TESTING OF CAREER CHOICE REASONS AS TWO DISTINCT CONSTRUCTS AND ITS IMPLICATION FOR ENTREPRENEURIAL MINDSET PROGRAM

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Abstract

This study aims to test the career choice reasons as two distinct constructs in terms of construct validity (i.e., convergent validity) and internal consistency reliability (i.e., composite reliability and Cronbach's alpha). Career choice reasons are based on two distinct constructs developed by Lars Kolvereid, including: (1) career choice reasons for becoming employee of organization or company in the future, and (2) career choice reasons for self-employment in the future. A total of 347 undergraduate students enrolled in entrepreneurship program from two universities at East Java Indonesia participated in the study. Descriptive analysis and confirmatory factor analysis were used for data analysis. This study is able to provide convergent validity and internal consistency reliability evidence of career choice reasons as two distinct constructs. Testing of career choice reasons as two distinct constructs has an implication for entrepreneurial mindset program.

Keywords: career choice reasons, entrepreneurial mindset, construct validity, confirmatory factor analysis

1. Introduction

Career choice reasons are conceptualized as two distinct constructs by Lars Kovlereid (Kolvereid, 1996a, 1996b). Kolvereid (1996b) conceptualizes the two distinct constructs on the basis of a perspective that "people are likely to enter self-employment when they are dissatisfied with their compensation as employee or have expectancies of increased compensation as self-employed" (p. 48). Therefore, career choice reasons encompass: (1) career choice reasons for becoming employee of organization or company in the future, and (2) career choice reasons for self-employment in the future (Kolvereid, 1996a, 1996b).

Career choice reasons are interesting constructs to examine because they relate to career choice intention (e.g., Kolvereid, 1996a, 1996b; McNally et al., 2016). Referring to several studies (e.g., Kolvereid, 1996a, 1996b; McNally et al., 2016), the relationship between the career choice reasons and the career choice intention is based on the theory of planned behavior by Ajzen (1991). According to the theory of planned behavior, intention is a mediator of the antecedent variables (e.g., attitude) and the consequence (or behavior). Ajzen (1991) defined intention as "indications of how hard people are willing to try, of how much of an effort they are planning to exert, in order to perform the behavior. … the person can decide at will to perform or not perform the behavior" (pp. 181-182).

Based on the theory of planned behavior, several studies (e.g., Kolvereid, 1996b; McNally et al., 2016) found that career choice reasons were significant predictors of career choice intention. In those studies, career choice reasons were antecedent variables (i.e., attitudes toward behavior), whereas intention was measured as intention to become self-employed (Kolvereid, 1996b; McNally et al., 2016) or entrepreneurial intention (i.e., intention to start a business) (Liñán & Chen, 2009; Gold & Rodriguez, 2018). Kolvereid (1996b) and McNally et al. (2016) found that career choice reasons for becoming employee of organization or company in the future negatively related to entrepreneurial intention, whereas career choice reasons for self-employment in the future positively related to entrepreneurial intention.

This study aims to test the career choice reasons as two distinct constructs in terms of construct validity (i.e., convergent validity) and internal consistency reliability (i.e., composite reliability and Cronbach's alpha). Judge et al. (2004) explain that convergent validity refers to "whether measures show sufficient interrelations to demonstrate that they indicate the same concept" (p. 328) or "share sufficient covariance to indicate a common concept" (p. 327). Internal consistency reliability refers to what extent the items are consistent in measuring a construct (Hair et al., 2019). In addition, testing of career choice reasons as two distinct constructs has an implication for entrepreneurial mindset program. This implication is discussed in the discussion section.

2. Method

Correlational research (Tuckman & Harper, 2012) design is used in this study. Correlational research is related to measurement relationships (Hair et al., 2019). Referring to Hair et al. (2019), there are measurement relationships between: (1) the items (manifest or observable variables) and the career choice reasons for becoming employee of organization or company in the future (a construct or a latent variable), and (2) the items and the career choice reasons for self-employment in the future.

