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The impact of personality traits on entrepreneurial intentions of the Indonesian wound care clinicians

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ABSTRACT

Entrepreneurs become the foundation for a stable economic recovery. The health sector, especially nursing, can be transformed to be more innovative base on personal characteristics. The purpose of this study is to identify the influence of individual traits (locus of control, need for achievement, creativity & risk-taking) on entrepreneurial intentions in wound care clinicians in Indonesia. This study applied a cross sectional survey design with 205 Wound Care Clinician in Indonesia and analysis using SmartPLS Version 3.0. This research shows correlation and influence between the variables a direct need for achievement and creativity on entrepreneur intention, while locus of control and risk-taking are indirect. This study's results serve as a reference for wound care clinicians in making decisions to build their own business in nursing.

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Introduction

Entrepreneurship has become a frequently used term throughout the world. Entrepreneurship tends to be connected with economic growth from the viewpoint of key players in society, including policymakers and scholars, and citizens are faced and the need for entrepreneurship to grow and expand in the society. Business activities inevitably make a considerable contribution to the national economic development of a country. This statement is possible because of the uniqueness of entrepreneurship itself, which is pretentious and driven by the role of product or service innovation, accelerating structural transformation in the economy, supporting new competition and contributing to production power, and creating jobs and increasing the competitiveness of countries at the international level.

According to the 2018 Global Entrepreneurship Index (GEI) data, out of 137 countries, Indonesia is in position 94 in entrepreneurship. This position is still lagging behind other countries in Southeast Asia. For example, Vietnam is in 87th place, the Philippines at 76th, Thailand at 71st, Malaysia at 58th, Brunei Darussalam at 53, and Singapore in 27th place. Indonesia was having entrepreneurial peculiarities similar to that of China, Malaysia and Thailand. The business world in recent years has attracted many young people from various educational backgrounds. The medical world also has to deal with business competition in providing health services. Business in the world of health should be linear with quality and holistic health services, practical doctor-patient communication so that the therapeutic process takes place effectively and avoids negative things such as patient dissatisfaction, leading to health workers' demands.

Most study of entrepreneurial intentions (Wilson et al., 2007; Sun, et al., 2017; Irengün and Arıkboga (2015), indicate that education and training should have concentrated more on improving personal attitudes than knowledge. One of the factors affecting individual behavior is character. A systematic analysis of various individuals was performed by Frank et al. (2007) (e.g., high school students, college students, aspiring business founders, and successful business founders). Using regression analysis, they found various outcomes for these groups. For example, the need for achievement and creativity are important entrepreneurial characteristics for high school students, while creativity is not important for students. Only risk-taking has a significant impact on entrepreneurial intentions for prospective business founders and successful business founders (Yoopetch, C. 2020).

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The intention is considered the driving force for doing a business and is generally seen as the beginning of a business by an entrepreneur (Dinc and Hadzic, 2018). Several studies have focused on the diversity of entrepreneurs, including attributes, personality or gender (Wu et al., 2019). Bux and Honglin (2015) suggest that entrepreneurial characteristics (locus of control, contributing to risk-taking, self-confidence, creativity and uncertainty tolerance) have a major positive direct impact on entrepreneurial intentions except for the need for achievement. Ertuna and Gurel (2011) mention, more or less similar, the positive effects of creativity, locus of control, and risk-taking on the development of entrepreneurial intentions (Mendoza & Lacap, 2015). For the following reasons, research is therefore necessary to reconsider the impact of personality on entrepreneurial intentions.

There are also many entrepreneurial developments in health specialization, especially nurses, in opening nursing services in the community. The increasing number of graduate nurses continues, and the number of jobs that do not get and the income is not proportional to nursing education costs. Renewing nursing graduates' perspective, be it D3 or S1, regarding opportunities for nurses who have only focused on health services and education. Wound care Clinician can offer independent services to the community and increase income by starting a business or an entrepreneur. The types of companies that Wound care clinicians can make are independent nursing practice, care product development, home care or telenursing.

