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**ESTIMATING THE EFFECT OF ENTREPRENEURSHIP
EDUCATION, INTENTION AND COMMUNICATION
APPREHENSION ON THE CAREER CHOICE
OF GRADUATES AS ENTREPRENEUR**



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**Thesis Submitted to
School of Economics, Finance and Banking,
Universiti Utara Malaysia in fulfillment of the requirement for the
Degree of Doctor of Philosophy**

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ABSTRACT

Entrepreneurship has been recognized as a catalyst for the economic growth of a nation and is becoming an important field in Malaysia. Graduates' involvement in entrepreneurial activities is encouraged and the Malaysian government has invested millions of Ringgit in support of this agenda. Using the Theory of Planned Behaviour, students' entrepreneurial intention, before and after they graduated, could be predicted. However, the statistics showed that, as of 2013, only 1.7 percent of graduates were self-employed, compared to the 5 percent aspired by the government. It is therefore imperative to study the factors influencing graduates' choice to become entrepreneur. This study attempted to fill the research gaps by differentiating between the intentions and the actual choice to become an entrepreneur. The analysis included the effects of the types of entrepreneurship education and communication skill. Data analysis using logistics and multinomial logistics models were carried out with a sample of 2,300 graduates (including those pursuing entrepreneur degrees). The findings showed that most of the respondents agreed that entrepreneurship education (formal and informal) was an important factor to produce graduate entrepreneurs with different effects. The findings also showed that a communication skill among graduates is not a necessary condition to become an entrepreneur. Moreover, the relationship between graduates' academic achievements and the tendency to become an entrepreneur is negative. This study provides theoretical contributions to studies of entrepreneurial intention and actual choice of becoming entrepreneurs among graduates. Therefore, it is essential for graduates to understand that their actual behaviour is triggered by intention. In addition, measures should be taken by the universities in Malaysia to facilitate the government in promoting education of entrepreneurship so that the level of entrepreneurship education among Malaysian could produce future entrepreneurs who are successfully educated.

Keywords: graduates, intention, actual choice, entrepreneurship education, generic skills

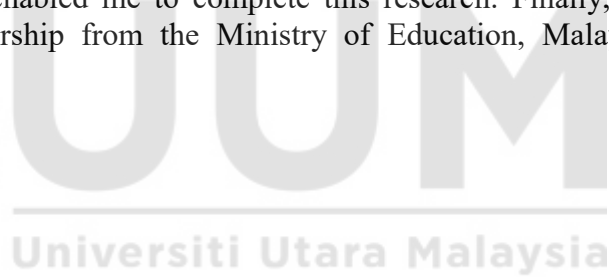
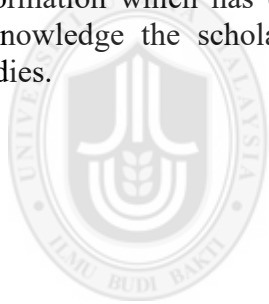
ABSTRAK

Keusahawanan telah diiktiraf sebagai pemangkin kepada pertumbuhan ekonomi sesebuah negara dan menjadi bidang yang penting di Malaysia. Penglibatan graduan dalam aktiviti keusahawanan amat digalakkan dan kerajaan Malaysia telah melaburkan jutaan ringgit bagi menyokong agenda ini. Teori Tingkah Laku Dirancang digunakan bagi meramal niat keusahawanan pelajar sebelum dan selepas tamat pengajian. Walau bagaimanapun, statistik menunjukkan bahawa pada tahun 2013, hanya 1.7 peratus graduan yang bekerja sendiri berbanding 5 peratus yang disasarkan oleh kerajaan. Oleh itu, adalah penting untuk mengkaji faktor-faktor bagi mengisi jurang penyelidikan dengan membezakan diantara niat dengan pilihan sebenar untuk menjadi seorang usahawan. Analisis ini melibatkan kesan daripada jenis pendidikan keusahawanan dan kemahiran komunikasi. Analisis data menggunakan model logistik dan logistik multinomial telah dijalankan dengan sampel seramai 2,300 orang graduan (termasuk yang mengikuti pengajian peringkat ijazah keusahawanan). Dapatan kajian menunjukkan bahawa kebanyakan responden bersetuju bahawa pendidikan keusahawanan (formal dan tidak formal) merupakan faktor penting untuk melahirkan graduan usahawan dengan kesan yang berbeza. Dapatan kajian turut menunjukkan bahawa kemahiran komunikasi dalam kalangan graduan bukanlah satu syarat yang perlu untuk menjadi seorang usahawan. Tambahan pula, hubungan antara pencapaian akademik graduan dan kecenderungan untuk menjadi seorang usahawan adalah negatif. Kajian ini memberikan sumbangan berbentuk teori bagi kajian kecenderungan keusahawanan dan pilihan sebenar untuk menjadi usahawan dalam kalangan graduan. Adalah penting bagi graduan untuk memahami bahawa tingkahlaku sebenar mereka dicetuskan oleh niat. Di samping itu, universiti- universiti di Malaysia perlu mengambil langkah yang bertepatan untuk membantu kerajaan dalam mempergiatkan lagi pendidikan keusahawanan di kalangan pelajar bagi melahirkan usahawan yang berjaya pada masa hadapan.

Kata kunci: graduan, niat, pilihan sebenar, pendidikan keusahawanan, kemahiran sendiri

ACKNOWLEDGEMENTS

Alhamdulillah, I thank Allah SWT for blessing me with the opportunity and willpower to endure this worthy experience. First, I would like to thank my supervisors, Associate Professor Dr. Lim Hock Eam, Associate Professor Dr. Norhafezah Yusof and Dr Soon Jan Jan, who have guided me throughout my doctoral studies. Being experienced, knowledgeable and excellent supervisors, they have provided invaluable help and shown scholarly ways of research. I am indeed blessed with such supervisors who have strong work ethics, are meticulous, committed and not forgetting, pleasantly warm in nature. I also wish to express my sincere gratitude to the anonymous referees of the journal to which I had submitted papers as a result of the ongoing research of this thesis and who made useful comments for improvement. My thanks are due also to symposium participants for their constructive criticisms on the same paper I presented. I would like to extend my gratitude to the staff of the School of Economics, Finance and Banking at Universiti Utara Malaysia for providing me with an excellent working environment and support. I would like to express my thanks to those who have assisted me in data collection, especially Muhammad Yahya bin Ab Rahman, Tuan Rohasnida binti Tuan Teh, and Muhammad Baqir bin Abdullah. I am also grateful to all the respondents in the surveys. It is their willingness to participate and provide information which has enabled me to complete this research. Finally, I gratefully acknowledge the scholarship from the Ministry of Education, Malaysia for my studies.



DEDICATION

Especially dedicated to my dearest husband, Akhtar Ahmad Darwis. Thank you for your love and patience and for being there for me. You are my source of strength and inspiration.

Also dedicated to all my extended family members – specially, to my father and father-in-law and also my mother and mother-in-law. Thank you for your kind support and prayers. I hope I have made you proud. All of you are always in my heart.



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LIST OF ABBREVIATIONS

CAP	Critical Agenda Project
CEDEFOP	European Centre for the Development of Vocational Training
CGPA	Cumulative Grade Point Average
ENT	Entrepreneur
FMIE	Family involve in entrepreneurship
FRIE	Friend involve in entrepreneurship
FT	Employed full-time
GLCs	Government Linked Companies
GTP	Government's Transformation Programme
HEIs	Higher Education Institutions
INSKEN	National Institute of Entrepreneurship
MoE	Ministry of Higher Education
MOF	Ministry of Finance
NDP	National Development Policy
NEP	New Economic Policy
NFT	Not full-time employed
OLS	Ordinary Least Squares
PCA	Principal Component Analysis
PRCA 24	Personal Report Communication Apprehension (24)
PSPTN	National Higher Education Action Plan
PUNB	<i>Permodalan Usahawan Bumiputera Nasional</i>
RBBS	Ran business before study
RBDS	Ran business during study
TPB	Theory Planned Behaviour

TRA	Theory of Reasoned Action
TUS	<i>Tabung Usahawan Nasional</i>
Uem	Unemployed
UUM	Universiti Utara Malaysia
VDP	Vision Development Policy
%	Percentage



CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

During a time of global economic reforms, such as increased integration of world economies resulting in borderless business opportunities, entrepreneurship has emerged as the newest driver of a country's economic growth (Gerba, 2012; Helms et al., 2011; Satwinder et al., 2011; Linan, 2008; Matlay, 2006). The key function of entrepreneurship undertakings is to boost a country's development, and to generate wealth and employment opportunities, especially in emerging nations such as Malaysia (Ahmad & Xavier, 2012; Muhammad Mu'az et al., 2011; Sandhu et al., 2010).

In keeping with the national transformation agenda of Malaysia, entrepreneurship is regarded as a leading factor that can transform the country from being a middle-income economy to a high-income one by the year 2020 (Ooi & Shuhymee, 2012; Berma et al., 2012). Researchers, specialists and policy makers should intensify their efforts to nurture an entrepreneurial outlook among members of the society (Davey et al., 2011; Zalealem et al., 2004). As stated by the Department of Statistics (2009), the population of Malaysia grew from 14.65 million in 1982 to 30.30 million in 2014 (Ministry of Human Resources, 2015), while the active labour force grew from 5.25 million to 13.93 million.

