

THE MEDIATING ROLE OF SELF-EFFICACY IN THE RELATIONSHIP BETWEEN FAMILY ENVIRONMENT, MOTIVATION, AND ENTREPRENEURIAL INTENTION AMONG EMPLOYEES OF THE JAMBI HIGH PROSECUTOR'S OFFICE

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Abstract

The purpose of this study is to identify and analyze whether self-efficacy mediates the influence of the family environment and motivation on the entrepreneurial intention of employees at the High Prosecutor's Office of Jambi. The population used in this study consists of all employees of the High Prosecutor's Office of Jambi in 2024, totaling 224 individuals. Based on calculations using the Slovin method, the sample size for this study is 144 respondents. The data analysis technique employed is Partial Least Squares (PLS) analysis. Based on the research findings, it can be concluded that the family environment, motivation, and self-efficacy play very important roles in shaping the entrepreneurial intention of employees at the High Prosecutor's Office of Jambi. The family environment was found to be in the "very good" category and serves as a strong supporting factor, in line with the high level of entrepreneurial motivation among employees, which is driven by the desire to improve welfare, independence, and self-actualization. In addition, self-efficacy was also categorized as "very good," reflecting employees' confidence in their ability to run a business. Entrepreneurial intention itself shows a positive tendency and falls into the "good" category. Empirically, the family environment and motivation have a positive and significant effect on entrepreneurial intention, both directly and indirectly through self-efficacy. Furthermore, self-efficacy has also been proven to have a positive and significant effect on entrepreneurial intention. These findings confirm that strong family support and high motivation enhance self-efficacy, which in turn strengthens the entrepreneurial intention of employees at the High Prosecutor's Office of Jambi.

Keywords: Family Environment, Motivation, Self-Efficacy, Entrepreneurial Intention

Introduction

According to Zimmerer et al. (2012), entrepreneurship refers to an individual's ability to create, manage, and develop new ventures with innovation and the courage to face risks. In this context, entrepreneurial intention among government employees reflects both intrinsic and extrinsic drives influenced by family environment, entrepreneurial motivation, and self-efficacy embedded within individuals.

Suryana (2016) states that a harmonious and supportive family environment, especially one with entrepreneurial experience, can foster entrepreneurial interest among family members. For employees of the Jambi High Prosecutor's Office, family support may provide both psychological and material encouragement when deciding to engage in entrepreneurial activities.

In addition to family factors, entrepreneurial motivation is an important variable that drives individuals to participate in business activities. This motivation may arise from the desire to earn additional income, achieve financial independence, or contribute more broadly to society through job creation.

However, another critical internal factor influencing entrepreneurial intention is self-efficacy. Bandura (2005) defines self-efficacy as an individual's belief in their capability to organize and execute actions required to achieve specific goals. Individuals with high self-efficacy tend to be more optimistic, willing to take risks, and confident in their ability to manage a business successfully.

In this study, entrepreneurial intention is positioned as the dependent variable influenced by external factors (family environment) and internal factors (entrepreneurial motivation), with self-efficacy acting as a mediating variable. This framework is based on Ajzen's (2020) Theory of Planned Behavior (TPB), which posits that intention is the primary predictor of actual behavior and is shaped by attitudes, subjective norms, and perceived behavioral control.

Previous studies have widely examined the effects of family environment, entrepreneurial motivation, self-efficacy, and entrepreneurial intention across various populations such as university students, vocational high school students, and the general public. For example, Hotijah & Novita (2025) and Effendi et al. (2025) found that environmental factors, entrepreneurial motivation, and self-efficacy significantly influence entrepreneurial intention, although their findings mainly focused on students and urban communities.

Conversely, Nengrum et al. (2024) reported that family environment did not significantly affect entrepreneurial intention, while knowledge, personality, and entrepreneurial motivation played more dominant roles, with self-efficacy serving only as a limited moderator. Meanwhile, Saputra & Siswandari (2025) and Sovia et al. (2025) demonstrated significant positive effects of self-efficacy and family environment on entrepreneurial intention, although their studies did not incorporate entrepreneurial

motivation as a key variable. Furthermore, Agustin & Trisnawati (2021) and Nuswantoro et al. (2025) emphasized the mediating role of self-efficacy, but their research subjects were limited to students rather than employees.

