

CHAPTER FOUR

RESEARCH RESULTS

This chapter reports the results to the research study. This research results will be divided into four sections, namely summary of statistics, analysis of frequency, testing of hypotheses and summary of research results.

4.1 SUMMARY OF STATISTICS

A summary of the statistics of all the respondents is explained here. Researcher analyzed the demographic profile of the respondents such as gender, ethnic group, age, income group, working experience, education levels, income levels and locations that they are currently attached to in this section by using the frequency analysis.

4.1.1 RESPONDENTS DEMOGRAPHIC PROFILE

There are 100 respondents in total been surveyed for this research study. The respondents are well divided into ethnic group, gender, education and income levels according to the Planned Sample which shown in Table 3A. Referring to Table 4A and Table 4B, Malay respondents are greatly more than the Chinese and the Indian & others as reflected in FDAM population. Based on appropriate ratio the Malay constitute 86%, Chinese respondents consist of 6%, while Indian and other races contributed 8% of the total respondents. The majority of the respondents are male with 71% and 29% female.

There are 44% of the respondents belongs to age group 41 years and above, 30% between 36-40 years, 13% between 31-35 years, 10% between 26-30 years and only 3% between below 25 years group.

Majority of the respondents has working experience within 16-20 years, which is 40% from the total respondents. The second largest group of years of working experience is 21 years and above, which is 27% of the total. Both group 11-15 years and 6-10 years has 14% respondents respectively. The least working experience group of 5 years and below has only 5% of the total respondents.

There are 44 or 44% of the respondents at least having a bachelor's degree, 16 or 16% has diploma and 21 or 21% has HSC/STPM qualification. There are only 19 or 19% of the respondents has SPM/MCE. Therefore, there are 44% of the respondents has tertiary education and 37% has high school with either HSC or diploma qualification.

There are 45% of the respondents belongs to income level below RM2000 monthly, 27% between RM2001-RM2500, 12% between RM2501-RM3000, 11% between RM3001-RM5000 and only 5% having monthly income of RM5001 & above.

Table 4A : Respondent's Characteristics

	Description	Frequency	Percentage %
Gender	Male	71	71.00
	Female	29	29.00
	Total	100	100.00
Ethnic Group	Malay	86	86.00
	Indian & Others	8	8.00
	Chinese	6	6.00
	Total	100	100.00
Age Group	21 – 25 years	3	3.00
	26 – 30 years	10	10.00
	31 – 35 years	13	13.00
	36 – 40 years	30	30.00
	41 years and above	44	44.00
	Total	100	100.00
Years of working experience	Below 5 years	5	5.00
	6 – 10 years	14	14.00
	11 – 15 years	14	14.00
	16 – 20 years	40	40.00
	21 years & above	27	27.00
	Total	100	100.00
Income levels	Below RM2,000	45	45.00
	RM2,001-RM2,500	27	27.00
	RM2,501-RM3,000	12	12.00
	RM3,001-RM5,000	11	11.00
	RM5,001 & above	5	5.00
	Total	100	100

Education levels	SPM/MCE	19	19.00
	STPM/HSC	21	21.00
	Diploma	16	16.00
	Bachelor's degree	37	37.00
	Master & PHD	7	7.00
	Total	100	100
Location currently attached	HQ & State Office	57	57.00
	Projct Centers	43	43.00
	Total	100	100.00

Table 4B : Respondents' Demographic Profile by Gender and Ethnic Group

Ethnic Group	Male	Female	Total
Malay	61	25	86
Indian & others	6	2	8
Chinese	4	2	6
Total	71	29	100

4.1.2 SUMMARY OF THE FUNCTIONAL LOCATION THAT THE RESPONDENTS CURRENTLY BEEN ATTACHED

The respondent are employees of FDAM, a statutory agency under the Ministry of Agriculture, is attached to the fishery industry in the country. The respondents are broadly divided into two (2) functional locations based on the kind of tasks and functions they performed in

FDAM. The two functional locations are headquarters/state and project centers. The headquarters/state group consist of middle and line managers in Administration, Finance, Planning, Information Technology, Audit, Engineering, Marketing, Entrepreneur, Fishery Development Industry and Fishermen Institution division. These group provides the services and made available the enabling factors for fishery industry to develop and flourish. The 'project centers' group consists of managers handling FDAM projects at FDAM fishery landing complexes, aquaculture farms, hatcheries, fishermen association and FDAM subsidiary company (MSB). The project centers are located throughout the country.

