

## ***Do Intrinsic And Extrinsic Motivation Really Affect On Interest To Become A Social Entrepreneur***

### **Apakah Motivasi Intrinsik Dan Ekstrinsik Benar-Benar Berpengaruh Terhadap Minat Menjadi Wirausaha Sosial**

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#### **ABSTRACT**

*The aim of this study was to investigate how different factors such as intrinsic motivation, extrinsic motivation, complex motivation, employment status, and startup capital affect the level of interest in becoming a social entrepreneur. A social entrepreneur is someone who creates a product or idea to help people who are facing challenges. While social entrepreneurship is a growing trend in Indonesia, the factors that drive entrepreneurs to become social entrepreneurs have not been extensively studied. This research was conducted using an associative approach and analyzed the data using the PLS-SEM method. The study surveyed 170 participants using a non-probability sampling technique and an online questionnaire. The findings showed that intrinsic motivation, employment status, and startup capital had a positive impact on the interest in becoming a social entrepreneur, whereas extrinsic and complex motivation did not have a significant effect.*

**Keywords:** *Intrinsic Motivation, Extrinsic Motivation, Complex Motivation, Entrepreneur, Social Entrepreneur*

#### **ABSTRAK**

Tujuan dari penelitian ini adalah untuk menyelidiki bagaimana berbagai faktor seperti motivasi intrinsik, motivasi ekstrinsik, motivasi kompleks, status pekerjaan, dan modal awal mempengaruhi tingkat ketertarikan untuk menjadi wirausaha sosial. Wirausaha sosial adalah seseorang yang menciptakan produk atau ide untuk membantu orang-orang yang menghadapi tantangan. Meskipun kewirausahaan sosial merupakan tren yang sedang berkembang di Indonesia, faktor-faktor yang mendorong wirausahawan untuk menjadi wirausahawan sosial belum banyak diteliti. Penelitian ini dilakukan dengan menggunakan pendekatan asosiatif dan menganalisis data menggunakan metode PLS-SEM. Penelitian ini mensurvei 170 partisipan dengan menggunakan teknik non-probability sampling dan kuesioner online. Hasil penelitian menunjukkan bahwa motivasi intrinsik, status pekerjaan, dan modal awal memiliki dampak positif terhadap minat menjadi wirausaha sosial, sedangkan motivasi ekstrinsik dan motivasi kompleks tidak memiliki pengaruh yang signifikan.

**Kata kunci:** Motivasi Intrinsik, Motivasi Ekstrinsik, Motivasi Kompleks, Wirausaha, Wirausaha Sosial

#### **1. Introduction**

Badan Pusat Statistik (BPS) recorded a significant increase of number entrepreneurs, where in 2016 it was recorded that the ratio of the number of entrepreneurs in Indonesia was 3.1% of the total population, while in 2020 it was recorded to increase to 3.47%. Regionally, Indonesia is still far behind other countries in the Southeast Asia region, but this figure shows that there is a significant increase in one's interest in becoming an entrepreneur.

The increase in the number of entrepreneurs is also marked by the growing phenomenon of social entrepreneurship. Social entrepreneurship is a term used to describe collaborating or combining social values with entrepreneurial techniques or models that not only pursue profit but also produce greater social good (Collavo, 2017). Social entrepreneurship is broadly seen as an agent of change who creates solutions to a social problem through entrepreneurial behavior (Ghalwash, Tolba, & Ismail, 2017).

Social entrepreneurship in Indonesia is dominated by the age group of teenagers to early adulthood with a percentage of more than 75%, so it is not excessive if young people are called the main driving force for the emergence of social entrepreneurship. The phenomenon of the high participation of young people in social entrepreneurship cannot be separated from the proximity of young people to the development of technology and communication (Hasmidyani, Fatimah, & Firmansyah, 2017), which fosters a higher sense of sensitivity and empathy towards environmental and social problems (Klenner, 2020). Based on a survey conducted by the British Council in 2018 there is estimated that the number of social entrepreneurs in Indonesia is 342,000 entrepreneurs with 22% of them engaged in creative industries, 16% in agriculture and fisheries, and 15% in education.