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APPENDIX I

Table 1(a)
Definition and measurement of variables

Variables	Measurement
Formal Entrepreneurship	
Education:	
Bachelor of Entrepreneur	Dummy variable for Bachelor of Entrepreneur (comparison group: other degrees)
Entrepreneurship training	Dummy variable for attending programme/ training/ course/ seminar on entrepreneurial activities during their study
Informal Entrepreneurship	
Education:	
Ran business during study (RBDS)	Dummy variable for businesses experience in entrepreneurial activities during study in Universiti Utara Malaysia (UUM)
Ran business before study (RBBS)	Dummy variable for businesses experience in entrepreneurial activities before enter UUM
Family involve in entrepreneurship (FMIE)	Dummy variable for family's involvement in entrepreneurship activities
Friend involve in entrepreneurship (FRIE)	Dummy variable for friend's involvement in entrepreneurship activities
Intention to be entrepreneur:	
Talent	Before: Self- reported the talent (Likert scale: 1 –strongly disagree” to 7 –strongly agree”)
Innovator	Self- reported the innovator skills (Likert scale: 1 –strongly disagree” to 7 –strongly agree”)
Communication skills:	
Group discussion	Self- reported the group discussion skills (Likert scale: 1 –strongly disagree” to 7 –strongly agree”)
Meeting	Self- reported the meeting skills (Likert scale: 1 –strongly disagree” to 7 –strongly agree”)
Interpersonal	Self- reported the interpersonal skills (Likert scale: 1 –strongly disagree” to 7 –strongly agree”)
Public speaking	Self- reported the public speaking skills (Likert scale: 1 –strongly disagree” to 7 –strongly agree”)
Generic skills:	
Creative and analytical skills	Self- reported the creative and analytical skills (Likert scale: 1 –strongly disagree” to 7 –strongly agree”)
Time and group management skills	Self- reported the time and group management skills (Likert scale: 1 –strongly disagree” to 7 –strongly agree”)
ICT skills	Self- reported the ICT skills (Likert scale: 1 –strongly disagree” to 7 –strongly agree”)
Respondent's Demographic	
Male	Dummy variable for being male
Age	Age in years (0= 26- 30 years old; 1= 20- 25 years old)
Malay	Dummy variable for being Malay (comparison others races)
Marital Status	Dummy variable for marital status (0= Married 1= Single)

Table 1(b)
Definition and measurement of variables

Variables	Measurement
Cumulative Grade Point Average (CGPA)	Academic attainment (1= 2.00- 2.99; 2= 3.00- 3.66; 3= 3.67- 4.00)
Malaysian University English Test (MUET)	Malaysian University English Test (1= Band 1 (extremely limited user); 2= Band 2 (limited user); 3= Band 3 (modest); 4= Band 4 (competent user); 5= Band 5 (good user); 6= Band 6 (very good user))
Malay language proficiency	Self- perceived (Likert scale: 1= Non-user to 9= expert- user)
English language proficiency	Self- perceived (Likert scale: 1= Non-user to 9= expert- user)
Chinese language proficiency	Self- perceived (Likert scale: 1= Non-user to 9= expert- user)
Others language proficiency	Self- perceived (Likert scale: 1= Non-user to 9= expert- user)
Father economically active	Dummy variable father's employment status economically active (0= No; 1= Yes)
Mother economically active	Dummy variable mother's employment status economically active (0= No; 1= Yes)



UUM
Universiti Utara Malaysia

APPENDIX II

Table 2
International English Language Testing System (IELTS) scoring

Band score	Skill Level	Description
Band 9	Expert user	You have a full operational command of the language. Your use of English is appropriate, accurate and fluent, and you show complete understanding.
Band 8	Very good user	You have a fully operational command of the language with only occasional unsystematic inaccuracies and inappropriate usage. You may misunderstand some things in unfamiliar situations. You handle complex detailed argumentation well.
Band 7	Good user	You have an operational command of the language, though with occasional inaccuracies, inappropriate usage and misunderstandings in some situations. Generally you handle complex language well and understand detailed reasoning.
Band 6	Competent user	Generally you have an effective command of the language despite some inaccuracies, inappropriate usage and misunderstandings. You can use and understand fairly complex language, particularly in familiar situations
Band 5	Modest user	You have a partial command of the language, and cope with overall meaning in most situations, although you are likely to make many mistakes. You should be able to handle basic communication in your own field.
Band 4	Limited user	Your basic competence is limited to familiar situations. You frequently show problems in understanding and expression. You are not able to use complex language.
Band 3	Extremely limited user	You convey and understand only general meaning in very familiar situations. There are frequent breakdowns in communication.
Band 2	Intermittent user	You have great difficulty understanding spoken and written English.
Band 1	Non-user	You have no ability to use the language except a few isolated words.
Band 0	Did not attempt the test	You did not answer the questions.

Adopted from: British Council (2016)

APPENDIX III

Introduction of Universiti Utara Malaysia (UUM) and Bachelor of Entrepreneurship

Universiti Utara Malaysia (UUM) was established on February 16, 1984 and is the sixth public university in Malaysia. UUM is the only university mandated to focus on management courses. Since its establishment, UUM has undergone several restructuring exercises and currently, thirteen faculties have been merged into three Academic Colleges, namely UUM College of Business (UUM COB), UUM College of Arts and Sciences (UUM CAS) and UUM College of Law, Government and International Studies (UUM COLGIS). The academic programmes are all management-based courses, and currently UUM offers programmes in accounting, economics, information technology, public administration, human resource management, entrepreneurship, finance and banking, law, marketing, technology management, applied linguistics, communication, social work, multimedia, education, decision science, international affairs, business management, tourism, muamalat administration, development management, logistics and transportation, hospitality, risk and insurance management, media technology, creative industry, agribusiness management science, business mathematics, industrial statistics and counseling. UUM is a catalyst for socio-economic development in the northern region of Peninsular Malaysia, through its infrastructure, facilities and human resources.

UUM involves the community in programmes offered (community-university collaboration and other government agencies and the private sector). UUM's vision is to be an eminent management university, with the mission to be an excellent centre for teaching and learning, research, publication and consultation in the management field as well as consultancy services to produce excellent human capital for the nation. UUM is the first university to introduce a bachelor's degree programme in entrepreneurship, i.e., the Bachelor of Entrepreneurship, since 2004. This programme aims to produce graduates who possess entrepreneurial characteristics, such as creativity, ability, knowledge, skills, initiatives and personal attributes to acquire opportunities in the employment market, improve their chances of career mobility and initiate new business ventures as a viable career choice. This programme is designed to produce graduates who are able to start their own business and equips them for an entrepreneurial career. Besides that, this programme aims to produce graduates with skills in consulting, guiding and advising prospective entrepreneurs. The Bachelor of Entrepreneurship programme aims to produce graduates who may wish to acquire knowledge that will be helpful in their careers in financial institutions, government departments, non-governmental organisations (NGOs), small and medium enterprises (SMEs) and multi-national corporations (MNCs). This programme consists of core courses that emphasise various disciplines, such as accounting, economics, management, behavioural science, information technology, quantitative skills and techniques, law and ethics, interpersonal and communication skills, thinking skills, languages and specific courses in entrepreneurship. To be conferred the Bachelor of Entrepreneurship with Honours; a student must complete at least 129 credit hours.

APPENDIX IV

Questionnaire



Soal selidik ini mengandungi 12 halaman bercetak termasuk muka depan

Sekolah Ekonomi, Kewangan dan Perbankan, Kolej Perniagaan,
Universiti Utara Malaysia,
06010 Sintok, Kedah Darulaman

Kepada saudara/i yang dihormati,

Saya sedang menjalankan kajian “*Estimating the effect of entrepreneurship education, intention and the communication apprehension on the career choice of graduates as entrepreneur*”. Oleh itu, saya amat berharap saudara/i dapat membantu secara sukarela untuk memastikan kejayaan pengumpulan data bagi kajian ini.

Untuk makluman saudara/i, tidak ada mana-mana satu jawapan yang salah atau betul. Saudara/i hanya diminta agar dapat memberikan jawapan dengan jujur. Borang soal selidik ini mengandungi **Empat (4)** Bahagian. Sila baca arahan bagi setiap bahagian dan sila jawab kesemua item soal selidik yang disediakan.

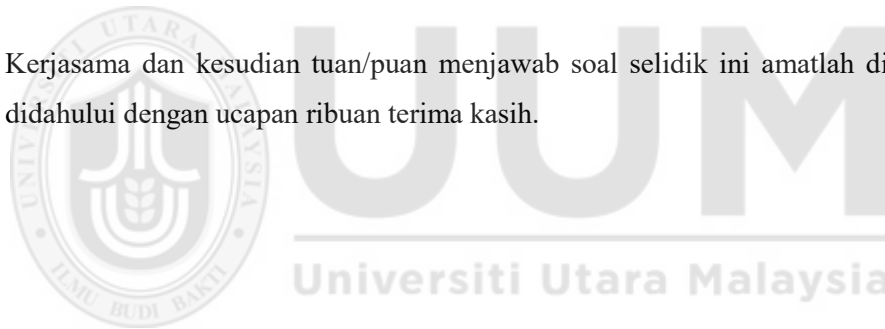
Jawapan saudara/i adalah dianggap sulit dan saudara/i tidak perlu menyatakan nama saudara/i di mana-mana bahagian dalam soal selidik ini. Semua maklumat yang diberikan adalah semata-mata untuk kajian akademik.

Kerjasama dan kesudian tuan/puan menjawab soal selidik ini amatlah dihargai dan didahului dengan ucapan ribuan terima kasih.

Yang benar,

NOORKARTINA MOHAMAD

Pelajar Ph.D,
Sekolah Ekonomi, Kewangan dan Perbankan
Kolej Perniagaan
Universiti Utara Malaysia
06010 Sintok
Kedah Darul Aman



Bahagian A : Sosio demografi dan maklumat pekerjaan

Arahan : Sila tanda (/) pada ruangan yang berkenaan

- 1 Jantina Lelaki Perempuan
- 2 Umur
- 3 Agama Islam Budhha Kristian Hindu Lain-lain
.....
- 4 Bangsa Melayu Cina India Lain-lain
.....
- 5 Status Bujang Berkahwin Lain-lain
.....
- 6 Program
- 7 CGPA 2.00-2.99 3.00- 3.66 3.67- 4.00
- 8 MUET 1 2 3 4 5 6
Malaysian University English Test
- 9 Kemahiran Berbahasa: (*Arahan: sila bulatkan pada nombor yang berkenaan berdasarkan skala berikut*)

Bukan Pengguna 1 2 3 4 5 6 7 8 9 Pengguna Mahir

Bahasa Melayu

Bahasa Inggeris

Bahasa Mandarin

Lain-lain Bahasa: (nyatakan)

1	2	3	4	5	6	7	8	9
1	2	3	4	5	6	7	8	9
1	2	3	4	5	6	7	8	9
1	2	3	4	5	6	7	8	9

- 10 Tempoh mencari pekerjaan:
- 11 Pendapatan bulanan (Ringgit Malaysia):
- 12 Tarikh Tamat pengajian anda di UUM (dd/mm/yy):
- 13 Tarikh mula mencari pekerjaan (dd/mm/yy):.....
- 14 Tarikh mula mendapat kerja selepas tamat pengajian di uum:.....
- 15 Saya pernah menyertai kursus/
seminar/ bengkel keusahawanan Pernah
 Tidak pernah (sila terus ke soalan 17)
- 16 *Jika pernah, sila nyatakan maklumat di bawah:

16a. SEMASA pengajian di UUm

16b. SEBELUM pengajian di UUM

Nama kursus/ bengkel/seminar	Tempoh/hari	Nama kursus/ bengkel/seminar	Tempoh/hari

17 Pengalaman Perniagaan (*arahan: sila tanda —y’ atau —tidak’ pada soalan-soalan berikut)

Pengalaman perniagaan		Ya	Tidak
17a. Semasa pengajian di universiti, pernahkah anda terlibat dalam mana-mana perniagaan? Contoh: _top-up’, _printing’ dll			
17b. Semasa sebelum pengajian di universiti, pernahkah anda terlibat dalam mana-mana perniagaan? Contoh: _top-up’, printing’ dll			
17c. Adakah keluarga anda terlibat dalam bidang perniagaan?			
17d. Adakah kawan baik anda terlibat dalam bidang perniagaan?			