Participants in this study were 347 undergraduate students enrolled in Entrepreneurship Program from two universities at East Java, Indonesia. Questionnaire of career choice reasons adapted from Kolvereid (1996b) was used to collect the data.

The data analysis was conducted including: (1) descriptive statistics and item analysis, and (2) confirmatory factor analysis. Descriptive statistics include average score (mean score) and standard deviation of each item of the career choice reasons. The item analysis is based on

corrected item-total correlation coefficients (e.g., Tuckman & Harper, 2012; Murwani et al., 2017), whilst internal consistency reliability is done based on the composite reliability and Cronbach's alpha (e.g., Murwani et al., 2017; Hair et al., 2019). Confirmatory factor analysis was used to assess convergent validity of career choice reasons as two distinct constructs (e.g., Anderson & Gerbing, 1988; Murwani et al., 2017; Hair et al., 2019). Goodness-of-fit of career choice reasons as two distinct constructs should satisfy the cut-off values (e.g., Heilemann et al, 2003; Murwani et al., 2017; Hair et al., 2019).

3. Results

Descriptive Statistics and Item Analysis

Descriptive statistics encompassing mean score and standard deviation of each item of career choice reasons are shown in Table 1 and Table 2. As shown in Table 1, the lowest mean score is "not taking on too much responsibility" (mean score = 2.816). The response of the item tends to be "strongly disagree" and "disagree" (ignoring the "neither agree nor disagree" response). The item with the lowest mean score has a standard deviation of about 1.0 in magnitude. Item with the highest mean score is "job security" (mean score = 4.346). The response of the item tends to be "agree" and "strongly agree" (ignoring "neither agree nor disagree" response). The item with the highest mean score has a standard deviation of about 0.6 in magnitude. As also shown in Table 2, the mean scores of each item are close to 4.0 in magnitude. Those mean scores indicate that the responses for those items tend to be "agree" and "strongly agree" (ignoring "neither agree nor disagree"). These items have standard deviations which range between 0.6 and 1.0.

Corrected item-total correlation coefficients are the basis of the item analysis (e.g., Tuckman & Harper, 2012; Murwani et al., 2017). The cut-off value of corrected item-total correlation coefficients for sample size greater than 100 is above 0.20 (Bruning & Kintz, 1977; Murwani et al., 2017). As shown in Table 1, corrected item-total correlation coefficients of each item range from 0.267 (lowest) to 0.686 (highest). As shown in Table 2, corrected item-total correlation coefficient of an item "economic opportunity" (C2.1a) was unacceptable, and therefore the item of C2.1a was removed in the next analysis. Corrected item-total correlation coefficients of each item (except C2.1a) range from 0.481 (lowest) to 0.744 (highest).

Table 1. Descriptive Statistics and Corrected Item-Total Correlation of Career Choice Reasons for Becoming Employee of Organization or Company in the Future

Code of item in this study	Items	Mean	Std. Deviation	Corrected Item-Total Correlation
C1.1a	Job security	4.346	0.642	0.458
C1.1b	Job stability	4.314	0.624	0.371
C1.2a	Not having to work long hours	4.003	0.895	0.588
C1.2b	To have leisure	4.084	0.881	0.595
C1.2c	To have fixed working hours	4.176	0.826	0.613
C1.2d	Not to have a stressful job	3.916	0.932	0.640
C1.2e	Have a simple, not complicated job	3.695	1.064	0.637
C1.3a	Participate in a social environment	4.147	0.700	0.446
C1.3b	To be a member of a social "milieu"	3.890	0.928	0.473
C1.4a	Avoid responsibility	3.156	1.395	0.686
C1.4b	Not taking on too much responsibility	2.816	1.017	0.267
C1.4c	Avoid commitment	3.392	1.398	0.614
C1.5a	Have opportunity for career progress	4.297	0.722	0.396
C1.5b	Promotion	4.213	0.710	0.319

Table 2. Descriptive Statistics and Corrected Item-Total Correlation of Career Choice Reasons for Self-Employment in the Future