Although there is a significant development in the number of entrepreneurs who choose to undergo social entrepreneurship, there is no standard or patent explanation regarding the factors that distinguish between entrepreneurship and social entrepreneurship because the concept of social entrepreneurship itself is still in the infancy stage, so the theory or definition of social entrepreneurship is still varied widely from very comprehensive to superficial (Ghalwash et al., 2017). However, one of the factors that are widely discussed and gets attention is the motivation that drives someone to choose to become a social entrepreneur, where initial research on the motivations that affect social entrepreneurs are intrinsic motivation (social welfare and philanthropic activities) and extrinsic (profit or profit) (Ryan & Deci, 2000).

Along with the development of research on motivation in social entrepreneurship, research has emerged that explains that social entrepreneurs have greater intrinsic motivation than extrinsic motivation, while commercial entrepreneurs have greater extrinsic motivation (Austin, Stevenson, & Wei-Skillern, 2006). This view, although well documented and widely accepted, has not been empirically proven so basically there is still a lot of space or gaps in research about the motivations that affect social entrepreneurship (Blaga, 2021)

Further research on motivation between commercial entrepreneurs and social entrepreneurs results in the view that motivation is not only limited to the intrinsic and extrinsic dichotomy but there is another, more complex motivation (Boluk & Mottiar, 2014), which if it exists within an individual can lead to a dichotomy. motivation becomes intrinsic and extrinsic becomes irrelevant (Blaga, 2021). Complex motivation is a term used to describe a combination of motivations that are still abstract and not clearly defined or grouped, which is caused by the low number of researches on the topic (Blaga, 2021), but in general complex motivation is recognized by researchers as motivation that has the potential to arise within an entrepreneur and cause intrinsic and extrinsic motivation to be irrelevant or relevant to social entrepreneurship (Kroeger & Weber, 2015).

This research was conducted by taking the research subject of social entrepreneurs who are domiciled in the Jakarta area, the selection was based on the fact that Jakarta is a city with the largest economy in Indonesia and is one of the places where the development of the number of entrepreneurs is increasing rapidly, so it will be easier to meet entrepreneurs. who choose to become social entrepreneurs.

### **The Influence of Intrinsic Motivation on Interest in Becoming a Social Entrepreneur.**

Intrinsic motivation is a motivation that arises because someone wants to get an internal reward such as personal satisfaction when doing an activity (Coon & Mitterer, 2010). Intrinsic motivation moves a person to do activities that do not offer external benefits for himself, but offer internal benefits such as satisfaction, recognition, and pleasure that are considered sufficient for him (Boedecker, Lampe, & Riedmiller, 2013).

Social entrepreneurship is an entrepreneurial activity that does not target or focus on the business for profit alone, but rather on efforts to contribute to solving a social and environmental problem that exists in society (Bygrave & Zacharakis, 2011). So it can be explained

that social entrepreneurship does not offer financial benefits for social entrepreneurs, but what they get is social and moral benefits such as recognition, independence, and self-realization (Marques, Ferreira, Ferreira, & Lages, 2012).

Ivanescu et al. (2013) explained that social entrepreneurs run social entrepreneurship because they identify social needs or problems as a business opportunity, which is driven by the desire to satisfy personal affective feelings and not by the desire to make profits (Germak & Robinson, 2014). Blaga (2021) explains that intrinsic motivation has a significant and positive influence on a person's intention to run social entrepreneurship, meaning that the higher the intrinsic motivation level of an entrepreneur, the greater the entrepreneur's intention to become a social entrepreneur.

**H1: Intrinsic motivation has a significant influence on the interest in becoming a social entrepreneur.**

### **The Effect of Extrinsic Motivation on Interest in Becoming a Social Entrepreneur**

Extrinsic motivation is a motivation that is considered to "encourage" a person to become an entrepreneur in the push and pull theory, extrinsic motivation is seen as a motivation that encourages someone to take certain action because of the benefits or prizes that can be obtained (Carsrud & Brannback, 2011). Extrinsic motivation encourages someone to become an entrepreneur because of the opportunity to generate or get a profit, so it can be explained that economic benefit is the main focus of extrinsic motivation.