18 Status Pekerjaan **IBU** dan **BAPA**(*Arahan: Sila tandakan pernyataan di bawah)

Status Pekerjaan	(a) Bapa	(b) Ibu
Tidak Bekerja dan tidak aktif mencari pekerjaan		
Tidak Bekerja dan aktif mencari pekerjaan		
Bekerja Sepenuh Masa Tetap		
Bekerja Sepenuh Masa Kontrak		
Bekerja Sepenuh Masa Sambilan		
Bekerja Sepenuh Masa Sementara		
Bekerja Sendiri(Berniaga Sendiri)		
Lain-lain: _____ (sila nyatakan cth: meninggal dunia/sakit)		

19. Status pekerjaan anda (*Arahan: Sila tandakan pernyataan di bawah)

- (19a) TIDAK BEKERJA: Melanjutkan Pelajaran/ Sedang mengikuti kursus/lain-lain (Sila terus ke Bahagian B)
 Tidak Bekerja dan tidak aktif mencari pekerjaan (Sila terus ke Bahagian B)
 Tidak Bekerja dan aktif mencari pekerjaan (Sila terus ke Bahagian B)

(19b) BEKERJA

- Bekerja Sepenuh Masa Tetap Sila jawab: Nama jawatan: _____ Tarikh mula kerja (dd/mm/yy): _____ (Sila terus ke Bahagian B)
 Bekerja Sepenuh Masa Kontrak Sila jawab: Nama jawatan: _____ Tarikh mula kerja: (dd/mm/yy): _____ (Sila terus ke Bahagian B)
 Bekerja Sepenuh Masa Sambilan Sila jawab: Nama jawatan: _____ Tarikh mula kerja: (dd/mm/yy): _____ (Sila terus ke Bahagian B)
 Bekerja Sepenuh Masa Sementara Sila jawab: Nama jawatan: _____ Tarikh mula kerja: (dd/mm/yy): _____ (Sila terus ke Bahagian B)

(19c) BEKERJA SENDIRI : Bekerja Sendiri

*Arahan: Sila tandakan aktiviti sektor perniagaan sendiri anda

- | | | | |
|--------------------------|-------------------------------------|--------------------------|---|
| <input type="checkbox"/> | Peruncitan/Pasaraya | <input type="checkbox"/> | Salun Kecantikan |
| <input type="checkbox"/> | Borong/ Pembekal | <input type="checkbox"/> | Pembekal/Pemprosesan Makanan |
| <input type="checkbox"/> | Perkhidmatan Perisian/Software | <input type="checkbox"/> | Kedai Makan/Restoran |
| <input type="checkbox"/> | Perkhidmatan/ Penyenggaraan/ Broker | <input type="checkbox"/> | Sektor Pertanian dan Ternakan Ladang |
| <input type="checkbox"/> | Sektor Perlancongan | <input type="checkbox"/> | Sektor Tekstil (Pemborong/Tukang Jahit) |
| <input type="checkbox"/> | Konsultant | <input type="checkbox"/> | Bengkel Kereta/Motorsikal/Basikal |
| <input type="checkbox"/> | Kontraktor | <input type="checkbox"/> | Perabot/Kayu Kayan |
| <input type="checkbox"/> | Francais | <input type="checkbox"/> | Lain-lain (sila nyatakan)..... |

(19d) MODAL PERNIAGAAN (*Arahan : Sila nyatakan satu atau lebih daripada satu modal pembiayaan perniagaan anda):

<input type="checkbox"/>	Institusi Perbankan	<input type="checkbox"/>	Kementerian Pembangunan Usahawan & Koperasi
<input type="checkbox"/>	Ahli Keluarga	<input type="checkbox"/>	Majlis Amanah Rakyat (MARA)
<input type="checkbox"/>	Rakan Perkongsian	<input type="checkbox"/>	Perbadanan Usahawan Nasional Berhad (PUNB)
		<input type="checkbox"/>	Lain- lain (sila nyatakan):.....

(19e) Saya masih aktif mencari pekerjaan yang Ya Tidak (Sila terus ke bahagian B) lain:

BAHAGIAN B:

ARAHAN: Setiap pernyataan berikut menerangkan **KEMAHIRAN (softskills)** anda pada **MASA SEKARANG** dan pada **SEMASA SEMESTER AKHIR PENGAJIAN** anda di Universiti. Sila bulatkan pada pernyataan yang paling **TEPAT** bagi menerangkan sejauh mana anda bersetuju atau tidak bersetuju dengan pernyataan berikut.

Sangat Tidak Setuju

1 2 3 4 5 6 7

Sangat Setuju

**Sila jawab semua soalan*

		MASA SEKARANG							SEMASA SEMESTER AKHIR PENGAJIAN						
1.		1	2	3	4	5	6	7	1	2	3	4	5	6	7
1.	Saya boleh berfikir secara kritis.	1	2	3	4	5	6	7	1	2	3	4	5	6	7
2.	Saya boleh berfikir secara kreatif.	1	2	3	4	5	6	7	1	2	3	4	5	6	7
3.	Saya boleh menyelesaikan masalah saya sendiri	1	2	3	4	5	6	7	1	2	3	4	5	6	7
4.	Saya suka menambah ilmu	1	2	3	4	5	6	7	1	2	3	4	5	6	7
5.	Saya boleh menganalisa sesuatu dengan baik	1	2	3	4	5	6	7	1	2	3	4	5	6	7
6.	Saya boleh memberikan keputusan yang baik	1	2	3	4	5	6	7	1	2	3	4	5	6	7
7.	Saya berkebolehan dalam menilai sesuatu	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8.	Saya berkebolehan meneliti sesuatu dengan menyeluruh	1	2	3	4	5	6	7	1	2	3	4	5	6	7
9.	Saya boleh berkerjasama dalam kumpulan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
10.	Saya menggunakan masa dengan sebaiknya	1	2	3	4	5	6	7	1	2	3	4	5	6	7
11.	Saya seorang yang berdisiplin dalam pengurusan masa	1	2	3	4	5	6	7	1	2	3	4	5	6	7
12.	Saya berkeupayaan merancang pelan tindakan yang baik	1	2	3	4	5	6	7	1	2	3	4	5	6	7
13.	Saya seorang yang bertanggungjawab	1	2	3	4	5	6	7	1	2	3	4	5	6	7
14.	Saya mempunyai kemahiran teknologi dalam :	1	2	3	4	5	6	7	1	2	3	4	5	6	7
	i. mencari maklumat	1	2	3	4	5	6	7	1	2	3	4	5	6	7
	ii. pemprosesan maklumat	1	2	3	4	5	6	7	1	2	3	4	5	6	7
	iii. memberikan maklumat	1	2	3	4	5	6	7	1	2	3	4	5	6	7
15.	Saya boleh berkomunikasi dengan baik	1	2	3	4	5	6	7	1	2	3	4	5	6	7

BAHAGIAN C:

ARAHAN: Setiap pernyataan berikut menerangkan **BIDANG KEUSAHAWANAN** anda pada **MASA SEKARANG** dan pada **SEMASA SEMESTER AKHIR PENGAJIAN** anda di Universiti. Sila bulatkan pada pernyataan yang paling **TEPAT** bagi menerangkan sejauh mana anda bersetuju atau tidak bersetuju dengan pernyataan berikut.

Sangat Tidak Setuju

1 2 3 4 5 6 7

Sangat Setuju

**Sila jawab semua soalan*

		MASA SEKARANG							SEMASA SEMESTER AKHIR PENGAJIAN						
1.	Kerjaya dalam bidang keusahawanan benar-benar menarik minat saya menceburinya	1	2	3	4	5	6	7	1	2	3	4	5	6	7
2.	Bidang keusahawanan amat bersesuaian dengan diri saya	1	2	3	4	5	6	7	1	2	3	4	5	6	7
3.	Saya mula mencari peluang untuk berniaga sendiri selepas tamat pengajian	1	2	3	4	5	6	7	1	2	3	4	5	6	7
4.	Saya meminati bidang perniagaan kerana bebas bekerja sendiri	1	2	3	4	5	6	7	1	2	3	4	5	6	7
5.	Saya sedang merancang untuk membuka perniagaan sendiri	1	2	3	4	5	6	7	1	2	3	4	5	6	7
6.	Matlamat utama saya adalah menjadi seorang usahawan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
7.	Sekiranya saya mempunyai sumber, saya akan menjadi seorang usahawan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8.	Saya mempunyai minat yang mendalam terhadap bidang perniagaan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
9.	Saya berazam untuk membuka perniagaan sendiri pada masa hadapan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
10.	Saya telahpun bekerja tetapi minat untuk menceburi perniagaan	1	2	3	4	5	6	7	1	2	3	4	5	6	7

Bahagian C (Sambungan)

