

## **The New Social Construction of Entrepreneurship: From Professional Workers to Moslempreneurs**

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### **Abstract**

The concept of entrepreneurship is an important factor for increasing economic growth in Indonesia. Moslempreneur is an actor in entrepreneurship, who has and shows an identity with a distinctive personality and characteristics as a Moslem, who is able to carry out Islamic business ethics. Business competition in the global era demands a competitive advantage. The phenomenon that arose from the formation of a university graduate's entrepreneurship is laymen. The construction of entrepreneurship from moslem workers who have a professional background and feel bored in the organization can increase the amount of entrepreneur effectively. This study used a behavioral and organizational approach in forming professional moslempreneurs, so this study examined individual, organization, market factor, and professional skills that affect moslempreneur intention and behavior by using the Structural Equation Model (SEM) in executing data analysis on this quantitative research. Sampling was collected by a purposive snowball sampling method on 108 moslempreneur respondents in Indonesia who have a professional background. The results showed that 1) entrepreneurship

intention reflected through individual factors, market factor, and professional skill; 2) organizational factors affect professional skill; 3) entrepreneurship intention affects entrepreneurship behavior; 4) the contextual elements (entrepreneurial instruments) do not moderate the relationship between the entrepreneurship intention to entrepreneurship behavior. The managerial implication suggests potential experienced moslem workers who are still in the organization and intend to be entrepreneurs can be moslempreneurs without any hesitation in making entrepreneurial decisions. This research finding revealed new mini theory named a "Signaling Moslempreneurship".

## **Keywords**

Moslempreneur, Behaviour, Intention, Entrepreneurship, Professional-Skill.

## **Introduction**

Entrepreneurship is an essential issue in development. Zhao's research et al. (2005) said that entrepreneurship is an agent of change from a developed economy. Meanwhile, according to Shane et al. (2003), entrepreneurship plays a vital role because it leads to economic efficiency, innovation in the market, and new jobs.

According to Mc Cleland, a country will advance if there are entrepreneurs of at least 2% of the population. Being an entrepreneur is often seen as a less-favored career choice because of the uncertainty, obstacles, and frustrations associated with the new business establishment process. The unemployment rate of educated graduates is increasing every year. 95% of educated graduates choose to be paid-up employees each month. At the same time, the employer does not need a new employee each year. Employees who have worked prefer to maintain a safe position for many years. The annual employee turnover rate is low, so there is little opportunity for a new workforce to start an employee career. That's why the unemployment rate is increasing.

Several previous studies have suggested that the younger generation's entrepreneurship aspirations are a source for the emergence of future entrepreneurs are correct argument, but the results indicate a discrepancy with reality. Previous research refers more to the younger generation's object, which is academically educated, not practitioners educated. The emerging business competition does not show competitiveness because a young age does not have strong skills, capability, intense mental, and mental power. Big five personality traits associated with entrepreneurial success. The personality explains the differentiation between young and the older, young generation have high motivation and spirit, it means they have high extraversion but have low emotional (neurotism) and idealism. Hence, they

disable fighting against senior business competitors who already had experimented enough. Phenomena show the overestimation of the market treated by young people (college graduates) in entrepreneurship because of many limitations especially in middle and high venture creation (Savitri, F.M. and Naili, Y.T., 2020).

On the other hand, Professionals in private companies have been bored when entering the top carrier, most of them are moslem workers. High levels of busyness and monotonous compensation make them have to sacrifice time with family. Professional moslem workers are starting to think that the company's amount of old-age insurance and pension funds are insufficient. It is easier to map market opportunities than to increase professional development of moslem workers that limited by the policy and scope.

Professional moslem workers also think about how they can spend their old age with the freedom of time to worship that can be obtained by achieving financial freedom through entrepreneurial activities. The concept of Moslempreneurship (Moslem Entrepreneurship) can be a solution. Moslempreneur is an actor in entrepreneurship who has a distinctive personality and characteristics as a Moslem, and is able to carry out Islamic values in running his business. In Indonesia, many businessmen are members of non-Moslem descent. Even though the Prophet Muhammad was a person who traded and carried out business activities. It is fitting that as a Moslem, we can follow in the footsteps of the Prophet by becoming an independent entrepreneur who still adheres to the concept of Islam to be able to earn a living on a path that is blessed by Allah SWT.