Blaga (2021) found that extrinsic motivation has a contradictory effect with intrinsic motivation, where intrinsic motivation encourages someone to become a social entrepreneur, while extrinsic motivation encourages someone not to become a social entrepreneur but to become a commercial entrepreneur. But on the other hand, there are also views such as Lehner & Kansikas (2011) which explain that extrinsic motivation can encourage someone to act on existing business opportunities and use methods or characteristics of commercial entrepreneurship to achieve social goals, or in other words, extrinsic motivation is seen as a "way" and not a "goal" to explain its effect on the intention to carry out social entrepreneurship. Although the form of the influence of extrinsic motivation is still very open to debate, in general researchers such as Braga et al. (2014) and Blaga (2021) explain that extrinsic motivation has a significant influence on the intention to run social entrepreneurship.

**H2: Extrinsic motivation has a significant influence on the interest in becoming a social entrepreneur.**

### **The Effect of Complex Motivation on Interest in Becoming a Social Entrepreneur**

Complex motivation is understood as motivations that exist outside of intrinsic and extrinsic motivation, which, although conceptually not clearly defined, have been found to have a significant influence on a person's intention to carry out social entrepreneurship (Blaga, 2021). Complex motivation can be explained as part or a combination of motivations related to personal aspects within a person or business aspects, the theory was born because a person is often not influenced by intrinsic or extrinsic motivation alone, but by a combination of one or several aspects in the motivation (Boluk & Mottiar, 2014).

Theoretically, complex motivation was born from the conflict regarding the nature of commercial entrepreneurship and social entrepreneurship itself, where some researchers view that a social entrepreneur is a commercial entrepreneur who focuses on meeting social needs, because of the methods or methods used both in social entrepreneurship and social entrepreneurship. Commercial entrepreneurship is the same but the difference is only in the orientation and final goal (Kroeger & Weber, 2015). Therefore, the concept of complex motivation was born which explains that in addition to intrinsic and extrinsic motivation, other

forms of motivation encourage commercial entrepreneurship to ultimately achieve goals or orientations in social entrepreneurship.

Blaga (2021) found that complex motivation has a significant influence on a person's intention to run social entrepreneurship, while the influence is found to be positive, meaning that the higher the complex motivation of the entrepreneur, the higher the intention of the entrepreneur to run social entrepreneurship.

**H3: Complex motivation has a significant effect on interest in becoming a social entrepreneur.**

#### **The Influence of Work Status on Interest in Becoming a Social Entrepreneur**

A person's job status has a significant influence on the growth of interest in running social entrepreneurship (Blaga, 2021), this influence is caused by several things or theories, one of which explains that those who have self-employed status have a greater opportunity or opportunity to become an entrepreneur because people who choose to be self-employed generally have greater entrepreneurial activity than those who work for others (Coleman, 2016).

Someone who has a profession or chooses to be self-employed is generally easier to become an entrepreneur because based on the push & pull theory, someone who craves freedom or independence (push) in the aspect of self-employment will have a great opportunity to become an entrepreneur, besides those who motivated by the opportunity to make a profit (pull) will also find that self-employment and entrepreneurship are better choices (Antonioli, Nicolli, Ramaciotti, & Rizzo, 2016).

In the context of social entrepreneurship, those who have employment status as self-employed, especially those who are entrepreneurs will find it easier to realize their social goals because they can capture a social problem into a business opportunity, besides they are also able to form more social ventures. sustainable because of their capabilities and experience that are more adequate in the aspects or values of entrepreneurship needed to achieve their social goals (Renz & Herman, 2016).

**H4: Employment status has a significant influence on interest in becoming a social entrepreneur.**

#### **The Effect of Startup Capital on Interest in Running Social Entrepreneurship**

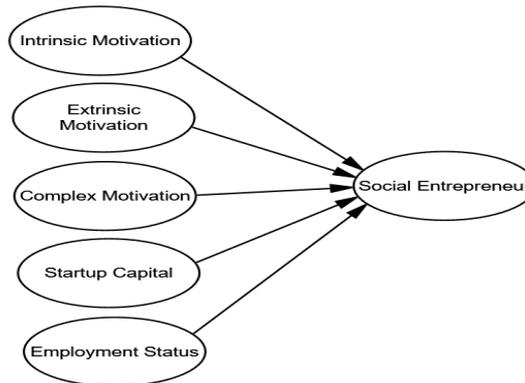
Startup capital can increase the entrepreneurial potential of an entrepreneur without exception for social entrepreneurship because the existence of startup capital enables a person to accommodate social ventures that he runs sustainably to achieve his social goals (Krugman, Obstfeld, & Melitz, 2012). The availability of startup capital can significantly remove psychological and economic barriers for a person to become a social entrepreneur because it provides greater opportunities for them to run social ventures and other social entrepreneurship activities (Raynard & Ferreira, 2017).