Literature Review

Theory of Planned Behavior (TPB)

The Theory of Planned Behavior (TPB) is one of the most widely used social psychology theories for predicting and explaining human behavior across various contexts. One of its strengths lies in its flexibility. In health studies, TPB is often used to predict preventive behaviors such as exercise, healthy diets, vaccination, and mask usage. In environmental contexts, TPB explains eco-friendly behaviors like recycling, energy conservation, and public transportation use. In business, TPB helps understand consumer behavior, including purchasing decisions, digital service adoption, and technological innovation acceptance.

Cross-disciplinary research shows that TPB's three core constructs—attitude, subjective norms, and perceived behavioral control—consistently play significant roles, although their relative influence varies depending on context and behavior type (Topa & Moriano, 2023). Thus, TPB provides a holistic and contextual framework for understanding human behavior.

Self-Efficacy Theory

Self-Efficacy Theory was introduced by Albert Bandura in 1977 as part of Social Cognitive Theory. It emphasizes that individuals' beliefs in their capabilities strongly influence their behavior and goal attainment. Self-efficacy differs from general self-confidence because it is task-specific rather than a broad personal trait. Therefore, individuals may possess high self-efficacy in one domain but low self-efficacy in another (Bandura, 2005).

Family Influence Theory

Family considerations are rarely addressed in research on why, when, and how entrepreneurial opportunities are recognized by some individuals but not others. Shane & Venkataraman (2000) argue persuasively that an individual's unique prior knowledge strongly affects opportunity recognition. Rather than being evenly distributed, information about "underutilized resources, new technologies, unmet demand, and political or regulatory shifts" is dispersed according to each person's unique life circumstances.

Entrepreneurial Intention

Entrepreneurship has been defined by various scholars. Hisrich et al. (2017) describe entrepreneurship as the process of creating something new by investing time and effort, assuming financial, physical, and social risks, and receiving rewards such as money, personal satisfaction, and independence. In this context, Alma (2017) defines entrepreneurial intention as an individual's tendency to feel interested, enthusiastic, and strongly motivated to choose entrepreneurship as a career alternative, driven by internal factors (personality, motivation, self-efficacy) and external factors (environment, opportunities, and social support).

Family Environment

The family environment is the primary setting for individual development, as most early life experiences occur within the family. It is within the family that individuals first undergo socialization, learning life values and developing social functioning that shapes their future (Nuroniya, 2012). Purwanto (2011) defines environment as all conditions in the world that influence behavior, growth, development, and life processes, excluding genetic factors—although genes themselves can also be seen as providing environments for other genes.

Entrepreneurial Motivation

Motivation is an internal drive that encourages individuals to act, including engaging in entrepreneurship. Strong motivation stimulates purposeful actions toward achieving goals. Mahto & McDowell (2018) state that entrepreneurial motivation is a condition that invites, encourages, and moves individuals to engage in entrepreneurial activities. Chong (2022) describes entrepreneurial motivation as an internal impulse that drives individuals to undertake entrepreneurship-related actions. Suryana (2016) explains entrepreneurial motivation as the total driving force—both internal and external—that encourages individuals to start their own businesses and ultimately fosters cooperation among people.

Self-Efficacy

According to Bandura (2005), self-efficacy refers to one's belief in their ability to accomplish tasks. In entrepreneurship, strong self-efficacy is essential because confidence in personal capabilities increases the likelihood of business success.

Methods

The objects of this study are family environment, entrepreneurial motivation, self-efficacy, and entrepreneurial intention. The research subjects consist of all employees of the Jambi High Prosecutor's Office. This study employs a quantitative verification method with a survey approach. Primary data were collected directly from respondents using structured questionnaires. The population includes all 224

employees of the Jambi High Prosecutor's Office in 2024. Based on Slovin's formula, a sample of 144 respondents was selected.