Code of item in this study	Items	Mean	Std. Deviation	Corrected Item-Total Correlation
C2.1a	Economic opportunity	3.7666	0.9708	0.056
C2.1b	To receive compensation based on merit	3.9135	0.8283	0.481
C2.1c	To keep a large proportion of the result	4.0058	0.8046	0.560
C2.2a	To have a challenging job	4.1095	0.7329	0.489
C2.2b	To have an exciting job	4.1297	0.7433	0.533
C2.2c	To have an interesting job	4.3516	0.6386	0.649
C2.2d	To have a motivating job	4.4006	0.6254	0.697
C2.3a	Freedom	4.2767	0.7321	0.646
C2.3b	Independence	4.2334	0.7215	0.604
C2.3c	To be your own boss	4.3429	0.7256	0.646
C2.3d	Be able to choose your own work tasks	4.0259	0.9230	0.521
C2.4a	Have power to make decisions	4.1095	0.8360	0.623
C2.4b	Have authority	4.3112	0.7180	0.649
C2.5a	Self-realization	4.2795	0.7170	0.666
C2.5b	Realize one's dreams	4.3026	0.7434	0.694
C2.5c	To create something	4.2651	0.6876	0.744
C2.5d	To take advantage of your creative needs	4.1499	0.7831	0.667
C2.6a	To participate in the whole process	4.3545	0.6787	0.670
C2.6b	To follow work tasks from a to z	4.3689	0.6513	0.608

Confirmatory Factor Analysis of Career Choice Reasons for Becoming Employee of Organization or Company in the Future

Referring to several literatures (e.g., Heilemann et al., 2003; Murwani et al., 2017; Hair et al., 2019), confirmatory factor analysis (CFA) of career choice reasons for becoming employee of organization or company in the future was first verified by fit indices. As shown in Table 3, chi-square statistic is unacceptable, because it is significant (p = 0.000) and GFI is unacceptable, but it was close to the cut-off value of 0.9 (e.g., Heilemann et al., 2003; Murwani et al., 2017; Hair et al., 2019). However, most of the fit indices (RMR, SRMR, NFI, NNFI, and CFI) satisfy the cut-off values. RMR and SRMR are acceptable because they are less than the cut-off value of 0.08 (e.g., Heilemann et al., 2003; Murwani et al., 2017; Hair et al., 2019), whereas NFI, NNFI, and CFI are also acceptable because they are greater than the cut-off value of 0.90 (e.g., Heilemann et al., 2003; Murwani et al., 2017; Hair et al., 2019). Therefore, the overall goodness-of-fit of the construct (career choice reasons for becoming employee of organization or company in the future) is a good fit (Jöreskog & Sörbom, 1996; Murwani et al., 2017; Hair et al., 2019).

Furthermore, this study also tested the reliability of each dimension of construct by using the composite reliability and Cronbach's alpha (e.g., Murwani et al., 2017; Hair et al., 2019). As shown in Table 3, composite reliabilities range from 0.728 to 0.81, whereas Cronbach's alphas range from 0.71 to 0.806., in which they exceed the acceptable value of 0.70 (e.g., Murwani et al., 2017; Hair et al., 2019). Therefore, it indicated the satisfactory reliability (i.e., the adequate internal consistency) of each dimension (e.g., Murwani et al., 2017; Hair et al., 2019).

As also shown in Table 3 and Figure 1, the smallest factor loading is the manifest variable of "not taking on too much responsibility" (factor loading = 0.427), meanwhile the greatest is the manifest variable of "avoid responsibility" (factor loading = 0.966). All factor loadings are significant at 0.01 (t-value above 2.6). These significant factor loadings indicate the evidence of construct validity, in this case, convergent validity of career choice reasons for becoming employee of organization or company in the future (e.g., Anderson & Gerbing, 1988; Murwani et al., 2017; Hair et al., 2019).