Startup capital is seen as one of the most crucial needs for a social entrepreneur to enter or start a social venture because without startup capital, a social entrepreneur is faced with the choice to find investors or funders as soon as possible or postpone his social venture until funds are available. and sufficient, or in other words the absence of startup capital causes a social venture to be unsustainable and causes a person to lose motivation and interest in starting social entrepreneurship (Gartner, Frid, & Alexander, 2012).

Blaga (2021) found that startup capital has a significant influence on a person's intention to start social entrepreneurship, besides that the effect found is positive, meaning that the higher the startup capital owned or obtained by an entrepreneur, the higher his intention to start social entrepreneurship.

**H5: Startup capital has a significant influence on the interest in becoming a social entrepreneur.**

The research model is a research description that can explain the objectives of the research and the research hypothesis, while the research model for this research is:



**Figure 1. The Conceptual Research Framework**

**2. Research Methods**

The paradigm used in this study is the positivism or quantitative paradigm because this study wants to find the effect of the independent variable on the dependent variable which is measured using indicators that have been set by previous researchers.

This study focuses on individual analysis units from social entrepreneurs who are domiciled in the city of Jakarta, this study uses individual analysis units because it requires the views/perceptions and assessments of each social entrepreneur on the research variables. The use of social entrepreneurs is not intended to assess the good or bad of the activities they carry out or the right or wrong views of each individual, but rather to efforts to obtain information and data from the individual so that the data obtained is more valid and reliable so that it can be concluded that the decision in determining the research subject is based on the desire to understand the assessment, understanding, perception, or experience felt by the research subject, not because they want to judge or judge individual social entrepreneurs.

This study uses two data sources at once, where primary data sources are used to obtain research data to be processed, while secondary data sources are used to obtain data in the form of theories, views, or arguments derived from the literalist reviews of previous researchers.

The data collection method used is a questionnaire or survey, the questionnaire is distributed to research respondents who have been determined by the non-probability sampling technique, meaning that researchers determine who has the right or opportunity to be a research sample. The non-probability method used is the convenience sampling method to facilitate researchers in obtaining research samples. The data analysis technique used in this study consisted of descriptive analysis, outer model analysis (validity and reliability), and inner model analysis (regression).

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The population in this study is the entire social entrepreneur in the city of Jakarta, because the number cannot be known with certainty because social entrepreneurs and

commercial entrepreneurs are not classified in general, the researchers decided to take samples using the sample counting method carried out by Hair (2015), namely by multiplying the total number of all research indicators by 5 units, with the number of dimensions reaching 34 indicators, the ideal number of samples is 170 respondents. The sample in this study was obtained from several social entrepreneurs who are members of an organization or association for social entrepreneurship activists, namely Social Entrepreneurship Nusantara or known as SENusantara.

**3. Results and Discussion**

Research respondents used in this study amounted to 170 respondents who came from entrepreneurs who live in the city of Jakarta, while the characteristics of the respondents who were collected from the research questionnaire are 63.5% of respondents were male and 36.5% female.

**Convergent Validity Test**

Convergent validity testing is carried out using two methods, namely loading factor and AVE with valid criteria if the loading factor value is greater than 0.700 and the AVE value is greater than 0.500 (Ghozali, 2016).

The results of data processing in table 1 show that the value of each indicator in the questionnaire is greater than 0.700 so it can be concluded that the research instrument has met convergent validity based on loading factor testing.