11.	Saya mengharapkan bidang perniagaan akan meningkatkan pendapatan saya	1	2	3	4	5	6	7		1	2	3	4	5	6	7
12.	Bidang perniagaan menyediakan banyak peluang pekerjaan lain	1	2	3	4	5	6	7		1	2	3	4	5	6	7
13.	Saya melihat bidang perniagaan sebagai satu peluang baik	1	2	3	4	5	6	7		1	2	3	4	5	6	7
14.	Saya amat berminat bekerja sebagai majikan dan bukannya pekerja	1	2	3	4	5	6	7		1	2	3	4	5	6	7
15.	Saya membuat perniagaan sambil selain bekerja dengan majikan	1	2	3	4	5	6	7		1	2	3	4	5	6	7
16.	Pekerjaan (usahawan) sekarang memberi kepuasan kepada saya	1	2	3	4	5	6	7		1	2	3	4	5	6	7
17.	Bidang perniagaan membantu meningkatkan pendapatan saya	1	2	3	4	5	6	7		1	2	3	4	5	6	7
18.	Keluarga saya mendorong minat saya kearah bidang keusahawanan	1	2	3	4	5	6	7		1	2	3	4	5	6	7
19.	Kejayaan orang lain dalam bidang perniagaan, mendorong minat saya untuk turut berniaga	1	2	3	4	5	6	7		1	2	3	4	5	6	7

BAHAGIAN D:

ARAHAN: Setiap pernyataan berikut menerangkan **TAHAP KOMUNIKASI** anda pada **MASA SEKARANG** dan pada **SEMASA SEMESTER AKHIR PENGAJIAN** anda di Universiti. Sila bulatkan pada pernyataan yang paling **TEPAT** bagi menerangkan sejauh mana anda bersetuju atau tidak bersetuju dengan pernyataan berikut.

Sangat Tidak Setuju

1 2 3 4 5 6 7

Sangat Setuju

**Sila jawab semua soalan*

		MASA SEKARANG							SEMASA SEMESTER AKHIR PENGAJIAN						
1.	Saya tidak suka menyertai perbincangan berkumpulan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
2.	Selalunya, saya berasa tidak selesa apabila menyertai perbincangan berkumpulan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
3.	Saya berasa tertekan dan gementar semasa terlibat dalam perbincangan berkumpulan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
4.	Saya suka melibatkan diri dalam perbincangan berkumpulan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
5.	Perbincangan melibatkan ahli-ahli kumpulan yang baru membuatkan saya tertekan dan gementar	1	2	3	4	5	6	7	1	2	3	4	5	6	7
6.	Saya berasa tenang dan selesa semasa terlibat dalam sesebuah mesyuarat	1	2	3	4	5	6	7	1	2	3	4	5	6	7
7.	Selalunya, saya berasa gementar apabila terlibat dalam sesebuah mesyuarat	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8.	Kebiasaannya, saya berasa tenang dan tidak gementar semasa dalam mesyuarat	1	2	3	4	5	6	7	1	2	3	4	5	6	7
9.	Saya berasa tenang dan tidak gementar apabila dipanggil untuk memberi pendapat dalam sesebuah mesyuarat	1	2	3	4	5	6	7	1	2	3	4	5	6	7
10.	Saya tidak takut untuk bersuara dalam kuliah	1	2	3	4	5	6	7	1	2	3	4	5	6	7
11.	Saya selalu berasa tidak selesa untuk berkomunikasi dalam mesyuarat	1	2	3	4	5	6	7	1	2	3	4	5	6	7

Bahagian D (Sambungan)

12.	Saya sangat tenang apabila menjawab soalan dalam sesebuah mesyuarat	1	2	3	4	5	6	7	1	2	3	4	5	6	7
13.	Saya berasa sangat gementar semasa berbual dengan individu yang baru saya kenali	1	2	3	4	5	6	7	1	2	3	4	5	6	7
14.	Saya tidak takut untuk mengemukakan pendapat saya dalam perbualan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
15.	Kebiasaannya, saya berasa tertekan dan gementar dalam perbualan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
16.	Kebiasaannya, saya berasa tenang dan tidak gementar dalam perbualan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
17.	Saya berasa tenang berbual dengan individu yang baru saya kenal	1	2	3	4	5	6	7	1	2	3	4	5	6	7
18.	Saya takut untuk menyuarakan pendapat dalam perbualan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
19.	Saya tidak takut untuk menyampaikan ucapan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
20.	Sebahagian badan saya berasa tegang dan kaku semasa menyampaikan ucapan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
21.	Saya berasa tenang semasa menyampaikan ucapan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
22.	Fikiran saya menjadi keliru dan bercelaru apabila menyampaikan ucapan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
23.	Apabila saya diberi peluang untuk menyampaikan ucapan, saya hadapinya dengan penuh keyakinan	1	2	3	4	5	6	7	1	2	3	4	5	6	7
24.	Semasa menyampaikan ucapan, saya menjadi sangat gementar sehingga terlupa fakta-fakta yang saya tahu	1	2	3	4	5	6	7	1	2	3	4	5	6	7

Tamat

>>> Terima kasih di atas kerjasama anda <<<

APPENDIX V

The estimated logistics model of respondents' actual choice to be an entrepreneur

Iteration 0: log pseudolikelihood = -567.80262
 Iteration 1: log pseudolikelihood = -509.69753
 Iteration 2: log pseudolikelihood = -495.2277
 Iteration 3: log pseudolikelihood = -495.02898
 Iteration 4: log pseudolikelihood = -495.0285
 Iteration 5: log pseudolikelihood = -495.0285

Entreprene~_	Coef.	Robust Std. Err.	z	P> z	[95% Conf. Interval]	
DegreeEntr~p	.6265753	.3216365	1.95	0.051	-.0038206	1.256971
Entreprene~g	.2396519	.1803868	1.33	0.184	-.1138998	.5932036
RBDS	.7325337	.2419534	3.03	0.002	.2583137	1.206754
RBBS	.0510787	.2541243	0.20	0.841	-.4469958	.5491532
FMIE	.69386	.2207916	3.14	0.002	.2611164	1.126604
FRIE	-.3346991	.2170571	-1.54	0.123	-.7601231	.0907249
TCreativeA	-.041814	.0382186	-1.09	0.274	-.116721	.033093
TTimeA	.0664237	.0641837	1.03	0.301	-.0593742	.1922215
T_ICT_A	-.0619176	.0534911	-1.16	0.247	-.1667582	.0429231
TTalentA	.0079515	.0122314	0.65	0.516	-.0160216	.0319247
TInnovatorA	.0733496	.0218319	3.36	0.001	.0305599	.1161394
GroupA	.0324022	.0196465	1.65	0.099	-.0061043	.0709087
MeetingA	-.0560911	.0247069	-2.27	0.023	-.1045156	-.0076665
Interperso~A	-.0095096	.0277224	-0.34	0.732	-.0638446	.0448254
PublicA	.0366921	.023093	1.59	0.112	-.0085693	.0819535
Gender	.4168519	.2001618	2.08	0.037	.024542	.8091618
Age	-.0818187	.2340299	-0.35	0.727	-.5405089	.3768716
MelayuDummy	-1.053014	.3147393	-3.35	0.001	-1.669892	-.4361362
MaritalSta~s	.0310845	.329363	0.09	0.925	-.614455	.6766241
CGPA	-.2717322	.1738283	-1.56	0.118	-.6124294	.0689649
MUET	.1005995	.1161573	0.87	0.386	-.1270646	.3282637
PBahasa	-.2150164	.0740655	-2.90	0.004	-.3601821	-.0698508
PEnglish	.0623397	.0714406	0.87	0.383	-.0776814	.2023607
PMandarin	.0541052	.045303	1.19	0.232	-.0346871	.1428976
POthers	.0472795	.0432977	1.09	0.275	-.0375825	.1321415
Father_Emp~y	-.2707833	.2770587	-0.98	0.328	-.8138083	.2722417
Mother_Emp~y	.4709788	.1842473	2.56	0.011	.1098608	.8320969
_cons	-2.685534	1.160987	-2.31	0.021	-4.961026	-.4100418

Classified	True		Total
	D	~D	
+	3	0	3
-	153	2108	2261
Total	156	2108	2264

Sensitivity	Pr(+ D)	1.92%
Specificity	Pr(- ~D)	100.00%
Positive predictive value	Pr(D +)	100.00%
Negative predictive value	Pr(~D -)	93.23%
False + rate for true ~D	Pr(+ ~D)	0.00%
False - rate for true D	Pr(- D)	98.08%
False + rate for classified +	Pr(~D +)	0.00%
False - rate for classified -	Pr(D -)	6.77%
Correctly classified		93.24%

mfx
Marginal effects

y = Pr(Entrepreneur_vs_NonEntrepreneur_) (predict) =
.04355177

variable	dy/dx	Std. Err.	z	P> z	95% C.I.		x
Degree~p*	.0340723	.02248	1.52	0.130	-.009985	.078129	.04682
Entrep~g*	.0101915	.00784	1.30	0.193	-.005169	.025552	.413428
RBDS*	.0343743	.01283	2.68	0.007	.009225	.059523	.344965
RBBS*	.0021514	.01084	0.20	0.843	-.019104	.023407	.264134
FMIE*	.0314002	.01048	3.00	0.003	.010861	.051939	.391784
FRIE*	-.0140115	.0092	-1.52	0.128	-.032044	.004021	.504859
TCreat~A	-.0017418	.00157	-1.11	0.267	-.004814	.001331	47.1948
TTimeA	.0027669	.00263	1.05	0.293	-.002393	.007926	29.8207
T_ICT_A	-.0025792	.00223	-1.16	0.247	-.006946	.001788	23.5468
TTalentA	.0003312	.00051	0.65	0.515	-.000666	.001328	63.6568
TInnov~A	.0030554	.00088	3.47	0.001	.001328	.004783	36.9448
GroupA	.0013497	.00081	1.67	0.095	-.000235	.002935	22.3034
MeetingA	-.0023365	.00102	-2.28	0.022	-.004341	-.000332	25.3458
Interp~A	-.0003961	.00115	-0.34	0.731	-.002654	.001861	26.0919
PublicA	.0015284	.00096	1.59	0.113	-.00036	.003417	25.9722
Gender*	.0189128	.01005	1.88	0.060	-.000782	.038607	.288428
Age	-.0034082	.00977	-0.35	0.727	-.022564	.015748	1.15857
Melayu~y	-.0438633	.0129	-3.40	0.001	-.069153	-.018573	1.32465
Marita~s	.0012948	.01372	0.09	0.925	-.025589	.028178	1.07597
CGPA	-.011319	.00711	-1.59	0.111	-.025245	.002607	1.77959
MUET	.0041905	.00483	0.87	0.385	-.00527	.013651	2.72482
PBahasa	-.0089565	.00324	-2.76	0.006	-.015312	-.002601	7.9788
PEnglish	.0025968	.003	0.86	0.387	-.00329	.008483	6.375
PManda~n	.0022538	.00186	1.21	0.224	-.001383	.00589	2.91652
POthers	.0019694	.00181	1.09	0.277	-.001581	.00552	2.19744
Father~y*	-.0124359	.01395	-0.89	0.373	-.039776	.014905	.887809
Mother~y*	.0209696	.00882	2.38	0.017	.003677	.038262	.360424