PLS-SEM was chosen due to its suitability for predictive modeling and complex structural relationships. Purposive sampling was applied following established guidelines to select respondents with relevant knowledge and experience (Sugiyono, 2022). Validity and reliability criteria include outer loading ≥ 0.70 , AVE ≥ 0.50 , composite reliability ≥ 0.70 , and hypothesis testing at a 5% significance level with a t-statistic threshold of 1.96 (Ghozali & Latan, 2024).

Results and Discussion

Respondent Characteristics

Most respondents were in productive and career-mature age groups, with the largest group aged 36–45 years (48 respondents or 33.33%). Male respondents totaled 74 (51.39%), while female respondents numbered 70 (48.61%), indicating that entrepreneurial activities among employees are not dominated by a single gender. Regarding education, most respondents held a bachelor's degree (S1), accounting for 74 individuals (51.39%).

Descriptive Analysis of Constructs

Descriptive analysis indicates that respondents hold generally positive perceptions of all key constructs: Family environment showed highly positive support, with a total score of 7,299 and an average of 608 ("Very Good"). Entrepreneurial motivation also scored very highly, totaling 7,277 with an average of 606 ("Very Good"). Self-efficacy reflected excellent conditions, with a total score of 5,448 and an average of 605 ("Very Good"). Entrepreneurial intention displayed positive tendencies, with a total score of 8,456 and an average of 604 ("Good").

Loading Factor

Initial model calculations using SmartPLS 3 indicated that all indicators had outer loading values above 0.70, confirming their validity.

Table 1. Outer Loading

Indicator	Family environment (X1)	Indicator	Motivation (X2)	Indicator	Entrepreneurial intention (Y)	Indicator	Self-efficacy (Z)
X1.1	0,881	X2.1	0,860	Y.1	0,841	Z.1	0,867
X1.2	0,867	X2.2	0,832	Y.2	0,844	Z.2	0,847
X1.3	0,831	X2.3	0,845	Y.3	0,837	Z.3	0,840
X1.4	0,881	X2.4	0,858	Y.4	0,846	Z.4	0,844
X1.5	0,824	X2.5	0,846	Y.5	0,847	Z.5	0,857
X1.6	0,853	X2.6	0,838	Y.6	0,870	Z.6	0,842
X1.7	0,879	X2.7	0,844	Y.7	0,832	Z.7	0,838
X1.8	0,825	X2.8	0,834	Y.8	0,859	Z.8	0,832
X1.9	0,853	X2.9	0,875	Y.9	0,841	Z.9	0,847
X1.10	0,839	X2.10	0,848	Y.10	0,854		
X1.11	0,842	X2.11	0,846	Y.11	0,830		
X1.12	0,856	X2.12	0,836	Y.12	0,831		
				Y.13	0,872		
				Y.14	0,841		

Source: Processed Data, 2025

The table above shows that all variable indicators have outer loading values above 0.7. The outer loading test proves that all indicators in a construct are valid.

Average Variance Extracted (AVE)

Convergent validity in a measurement model can be seen through the Average Variance Extracted (AVE) value. According to Hair et al. (2017), a good AVE value is greater than 0.50, indicating that the construct is able to explain more than half of the variance of its constituent indicators. Based on the results of data processing using SMART PLS, the AVE values obtained for each variable are as follows:

Table 2. Average Variance Extracted Value

Variable	Average Variance Extracted (AVE)
Family environment (X1)	0.727
Motivation (X2)	0.717
Self-efficacy (Z)	0.716
Entrepreneurial intention (Y)	0.719

Source: Processed Data, 2025

Based on the data processing results, all constructs in this study have very high AVE values, namely Family Environment (0.727), Motivation (0.717), Self-Efficacy (0.716), and Interest in Entrepreneurship (0.719). Thus, all latent variables have met the convergent validity criteria, which confirms that the indicators used are able to represent their constructs substantially and consistently..

Reliability Test

A composite reliability test is conducted to determine the value that indicates the extent to which a measuring instrument can be trusted for use. (Wiyono, 2011) All variables are declared reliable if their loading value is above 0.70. The composite reliability value for each variable can be seen in Table 4.12 as follows:

Table 3. Composite Reliability

Variable	Composite Reliability
Family environment (X1)	0.970
Motivation (X2)	0.968
Self-efficacy (Z)	0.958
Entrepreneurial intention (Y)	0.973

Source: Processed Data, 2025

Based on Table 2, the Composite Reliability (CR) values for each variable show excellent results. All of these values are above the recommended minimum threshold of 0.70, even far exceeding the ideal limit of 0.90, indicating that all constructs in the model have very high internal reliability. This means that the indicators that make up each latent variable have good consistency in measuring their respective constructs.