Wound care clinicians are spread all over Indonesia, with 14,050 graduates of this training (Wocare, 2020). Wound care clinicians are nurse/health workers who have graduated or completed a wound care training program organized by the Indonesian wocare centre accredited by the Indonesian Ministry of Health's Human Resources Development Agency. Wocare developed this program with a total of 37 hours of implementation with wound care competencies. Based on these things, the researcher felt interested in exploring more deeply about entrepreneurial decisions among nurses. This research will study aspects of individual behavior in the individual's decision-making process to become an entrepreneur.

Literature Review

Entrepreneur Intention

The process of doing something new (creative) and something different (Innovative) for the purpose of creating wealth for the individual and adding value to society' the process of doing something new (creative) and something different (innovative) in order to create wealth for the individual and add value to society. Entrepreneurship is a method of creating something new (new creation) and making something different from what already exists (innovation) in order to create human welfare and contribute value to society. Entrepreneurship is a process. According to Marzuki (2000), someone who has the potential to use resources such as capital, raw materials, and labor to create a new product, new company, production method, or organizational growth is the essence of entrepreneurship in the sense of management. Meanwhile, according to Sarwoko (2011), entrepreneurship is an entrepreneur in the business sense, but not all entrepreneurs are businessmen. According to Hisrich's et al., (1995) definition of entrepreneurship, 'Entrepreneurship is the process of creating something distinct with value by devoting the requisite time and effort, assuming the financial, psychological and social risk that accompanies it, and receiving the resulting monetary and perusable satisfaction reward.' The focus of entrepreneurship here is on the process of creating something unique, which has added value through the sacrifice of time and energy with different social risks, and the results are obtained to obtain an appreciation for the benefits obtained along with the development of personal satisfaction.

Entrepreneurial intentions are characterized as the percentage of individuals who plan to start a business in less than three years (not included in this calculation are those who are currently engaged in entrepreneurship) (GEM, 2016). Entrepreneurial motive is an individual's desire to act and make decisions. This often represents the individual's motivation and objectives (Peng et al., 2015). In evaluating entrepreneurial purpose, Sampurna (2015) notes that there are three dimensions, namely: (1) the ability to choose entrepreneurship as a career or occupation, (2) choose to be an entrepreneur rather than work for other people, and (3) have a goal to start a business in the future.

Locus of Control

In 1966, Rotter, a social learning researcher, first put forward the locus of influence. (Rotter, 1969) describes control locus as the expectation of perceived internal or external control or the degree to which actions are perceived by a person as contingent on their own actions. One of the personality variables, which is described as the confidence of an individual in whether or not to control one's own fate, is the locus of control. An individual who feels that an occurrence happening in his life is under his influence, then the person has an internal control locus. It is said that individuals who believe that the atmosphere governs the activities that happen in the organization have an external locus of control (Wiriani et al., 2013). Myers & Spencer (2013) indicated that the control locus is the perception of how a man can control his destiny. Robbins & Judge (2007) also describes the control locus as the degree of trust of an individual in managing his destiny. The control locus refers to a metric that indicates how an individual sees the probability of a relationship between an action being undertaken and the consequence or outcome received. A person's sense of achievement or failure in carrying out different tasks in his life is the locus of influence.

Risk Taking

Riyanti (2009) notes that three realms, namely financial, social and physical risks, can be classified into the risks faced by a person. Each individual has numerous perceptions of the risks faced. Their risk behaviors are not necessarily consistent across multiple

contexts. An individual, for example, has a high trend toward financial risk but a low trend toward physical risk. Jain and Ali (2013), Verheul et al. (2012) have suggested that people who have risk aversion appear to be more interested in business operations. Even if there is no certainty that it would make a profit, an entrepreneur will not be afraid to use his personal funds for his business.