(*) dy/dx is for discrete change of dummy variable from 0 to 1

vif

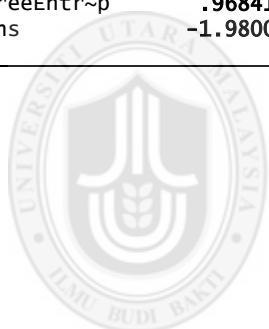
Variable	VIF	1/VIF
TCreativeA	7.58	0.131994
TTimeA	7.18	0.139282
T_ICT_A	4.72	0.211868
Interperso~A	3.63	0.275458
MelayuDummy	3.26	0.307069
PublicA	3.11	0.321267
TTalentA	3.07	0.325785
TInnovatorA	3.06	0.326327
MeetingA	2.95	0.339548
GroupA	2.81	0.355349
PMandarin	2.45	0.407353
PBahasa	1.81	0.553694
RBDS	1.74	0.575951
RBBS	1.71	0.584661
PEnglish	1.67	0.598454
MUET	1.41	0.709954
POthers	1.40	0.716782
FRIE	1.38	0.724495
FMIE	1.34	0.746912
CGPA	1.28	0.783403
Age	1.24	0.804124
Entreprene~g	1.16	0.860316
MaritalSta~s	1.14	0.877816
Gender	1.10	0.910319
Mother_Emp~y	1.07	0.934370
DegreeEntr~p	1.06	0.942705
Father_Emp~y	1.03	0.968476
Mean VIF	2.42	

APPENDIX VI

Estimated Multinomial Logistical regression model on respondents' choice to be an entrepreneur

Iteration 0: log likelihood = -2789.7599
 Iteration 1: log likelihood = -2782.2398
 Iteration 2: log likelihood = -2781.0831
 Iteration 3: log likelihood = -2781.0804
 Iteration 4: log likelihood = -2781.0804

Employment~L	Coef.	Std. Err.	z	P> z	[95% Conf. Interval]	
Unemployed (base outcome)						
Full_Time						
DegreeEntr~p	-.4131062	.2843658	-1.45	0.146	-.970453	.1442405
_cons	-.4807116	.0508044	-9.46	0.000	-.5802865	-.3811368
Not_Full_T~e						
DegreeEntr~p	.4462255	.2486947	1.79	0.073	-.0412072	.9336581
_cons	-.8982106	.0583738	-15.39	0.000	-1.012621	-.7838
Entrepreneur						
DegreeEntr~p	.9684149	.3055427	3.17	0.002	.3695622	1.567267
_cons	-1.980016	.0901612	-21.96	0.000	-2.156729	-1.803303



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Iteration 0: log pseudolikelihood = -2760.0763
 Iteration 1: log pseudolikelihood = -2494.3826
 Iteration 2: log pseudolikelihood = -2480.8485
 Iteration 3: log pseudolikelihood = -2480.6709
 Iteration 4: log pseudolikelihood = -2480.6708

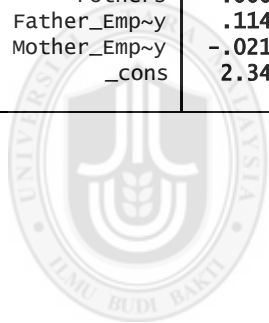
Employment~L	Coef.	Robust Std. Err.	z	P> z	[95% Conf. Interval]	
Unemployed	(base outcome)					
Full_Time						
DegreeEntr~p	-.0710906	.3237849	-0.22	0.826	-.7056973	.5635161
Entreprene~g	-.0737136	.1193072	-0.62	0.537	-.3075515	.1601242
RBDS	-.3696248	.1515939	-2.44	0.015	-.6667435	-.0725061
RBBS	-.2105054	.1681788	-1.25	0.211	-.5401298	.119119
FMIE	-.1597929	.1270186	-1.26	0.208	-.4087448	.089159
FRIE	.044799	.125091	0.36	0.720	-.2003748	.2899728
TCreativeA	-.0051556	.021871	-0.24	0.814	-.0480221	.0377109
TTimeA	.0483369	.0338983	1.43	0.154	-.0181025	.1147763
T_ICT_A	-.0739928	.0324552	-2.28	0.023	-.1376038	-.0103817
TTalentA	.0052826	.0060178	0.88	0.380	-.0065119	.0170772
TInnovatorA	-.0091219	.0109369	-0.83	0.404	-.0305578	.012314
GroupA	.0385771	.014098	2.74	0.006	.0109455	.0662087
MeetingA	-.0314604	.0164434	-1.91	0.056	-.063689	.0007682
Interperso~A	.0001083	.0192081	0.01	0.996	-.0375389	.0377555
PublicA	.0014217	.0170014	0.08	0.933	-.0319003	.0347438
Gender	.3120133	.1235798	2.52	0.012	.0698014	.5542253
Age	.2359105	.1649606	1.43	0.153	-.0874063	.5592273
MelayuDummy	.8637182	.1963228	4.40	0.000	.4789326	1.248504
MaritalSta~s	1.109968	.2061749	5.38	0.000	.7058727	1.514063
CGPA	-.2159996	.1107981	-1.95	0.051	-.4331599	.0011608
MUET	-.0315638	.0676746	-0.47	0.641	-.1642035	.101076
PBahasa	-.0215443	.0490917	-0.44	0.661	-.1177622	.0746736
PEnglish	.0401311	.0439157	0.91	0.361	-.0459421	.1262043
PMandarin	.0770569	.0256654	3.00	0.003	.0267536	.1273602
POthers	-.0005701	.023957	-0.02	0.981	-.047525	.0463849
Father_Emp~y	-.1148321	.1726337	-0.67	0.506	-.4531879	.2235237
Mother_Emp~y	.0219661	.1167141	0.19	0.851	-.2067894	.2507216
_cons	-2.340924	.6688865	-3.50	0.000	-3.651917	-1.02993
Not_Full_T~e						
DegreeEntr~p	.534264	.2585255	2.07	0.039	.0275634	1.040965
Entreprene~g	.1926975	.1282371	1.50	0.133	-.0586426	.4440376
RBDS	-.1373804	.1630452	-0.84	0.399	-.456943	.1821823
RBBS	-.1452249	.171157	-0.85	0.396	-.4806864	.1902366
FMIE	-.3117507	.1411523	-2.21	0.027	-.5884042	-.0350972
FRIE	-.1083237	.1382114	-0.78	0.433	-.3792131	.1625657
TCreativeA	.0001307	.0257786	0.01	0.996	-.0503945	.0506558
TTimeA	.0641245	.0382855	1.67	0.094	-.0109137	.1391628
T_ICT_A	-.027491	.0391658	-0.70	0.483	-.1042545	.0492725
TTalentA	.0024858	.0073004	0.34	0.733	-.0118226	.0167943
TInnovatorA	.0299381	.0132373	2.26	0.024	.0039935	.0558827
GroupA	.0158029	.0141309	1.12	0.263	-.0118932	.0434989
MeetingA	.0251388	.0170572	1.47	0.141	-.0082927	.0585704
Interperso~A	-.0492751	.0190563	-2.59	0.010	-.0866247	-.0119254
PublicA	-.0176006	.0171819	-1.02	0.306	-.0512764	.0160753
Gender	.2756827	.1327527	2.08	0.038	.0154921	.5358733
Age	.3490172	.1717415	2.03	0.042	.01241	.6856244
MelayuDummy	.2570701	.2456445	1.05	0.295	-.2243843	.7385244
MaritalSta~s	-.3685263	.2871466	-1.28	0.199	-.9313234	.1942707
CGPA	-.4229874	.1153003	-3.67	0.000	-.6489718	-.1970029
MUET	-.1559662	.0750749	-2.08	0.038	-.3031104	-.008822
PBahasa	-.0265799	.0582938	-0.46	0.648	-.1408337	.0876739
PEnglish	.0612878	.0495077	1.24	0.216	-.0357456	.1583212
PMandarin	-.0136811	.0324599	-0.42	0.673	-.0773014	.0499391
POthers	-.0001779	.0304651	-0.01	0.995	-.0598883	.0595326
Father_Emp~y	-.1054973	.1963597	-0.54	0.591	-.4903553	.2793608

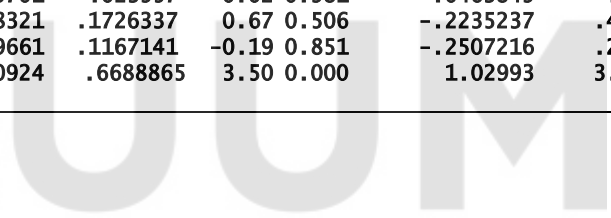
Mother_Emp~y _cons	.1359336 .1264549 -1.9034 .8246207	1.07 0.282 -2.31 0.021	-.1119134 .3837806 -3.519627 -.2871727
Entrepreneur			
DegreeEntr~p	.7905102 .3327717	2.38 0.018	.1382896 1.442731
Entreprene~g	.2583593 .1874851	1.38 0.168	-.1091047 .6258234
RBDS	.6009458 .2510241	2.39 0.017	.1089477 1.092944
RBBS	-.0353645 .2626321	-0.13 0.893	-.5501139 .479385
FMIE	.5721634 .2258801	2.53 0.011	.1294466 1.01488