Inner Model Evaluation

Coefficient of Determination R-Square

Evaluating a model with PLS begins by looking at the R-square for each dependent latent variable. Table 3 shows the results of R-square estimation using SmartPLS 3.

Table 4. Value R-Square

Variable	R Square	R Square Adjusted
Entrepreneurial intention (Y)	0.985	0.984
Self-efficacy (Z)	0.981	0.980

Source: Processed Data, 2025

Based on Table 4, the R-square (R^2) and adjusted R-square values indicate the extent to which the independent variables explain the variation in the dependent variable in the model. The R-square value for the variable "Entrepreneurial Interest" (Y) is 0.985, with an adjusted R-square of 0.984, indicating that 98.5% of the variation in entrepreneurial interest can be explained by the independent variables included in the model, such as family environment, motivation, and self-efficacy. This indicates that the model has very high predictive power for entrepreneurial interest.

Meanwhile, the R-square value for the variable "Self-Efficacy" (Z) is 0.981, with the same adjusted R-square value of 0.980, indicating that 98.1% of the variation in self-efficacy can be explained by the constructs that serve as predictors in the model. In general, an R-Square value approaching 1 indicates that the model has very strong explanatory power, and the model can be trusted to predict endogenous variables..

Q Square

Wiyono (2011), A model is considered to have relevant predictive value if the Q square value is greater than 0 (> 0). The predictive-relevance value is obtained using the following formula. The predictive- relevance value is obtained using the formula:

$$Q^2 = 1 - (1 - R_1^2) (1 - R_2^2)$$

$$Q^2 = 1 - (1 - 0,981^2) (1 - 0,985^2)$$

$$Q^2 = 1 - (1 - 0,962) (1 - 0,970)$$

$$Q^2 = 1 - (0,038)(0,030)$$

$$Q^2 = 1 - 0,001$$

$$Q^2 = 0,999$$

The Q-square calculation result in this study was 0.999, or 99.9%. This indicates that the model in this study is adequate to explain the endogenous variables.

Hypothesis Testing

The significance of the estimated parameters provides very useful information regarding the relationships between the research variables. The basis used in testing the hypothesis is the value found in the output result for inner weight. Table 5 provides the estimated output for testing the structural model.

Table 5. Bootstrapping Hypothesis Testing

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ((O/STDEV))	P Values
Family environment (X1) -> Entrepreneurial intention (Y)	0,378	0,379	0,063	5,961	0,000
Motivation (X2) -> Entrepreneurial intention (Y)	0,357	0,358	0,090	3,983	0,000
Family environment (X1) -> Self-efficacy (Z)	0,394	0,395	0,068	5,786	0,000
Motivation (X2) -> Self-efficacy (Z)	0,600	0,599	0,068	8,797	0,000
Self-efficacy (Z) -> Entrepreneurial intention (Y)	0,262	0,260	0,086	3,057	0,002
Family environment (X1) -> Self-efficacy (Z) -> Entrepreneurial intention (Y)	0,103	0,104	0,042	2,471	0,014
Motivation (X2) -> Self-efficacy (Z) -> Entrepreneurial intention (Y)	0,157	0,155	0,051	3,083	0,002

Source: Processed Data, 2025

Based on the results of hypothesis testing using the bootstrapping method in PLS-SEM analysis, it can be concluded that all relationships between variables in this study are proven to be statistically significant because the T statistic is greater than 1.96 and the P Values are smaller than 0.05. Family environment and motivation have a positive and significant effect on entrepreneurial interest, which indicates that the more supportive the family environment and the higher the employee motivation, the greater the interest in entrepreneurship. In addition, family environment and motivation are also proven to have a significant positive effect on self-efficacy, indicating that family support and strong internal motivation can increase employee confidence in their abilities in entrepreneurship. Self-efficacy then has a significant positive effect on entrepreneurial interest, so that individuals with high self-efficacy tend to have greater entrepreneurial interest. Furthermore, the results of the mediation test show that self-efficacy significantly mediates the influence of family environment and motivation on entrepreneurial interest, which means that family support and motivation not only have a direct effect, but also indirectly through increased self-efficacy. Thus, self-efficacy plays an important role as a mediator in strengthening the influence of external and internal factors on employees' interest in entrepreneurship.