Table 3. Factor Loading, Composite Reliability, and Cronbach's Alpha of Career Choice Reasons for Becoming Employee of Organization or Company in the Future

Code of item in this study	Dimension and associated items	Factor Loading	Composite Reliability	Cronbach's alpha
	Security		0.798	0.794
C1.1a	Job security	0.866		
C1.1b	Job stability	0.761		
	Work load		0.810	0.806
C1.2a	Not having to work long hours	0.664		
C1.2b	To have leisure	0.673		
C1.2c	To have fixed working hours	0.675		
C1.2d	Not to have a stressful job	0.694		
C1.2e	Have a simple, not complicated job	0.685		
	Social environment		0.728	0.710
C1.3a	Participate in a social environment	0.763		
C1.3b	To be a member of a social "milieu"	0.750		
	Avoid responsibility		0.804	0.785
C1.4a	Avoid responsibility	0.966		
C1.4b	Not taking on too much responsibility	0.427		
C1.4c	Avoid commitment	0.826		
	Career		0.728	0.726
C1.5a	Have opportunity for career progress	0.797		
C1.5b	Promotion	0.715		

Notes.
- Overall goodness-of-fit: chi-square = 322.462 (p = 0.000), GFI = 0.883, RMR = 0.066, SRMR = 0.066, NFI = 0.919, NNFI = 0.912, and CFI = 0.935.
- All t-values were greater than 2.6, therefore all factor loadings were significant at 0.01 level (see the statistical table of t-distribution).
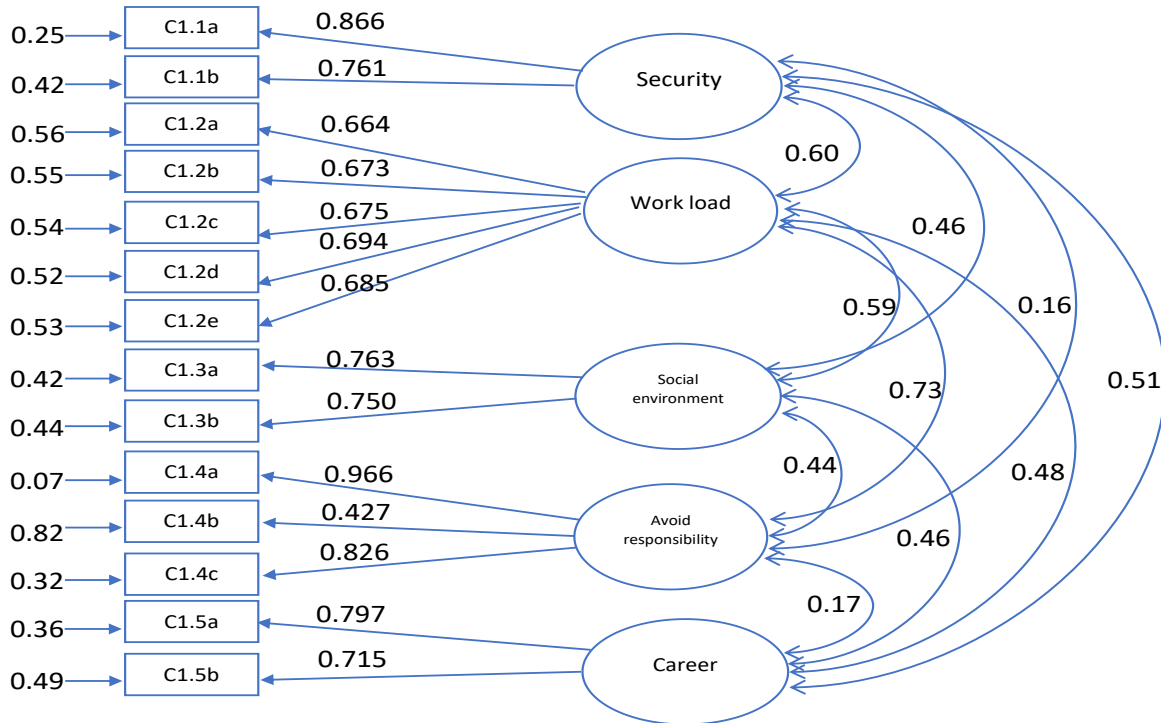
Figure 1. CFA of Career Choice Reasons for Becoming Employee of Organization or Company