FRIE	-.3572862 .2224225	-1.61 0.108	-.7932263 .0786539
TCreativeA	-.0432892 .0393789	-1.10 0.272	-.1204705 .033892
TTimeA	.094868 .0660603	1.44 0.151	-.0346079 .2243439
T ICT_A	-.0907408 .0557498	-1.63 0.104	-.2000084 .0185268
TTalentA	.0096289 .0124511	0.77 0.439	-.0147749 .0340327
TInnovatorA	.0778802 .022323	3.49 0.000	.0341281 .1216324
GroupA	.0448213 .0205413	2.18 0.029	.0045611 .0850815
MeetingA	-.0582557 .0256141	-2.27 0.023	-.1084585 .0080529
Interperso~A	-.0220619 .028971	-0.76 0.446	-.0788439 .0347202
PublicA	.0341693 .0243672	1.40 0.161	-.0135896 .0819283
Gender	.5762865 .2076034	2.78 0.006	.1693914 .9831816
Age	.0778583 .2485775	0.31 0.754	-.4093447 .5650613
MelayuDummy	-.7158865 .3300962	-2.17 0.030	-1.362863 .0689098
MaritalSta~s	.3104383 .3540828	0.88 0.381	-.3835513 1.004428
CGPA	-.4319095 .1797766	-2.40 0.016	-.7842651 .0795539
MUET	.0565886 .1199142	0.47 0.637	-.1784388 .2916161
PBahasa	-.2245107 .0778777	-2.88 0.004	-.3771482 .0718731
PEnglish	.0836694 .0734109	1.14 0.254	-.0602133 .2275522
PMandarin	.0770712 .0467401	1.65 0.099	-.0145376 .1686801
POthers	.046208 .0450887	1.02 0.305	-.0421642 .1345802
Father_Emp~y	-.3281598 .2881312	-1.14 0.255	-.8928866 .2365671
Mother_Emp~y	.5110526 .1903042	2.69 0.007	.1380633 .8840419
_cons	-2.673059 1.198555	-2.23 0.026	-5.022184 -.323934

Iteration 0: log pseudolikelihood = -2760.0763
Iteration 1: log pseudolikelihood = -2494.3826
Iteration 2: log pseudolikelihood = -2480.8485
Iteration 3: log pseudolikelihood = -2480.6709
Iteration 4: log pseudolikelihood = -2480.6708

Employment~L	Coef.	Robust Std. Err.	z	P> z	[95% Conf. Interval]	
Unemployed						
DegreeEntr~p	.0710906	.3237849	0.22	0.826	-.5635161	.7056973
Entreprene~g	.0737136	.1193072	0.62	0.537	-.1601242	.3075515
RBDS	.3696248	.1515939	2.44	0.015	.0725061	.6667435
RBBS	.2105054	.1681788	1.25	0.211	-.119119	.5401298
FMIE	.1597929	.1270186	1.26	0.208	-.089159	.4087448
FRIE	-.044799	.125091	-0.36	0.720	-.2899728	.2003748
TCreativeA	.0051556	.021871	0.24	0.814	-.0377109	.0480221
TTimeA	-.0483369	.0338983	-1.43	0.154	-.1147763	.0181025
T ICT_A	.0739928	.0324552	2.28	0.023	.0103817	.1376038
TTalentA	-.0052826	.0060178	-0.88	0.380	-.0170772	.0065119
TInnovatorA	.0091219	.0109369	0.83	0.404	-.012314	.0305578
GroupA	-.0385771	.014098	-2.74	0.006	-.0662087	-.0109455
MeetingA	.0314604	.0164434	1.91	0.056	-.0007682	.063689
Interperso~A	-.0001083	.0192081	-0.01	0.996	-.0377555	.0375389
PublicA	-.0014217	.0170014	-0.08	0.933	-.0347438	.0319003
Gender	-.3120133	.1235798	-2.52	0.012	-.5542253	-.0698014
Age	-.2359105	.1649606	-1.43	0.153	-.5592273	.0874063
MelayuDummy	-.8637182	.1963228	-4.40	0.000	-1.248504	-.4789326
MaritalSta~s	-1.109968	.2061749	-5.38	0.000	-1.514063	-.7058727
CGPA	.2159996	.1107981	1.95	0.051	-.0011608	.4331599
MUET	.0315638	.0676746	0.47	0.641	-.101076	.1642035
PBahasa	.0215443	.0490917	0.44	0.661	-.0746736	.1177622
PEnglish	-.0401311	.0439157	-0.91	0.361	-.1262043	.0459421
PMandarin	-.0770569	.0256654	-3.00	0.003	-.1273602	-.0267536
POthers	.0005701	.023957	0.02	0.981	-.0463849	.047525
Father_Emp~y	.1148321	.1726337	0.67	0.506	-.2235237	.4531879
Mother_Emp~y	-.0219661	.1167141	-0.19	0.851	-.2507216	.2067894
_cons	2.340924	.6688865	3.50	0.000	1.02993	3.651917




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Full_Time	(base outcome)					
Not_Full_T~e						
DegreeEntr~p	.6053546	.3338075	1.81	0.070	-.048896	1.259605
Entreprene~g	.2664111	.1427938	1.87	0.062	-.0134595	.5462818
RBDS	.2322444	.1824765	1.27	0.203	-.125403	.5898918
RBBS	.0652805	.1987172	0.33	0.743	-.324198	.4547589
FMIE	-.1519579	.1587651	-0.96	0.339	-.4631317	.159216
FRIE	-.1531227	.1533516	-1.00	0.318	-.4536864	.147441
TCreativeA	.0052862	.0277262	0.19	0.849	-.0490561	.0596286
TTimeA	.0157876	.041994	0.38	0.707	-.0665191	.0980943
T ICT_A	.0465018	.0421127	1.10	0.269	-.0360377	.1290412
TTalentA	-.0027968	.0080682	-0.35	0.729	-.0186103	.0130166
TInnovatorA	.03906	.0144501	2.70	0.007	.0107384	.0673816
GroupA	-.0227742	.0163982	-1.39	0.165	-.0549142	.0093657
MeetingA	.0565992	.0201594	2.81	0.005	.0170875	.096111
Interperso~A	-.0493833	.0223286	-2.21	0.027	-.0931466	-.00562
PublicA	-.0190223	.020352	-0.93	0.350	-.0589115	.0208669
Gender	-.0363306	.1448956	-0.25	0.802	-.3203208	.2476595
Age	.1131067	.1870269	0.60	0.545	-.2534593	.4796727
MelayuDummy	-.6066481	.2451414	-2.47	0.013	-1.087116	-.1261797
MaritalSta~s	-1.478494	.2855076	-5.18	0.000	-2.038079	-.9189097
CGPA	-.2069878	.1314781	-1.57	0.115	-.4646802	.0507046
MUET	-.1244024	.081455	-1.53	0.127	-.2840513	.0352465
PBahasa	-.0050356	.0631239	-0.08	0.936	-.1287562	.118685
PEnglish	.0211567	.0554083	0.38	0.703	-.0874416	.129755
PMandarin	-.090738	.0324117	-2.80	0.005	-.1542638	-.0272122
POthers	.0003922	.0308184	0.01	0.990	-.0600108	.0607952
Father_Emp~y	.0093349	.2161643	0.04	0.966	-.4143394	.4330091
Mother_Emp~y	.1139675	.1418412	0.80	0.422	-.1640361	.3919711
_cons	.4375241	.8732811	0.50	0.616	-1.274075	2.149124
Entrepreneur						
DegreeEntr~p	.8616008	.4134774	2.08	0.037	.0512	1.672002
Entreprene~g	.332073	.1984397	1.67	0.094	-.0568617	.7210076
RBDS	.9705706	.2614332	3.71	0.000	.458171	1.48297
RBBS	.1751409	.2811931	0.62	0.533	-.3759875	.7262694
FMIE	.7319563	.2375501	3.08	0.002	.2663666	1.197546
FRIE	-.4020852	.2335772	-1.72	0.085	-.8598881	.0557177
TCreativeA	-.0381336	.0412247	-0.93	0.355	-.1189326	.0426654
TTimeA	.0465311	.0683241	0.68	0.496	-.0873817	.1804438
T ICT_A	-.016748	.058676	-0.29	0.775	-.1317509	.0982548
TTalentA	.0043463	.0127996	0.34	0.734	-.0207405	.029433
TInnovatorA	.0870021	.0230984	3.77	0.000	.0417301	.1322741
GroupA	.0062442	.02233	0.28	0.780	-.0375219	.0500103
MeetingA	-.0267953	.0278196	-0.96	0.335	-.0813208	.0277302
Interperso~A	-.0221701	.031426	-0.71	0.481	-.083764	.0394237
PublicA	.0327476	.0265774	1.23	0.218	-.0193432	.0848384
Gender	.2642731	.2186416	1.21	0.227	-.1642565	.6928027
Age	-.1580522	.2568458	-0.62	0.538	-.6614608	.3453564
MelayuDummy	-1.579605	.3358488	-4.70	0.000	-2.237856	-.9213531
MaritalSta~s	-.7995297	.3479617	-2.30	0.022	-1.481522	-.1175374
CGPA	-.2159099	.1908696	-1.13	0.258	-.5900074	.1581876
MUET	.0881524	.1256416	0.70	0.483	-.1581007	.3344055
PBahasa	-.2029664	.0821978	-2.47	0.014	-.3640712	-.0418616
PEnglish	.0435383	.0780884	0.56	0.577	-.1095121	.1965888
PMandarin	.0000143	.0479212	0.00	1.000	-.0939094	.0939381
POthers	.046778	.0463326	1.01	0.313	-.0440322	.1375883
Father_Emp~y	-.2133277	.3096521	-0.69	0.491	-.8202346	.3935793
Mother_Emp~y	.4890865	.2029021	2.41	0.016	.0914056	.8867674
_cons	-.3321354	1.245883	-0.27	0.790	-2.774022	2.109751