Refer to Table 4A, the functional locations that majority of the respondents currently been attached is at Headquarters which account 57% of the total respondents. There are 43% of the respondents attached to the project centers.

4.1.3 SUMMARY OF THE INDUSTRY THAT RESPONDENTS WOULD LIKE TO BE INVOLVED

With reference to Table 4D, there are 24% of the respondents would like to venture into retailing, wholesaling and distribution sector. While Agriculture, Mining and Natural Resources sector is the second most popular business venture by the respondents, which is 18%. Hotel and restaurant, which is the third popular sector, consist of 11% of the total respondents. There are 9% of the respondents would like to venture into Building and Construction, while Information Technology has 8% respondents.

There are only 7% of the respondents would like to venture into Consultancy and Training. Food Industry, Professional Bodies, Manufacturing, Aquaculture and Catering & Services have 5%, 4%, 3%, 2% and 2% of the respondents respectively. There is 1% of the respondents each would like to involve in Transportation & Communication, Electronic, Baby Care Centers and Education.

Table 4C : Industry that Respondents Would Like to be Involved

New Business To Venture	Frequency	Percentage %
Retailing, Wholesaling, Distribution	24	24.00
Agriculture., Mining & Natural Resources	18	18.00
Hotel & Restaurant	11	11.00
Building & Construction	9	9.00
Information Technology	8	8.00
Consultancy & Training	7	7.00
Food Industry	5	5.00
Professional Bodies	4	4.00
Manufacturing	3	3.00
Aquaculture	2	2.00
Catering & Services	2	2.00
Transportation & Communication	1	1.00
Electronic	1	1.00
Baby Care Centers	1	1.00
Education	1	1.00
Total	100	100.00

4.1.4 SUMMARY OF REASONS OF BECOMING AN ENTREPRENEUR AMONG FDAM MANAGERS

Referring to Table 4D, there are 49 respondents of the Survey sample said that earn more money is the major reason for them to become an entrepreneur. Money is the main motivation factor for FDAM managers to get themselves involved in entrepreneurship.

To be independent and have freedom in making decision has quite a closed relationship. Independent in terms of decision making has become a reason of being an entrepreneur for 37% of the respondents. There are 3% each of the respondents gave to create job security, to be powerful, and to be famous as their main reasons to become an entrepreneur. There is one respondent respectively give to be a rich person, opportunity and for survival as their reason for being an entrepreneur.

Table 4D : Reasons of Becoming an Entrepreneur

Reasons to become Entrepreneur	Number of Respondents	Percentage %
To make money	49	49.00
To be independent	37	37.00
To create job security	3	3.00
To be powerful	3	3.00
To be famous	3	3.00
To be a rich person	1	1.00
Opportunity	1	1.00
For survival	1	1.00
Total	100	100.00

Referring to Table 4E, there are 49 respondents of the Survey sample said that earn more money is the major reason for them to become an entrepreneur. Money is the main motivation factor for FDAM managers to get themselves involved in entrepreneurship.

To be independent and have freedom in making decision has quite a closed relationship. Independent in terms of decision making has become a reason of being an entrepreneur for 37% of the respondents. There are 3% each of the respondents gave to create job security, to be powerful, and to be famous as their main reasons to become an entrepreneur. There is one respondent respectively give to be a rich person, opportunity and for survival as their reason for being an entrepreneur.

4.2 ANALYSIS OF LOCUS OF CONTROL AND DEMOGRAPHIC PROFILE

4.2.1 Locus of Control

From the result of the frequency test in Table 4E, there are 40 respondents or 40% have been classified as internal locus of control. External locus of control constituted of 60 respondents or 60% of the total respondents.