Confirmatory Factor Analysis of Career Choice Reasons for Self-Employment in the Future

CFA of career choice reasons for self-employment in the future was first verified by fit indices (e.g., Heilemann et al., 2003; Murwani et al., 2017; Hair et al., 2019). As shown in Table 4, chi-square statistic is unacceptable, because it is significant (p = 0.000) and GFI is unacceptable, but it was close to the cut-off value of 0.9 (e.g., Heilemann et al., 2003; Murwani et al., 2017; Hair et al., 2019). RMR and SRMR are acceptable because they are less than the cut-off value of 0.08 (e.g., Heilemann et al., 2003; Murwani et al., 2017; Hair et al., 2019), whereas NFI, NNFI, and CFI are also acceptable because they are greater than the cut-off value of 0.90 (e.g., Heilemann et al., 2003; Murwani et al., 2017; Hair et al., 2019). Therefore, the overall goodness-of-fit of the construct (career choice reasons for self-employment in the future) is a good fit (Jöreskog & Sörbom, 1996; Murwani et al., 2017; Hair et al., 2019).

Furthermore, this study also tested the reliability of each dimension of construct by using the composite reliability and Cronbach's alpha (e.g., Murwani et al., 2017; Hair et al., 2019). As shown in Table 4, composite reliabilities range from 0.749 to 0.91, whereas Cronbach's alphas range from 0.743 to 0.844, in which they exceed the acceptable value of 0.70 (e.g., Murwani et al., 2017; Hair et al., 2019). Therefore, it indicated the satisfactory reliability (i.e., the adequate internal consistency) of each dimension (e.g., Murwani et al., 2017; Hair et al., 2019).

As also shown in Table 4 and Figure 2, the smallest factor loading is the manifest variable of "to have a challenging job" (factor loading = 0.564), meanwhile the greatest is the manifest variable of "to participate in the whole process" (factor loading = 0.829). All factor loadings are significant at 0.01 (t-value above 2.6). These significant factor loadings indicate the evidence of

construct validity, in this case, convergent validity of career choice reasons for self-employment in the future (e.g., Anderson & Gerbing, 1988; Murwani et al., 2017; Hair et al., 2019).

Table 4. Factor Loading, Composite Reliability, and Cronbach's Alpha of Career Choice Reasons for Self-Employment in the Future

Code of item in this study	Dimension and associated items	Factor Loading	Composite Reliability	Cronbach's alpha
	Economic Opportunity		0.752	0.749
C2.1b	To receive compensation based on merit	0.729		
C2.1c	To keep a large proportion of the result	0.822		
	Challenge		0.769	0.765
C2.2a	To have a challenging job	0.564		
C2.2b	To have an exciting job	0.577		
C2.2c	To have an interesting job	0.763		
C2.2d	To have a motivating job	0.779		
	Autonomy		0.804	0.787
C2.3a	Freedom	0.783		
C2.3b	Independence	0.709		
C2.3c	To be your own boss	0.718		
C2.3d	Be able to choose your own work tasks	0.631		
	Authority		0.749	0.743
C2.4a	Have power to make decisions	0.749		
C2.4b	Have authority	0.798		
	Self-realization		0.910	0.844
C2.5a	Self-realization	0.736		
C2.5b	Realize one's dreams	0.759		
C2.5c	To create something	0.821		
C2.5d	To take advantage of your creative needs	0.732		
	Participate in the whole process		0.762	0.759
C2.6a	To participate in the whole process	0.829		
C2.6b	To follow work tasks from a to z	0.738		