Employment~L	Coef.	Robust Std. Err.	z	P> z	[95% Conf. Interval]	
Unemployed						
DegreeEntr~p	-.534264	.2585255	-2.07	0.039	-1.040965	-.0275634
Entreprene~g	-.1926975	.1282371	-1.50	0.133	-.4440376	.0586426
RBDS	.1373804	.1630452	0.84	0.399	-.1821823	.456943
RBBS	.1452249	.171157	0.85	0.396	-.1902366	.4806864
FMIE	.3117507	.1411523	2.21	0.027	.0350972	.5884042
FRIE	.1083237	.1382114	0.78	0.433	-.1625657	.3792131
TCreativeA	-.0001307	.0257786	-0.01	0.996	-.0506558	.0503945
TTimeA	-.0641245	.0382855	-1.67	0.094	-.1391628	.0109137
T ICT_A	.027491	.0391658	0.70	0.483	-.0492725	.1042545
TTalentA	-.0024858	.0073004	-0.34	0.733	-.0167943	.0118226
TInnovatorA	-.0299381	.0132373	-2.26	0.024	-.0558827	-.0039935
GroupA	-.0158029	.0141309	-1.12	0.263	-.0434989	.0118932
MeetingA	-.0251388	.0170572	-1.47	0.141	-.0585704	.0082927
Interperso~A	.0492751	.0190563	2.59	0.010	.0119254	.0866247
PublicA	.0176006	.0171819	1.02	0.306	-.0160753	.0512764
Gender	-.2756827	.1327527	-2.08	0.038	-.5358733	-.0154921
Age	-.3490172	.1717415	-2.03	0.042	-.6856244	-.01241
MelayuDummy	-.2570701	.2456445	-1.05	0.295	-.7385244	.2243843
MaritalSta~s	.3685263	.2871466	1.28	0.199	-.1942707	.9313234
CGPA	.4229874	.1153003	3.67	0.000	.1970029	.6489718
MUET	.1559662	.0750749	2.08	0.038	.008822	.3031104
PBahasa	.0265799	.0582938	0.46	0.648	-.0876739	.1408337
PEnglish	-.0612878	.0495077	-1.24	0.216	-.1583212	.0357456
PMandarin	.0136811	.0324599	0.42	0.673	-.0499391	.0773014
POthers	.0001779	.0304651	0.01	0.995	-.0595326	.0598883
Father_Emp~y	.1054973	.1963597	0.54	0.591	-.2793608	.4903553
Mother_Emp~y	-.1359336	.1264549	-1.07	0.282	-.3837806	.1119134
_cons	1.9034	.8246207	2.31	0.021	.2871727	3.519627
Full_Time						
DegreeEntr~p	-.6053546	.3338075	-1.81	0.070	-1.259605	.048896
Entreprene~g	-.2664111	.1427938	-1.87	0.062	-.5462818	.0134595
RBDS	-.2322444	.1824765	-1.27	0.203	-.5898918	.125403
RBBS	-.0652805	.1987172	-0.33	0.743	-.4547589	.324198
FMIE	.1519579	.1587651	0.96	0.339	-.159216	.4631317
FRIE	.1531227	.1533516	1.00	0.318	-.147441	.4536864
TCreativeA	-.0052862	.0277262	-0.19	0.849	-.0596286	.0490561
TTimeA	-.0157876	.041994	-0.38	0.707	-.0980943	.0665191
T ICT_A	-.0465018	.0421127	-1.10	0.269	-.1290412	.0360377
TTalentA	.0027968	.0080682	0.35	0.729	-.0130166	.0186103
TInnovatorA	-.03906	.0144501	-2.70	0.007	-.0673816	-.0107384
GroupA	.0227742	.0163982	1.39	0.165	-.0093657	.0549142
MeetingA	-.0565992	.0201594	-2.81	0.005	-.096111	-.0170875
Interperso~A	.0493833	.0223286	2.21	0.027	.00562	.0931466
PublicA	.0190223	.020352	0.93	0.350	-.0208669	.0589115
Gender	.0363306	.1448956	0.25	0.802	-.2476595	.3203208
Age	-.1131067	.1870269	-0.60	0.545	-.4796727	.2534593
MelayuDummy	.6066481	.2451414	2.47	0.013	.1261797	1.087116
MaritalSta~s	1.478494	.2855076	5.18	0.000	.9189097	2.038079
CGPA	.2069878	.1314781	1.57	0.115	-.0507046	.4646802
MUET	.1244024	.081455	1.53	0.127	-.0352465	.2840513
PBahasa	.0050356	.0631239	0.08	0.936	-.118685	.1287562
PEnglish	-.0211567	.0554083	-0.38	0.703	-.129755	.0874416
PMandarin	.090738	.0324117	2.80	0.005	.0272122	.1542638
POthers	-.0003922	.0308184	-0.01	0.990	-.0607952	.0600108
Father_Emp~y	-.0093349	.2161643	-0.04	0.966	-.4330091	.4143394
Mother_Emp~y	-.1139675	.1418412	-0.80	0.422	-.3919711	.1640361
_cons	-.4375241	.8732811	-0.50	0.616	-2.149124	1.274075
Not_Full_T~e	(base outcome)					

Entrepreneur						
DegreeEntr~p	.2562462	.3660335	0.70	0.484	-.4611662	.9736587
Entreprene~g	.0656618	.2004731	0.33	0.743	-.3272581	.4585818
RBDS	.7383261	.2679592	2.76	0.006	.2131358	1.263516
RBBS	.1098604	.2805015	0.39	0.695	-.4399123	.6596332
FMIE	.8839141	.2424732	3.65	0.000	.4086755	1.359153
FRIE	-.2489625	.2373406	-1.05	0.294	-.7141414	.2162164
TCreativeA	-.0434199	.0423223	-1.03	0.305	-.1263701	.0395303
TTimeA	.0307435	.0692782	0.44	0.657	-.1050392	.1665262
T ICT_A	-.0632498	.0598299	-1.06	0.290	-.1805143	.0540147
TTalentA	.0071431	.0133191	0.54	0.592	-.0189619	.0332481
TInnovatorA	.0479422	.0238669	2.01	0.045	.0011639	.0947204
GroupA	.0290184	.0218776	1.33	0.185	-.0138608	.0718976
MeetingA	-.0833945	.027635	-3.02	0.003	-.1375581	-.0292309
Interperso~A	.0272132	.0307781	0.88	0.377	-.0331107	.0875371
PublicA	.0517699	.0258569	2.00	0.045	.0010913	.1024485
Gender	.3006038	.2186423	1.37	0.169	-.1279274	.7291349
Age	-.2711589	.2580245	-1.05	0.293	-.7768776	.2345598
MelayuDummy	-.9729566	.3586611	-2.71	0.007	-1.675919	-.2699938
MaritalSta~s	.6789646	.3982982	1.70	0.088	-.1016854	1.459615
CGPA	-.0089221	.1920508	-0.05	0.963	-.3853348	.3674905
MUET	.2125548	.1277056	1.66	0.096	-.0377436	.4628532
PBahasa	-.1979308	.0840627	-2.35	0.019	-.3626906	-.033171
PEnglish	.0223816	.0795832	0.28	0.779	-.1335985	.1783618
PMandarin	.0907524	.0501156	1.81	0.070	-.0074725	.1889772
POthers	.0463859	.0488598	0.95	0.342	-.0493776	.1421493
Father_Emp~y	-.2226625	.303999	-0.73	0.464	-.8184895	.3731645
Mother_Emp~y	.375119	.206322	1.82	0.069	-.0292647	.7795027
_cons	-.7696595	1.294755	-0.59	0.552	-3.307332	1.768013

Iteration 0: log pseudolikelihood = -2760.0763
Iteration 1: log pseudolikelihood = -2494.3826
Iteration 2: log pseudolikelihood = -2480.8485
Iteration 3: log pseudolikelihood = -2480.6709
Iteration 4: log pseudolikelihood = -2480.6708

Multinomial logistic regression Number of obs
wald chi2(81)
Prob > chi2
Pseudo R2

Log pseudolikelihood = -2480.6708

Employment~L	Coef.	Robust Std. Err.	z	P> z	[95% Conf. Interval]	
Unemployed						
DegreeEntr~p	-.7905102	.3327717	-2.38	0.018	-1.442731	-.1382896
Entreprene~g	-.2583593	.1874851	-1.38	0.168	-.6258234	.1091047
RBDS	-.6009458	.2510241	-2.39	0.017	-1.092944	-.1089477
RBBS	.0353645	.2626321	0.13	0.893	-.479385	.5501139
FMIE	-.5721634	.2258801	-2.53	0.011	-1.01488	-.1294466
FRIE	.3572862	.2224225	1.61	0.108	-.0786539	.7932263
TCreativeA	.0432892	.0393789	1.10	0.272	-.033892	.1204705
TTimeA	-.094868	.0660603	-1.44	0.151	-.2243439	.0346079
T ICT_A	.0907408	.0557498	1.63	0.104	-.0185268	.2000084
TTalentA	-.0096289	.0124511	-0.77	0.439	-.0340327	.0147749
TInnovatorA	-.0778802	.022323	-3.49	0.000	-.1216324	-.0341281
GroupA	-.0448213	.0205413	-2.18	0.029	-.0850815	-.0045611