Need for Achievement

Individuals with a strong need for success prefer to set more difficult targets and take more risky decisions (Moorhead et al, 2013). McClelland (1987) said the need for accomplishment is the need to attain achievement, which is determined based on a person's level of opportunity. This need is closely connected to work and direct conduct in attempts to attain such achievements. The Incentive Theory of McClelland (Chairy, 2011) also notes that the desire for success is an important psychological driving force behind one's acts and has long been recognized as a factor influencing entrepreneurial behavior.

The theory of David McClelland, an entrepreneur who performs business practices is motivated by the desire to succeed, communicate with others and acquire financial and social influence. In comparison, McClelland finds different signs that people with a strong demand for housing tend to take chances that have a chance of success. People with a high demand for education have a strong desire to take personal responsibility for carrying out assignments, prefer to set challenging goals, and have a strong desire to get feedback on their success (Robbins, 2007).

Creativity

Understanding innovation (creativity) would establish a firm base for developing an entrepreneurship module or instrument. The presence of a clear ability to develop (create or innovate) something different is a core position in entrepreneurship, such as: a new organization, a new vision of the market, new organizational principles, new development processes, goods and services. New services, new approaches to handle things, new ways of decision-making.

For all organizations that think about success and change, innovation is an essential source of generating competition. A. The criteria for a creative person are Frinches (2004) notes that:

- a. Experience transparency (openness to experience).
- b. Observations see what is commonly performed in a way (observant seeing things in unusual ways).
- c. Just curiosity. Ambiguity's resistance (tolerance of appetites)
- d. Unity of decisions, ideas and actions (independence in judgment, thought and action)
- e. Need for and reception of autonomy (needing and assuming autonomy)
- f. Trust in yourself (self-reliance)
- g. Being not immune to party oversight (not being subject to group standard and control).
- h. Availability to take risks measured (willing to take calculated risks).

Research and Methodology

This study used a cross-sectional survey design with questionnaires sent to 205 wound care clinicians. They are members of the Indonesian Wound Care Clinician Association (InWCCA). In this study, the inclusion criteria were Wound care clinician, aged ≥ 18 and ≤ 65 , Length of work > 1 year, and reading and communicating in the Indonesian language. Content validity for this study comparing the measurement items of each variable with an extensive review of the literature related to the research model's critical success factors. All questions are printed randomly in no logical order in the versions we distributed to respondents. There is also no title for each section, so that the management content is not identified to the wound care clinician. The priming effect, the mood state induced by the context of the item, and other prejudices associated with the context of the query can therefore be reduced (Podsako et al., 2003). In entrepreneurship research, items measuring each of the constructs have been extensively studied (Sun et., Al, 2020) and have been considered valid and reliable with validated psychometric properties.

At the start of the questionnaire, respondents concluded that the answers given for selection did not mean the higher, the better, or the lower, the better, and that there were no correct or incorrect answers. Each question is anonymous. The survey is not part of an exam or evaluation form which has little to do with the performance of wound care clinicians. Wound care clinicians answer questionnaire actually on their real feelings about the issues. Finally, the reliability of the questionnaires will be tested and the incorrect ones screened. This approach helps respondents avoid providing similar answers to all questions or offering solutions based on social approval and acceptance, therefore minimizing errors due to the consistency of social motives and desires (Podsako et al., 2003). Finally, this research does not aim at personality assessment and is unlikely to attract general method bias. In addition, to minimize method bias, a number of procedural improvements have been introduced. Therefore, the issue of bias in the methods available does not seem to be of interest in this study.

Result and Discussion

The study participants included 205 participants who have recruited wound care clinician around Indonesia. Table 1 shows that 45.4% of respondent from Java. Age of respondent 31 - 50 Year most 67.5%. Most of participant 60% were male. More than half of the participant had a bachelor level (54.6%), and 0.5% had a nursing specialist. The most common business intention is nursing private practice (68.8%)—the most wound care clinician experience above 10 years (48.8%) as a nurse.