Notes.
- Overall goodness-of-fit: chi-square = 650.967 (p = 0.000), GFI = 0.827, RMR = 0.068, SRMR = 0.068, NFI = 0.942, NNFI = 0.941, and CFI = 0.953.
- All t-values were greater than 2.6, therefore all factor loadings were significant at 0.01 level (see the statistical table of t-distribution).
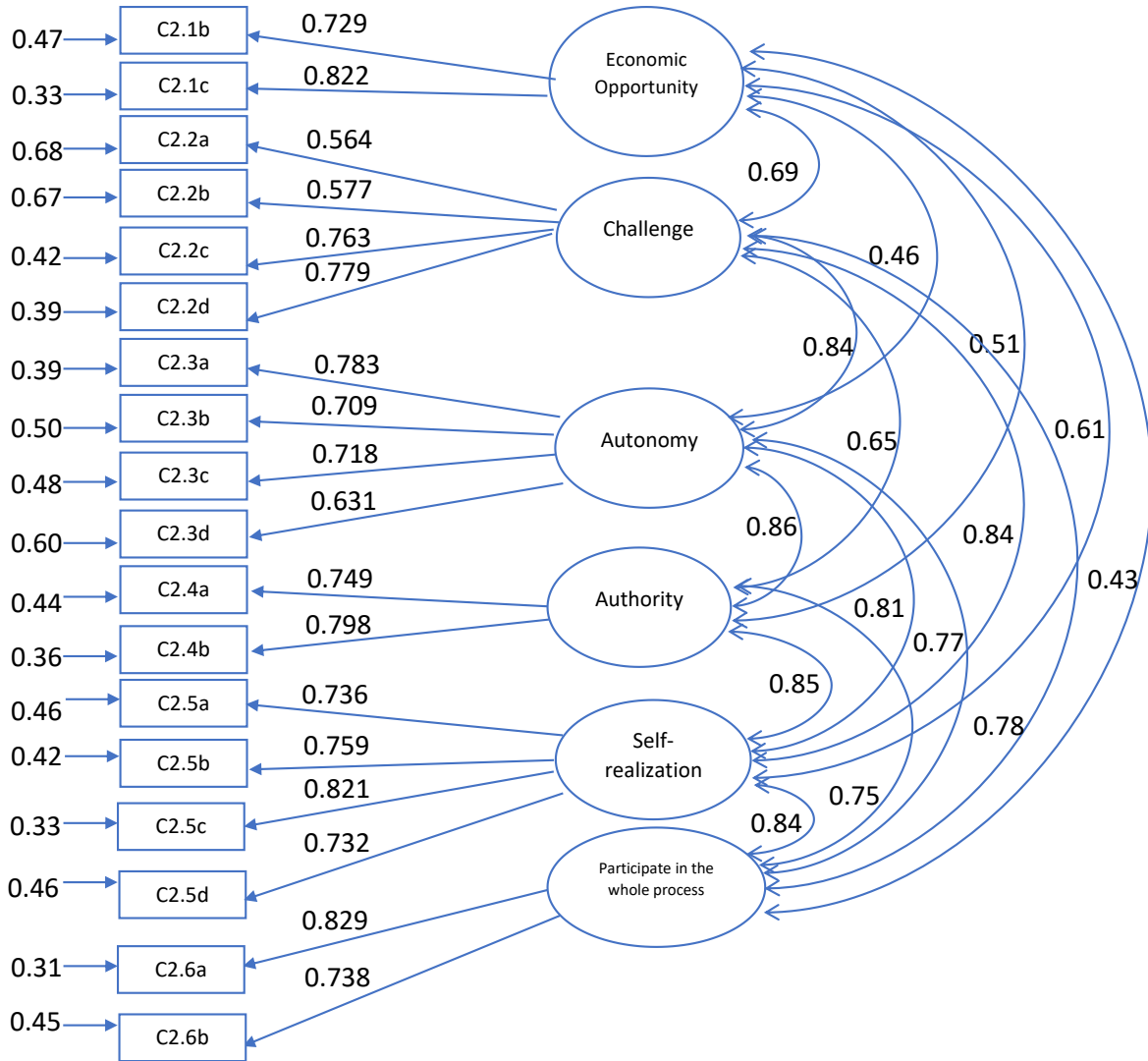
Figure 2. CFA of Career Choice Reasons for Self-Employment

4. Discussion

This study successfully verified the valid and reliable instruments to measure the career choice reasons as two distinct constructs in Indonesian context. Consistent with Kolvereid (1996b), the construct of career choice reasons for becoming employee of organization or company in the future is reflected by the dimensions of security, work load, social environment, avoid responsibility, and career, whereas the construct of career choice reasons for self-employment in the future is reflected by the dimensions of economic opportunity, challenge, autonomy, authority, self-realization, and participate in the whole process.

