957	.129	1.079	.257
ESE07	359	1	5	4.05	.761	-.812	.129	1.273	.257
ESE08	359	2	5	4.25	.663	-.617	.129	.550	.257
ESE09	359	2	5	4.25	.700	-.685	.129	.361	.257
PDE01	359	2	5	4.45	.645	-1.016	.129	1.053	.257
PDE02	359	2	5	4.26	.771	-.850	.129	.295	.257
PDE03	359	2	5	4.31	.770	-.958	.129	.483	.257
PDE04	359	1	5	3.89	1.044	-.912	.129	.408	.257
PDE05	359	2	5	4.37	.676	-.821	.129	.428	.257
PDE06	359	2	5	4.35	.723	-1.075	.129	1.245	.257
PDE07	359	1	5	4.16	.925	-1.156	.129	1.197	.257
SEN01	359	1	5	4.22	1.011	-1.436	.129	1.540	.257
SEN02	359	1	5	4.01	1.040	-1.231	.129	1.077	.257
SEN03	359	1	5	3.58	1.123	-.546	.129	-.596	.257
SEN04	359	0	5	3.72	1.114	-.787	.129	-.080	.257
SEN05	359	1	5	3.57	1.060	-.549	.129	-.381	.257
SEN06	359	1	5	3.30	1.107	-.258	.129	-.754	.257
SEN07	359	1	5	3.79	.953	-.797	.129	.489	.257
SEN08	359	1	5	3.52	1.148	-.507	.129	-.648	.257
SEN09	359	1	5	2.77	1.292	.281	.129	-1.069	.257
SEN10	359	1	5	3.37	1.087	-.485	.129	-.507	.257
Valid N (listwise)	359								

## Appendix R:

### Result of skewness and kurtosis for constructs

#### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std.	Statistic	Std.
							Error		Error
MECO	359	2	5	4.18	.474	-.640	.129	.440	.257
MEEK	359	3	5	3.95	.525	-.453	.129	-.115	.257
MEES	359	2	5	3.90	.516	-.360	.129	-.103	.257
MESE	359	3	5	4.20	.431	-.337	.129	-.285	.257
MPDE	359	3	5	4.26	.517	-.538	.129	-.337	.257
MSEN	359	1	5	3.61	.669	-.684	.129	.579	.257
Valid N (listwise)	359								



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