From a psychology perspective, professionals have different behaviors according to the motivation that grows himself. It consists of encouragement for a career to develop the company where he works or the motivation to build his own business. The entrepreneurial spirit possessed by professional moslems determines entrepreneurial behavior. This professional moslem entrepreneurial spirit is applied to professional sustainability performance, such as leading the team, maintaining the market, and selecting the company's right resources. Moslem professional competence at a specific time in a particular organization will form professional skills, where skill is the result of the organization's learning process such as technical learning, managerial, leadership, network that leads to having entrepreneurial knowledge. Professional skills are a signal to support one's psychological factors in encouraging entrepreneurial interest. Therefore, the appeal of entrepreneurship is supported by mature entrepreneurial psychology, professional skills, and a business environment that can affect moslem entrepreneurship behavior.

Corbett (2006) suggests using more expert and experienced samples to fulfill potential criteria to start a high growth business. This professional moslempreneur's evaluation process explains that professional background is more suitable to become a moslempreneur because of its expert, technical ability, and an organization experienced coaching process in the company where he works.

In general, the purpose of research based on the above problem is to build a theoretical model of entrepreneurship intention and behavior. Specifically, the objectives are: analyze the influence of individual, professional skills & market factors on the entrepreneurship intention of moslempreneurs; analyze the influence of organizational factors on professional skills; and analyze the influence of entrepreneurship intention on entrepreneurship behavior, which is moderated by entrepreneurship instruments.

## **Literature Review**

### **Entrepreneurship Behavior & Business Ethics of Professional Moslempreneur**

Zampetakis & Moustakis (2006) describes behavior as a series of individual practice and actions, autonomously generating and using a combination of innovative resources to identify and pursue business opportunities, represented by entrepreneurial decisions. Entrepreneurship can be interpreted as an activity by utilizing the resources owned by a person or organization with the aim of adding value to these resources for sustainable economic value growth (Perwita and Saptana, 2019).

Effective entrepreneurial activity should be manage with profesionalism. Professionalism is an understanding that explains certain work activities is done in society, the activity is armed by high skills and based on a sense of calling and pledge (fateri / profiteri) accepting the request to always be ready to provide help working partner who are in trouble with a devotion spirit. Four perspectives in measuring professionalism according to Ruona & Gilley (2019):

- Philosophical oriented-approach, use professional emblem, individual attitude and choice approach.
- The gradual individual development-approach (with the same interests), gathered to identify and adopt the science, it is used by professional organizations for making agreement on professional requirements in determining the needs of ethics code.
- Ethical characteristics oriented-approach, as a step rule, organized knowledge, special skills, special competencies, minimum education level and certification of expertise.

- The non-traditional oriented-approach is able to see and formulate the unique characteristics and needs of a profession.

Professionalism leads entrepreneurs to do many task well through an excellence service efficiently and effectively. Skills and expertise should be followed by flexibility to deal with climate changing and disruptive era in modern organization.

Modern organization plays the role to build settle and sophisticated work systems. The work systems are abled to combine many individual behavior in an organization to create a new venture and could ensure business sustainability.

Professional Entrepreneur is an individual who can establish, develop, and institutionalize their businesses in a creative, innovative, self-controlled, and ready to take risks in viewing, creating, and utilizing opportunities to advance and improve their business based on expertise and experience as they become professional (Dewi, 2010).

Professional moslempreneurs have a distinctive character in applying the values of Islamic business ethics to the businesses they run. A moslempreneur can be a visionary entrepreneur but still has a high sense of empathy for the employees who work for him. The concept of fellow moslems in Islam is like one body where if one part hurts, then the other members of the body will feel pain. This concept is very important for a moslempreneur in order to be able to manage a team and lead the team to success by being a participatory, tolerant, honest, professional, and responsible leader. Professional moslem workers who understand deeply about their organizational skill give significant output. Moreover, the skill based on Islamic business ethic they learned. Suppose how they treat employee, give employee training, implement managerial role and so on bring them to be wiser moslempreneurial practice. The understanding of Islamic business ethic also support by Thaiss (2015) that found Islamic business ethic impact entrepreneurial practice.