**Table 1. Load Factor Test Results**

	MI	ME	MK	SP	SC	MMSE
MI1	0.751					
MI2	0.721					
MI3	0.735					
MI4	0.756					
MI5	0.828					
MI6	0.755					
MI7	0.840					
ME1		0.797				
ME2		0.772				
ME3		0.774				
ME4		0.800				
ME5		0.770				
ME6		0.801				
MK1			0.757			
MK2			0.766			
MK3			0.779			
MK4			0.801			
MK5			0.750			
MK6			0.811			
SP1				0.815		
SP2				0.763		
SP3				0.741		
SP4				0.803		
SP5				0.830		
SC1					0.838	
SC2					0.809	
SC3					0.768	
SC4					0.793	
SC5					0.833	
MMSE1						0.832
MMSE2						0.724
MMSE3						0.789
MMSE4						0.738
MMSE5						0.837

Source: SmartPLS Processing Results

Table 2 showed that the AVE value of each research variable in the questionnaire was greater than 0.500 so it could be concluded that the research instrument had met convergent validity based on the AVE test. The results of the loading factor and AVE tests show that overall the research instruments have met the convergent validity requirements.

**Table 2. AVE Test Results**

	AVE	Rule of thumb	Remarks
MI	0.771	> 0.500	Valid

<b>ME</b>	0.774	Valid
<b>MK</b>	0.825	Valid
<b>SP</b>	0.834	Valid
<b>SC</b>	0.909	Valid
<b>MMSE</b>	0.873	Valid

Source: SmartPLS Processing Results

**Discriminant Validity Test**

Table 3 above shows that the correlation value of each variable is greater to the variable itself (marked green) than its correlation to other variables, which indicates that the research instrument has met the validity of the discriminant according to Fornell-larcker. The results of the Fornell-larcker test showed that overall the research instruments met the requirements of discriminant validity.

**Table 3. Fornell-Larcker Test Results**

	MI	ME	MK	SP	SC	MMSE
MI	0.878					
ME	0.790	0.880				
MK	0.776	0.860	0.908			
SP	0.771	0.828	0.813	0.913		
SC	0.743	0.716	0.858	0.773	0.954	
MMSE	0.740	0.786	0.645	0.683	0.693	0.934

Source: SmartPLS Processing Results

Testing of Cronbach's alpha found that the Cronbach's alpha value of each variable in the research instrument was already greater than 0.700 so it can already be said to be reliable.

**Table 4. Cronbach's Alpha Test Results**

	Cronbach's Alpha	Rule of thumb	Remarks
MI	0.950	> 0.700	Reliable
ME	0.940		Reliable
MK	0.957		Reliable
SP	0.950		Reliable
SC	0.975		Reliable
MMSE	0.963		Reliable

Source: SmartPLS Processing Results

The composite reliability test found that the composite reliability value of each variable in the research instrument was greater than 0.700 so it can be said to be reliable. The test results of Cronbach's alpha and composite reliability show that the research instrument can already be said to be reliable.

**Table 5. Composite Reliability Test Results**

	Composite Reliability	Rule of thumb	Remarks
MI	0.959	> 0.700	Reliable
ME	0.953		Reliable
MK	0.966		Reliable
SP	0.962		Reliable
SC	0.980		Reliable
MMSE	0.972		Reliable

Source: SmartPLS Processing Results

**Table 6. Determination Coefisien**

Variable	R Square
MMSE	0.898

Source: SmartPLS Processing Results

The results of data processing in the table above show that all independent variables used in this study (intrinsic motivation, extrinsic motivation, complex motivation, employment status, and startup capital) can influence interest in becoming a social entrepreneur by 0.898 or 89.8%, while the remaining 10.2% is explained by other independent variables that were not used in this study. The value of the coefficient of determination of all independent variables in this study is included in the type of strong coefficient.

**Hypothesis Testing/Path Coefficient**

Path coefficient is used to examine the influence of independent variables on dependent variables, as well as prove the research hypothesis that has been determined in the previous section.