Discussion

The family environment plays a very strong supporting role, as indicated by achievement scores in the "Very Good" category. Family support not only functions as emotional reinforcement but also serves as a source of values, motivation, and self-confidence that encourages employees to make entrepreneurial decisions. Furthermore, employees' entrepreneurial motivation is also at a very high level. Their internal drive reflects a strong desire to improve economic welfare, achieve independence, and realize self-actualization through entrepreneurial activities. This condition is strengthened by a very good level of self-efficacy, indicating that employees possess strong confidence in their ability to plan businesses, carry out entrepreneurial activities, and face various challenges and risks that may arise during the entrepreneurial process.

In addition, entrepreneurial intention among employees of the Jambi High Prosecutor's Office shows a positive tendency in the "Good" category. This indicates that employees' interest and willingness to engage in entrepreneurship have developed quite strongly. The combination of a supportive family environment, high entrepreneurial motivation, and strong self-efficacy forms an essential foundation for fostering entrepreneurial intention. Under these conditions, it can be stated that employees of the Jambi High Prosecutor's Office have significant potential to develop sustainable entrepreneurial activities as either an alternative or complement to their primary professional roles.

The analysis results indicate that the family environment has a positive and significant effect on entrepreneurial intention. This means that the more supportive the family environment, the higher the employees' entrepreneurial intention. The family environment influences entrepreneurial intention because the family is the closest social setting that shapes individuals' mindset, attitudes, and courage in making decisions, including the decision to become entrepreneurs. A safe, peaceful, and harmonious home atmosphere allows employees to feel more comfortable and focused on developing business ideas. This positive psychological condition fosters self-confidence and the courage to try new things, thereby strengthening entrepreneurial intention.

On the other hand, family economic conditions also encourage entrepreneurial intention. The desire to help improve family finances and achieve financial independence motivates employees to seek business opportunities. This situation builds awareness that entrepreneurship can serve as an alternative solution to enhance family welfare, thereby increasing entrepreneurial intention. These findings are consistent with

studies by Hotijah & Novita (2025) and Saputra & Siswandari (2025), which reported that the family environment has a positive and significant effect on entrepreneurial intention.

The results also show that motivation has a positive and significant effect on entrepreneurial intention. This indicates that the higher employees' entrepreneurial motivation, the greater their entrepreneurial intention. Motivation influences entrepreneurial intention because it represents an internal drive that forms the basis of one's desire and interest in engaging in business activities. Employees who aspire to achieve optimal business outcomes and better living standards tend to view entrepreneurship as a means to fulfill economic needs and enhance well-being. This drive fosters strong interest in entrepreneurship and encourages employees to seriously plan and consider business ventures.

Thus, high motivation—whether economic, psychological, or related to self-actualization—significantly affects entrepreneurial intention among employees of the Jambi High Prosecutor's Office. The stronger the motivation, the greater the interest and desire to independently develop and operate a business. These results align with the findings of Nengrum et al. (2024) and Agustin & Trisnawati (2021), who also reported a positive and significant effect of motivation on entrepreneurial intention.

The analysis further reveals that the family environment has a positive and significant effect on self-efficacy. This indicates that a supportive family environment contributes to the development of more positive self-efficacy. The family plays a crucial role in shaping individuals' beliefs in their own abilities. A safe, peaceful, and harmonious family atmosphere provides psychological comfort, enabling individuals to feel more confident when facing challenges, including entrepreneurial challenges. When the home environment is supportive, individuals tend to develop positive self-perceptions and believe they can overcome various problems.