Table 1: The socio-demographic data of the sample

Respondent	Variables						
Island	Java	Sumatra	Borneo	Celebes	Bali NTT NTB	Papua & Maluku	
Percent (%)	45.4%	34.1%	8.3%	9.3%	2.4%	0.5%	
Age	20 - 30 Years	31 - 50 Years	>50 Years				
Percent (%)	30.7%	67.3%	2%				
Sex	Male	Female					
Percent (%)	60%	40%					
Education Level	Diploma	Bachelor	Magister	Specialist			
Percent (%)	29.8%	54.6%	15.1%	0.5%			
Type of Business Intentions	Private Practice	Homecare	Product Development	Other Business			
Percent (%)	68.8%	17.1%	8.8%	5.4%			
Experience	<1 Years	1-5 Years	6-10 Years	>10 Years			
Percent (%)	10.7%	20.5%	22%	46.8%			

The variables used in this study include locus of control, need for achievement, creativity and risk-taking as independent variables and Entrepreneurial Intention as the dependent variable. In addition to the average score obtained on a 5-point Likert scale for Variable, the percentage level of impact calculated for each item by dividing the average by the maximum possible level on the 5-point Likert-type response format, in this case. The analysis results are summarized in Table II which shows the external loading.

Table 2: Validity Convergent Actual: Outer Loading

	CA	EI	LOC	NACH	RT
CA_1	0.806				
CA_2	0.804				
CA_3	0.841				
CA_4	0.771				
CA_5	0.825				
CA_7	0.797				
CA_8	0.742				
EI_1		0.790			
EI_2		0.886			
EI_3		0.821			
EI_4		0.839			
EI_5		0.837			
EI_6		0.887			
LOC_1			0.655		
LOC_2			0.829		
LOC_5			0.608		
LOC_6			0.736		
NACH_1				0.761	
NACH_2				0.772	
NACH_3				0.773	
NACH_7				0.814	
NACH_8				0.812	
RT_2					0.809
RT_5					0.788
RT_7					0.782
RT_8					0.782

Note: LOC: Locus of Control, RT: Risk Taking, NACH: Need for Achievement,

CA: Creativity, EI: Entrepreneurial Intentions

Table 3 shows that the value AVE for each variable has met the validity criteria, where the variables of locus of control, need for achievement, creativity and risk-taking and Entrepreneurial Intention Variable Results with each value AVE are 0.507, 0.19, 0.638, 0.625 and 0.713 have a value that is higher than the limit value 0.5 (Hair,2019). So concluded that all variables have a good convergent validity value.

Table 3: Validity Convergent Actual: AVE

	Average Variance Extracted (AVE)
Creativity	0.638
Entrepreneurial Intention	0.713
Locus of Control	0.507
Need for Achievement	0.619
Risk Taking	0.625

In this study, the structural model can be evaluated using the coefficient of determination (R²) and the multicollinearity test. Here is a diagram to see the path (path model) using PLS calculation bootstrapping.

Figure 1: Path Model PLS Algorithm

In testing the hypothesis, both direct effects, the test statistic used is the t statistic or t-test using the provisions of the t-table value (one tail), which is 1.65 with a significant level of 0.05. The t-table value will be used as a limit value or cut off compared to the t-statistical value in the table Path Coefficient to accept or reject the proposed hypothesis.