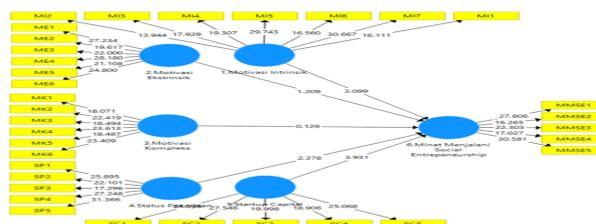
**Table 7. Direct Coefficient Test Results**

Hypothesis	Path Coef	T-Statistic	P-Value	Remarks
H <sub>1</sub> : MI → MMSE	0.240	2.894	0.004	Accepted
H <sub>2</sub> : ME → MMSE	0.102	1.227	0.220	Rejected
H <sub>3</sub> : MK → MMSE	0.014	0.129	0.897	Rejected
H <sub>4</sub> : SP → MMSE	0.232	2.252	0.025	Accepted
H <sub>5</sub> : SC → MMSE	0.403	3.929	0.000	Accepted

Source: SmartPLS Processing Results

The results of data processing in the table above show that:

1. The H1 hypothesis is accepted, meaning that there is a significant and positive influence of intrinsic motivation on the interest in becoming a social entrepreneur, because it was found that the T-Statistic value was greater than 1.65 and the P-value was lower than 0.05.
2. The H2 hypothesis was rejected, meaning that there was no significant influence of extrinsic motivation on the interest in becoming a social entrepreneur, because it was found that the T-Statistic value was lower than 1.65 and the P-value was greater than 0.05.
3. The H3 hypothesis was rejected, meaning that there was no significant influence of complex motivation on the interest in becoming a social entrepreneur, because it was found that the T-Statistic value was lower than 1.65 and the P-value was greater than 0.05.
4. The H4 hypothesis is accepted, meaning that there is a significant and positive influence of employment status on the interest in becoming a social entrepreneur, because it was found that the T-Statistic value was greater than 1.65 and the P-value was lower than 0.05.
5. The H5 hypothesis is accepted, meaning that there is a significant and positive influence of startup capital on the interest in becoming a social entrepreneur, because it was found that the T-Statistic value was greater than 1.65 and the P-value was lower than 0.05.



**Figure 2. Inner Model**

Source: SmartPLS Data Processing Results

## Discussion

The purpose of this research is to examine the influence of the Intrinsic Motivation, Extrinsic Motivation, Complex Motivation, Employment status, and Startup Capital on interest to become Social Entrepreneur.

### **The Influence of Intrinsic Motivation on The Interest in Becoming a Social Entrepreneur**

The results of data processing found that intrinsic motivation has a significant and positive influence on the interest in carrying out social entrepreneurship by 0.240, which indicates that if intrinsic motivation is assumed to increase by one unit, the interest in carrying out social entrepreneurship will also increase by 0.240 or 24%.

The results of this study are also following previous research conducted by Blaga (2021) which found that intrinsic motivation has a significant and positive effect on the interest in carrying out social entrepreneurship so a conclusion can be drawn that the results of this study have succeeded in confirming the findings in previous research.

The intrinsic motivation found in this study was in a high condition, which indicates that respondents had a high motivation to contribute to solving social and environmental problems in society. This high motivation encouraged respondents to use their efforts as a platform to create change or benefits for society to solve a problem or help those who could not afford it.

This condition causes intrinsic motivation to directly affect the interest of a person to undergo social entrepreneurship activities, as well as prove that the interest in undergoing social entrepreneurship activities is built from the concern and volunteerism of an entrepreneur to actively use his efforts in helping to solve problems that occur in society, be it social or environmental problems.

The influence of intrinsic motivation on the interest in becoming a social entrepreneur according to Boedecker et al. (2013) occurs because business actors try to get self-actualization and recognition from their environment. Social entrepreneurship is seen as one of the ways that an entrepreneur can do to increase their prestige and gain recognition from their environment.

### **The Influence of Extrinsic Motivation on the Interest in Becoming a Social Entrepreneur**

The results of data processing found that extrinsic motivation did not have a significant influence on the interest in carrying out social entrepreneurship, the results of this study contradicted the results of Blaga (2021) who found that extrinsic motivation harmed the interest in running social entrepreneurship.

The extrinsic motivation in this study can be said to be high, meaning that respondents are trying to get financial benefits from the business they run, as well as to satisfy their desires. This condition according to Blaga (2021) is seen as a negative factor in the interest in carrying out social entrepreneurship because the theory is that those who have an interest in carrying out social entrepreneurship do not have the desire to get financial benefits.