Table 4E :Frequency of Locus of Control

	Frequency	Percentage %
Internal Locus of Control	40	40.00
External Locus of Control	60	60.00
Total	100	100.00

The mean score of Locus of Control for the total respondents is 8.60 with the minimum and maximum score of zero and 16 respectively as shown in Table 4F below.

Table 4F : Mean score of Locus of Control

	Mean	Std. Deviation	Minimum	Maximum
Locus of Control Score	8.6000	3.5334	.00	16

4.2.2 Locus of Control and Ethnic Group

There are 33 or 38.4% of the Malay in the internal locus of control category, which is shown in Table 4G. Number of Malay in external locus of control category has 53 respondents or 61.6%. Therefore, majority of the Malay are more towards external locus of control. For the Chinese, 4 respondents or 66.7% in the internal locus of control and 2 respondents or 33.3% are in the external locus of control categories. As for the Indian and Others, 3 or 37.5% of the respondents are in the internal locus of control category, 5 or 62.5% of the Indian and other races in the external locus of control category.

Table 4G : Locus of Control and Ethnic Group

Locus of Control	Ethnic Group						Total	
	Malay		Indian & Others		Chinese			
	Freq	%	Freq	%	Freq	%	Freq	%
Internal	33	38.4	3	37.5	4	66.7	40	40.0
External	53	62.6	5	62.5	2	33.3	60	60.0
Total	86	100.0	8	100.0	6	100.0	100	100.0

The mean score of locus of control for Malay is slightly higher compare to other races. The mean score of Locus of Control of Malay, Indian & others and Chinese are 8.7093, 8.3750 and 7.3333 respectively. The minimum and maximum score according to ethnic group is shown in Table 4H below.

Table 4H : Mean score of locus of control according to ethnic group

Score of Locus of Control	Mean	Std. Deviation	Minimum	Maximum
Malay	8.7093	3.5707	0	16
Indian & others	8.3750	3.1139	2	13
Chinese	7.3333	3.8297	2	13
Total	8.6000	3.5334	0	16

4.2.3 Locus of Control and Gender

There are totally 71 male and 29 female respondents in the researcher's sample. Majority of the male and female respondents have external locus of control which shown in Table 4'I' below. There are 43 male respondents or 60.6% in the external locus of control category. The female respondents have 17 respondents or 58.6% towards external locus of control.

Table 4'I' : Locus of Control and Gender

Locus of Control	Gender				Total	
	Male		Female			
	Freq.	%	Freq.	%	Freq.	%
Internal	28	39.4	12	41.4	40	40.0
External	43	60.6	17	58.6	60	60.0
Total	71	100.0	29	100.0	100	100.0

There are 28 male respondents been categorized into internal locus of control, which is 39.4%, where as female respondents have 17 respondents or 41.4% belongs to internal locus of control category.

Crosstabulation for Locus of control, Ethnic groups, and Gender of respondent is shown in Table 4J.

Table 4J. Locus of Control, Ethnic groups and Gender of Respondent Crosstabulation

		Ethnic groups of respondent			Total
Gender of respondent	Locus of control	Malay	Indian & others	Chinese	
Male	Internal locus of control	23	2	3	28
	External locus of control	38	4	1	43
	Total	61	6	4	71
Female	Internal locus of control	10	1	1	12
	External locus of control	15	1	1	17
	Total	25	2	2	29

The mean score of locus of control for male is lower than that of female. Mean score of locus of male is 8.4930 and female has 8.8621 shown in Table 4K below.

Table 4K : Mean score of Locus of Control According to Gender

Score of Locus of Control	Mean	Std. Deviation	Minimum	Maximum
Male	8.4930	3.6601	0	16
Female	8.8621	3.2483	2	16
Total	8.6000	3.5334	0	16

4.3 ANALYSIS OF INTENTION OF BEING AN ENTREPRENEUR AND DEMOGRAPHIC PROFILE

4.3.1 Intention of Being an Entrepreneur

There are 24% of the respondents have strong intention of being entrepreneur, 65% have moderate intention and those with low intention of being entrepreneur only consist of 11% of the total respondents as shown in Table 4L.