Business ethics is very important as an inspirational influence of entrepreneurial behavior. The diverse roles of business owners and managers cannot, therefore, be overlooked because of the negative and positive moral and ethical consequences of their actions and decisions on businesses, the economy, people, society and the environment. Furthermore, cut-throat competition, company survival, risk of failure, limited resources, etc., all pose challenges, thereby conflicting the priorities of entrepreneurs (Belás., et al., 2020). Innovation and ethical commitment are more critical for obtaining a high level of entrepreneurial capacity, and they are important for entrepreneurship in general, outside

social entrepreneurship and innovative entrepreneurship (Rodríguez-López & Souto, 2020). This capacity supports the acquisition of moslempreneur expertise.

### **Moslem Entrepreneur Concept (Moslempreneur)**

the Islam suggestion to try and work hard as a form of realization of the human caliphate is reflected in the letter Q.S. Ar-Ra'd: 11 which reads: "Surely Allah will not change a people unless the people want to change themselves". According to al-Baghdadi in Antoni (2014) that this verse is a'am. Namely anyone who achieves progress and glory when they have changed the causes of decline which begins with formulating the conception of resurrection. To become a true moslempreneur, an individual does not only work for the purpose of improving the quality of life individually. However, the universal role of a moslempreneur is as khalifah fil ardh, so that his caliphate must be realized and have universal goals well.

Moslempreneurs have a noble goal in the eyes of Allah and His Messenger to improve the quality of life and improve the quality of life of the nation in general. The goals of entrepreneurship above automatically become the reason or purpose why someone chooses to become a moslempreneur. The goal that the moslempreneur wants to achieve is to expect the attention of his Rabb, as explained "And say:" Work you, then Allah and His Messenger and the believers will see your work, and you will be returned to Allah who knows what is unseen and what is real, and he will tell you what you have done." (Q.S. At-Taubah: 105). This verse emphasizes that the best and essential achievement of a Moslem is not only an achievement before humans but an achievement in the eyes of Allah SWT.

Theoretically, humans have the same potential as stated by experts. These characteristics will emerge because they are influenced by internal and external human factors, such as personality, mentality, socio-cultural environment, as well as more detailed and specific factors. Syafi'i in Antoni (2014) states that the basic concept of entrepreneurship in terms of the life history of the Prophet is built with Integrity, Loyalty, Professionalism and Spirituality. Among them are honesty, truth, justice, love of Allah is priority, humility, shura, to avoid corruption. Devotion to Allah SWT can be realized through the implementation of voluntary obligations towards mahdha 'and gairu mahdha' worship, such as fardhu ain (personal) and fardhu kifayah (social in character). Rameli et.al in Antoni (2014) in their research identified the characteristics of Moslempreneur can be divided into; taqwa as a framework, worship to Allah Almighty is a priority, lawful as the top priority, Not wasteful of using resources, high morality, Concern for welfare, knowledgeable, protecting the social and community environment.

### **Theory of Planned Behavior**

The main concern of the Theory of Planned Behavior is the intention of a person to perform a behavior. The intention is the intermediate variable that causes the behavior of an attitude or other variables. The intention is the mediator of the influence of various motivational factors that impact a behavior (Ajzen, 1991).

### **Social Learning**

Social learning theory is based on triadic reciprocity, which means a mutual relationship of three factors causing each other to consist of behavior, personal, and environmental influences (Bandura, 1977). The reciprocal process among personal determinant, behavioral determinant, and environmental determinant underlies the performance improvement of a learning that is known as social learning. This process is important to achieve sustainable competitive advantage (Savitri & Indarto, 2020).