Based on the theory of planned behavior, the testing of career choice reasons as two distinct constructs has an implication for entrepreneurial mindset program (cf. Gold & Rodriguez, 2018; Rodriguez & Lieber, 2020). According to the theory of planned behavior, there is a link between entrepreneurial attitudes and entrepreneurial intention (Kolvereid, 1996b; McNally et al., 2016; Gold & Rodriguez, 2018), in turn entrepreneurial intention influences entrepreneurial action (Gold & Rodriguez, 2018). Referring to Ajzen (1991), career choice reasons and entrepreneurial mindset can be conceptualized as entrepreneurial attitudes. Gold and Rodriguez (2018) proposed a conceptual model for entrepreneurial mindset program. Referring to the Gold-Rodriguez's model, entrepreneurial mindset program (i.e., entrepreneurial mindset training) is designed to capture the potential persons to start a business by improving entrepreneurial mindset, entrepreneurial intention, and entrepreneurial action (i.e., action to start a business). Accordingly, exploring the potential persons to start a business is determined by career choice reasons for becoming employee of organization or company in the future, and career choice reasons for self-employment in the future (Kolvereid, 1996a). Therefore, improving entrepreneurial mindset (as well as entrepreneurial intention and entrepreneurial action) through entrepreneurial mindset training is also determined by career choice reasons (cf. Kolvereid, 1996a; Gold & Rodriguez, 2018).

The career choice reasons as two distinct constructs are proposed as moderator variables for entrepreneurial mindset training. A moderator variable is "the secondary independent variable to discover whether it modifies the relationship of the independent variable to an observed phenomenon" (Tuckman & Harper, 2012, p. 71). Entrepreneurial mindset training positively influences entrepreneurial mindset, in which the positive relationship between entrepreneurial mindset training and entrepreneurial mindset will be moderated by career choice reasons. Specifically, as an implication for entrepreneurial mindset program, we propose the following hypotheses:

- The positive relationship between entrepreneurial mindset training and entrepreneurial mindset will be stronger for students with a higher score on career choice reasons for self-employment compared to the ones with a lower score.

- The positive relationship between entrepreneurial mindset training and entrepreneurial mindset will be weaker for students with a higher score on career choice reasons for becoming organizational employment compared to the ones with a lower score.

5. Conclusion

This study has shown the significant findings of the convergent validity and reliability (i.e., internal consistency reliability) of the career choice reasons as two distinct constructs in Indonesian context. Specifically, career choice reasons as two distinct constructs are validly reflected by career choice reasons for becoming employee of organization or company in the future, and career choice reasons for self-employment in the future. The career choice reasons as two distinct constructs are recommended as moderator variables for experimental study about entrepreneurial mindset program (i.e., entrepreneurial mindset training).

These findings have a limitation, in which the sample consist of only the students from two universities at East Java Indonesia. Therefore, testing of the career choice reasons as two distinct constructs in the Indonesian context is preliminary in nature and need to be examined among students from other universities in Indonesia. However, these findings offer the practical implications for policy maker. First, the students' career choice reasons can be measured using the valid and reliable instruments. Referring to Kolvereid (1996a), the potential entrepreneurs can be explored by using the valid and reliable instruments simultaneously including career choice reasons for becoming employee of organization or company in the future, and career choice reasons for self-employment in the future. Second, as the dimensions of career choice reasons for becoming employee of organization or company, "avoid responsibility" and "job security" have highest factor loadings. Referring to Kolvereid (1996a) and Gold and Rodriguez (2018), the entrepreneurial mindset program can be conducted to decrease "avoid responsibility" and "job security" of organizational employment as well as to increase "avoid responsibility" and "job security" of self-employment.

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