Table 4L : Frequency of Intention of Being An Entrepreneur

Intention of Becoming Entrepreneur	Frequency	Percentage %	Cumulative Percentage %
Strong	24	24.00	24.00
Moderate	65	65.00	89.00
Low	11	11.00	100.0
Total	100	100.0	

The mean score of intention being an entrepreneur is 28.5 with the minimum and maximum score of 18.0 and 35 respectively as shown in Table 4M below.

Table 4M : Mean Score of Intention Being an Entrepreneur

	Mean	Std. Deviation	Minimum	Maximum
Intention Being Entrepreneur	28.5	3.7672	18.0	35.0

4.3.2 Intention of Becoming Entrepreneur and Ethnic Group

With respect to ethnic, majority of the respondents have moderate intention of being an entrepreneur which shown in Table 4N below. There are 58 or 67.4% of the Malay respondents and 5 or 62.5% Indian & others respondents have moderate intention of becoming an entrepreneur. Where as 4 or 66.7% of the Chinese respondents have strong intention of becoming an entrepreneur compare to 21% Malay and 25% Indian & others.

**Table 4N : Frequency Intention of Becoming Entrepreneur and
Ethnic Group**

Intention of Being Entrepreneur	Ethnic Group						Total	
	Malay		Indian & Others		Chinese			
	Freq	%	Freq	%	Freq	%	Freq	%
Strong	18	21.0	2	25.0	4	66.7	24	24.0
Moderate	58	67.4	5	62.5	2	33.3	65	65.0
Low	10	11.6	1	12.5			11	11.0
Total	86	100.0	8	100.0	6	100.0	100	100.0

The mean score of intention of being an entrepreneur for Malay is slightly lower compare to other races. The mean score of intention of being an entrepreneur Malay, Indian & others and Chinese are 26.3140, 27.0000 and 28.5000 respectively. The minimum and maximum score according to ethnic group is shown in Table 4'O' below.

**Table 4'O' : Mean Score of Intention of Being an Entrepreneur
According to Ethnic Group**

Score of Intention of Being Entrepreneur	Mean	Std. Deviation	Minimum	Maximum
Malay	26.3140	3.7362	18	35
Indian & others	27.0000	4.2426	20	33
Chinese	28.5000	3.5637	23	31
Total	26.5000	3.7672	18	35

4.3.3 Intention of Being an Entrepreneur and Gender

Majority of the male and female respondents have moderate intention of being an entrepreneur which shown in Table 4P below. There are 47 or 66.2% male respondents and 18 or 62.1% female respondents have moderate intention of being an entrepreneur. There are only 19 or 26.8% male respondents and 5 or 17.2% female respondents have strong intention of being an entrepreneur.

Table 4P : Frequency of Intention of Being Entrepreneur and Gender

Intention of Being Entrepreneur	Gender				Total	
	Male		Female			
	Freq	%	Freq	%	Freq	%
Strong	19	26.8	5	17.2	24	24
Moderate	47	66.2	18	62.1	65	65
Low	5	7.0	6	20.7	11	11
Total	71	100.0	29	100.0	100	100.0

The mean score of lintention of being an entrepreneur for male is higher than that of female. Mean score of locus of control of male is 27.1831 and female has 24.8276 shown in Table 4Q below.

**Table 4Q : Mean Score of Intention of Being an Entrepreneur
According to Gender**

Score of Intention Being an Entrepreneur	Mean	Std. Deviation	Minimum	Maximum
Male	27.1831	3.5629	19	35
Female	24.8276	3.7897	18	32
Total	26.5000	3.7672	19	35

Crosstabulation for intention to being an entrepreneur and gender and ethnic group of respondent is shown in Table 4R below.

**Table 4R : Crosstabulation for Intention of Being an
Entrepreneur and Gender and Ethnic Groups
of Respondent**

Gender of respondent	Intention being entrepreneur	Ethnic groups of respondent			Total
		Malay	Indian & others	Chinese	
Male		14	2	3	19
	Strong (30-35 pts)	43	3	1	47
	Moderate (22-29 pts)	4	1		5
	Low (7-21 pts)	61	6	4	71
Female	Strong (30-35 pts)	4		1	5
	Moderate (22-29 pts)	15	2	1	18
	Low (7-21 pts)	6			6
	Total	25	2	2	29

Crosstabulation for intention to being an entrepreneur and education level of respondent is shown in Table 4S below.