### **Signal Theory**

The theory of professional, entrepreneurial signals in this study relates to individual skills as a success determinant of entrepreneurial behavior (Reutzel, 2011). The skilled approach was developed by several researchers such as Michael Spence (1973) on job-market signaling, which explains becoming a professional employee—starting from becoming an experienced employee in a specific time (organizational learning). Organizations provide opportunities for new employees to get training, education, mentoring, and experience that make employees competent and have professional performance. Potential employees then send a signal about their level of ability to their superiors to get belief. The value of information on ideas arises from the fact that chiefs believe positively correlate with increased employee ability. On the contrary, it will be difficult for low-ability employees to gain the trust of their superiors.

Professionals begin to have internal or external conflicts of interest and have a psychological process about their prospects when entering a top career. Interest in entrepreneurship was raised when professionals saw positive business prospects. The interaction of some motivational factor and the positive signal can be the basis of entrepreneurial decision making.

Continuing Spence's statement is a signaling theory skill linked to prospect theory when a decision-maker makes a strategic decision to look at opportunities and risks. The position of this signal skill is above the view of prospects. Prospect theory is highly dependent on

the information environment and incentives to be less able to understand risk. While signaling skill has the opposite character of failure in chance gambling. According to Harbaugh (2002), signaling skill theory has the application of achievement motivation. Moreover, related to time dimension, the period of taking decision process will determine effectivity. A decision making can be effective if the decision brings an increase on the result (Savitri & Perwita, 2020). This means the ability to see opportunities that are prospectively offset by strong instincts in capturing success signals by understanding risk can be a strategic guideline in behaving, especially in entrepreneurial behavior.

### **Signaling Based Entrepreneurial Theory**

The entrepreneurial theory used to assess entrepreneurship education's effectiveness shows a significant comparison with the realities / real world. This is demonstrated by the lack of realization of such ideas and concepts that bring great development benefits. The goal does not match our expectations because of a lack of evaluation from initially formed intentions. In order to achieve the expected objectives that bring great development benefits, this research synthesizes entrepreneurial theory, organizational theory, and signal theory. Theory of Planned Behavior as an entrepreneurship theory is developed through organizational theory (social learning in organizations) and signal theory. The synthesis succeeds in explaining how entrepreneurship is made by professional expertise that elicits a mini theory called Signaling Based Entrepreneurial Theory.

### **The Relationship between Individual Factor and Entrepreneurship Intention of Moslempreneurs**

From the personality of the individual point of view, the individual who believes that he can control what is in himself has confidence in himself in reading his ability to realize achievements based on individual needs and the importance of perception of behavior control in the decision-making process related to career (Zhao et al., 2006). Subjective norms depend on the community's condition where the research is conducted. Moslem professional individual factors show more psychological maturity than non-professional moslem in starting a business because it is supported by work professionalism maturity. Based on the explanation of individual factors above, the hypothesis is proposed as follows:  
H1: Individual factors affect entrepreneurship intention of moslempreneurs.

### **The Relationship between Organizational Factor, Professional Skill & Entrepreneurship Intention**

Learning is a process of a person who goes through where skills, knowledge, and habits are needed to lead behavior through a cognitive response. Organizational learning involves a



change in individual attitudes. Starting from an individual who does not have the skill into has the talent that can be used to respond, evaluate, and act. According to the social learning theory Bandura (1977), the component of behavior affects the environment. Individuals who have this skill are expected to manage and influence the ground by the desired goals. Based on the theory of F.W. Taylor, the role of the manager determines the type of work on the most suitable employee will be beneficial in employee development. Career interests can be established through hands-on experience provides an opportunity to practice, gain feedback, develop targeted skills in this entrepreneurship interest. The response was gained from successful learning is better than the response gained from failure or lack of knowledge. Input variables such as provocation (Reward and punishment) and aggressive personality can influence decision processes and influence cognitive, affective, and psychological behavior. The success of learning is required for skills development, while expertise is needed in encouraging entrepreneurship intentions. Based on the above explanation, the hypothesis is proposed as follows:

H2a: Organizational factors (organizational learning) affect the professional skill.