MeetingA	.0582557	.0256141	2.27	0.023	.0080529	.1084585
Interperso~A	.0220619	.028971	0.76	0.446	-.0347202	.0788439
PublicA	-.0341693	.0243672	-1.40	0.161	-.0819283	.0135896
Gender	-.5762865	.2076034	-2.78	0.006	-.9831816	-.1693914
Age	-.0778583	.2485775	-0.31	0.754	-.5650613	.4093447
MelayuDummy	.7158865	.3300962	2.17	0.030	.0689098	1.362863
MaritalSta~s	-.3104383	.3540828	-0.88	0.381	-1.004428	.3835513
CGPA	.4319095	.1797766	2.40	0.016	.0795539	.7842651
MUET	-.0565886	.1199142	-0.47	0.637	-.2916161	.1784388
PBahasa	.2245107	.0778777	2.88	0.004	.0718731	.3771482
PEnglish	-.0836694	.0734109	-1.14	0.254	-.2275522	.0602133
PMandarin	-.0770712	.0467401	-1.65	0.099	-.1686801	.0145376
POthers	-.046208	.0450887	-1.02	0.305	-.1345802	.0421642
Father_Emp~y	.3281598	.2881312	1.14	0.255	-.2365671	.8928866
Mother_Emp~y	-.5110526	.1903042	-2.69	0.007	-.8840419	-.1380633
_cons	2.673059	1.198555	2.23	0.026	.323934	5.022184
Full_Time						
DegreeEntr~p	-.8616008	.4134774	-2.08	0.037	-1.672002	-.0512
Entreprene~g	-.332073	.1984397	-1.67	0.094	-.7210076	.0568617
RBDS	-.9705706	.2614332	-3.71	0.000	-1.48297	-.458171
RBBS	-.1751409	.2811931	-0.62	0.533	-.7262694	.3759875
FMIE	-.7319563	.2375501	-3.08	0.002	-1.197546	-.2663666
FRIE	.4020852	.2335772	1.72	0.085	-.0557177	.8598881
TCreativeA	.0381336	.0412247	0.93	0.355	-.0426654	.1189326
TTimeA	-.0465311	.0683241	-0.68	0.496	-.1804438	.0873817
T ICT_A	.016748	.058676	0.29	0.775	-.0982548	.1317509
TTalentA	-.0043463	.0127996	-0.34	0.734	-.029433	.0207405
TInnovatorA	-.0870021	.0230984	-3.77	0.000	-.1322741	-.0417301
GroupA	-.0062442	.02233	-0.28	0.780	-.0500103	.0375219
MeetingA	.0267953	.0278196	0.96	0.335	-.0277302	.0813208
Interperso~A	.0221701	.031426	0.71	0.481	-.0394237	.083764
PublicA	-.0327476	.0265774	-1.23	0.218	-.0848384	.0193432
Gender	-.2642731	.2186416	-1.21	0.227	-.6928027	.1642565
Age	.1580522	.2568458	0.62	0.538	-.3453564	.6614608
MelayuDummy	1.579605	.3358488	4.70	0.000	.9213531	2.237856
MaritalSta~s	.7995297	.3479617	2.30	0.022	.1175374	1.481522
CGPA	.2159099	.1908696	1.13	0.258	-.1581876	.5900074
MUET	-.0881524	.1256416	-0.70	0.483	-.3344055	.1581007
PBahasa	.2029664	.0821978	2.47	0.014	.0418616	.3640712
PEnglish	-.0435383	.0780884	-0.56	0.577	-.1965888	.1095121
PMandarin	-.0000143	.0479212	-0.00	1.000	-.0939381	.0939094
POthers	-.046778	.0463326	-1.01	0.313	-.1375883	.0440322
Father_Emp~y	.2133277	.3096521	0.69	0.491	-.3935793	.8202346
Mother_Emp~y	-.4890865	.2029021	-2.41	0.016	-.8867674	-.0914056
_cons	.3321354	1.245883	0.27	0.790	-2.109751	2.774022
Not_Full_T~e						
DegreeEntr~p	-.2562462	.3660335	-0.70	0.484	-.9736587	.4611662
Entreprene~g	-.0656618	.2004731	-0.33	0.743	-.4585818	.3272581
RBDS	-.7383261	.2679592	-2.76	0.006	-1.263516	-.2131358
RBBS	-.1098604	.2805015	-0.39	0.695	-.6596332	.4399123
FMIE	-.8839141	.2424732	-3.65	0.000	-1.359153	-.4086755
FRIE	.2489625	.2373406	1.05	0.294	-.2162164	.7141414
TCreativeA	.0434199	.0423223	1.03	0.305	-.0395303	.1263701
TTimeA	-.0307435	.0692782	-0.44	0.657	-.1665262	.1050392
T ICT_A	.0632498	.0598299	1.06	0.290	-.0540147	.1805143
TTalentA	-.0071431	.0133191	-0.54	0.592	-.0332481	.0189619
TInnovatorA	-.0479422	.0238669	-2.01	0.045	-.0947204	-.0011639
GroupA	-.0290184	.0218776	-1.33	0.185	-.0718976	.0138608
MeetingA	.0833945	.027635	3.02	0.003	.0292309	.1375581
Interperso~A	-.0272132	.0307781	-0.88	0.377	-.0875371	.0331107
PublicA	-.0517699	.0258569	-2.00	0.045	-.1024485	-.0010913
Gender	-.3006038	.2186423	-1.37	0.169	-.7291349	.1279274
Age	.2711589	.2580245	1.05	0.293	-.2345598	.7768776
MelayuDummy	.9729566	.3586611	2.71	0.007	.2699938	1.675919
MaritalSta~s	-.6789646	.3982982	-1.70	0.088	-1.459615	.1016854
CGPA	.0089221	.1920508	0.05	0.963	-.3674905	.3853348
MUET	-.2125548	.1277056	-1.66	0.096	-.4628532	.0377436

PBahasa	.1979308	.0840627	2.35	0.019	.033171	.3626906
PEnglish	-.0223816	.0795832	-0.28	0.779	-.1783618	.1335985
PMandarin	-.0907524	.0501156	-1.81	0.070	-.1889772	.0074725

Pothers	-.0463859	.0488598	-0.95	0.342	-.1421493	.0493776
Father_Emp~y	.2226625	.303999	0.73	0.464	-.3731645	.8184895
Mother_Emp~y	-.375119	.206322	-1.82	0.069	-.7795027	.0292647
_cons	.7696595	1.294755	0.59	0.552	-1.768013	3.307332
Entrepreneur	(base outcome)					



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Marginal effects

y = Pr(EmploymentStatus_MNL==Entrepreneur) (predict, p outcome (3)) = **.04793795**

variable	dy/dx	Std. Err.	z	P> z	[95% C.I.]	x
Degree~p*	.041047	.02539	1.62	0.106	-.008724 .090818	.04682
Entrep~g*	.0111492	.00855	1.30	0.192	-.005616 .027915	.413428
RBDS*	.0373501	.01394	2.68	0.007	.010034 .064667	.344965
RBBS*	.0023787	.01185	0.20	0.841	-.020853 .025611	.264134
FMIE*	.0334973	.01133	2.96	0.003	.01128 2	.391784
FRIE*	-.0159649	.01004	-1.59	0.112	-.035644 .003714	.504859
TCreat~A	-.0019102	.00172	-1.11	0.266	-.005275 .001455	47.1948
TTimeA	.0031131	.00288	1.08	0.280	-.002538 .008764	29.8207
T ICT_A	-.0029301	.00245	-1.19	0.232	-.007739 .001879	23.5468
TTalentA	.0003482	.00055	0.63	0.529	-.000736 .001433	63.6568
TIInnov~A	.0033967	.00096	3.53	0.000	.00150 9	36.9448
GroupA	.0014006	.00089	1.57	0.116	-.000347 .003149	22.3034
MeetingA	-.0024831	.00113	-2.20	0.028	-.004698 -.000268	25.3458
Interp~A	-.0005542	.00127	-0.44	0.663	-.003049 .001941	26.0919
PublicA	.0017033	.00107	1.60	0.110	-.000387 .003793	25.9722
Gender*	.0212311	.01105	1.92	0.055	-.000426 .042888	.288428
Age	-.0027169	.01071	-0.25	0.800	-.023707 .018273	1.15857
Melayu~y	-.0462241	.01407	-3.29	0.001	-.073794 -.018654	1.32465
Marita~s	.0031938	.01523	0.21	0.834	-.026662 .033049	1.07597
CGPA	-.0130181	.00778	-1.67	0.094	-.028272 .002235	1.77959
MUET	.0044285	.0053	0.84	0.403	-.005954 .014812	2.72482
PBahasa	-.0097228	.00356	-2.73	0.006	-.016696 -.002749	7.9788
PEnglish	.0027343	.00328	0.83	0.404	-.003689 .009158	6.375
PManda~n	.002646	.00202	1.31	0.190	-.001309 .006601	2.91652
POthers	.0021179	.002	1.06	0.289	-.0018 .006036	2.19744
Father~y*	-.0137368	.01536	-0.89	0.371	-.043834 .01636	.887809
Mother~y*	.0232641	.00968	2.40	0.016	.00428 8	.360424

(*) dy/dx is for discrete change of dummy variable from 0 to 1

```
. predict prob*
(option pr assumed; predicted
probabilities)
(36 missing values generated)
. egen pred_max = rowmax
(prob*)
(36 missing values generated)
. gen
pred_choice = .
(2300 missing values
generated)
```

```
11 . forv i=1/4 {
2. replace pred_choice = `i' if (pred_max == prob`i')
3. }
(1522 real changes made)
(632 real changes made)
(200 real changes made)
(54 real changes made)
```

12 . tab pred_choice EmploymentStatus_MNL

29. Respondent's employment status
(Multinomial Logisticals Regression)

pred_choic e	Unemploye	Full Time	Not Full	Entrepren	Total
1	808	273	297	108	1,486
2	171	332	67	26	596
3	43	34	74	13	164
4	36	6	3	9	54
Total	1,058	645	441	156	2,300

14 . vif

variable	VIF	1/VIF
TCreativeA	7.58	0.131994
TTimeA	7.18	0.139282
T ICT_A	4.72	0.211868
Interperso~A	3.63	0.275458
MelayuDummy	3.26	0.307069
PublicA	3.11	0.321267
TTalenta	3.07	0.325785
TInnovatorA	3.06	0.326327
MeetingA	2.95	0.339548
GroupA	2.81	0.355349
PMandarin	2.45	0.407353
PBahasa	1.81	0.553694
RBDS	1.74	0.575951
RBBS	1.71	0.584661
PEnglish	1.67	0.598454
MUET	1.41	0.709954
POthers	1.40	0.716782
FRIE	1.38	0.724495
FMIE	1.34	0.746912
CGPA	1.28	0.783403
Age	1.24	0.804124
Entreprene~g	1.16	0.860316
MaritalSta~s	1.14	0.877816
Gender	1.10	0.910319
Mother_Emp~y	1.07	0.934370
DegreeEntr~p	1.06	0.942705
Father_Emp~y	1.03	0.968476
Mean VIF	2.42	