Table 4: Path Coefficients Bootstrapping (Mean, STDEV, T-Values)

Hypothesis	Variables	Original Sample (O)	T Statistics	P Values	Conclusion
H1	Positive effect of Locus of Control on Risk Taking	0.202	2.196	0.029	Supported
H2	Positive effect of Locus of Control on Need for Achievement	0.576	9.092	0.000	Supported
H3	Positive effect of Locus of Control on Creativity	0.183	2.291	0.022	Supported
H4	Positive effect of Locus of Control on Entrepreneurial Intention	0.012	0.159	0.874	Reject
H5	Positive effect of Need for Achievement on Risk Taking	0.261	3.360	0.001	Supported
H6	Positive effect of Need for Achievement on Creativity	0.342	5.050	0.000	Supported
H7	Positive effect of Need for Achievement on Entrepreneurial Intention	0.190	2.037	0.042	Supported
H8	Positive effect of Risk Taking on Creativity	0.328	4.639	0.000	Supported
H9	Positive effect of Risk Taking on Entrepreneurial Intention	0.105	1.425	0.155	Reject
H10	Positive effect of Creativity on Entrepreneurial Intention	0.381	4.575	0.000	Supported

In this analysis, the hypothesis testing relationship (direct effect) seen from the value found in the coefficient of the table path that would then be graded meaning based on the value of t-statistic Per path, here is a hypothesis test: Locus of Control positive effect on risk-taking, Locus of Control positive effect on need for achievement, Locus of Control positive impact on creativity, Need for Achievement Positive Risk-Taking Effect, Need for Achievement Positive Risk-Taking Effect, Need for Achievement Positive Creativity Effect, Need for Achievement Positive Effect, Risk-Taking Positive Creativity Effect, and Creativity Positive Entrepreneurial Intention Effect. Relevant Indirect impact testing. The locus of influence has an indirect impact on the goal of the entrepreneur, mediated by the need for achievement, risk-taking and creativity. Risk-taking, which is influenced by creativity, often has an indirect influence on entrepreneurial intent. Strong personal traits will therefore increase the interest in building a business for wound care clinicians.

Discussion

This study tested 10 hypotheses that compiled at the beginning, 2 hypotheses rejected with direct influence, but there was an indirect effect. Testing the first hypothesis in this study found that Locus of control has a positive and significant impact on risk-taking. Salamanca et al. (2016) reported that the main determinant of risk-taking investment is the locus of control. Darmanto and Lestari (2014) also note that the locus of influence affects entrepreneurial intentions explicitly and significantly. According to Ghufuron and Risnawita (2011), the locus of control is an element of personality that explains how expectations affect people. This statement is the same as that described by Ferreira and Fernandes (2017), locus of control, personal and social factors that impact business intentions and take risks on someone to build a business.

Need for achievement is closely related to goals and obsession with activities that must be completed (McClelland, 1985). This study has a positive and significant influence between locus of control on Need for Achievement. According to Forte (2005), the locus of control refers to a situation in which success and failure are now the individual attributes one has. He also mentioned that when people react to the locus of control present in themselves, they can achieve a more significant achievement in their own lives because they feel that their potential will effectively make them more innovative and valuable. Locus of control is an individual's belief about the existence of control over himself, and how much control he has over the successes and failures he experienced and the situations or events in his life. In this study, there is a positive and significant effect of Locus of control towards Creativity. The same thing was finding by Montea & Siu (2002) that Lucas of Control is tied to high creativity and this also stated by Lather et al. (2014) Lucas of Control is related to increased creativity.

This study stated that there was a positive and significant influence between Need for Achievement against risk-taking. The relationship between risk-taking and the need for achievement was examined by Stewart (2004) and a significant relationship between the two variables was mentioned. Hillson and Murray-Webster (2007) have indicated that risk-taking is increased by the need for achievement. Need for Achievement has a positive and important impact on creativity. States that wound care clinicians have achievement motivation with efforts to increase creativity in entrepreneurial activities. There is a positive and important effect of the Need for Achievement on Creativity, according to Sun et al. (2020). This desire for achievement is motivated by the desire to compete with people and is accompanied by the desire to achieve success. There is a positive and significant influence of Need for Achievement on Entrepreneurial Intention in this research. The need for achievement has an important and positive impact on entrepreneurial intent (Untu and Widjaja, 2019). However, there is no impact of Need For Achievement with Entrepreneurial Purpose in the study by Sun et al. (2020) reports. Dohse and Walter (2012) have determined that one of the variables affecting the desire of a person to become an entrepreneur is the need for achievement.