Therefore, a supportive, communicative family environment rich in positive values directly strengthens self-efficacy. The better the family support, the higher the individual's confidence in planning, implementing, and sustaining entrepreneurial activities. These findings are consistent with studies by Nuswantoro et al. (2025) and Saputra & Siswandari (2025), which also found a positive and significant relationship between family environment and self-efficacy. Motivation was also found to have a positive and significant effect on self-efficacy. This suggests that higher entrepreneurial motivation leads to stronger self-efficacy. Motivation serves as an internal drive that encourages individuals to believe in their ability to achieve desired goals. When individuals strongly desire success, independence, and improved quality of life through entrepreneurship, this drive fosters confidence in their capacity to plan and execute business activities effectively. High motivation makes individuals more optimistic about their abilities in various entrepreneurial situations.

Thus, strong motivation forms a critical foundation for building self-efficacy. The higher the entrepreneurial motivation, the greater the confidence in facing challenges, making decisions, and achieving business success. These findings support prior research by Nengrum et al. (2024) and Agustin & Trisnawati (2021), who reported similar results. The results further indicate that self-efficacy has a positive and significant effect on entrepreneurial intention. This means that higher self-efficacy leads to stronger entrepreneurial intention. Self-efficacy reflects individuals' confidence in their ability to plan, manage, and operate businesses. Employees with strong self-belief tend to be more willing to take risks and perceive entrepreneurship as an achievable opportunity rather than a threat. This belief nurtures interest and willingness to engage in entrepreneurial activities.

Consequently, high self-efficacy significantly increases entrepreneurial intention among employees of the Jambi High Prosecutor's Office. The stronger their belief in their abilities, the greater their interest and willingness to engage and grow in entrepreneurship. These results align with studies by Saputra & Siswandari (2025) and Agustin & Trisnawati (2021). Moreover, the family environment was found to have a positive and significant indirect effect on entrepreneurial intention through self-efficacy, indicating that self-efficacy significantly mediates this relationship. A supportive family environment serves as the primary foundation for developing self-confidence. Emotional support, open communication, and freedom to express business ideas foster trust and appreciation, strengthening individuals' belief in their entrepreneurial capabilities.

Thus, family environment influences entrepreneurial intention through self-efficacy, as family support builds confidence that subsequently promotes courage, optimism, and interest in entrepreneurship. The better the family support, the stronger the self-efficacy, and ultimately, the higher the entrepreneurial intention among employees. Similarly, motivation was found to have a positive and significant indirect effect on entrepreneurial intention through self-efficacy. Motivation acts as the main driver that shapes individuals' confidence in their ability to run a business. The desire for success, independence, and welfare encourages goal-setting and decision-making, gradually strengthening self-efficacy. Therefore, motivation not only directly increases entrepreneurial interest but also indirectly enhances entrepreneurial intention through improved self-efficacy. The higher the motivation, the stronger the self-efficacy, and ultimately, the greater the entrepreneurial intention among employees of the Jambi High Prosecutor's Office.

Conclusion

Based on the analysis and discussion, it can be concluded that family environment, entrepreneurial motivation, and self-efficacy are in the “very good” category, while entrepreneurial intention among employees of the Jambi High Prosecutor’s Office is categorized as “good.” This indicates that employees generally receive strong family support, possess high internal motivation, and demonstrate positive self-belief in entrepreneurial activities. Empirically, family environment and motivation have positive and significant effects on entrepreneurial intention, both directly and indirectly through self-efficacy. In addition, family environment and motivation significantly influence self-efficacy, and self-efficacy itself enhances entrepreneurial intention. These findings confirm that self-efficacy serves as an important mediating variable that strengthens the effects of external factors (family environment) and internal factors (motivation) on entrepreneurial intention.

Based on these findings, employees are encouraged to leverage family support and experiences as sources of entrepreneurial inspiration, enhance personal satisfaction through realistic business achievements, and utilize past successes as psychological capital when facing new entrepreneurial challenges. Furthermore, employees are expected to continuously develop their ability to identify business opportunities through market information access, entrepreneurship training, and peer discussions to improve readiness and interest in entrepreneurship. Future studies are recommended to incorporate additional variables such as organizational support, access to capital, or work experience to deepen understanding of factors influencing entrepreneurial intention.

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