H2b: Professional skills affect entrepreneurship intention of moslempreneurs.

### **The Relationship between Market Factor and Entrepreneurship Intention of Moslempreneurs**

Putra (2012) said that opportunities are a chance that a person gains or can see things from different perspectives. The prospect is an opportunity that occurs because of one's business meeting. The needs of his life as well to gain profit or profit. So, the chances are related to the prospect. Based on the above explanation, the hypothesis is proposed as follows:

H3: Market factors affect entrepreneurship intention of moslempreneurs.

### **The Relationship between Entrepreneurship Intention, Entrepreneurship Behavior and Moderation Effect of Entrepreneurship Instrument**

According to Ajzen (1991), individual behavior can be predicted through intention. Intentions are good predictors of behavior. Ajzen (1991) explain that the intention variable plays a role in action because the purpose is considered an intermediary motivational factor that impacts behavior. Intention shows how hard someone dares to try, intention also indicates how much-planned effort to do, and intention is most closely related to subsequent behavior. Professionals who intend to entrepreneurship will find opportunities or business opportunities, new markets, and new products (Aldrich et al., 1986). The stronger the intention of entrepreneurship, the higher the entrepreneurship behavior. Another view by Krueger (2000), the intentions of entrepreneurship can also be influenced by environmental factors support. Contextual elements as environmental factors in this research are embodied

in the collapse of entrepreneurial instruments' readiness, which is believed to affect entrepreneurs at the beginning of business development, consisting of their access to capital, information & quality of social networks. Based on the description, the hypothesis is proposed as follows:

H4a: The intent of entrepreneurship affects entrepreneurship behavior of moslempreneurs.

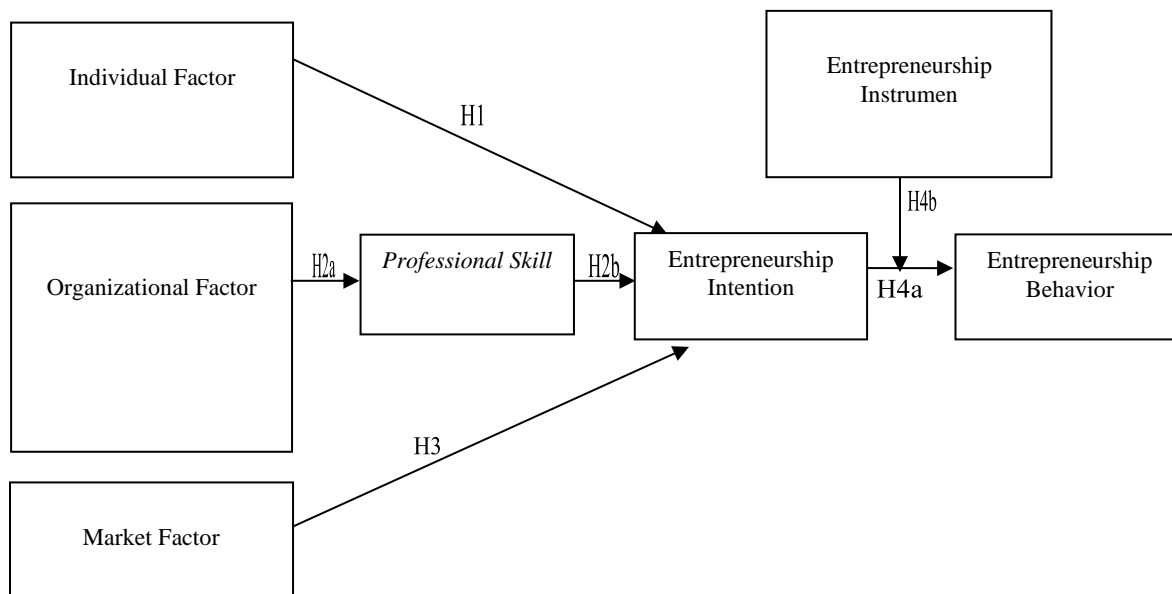
H4b: entrepreneurship intention encourages/strengthens the relationship of entrepreneurship intention to entrepreneurship behavior of moslempreneurs.