Entrepreneurs explicitly share unusual problem-solving solutions and are required to demonstrate a higher level of risk-taking (Guroi and Atsan, 2006; Hillson and Murray-Webster, 2007). An optimistic and important influence of risk-taking on creativity is seen in this research. The same thing was that a major risk-taking and creativity relationship found by Stewart (2004) showed that people who are able to take risks appear to be more creative. In this situation, imagination is taken into consideration in the risk-taking of wound care clinicians. This indicator can make wound care clinicians more careful in taking risks if they ignore creativity in developing types of businesses in the field of care.

This study has a positive but significant effect on risk-taking on entrepreneurial intention. Kisker and Ernst (2015) stated. Differently, the desire to take risks is the primary key in growing a business. In their analysis, Ozaralli and Rivenburgh (2016) also found that there is a significant relationship between the tendency to risk-take on Entrepreneurial Intention, the same thing as this study found in the Sun et al. (2020) study that there is no influence on Entrepreneurial Intention and significant risk-taking. The same thing between Locus of control and Entrepreneurial Intention. The same thing was stated by Sun et al., (2020), which states that there is no influence of locus of control with entrepreneurial intention internally. These individuals believe that they control everything that happens to themselves, while external individuals believe that everything that happened to him was controlled by outside forces such as luck and chance.

Entrepreneurial intention is influenced by a person's ability to recognize an opportunity, tolerance for ambiguity and creativity (Muis, 2017). This research has a positive and significant influence between Creativity on Entrepreneurial Intention. Individual ability will affect self-confidence and confidence for a career as an entrepreneur. Creativity has been shown to affect intention both directly and through attitude, subjective norm and perceived behavioral control (Rauch & Hulsink, 2015; Biraglia & Kadile, 2017; González et

al., 2019). According to González et al. (2019), creative people will look for ways to create and use an opportunity. They will always look for ways to make the best use of their resources and abilities. Therefore, wound care clinician must have high creativity in order to run a more developed nursing business.

Conclusions

This research demonstrates the findings of this study affect the intention of the entrepreneur that there is a connection and impact between an urgent need for achievement and creativity on the intention of the entrepreneur. At the same time, regulation and risk-taking positions are indirect. For wound care clinicians, this is a guide when making decisions to develop their nursing businesses. They and the nursing company are actively expanding in the area of private nursing practice, nursing products, or home care. Toftoy and Chatterjee (2004) suggest that, in one place or one sector, entrepreneurship should start. This recommendation for the nursing sector is endorsed by Weng et al. (2015) by stressing the need for nurses' creativity and innovation and providing continuous practical support and appreciation for innovative ideas.

These findings can be used to formulate policies in Indonesia for entrepreneurial development, particularly in the nursing sector. Government policies aimed at offering assistance and comfort in running a business for wound care clinicians, such as securing licenses and providing technical knowledge or awards and mentoring for the expertise that entrepreneurs should have to run a company well. This initiative is expected to stimulate entrepreneurial growth in order to increase the GDP of the country. There is also a need for facilitation efforts to promote self-confidence in wound care practitioners in feeling capable of aspects of business management. It can improve one's character by removing doubts about doing a nursing business, and it is important to increase skills or innovation in business development.

For future research, researchers are advised to use the model used in this study and deepen variations on the respondents' characteristics, for example, in terms of sample size, geographical aspects, and variations in business fields. Further research To obtain insights suitable respondent's condition, add variables that describe entrepreneurs' readiness from an internal perspective. Ownership in management perspectives and strategic planning, for example (business vision and mission). Other factors that have a major impact on political, legal, economic, social, cultural and technical components and business management skills can be evaluated by internal or external SWOT analysis abilities (opportunities, strengths, challenges and weaknesses) (marketing, finance, human resources and operations).

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