The results of this study prove that even entrepreneurs who have high extrinsic motivation will not negatively affect their interest in carrying out social entrepreneurship. Because extrinsic motivation can be seen as part of the effort to meet the primary needs of an entrepreneur, intrinsic motivation is seen as the fulfillment of secondary needs such as social needs and recognition. Intrinsic and extrinsic motivations are often seen as having contradictory influences, meaning that if one has a positive influence then the other will have a negative effect. But in fact, the two motivations can go together.

The motivation to make a profit is needed by every entrepreneur. Therefore, it is logical that social entrepreneurs still have high extrinsic motivation because the social ventures created require funds to survive.

This condition is one of the main reasons why extrinsic motivation does not significantly affect the interest in becoming social entrepreneurs because entrepreneurs need profits to sustainably support their businesses.

### **The Influence of Complex Motivation on The Interest of Becoming a Social Entrepreneur**

The results of data processing found that complex motivations did not have a significant influence on the interest in running social entrepreneurship, the results of the study were not by research conducted by Blaga (2021) which found that complex motivations had a significant and positive influence on the interest in running social entrepreneurship

The concept of complex motivation issued by Blaga (2021) is new, and there have not been many theoretical studies that explain complex motivation. The results of this study stated that respondents had complex motivations that were relatively high but these motivations were intended for normal business or commercial entrepreneurship, while the indicators were very weak when used to explain their relationship with social entrepreneurship.

### **The Effect of Employment Status on The Interest in Becoming a Social Entrepreneur**

The results of data processing found that employment status had a significant and positive influence on the interest in carrying out social entrepreneurship by 0.230, meaning that when it was assumed that the employment status increased by one unit, the interest in carrying out social entrepreneurship would also increase by 0.230 or 23%.

These results are by the results of previous research conducted by Blaga (2021) which found that there was a positive influence of employment status on the interest in carrying out social entrepreneurship. So that this research can be said to be successful in confirming the results of previous studies about the influence of employment status on the interest in carrying out social entrepreneurship.

A person who has the status of being self-employed has a greater chance or opportunity to become an entrepreneur because people who choose to be self-employed generally have greater entrepreneurial activity than those who work in others (Coleman, 2016).

Respondents who have their own business are generally easier to realize their social goals because they can grasp a social problem into a business opportunity, and they are also able to form a more sustainable social venture because of their more adequate abilities and experience in aspects of entrepreneurial values needed to achieve their social goals (Renz & Herman, 2016).

### **The Influence of Startup Capital on The Interest in Becoming a Social Entrepreneur**

The results of data processing found that startup capital has a significant and positive influence on the interest in running social entrepreneurship by 0.403, meaning that if it is assumed that startup capital increases by one unit, the interest in running social entrepreneurship will also increase by 0.403 or 40.3%.

The results of this study are following research conducted by Blaga (2021) which found that startup capital has a significant and positive influence on the interest in running social entrepreneurship, meaning that this research has succeeded in confirming findings from previous research related to the influence of startup capital on the interest in running social entrepreneurship.

Startup capital provides funds for an entrepreneur to pursue his social venture because basically without resources, be it financial or non-financial, it is almost impossible for a non-profit-oriented business such as social entrepreneurship to run. The absence of startup capital causes a social venture to be unsustainable (Gartner, Frid, & Alexander, 2012) so the influence of startup capital on social entrepreneurship has the greatest influence on the interest in running social entrepreneurship compared to other independent variables.

#### 4. Conclusion

The results of this study have the following conclusions:

1. The first hypothesis in this study was successfully proven because it was found to have a significant and positive influence of intrinsic motivation on the interest in becoming a social entrepreneur of 0.240.
2. The second hypothesis in this study was not successfully proven because it was found that there was no significant influence of extrinsic motivation on the interest in becoming a social entrepreneur.
3. The third hypothesis in this study was not successfully proven because it was found that there was no significant influence of complex motivation on the interest in becoming a social entrepreneur.
4. The fourth hypothesis in this study was successfully proven because it was found to have a significant and positive influence of employment status on the interest in becoming a social entrepreneur 0.232.
5. The fifth hypothesis in this study was successfully proven because it was found to have a significant and positive influence of startup capital on the interest in becoming a social entrepreneur 0.403.

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