## Research Methodology

### Instrument

This quantitative research is conducted by doing hypothesis testing. The primary data is collected by a questionnaire survey to the moslempreneurs who have a professional background. This research's sample selection technic is based on a purposive snowball sampling of 108 respondents of the experienced moslempreneur. The measurement of variables in this study refers to the interval scale (Ferdinand, 2002). This research's analysis model is the Structural Equation Model (SEM), operated through the PLS 32.0 program in model and hypothesis assessment.

### Conceptual Framework

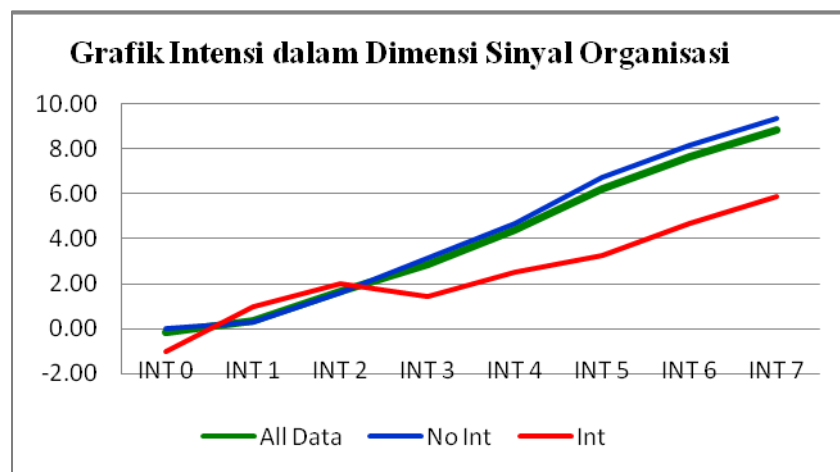


**Figure 1 Research Model Entrepreneurship Intention and Behavior of Moslempreneurs**

The figure above explains variables are arranged into a union to determine moslempreneur's entrepreneurship behavior. They're formulated affect other variables based on arrows direction.

## Results

The green graph shows the average intention of the respondents to work for a certain period. The green color is the average of all respondents who show a stable increase coinciding with respondents who do not intend to join the organization (blue color). Most respondents do not have the intention when they start entering into an organization. Simultaneously, the red color is respondents who have entrepreneurship intention but have no have to be entrepreneurs before managing the organization first and already have entrepreneurial instruments' readiness. The average respondent decides to become an entrepreneur in the ninth year.



**Figure 2 Organizational Signal Dimension**

The figure above explains that the respondents have intention stages (horizontal). Each stage of intention successfully identified in certain year (vertical) that categorized in two kinds of respondent. The first group (blue line) is the respondents who didn't have intention when they joined into their organization and the second group (red line) is the respondents who had intention when they joined into their organization. The green line is the averages of all data.

## Structural Model Analysis

### Outer Model

All indicator value on the original output sample estimate column is not less than 0.5. In this research means the indicator has fulfilled convergent validity. This means that all indicators that many 69 items correlate with the construct. Assume the sampling adequacy measure tested with Kaiser-MeyerOlkin (KMO) and the matrix component. Obtained KMO

results greater than 0.5 means the indicator has met the sample's adequacy, and the matrix component more than 0.4 means the indicator has met the required loading factor value.

### **AVE Test (Average Variance Extract)**

Assessing the cohesiveness of respondents' responses from constructs by looking at AVE values required a good model if the AVE of each construct is more significant than 0.5. AVE output results show that the AVE value on all variables above 0.5, except the personality with an AVE value, is less satisfactory because it is below 0.5, equal to 0.477. Although evaluated from AVE value is not right, the variable is valid from the convergent validity test, KMO, and component matrix. Just for the personalities, only variables that have fewer compact answers.

### **Reliability Test**

The pc value of all variables greater than 0.6 ranged from 0.860 to 1,000; then, the question items mean the research variables have high internal consistency and can be used in research.

### **Structural Model Testing (Inner Model)**

**Table 1 Coefficient of Determination**

| <b>Dimension / Construct / Variable</b>  | <b>Latent Variable</b>      | <b>R-square</b> |
|--|-----------------------------|-----------------|
| Personality, Subjective Norm & Perceived Behavior Control                            | Individual Factor           | 0.995           |
| The Role of Manager, Training, Education, Mentoring, Experience, Reward & Punishment | Organizational Factor       | 0.994           |
| Chance, Prospect   | Market Factor               | 0.999           |
| Organizational Factor  | Professional Skill          | 0.407           |
| Information, Social Network, Capital Access  | Entrepreneurship Instrument | 0.999           |
| Individual Factor  | Entrepreneurship Intention  | 0.294           |
| Professional Skill   |                             |                 |
| Market Factor  |                             |                 |
| Entrepreneurship Instrument  |                             |                 |
| Entrepreneurship Intention   | Entrepreneurship Behavior   | 0.714           |

The tests explain that there are still other factors the independent variables tested that can influence the dependent variable. The small value of influence is shown by organizational variables' impact on professional skills and individual characteristics, professional skills, and market factors on entrepreneurship intentions.

**Table 2 Inner Weights**

|   | <i>original sample estimate</i> | <i>mean of subsamples</i> | <i>SD</i> | <i>T-Stat</i> |
|---|---------------------------------|---------------------------|-----------|---------------|
| Individual Factor -> Entrepreneurship Intention         | 0.326                           | 0.333                     | 0.072     | 4.555         |
| Organizational factor -> Professional Skill             | 0.638                           | 0.632                     | 0.197     | 3.236         |
| Professional Skill -> Entrepreneurship Intention        | 0.271                           | 0.273                     | 0.133     | 2.036         |
| Market Factor -> Entrepreneurship Intention             | 0.300                           | 0.341                     | 0.148     | 2.031         |
| Entrepreneurship Intention -> Entrepreneurship Behavior | 0.724                           | 0.672                     | 0.283     | 2.558         |

The table showed the influence of individual factors on the entrepreneurship intention has t-value 4.555 is greater than t-table ( $\pm 1,96$ ), so there is an influence of individual factors on entrepreneurship intention of moslempreneurs (**H1 accepted**).

The table showed that the influence of the organizational factor on professional skill with t-value 3,236 is more significant than t-table ( $\pm 1,96$ ), so there are organizational factors on professional skill of moslempreneurs (**H2a accepted**).

The table showed the influence of professional skill on entrepreneurship intention has t-value 2,036 is greater than t-table ( $\pm 1,96$ ), so there is the influence of professional skill to intention entrepreneurship of moslempreneurs (**H2b accepted**).

The table showed the influence of market factor to entrepreneurship intention has t-value 2,031 is greater than the t table ( $\pm 1,96$ ), so there is the influence of market factor to entrepreneurship intention of moslempreneurs (**H3 accepted**).

The table showed that entrepreneurship intention on entrepreneurship behavior has at-value 2,558 is greater than the t table ( $\pm 1,96$ ), so there is an influence on entrepreneurship behavior of moslempreneurs (**H4a accepted**).

### **Effect of Individual Factor on Entrepreneurship Intention of Moslempreneurs**

Personality, subjective norms and perceptions of behavior control that reflect Individual factors can encourage individual entrepreneurship intention. The higher the support of the individual's environment and the higher the individual's confidence in his ability will help the individual determine the choice he wants. Personality, research results have proven the tendency to take a high risk is the entrepreneur characteristic. Internal locus of control dominates individual entrepreneurial spirit who have high achievement needs.

The result of this study is consistent with research conducted by Ramayah & Harun (2005), Taormina & Lao (2006), Zhao et al., (2005). dan found that individual factors (personalities, subjective norms, and perceptions of behavioral control) influenced entrepreneurship intentions.

### **Effect of Organizational Factors & Professional Skills on Entrepreneurial Intentions of Moslempreneurs**

The role of manager, experience, training, mentoring, education, reward & punishment are constructed to determine organizational factor, professional skill as the result of organizational learning can encourage entrepreneurship intention. The role of a manager plays a role in the formation of an entrepreneur's character. The manager's transfer skills and the training, education, and mentoring provided the individual to duplicate how the manager's skill should be successfully reflected in the individual. Siagan (1994) states that one source of skill enhancement can be derived from experiences in a particular field. The experience can be gained from the mastery of performing tasks in a relatively long period. Performing repetitive tasks over a long period make the individual skill increase.

The results of organizational factor relationships, professional skills that influence entrepreneurial intentions are consistent with research conducted by Dohse (2012), De JorgeMoreno, et. Al., (2012), Praswati (2014), they found that organizational factors such as manager role, experience, training, mentoring, education, reward & punishment influence professional skill; and professional skill influence entrepreneurship intention of moslempreneurs.

### **Effect of Market Factors on Entrepreneurship Intention of Moslempreneurs**

Putra (2012), in his research, said the driver of the respondents to be an entrepreneur is an entrepreneurial spirit, especially to take advantage of opportunities and prospects. The market can be said to be the core of the business. The market is a source of business income.

If an entrepreneur can combine economic resources and turn them into something added value, that value will be meaningless without a prospective market. Market factors in the form of business opportunities and profitable business prospects increase individuals' intention in entrepreneurship.

The relationship results between market factor (prospect and opportunity) and entrepreneurship intention are consistent with research conducted by Putra (2012), Dohse (2012), Krueger (2000); they found that market factors (prospects and opportunities) affect entrepreneurship intention of moslempreneurs.

### Interaction Test

#### Structural Model Testing (Inner Model)

**Table 3 Coefficient of Determination - Interaction relationship**

|                            |                            | <b>R-square</b> |
|----------------------------|----------------------------|-----------------|
| Entrepreneurship Intention | Entrepreneurship Behavior  | 0.757           |
| Information                | Entrepreneurship Instrumen | 0.999           |
| Access to Capital          |                            |                 |
| Social Network             |                            |                 |

Intense variables and entrepreneurship instruments influence entrepreneurship behavior by 75.7%. The test explains that there are still 24.3% variables beyond the intention and the entrepreneurial instruments that influence entrepreneurship behavior. The R-square value of the goodness fit test is high enough, so that the structural model of the research is promising.

**Table 4 Inner Weights - Interaction relationship**

|   | <i>original<br/>sample<br/>estimate</i> | <i>mean of<br/>subsamples</i> | <i>Standard<br/>deviation</i> | <i>T-<br/>Statistic</i> |
|---|---|-------------------------------|-------------------------------|-------------------------|
| Entrepreneurship Intention -<br>> Entrepreneurship Behavior | 1.856                                   | 1.444                         | 0.830                         | 2.238                   |
| Interaction -><br>Entrepreneurship Behavior                 | <b>-2.298</b>                           | <b>-1.426</b>                 | <b>1.508</b>                  | <b>1.524</b>            |

In line with Kolvereid's (1996) research, based on the table above, the effect of entrepreneurship intention on entrepreneurship behavior has at-value 2.238 is greater than t-table ( $\pm 1,96$ ). The higher intention will reflect higher individual entrepreneurship behavior.

## **Interaction between Instruments, Entrepreneurship Intention, and Behavior of Moslempreneurs**

Based on the table above, it is known that the influence of entrepreneurship instruments on entrepreneurial intention and behavior has an at-value 1.524 smaller than t-table ( $\pm 1,96$ ). The hypothesis is rejected (H4b rejected).

### **Conclusion**

The results concluded that individual factor and market factor affect the entrepreneurship intention of moslempreneurs; organizational factor affects the professional skill; professional skill affect entrepreneurship intention of moslempreneurs; and entrepreneurship instrument has no moderation effect on the relationship between entrepreneurship intention and entrepreneurship behavior of moslempreneurs. This research finding revealed new mini theory named a "Signaling Moslempreneurship".

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