Table 4S. Education levels of Respondent and Intention of Being an Entrepreneur Crosstabulation

		Intention			Total
		Strong (30-35 pts)	Moderate (22-29 pts)	Low (7-21 pts)	
Education	SPM/MCE	6	10	3	19
	STPM/HSC	4	14	3	21
	Diploma	3	10	3	16
	Bachelor's degree	10	26	1	37
	Master & PHD	1	5	1	7
Total		24	65	11	100

Crosstabulation for intention to being an entrepreneur and income level of respondent is shown in Table 4T below.

Table 4T. Income levels of Respondent and Intention of Being an Entrepreneur Crosstabulation

		Intention			Total
		Strong (30-35 pts)	Moderate (22-29 pts)	Low (7-21 pts)	
Income	Below RM2000	8	29	8	45
	RM2001- RM2500	8	17	2	27
	RM2501- RM3000	3	8	1	12
	RM3001- RM5000	2	9		11
	RM5001 & above	3	2		5
Total		24	65	11	100

4.4 TESTING OF HYPOTHESIS

In this section, the researcher test the hypothesis to find out whether there is a significant or no significant relationship between the 2 variables. The result of the test then use to accept or reject the hypotheses. The hypothesis reseacher would like to test is stated as the null hypothesis;

Null Hypothesis , H_0

Alternative Hypothesis , H_1

Hypothesis 1:

H_0 : There is no significant relationship between Locus of Control and the intention of being an entrepreneur among FDAM managers.

H_1 : There is significant relationship between Locus of Control and the Intention of being an entrepreneur among FDAM managers.

Hypothesis 2:

H_0 : An Internal Locus of Control individual has no relationship with the intention of being an entrepreneur among FDAM managers.

H₁ :An Internal Locus of Control individual has a significant relationship with the Intention of being an entrepreneur among FDAM managers.

Hypothesis 3:

H₀ :Ethnic Group does not give significant effect towards the intention of being an entrepreneur among FDAM managers.

H₁ : Ethnic Group gives significant effect towards the intention of being an entrepreneur among FDAM managers.

Hypothesis 4:

H₀ : Gender does not give significant effect towards the intention of being an entrepreneur among FDAM managers.

H₁ : Gender gives significant effect towards the intention of being an entrepreneur among FDAM managers.

Hypothesis 5:

H₀ : Education level does not give significant effect towards the intention of being an entrepreneur among FDAM managers.

H₁ : Education level gives significant effect towards the intention of being an entrepreneur among FDAM managers.

Hypothesis 6:

Ho :Years of working experience does not give significant effect towards the intention of being an entrepreneur among FDAM managers.

Hi :Years of working experience gives significant effect towards the intention of being an entrepreneur among FDAM managers.

4.4.1 Hypothesis 1 - Relationship between Locus of Control and the intention of being an entrepreneur among FDAM managers.

Refer to the above Table 4U below, Hypothesis 1 is tested using One Way Anova to compare the means. As a result the significant value, $k=0.041$ which is slightly lower than alpha value 0.05. Therefore, there is a significant relationship between Locus of Control and the intention being an entrepreneur among FDAM managers. As a result, this study rejected the Null Hypotheses and accepted the Alternative Hypothesis that there is a significant relationship between Locus of Control and the Intention of being an entrepreneur among FDAM managers.

Hypothesis 1:

Ho : There is no significant relationship between Locus of Control and the intention of being an entrepreneur among FDAM managers.

H₁ : There is significant relationship between Locus of Control and the Intention of being an entrepreneur among FDAM managers.

Result; *There is significant relationship between Locus of Control and the Intention of being an entrepreneur among FDAM managers.*

Table 4U : Anova (one Way) between Locus of Control and Intention of being an Entrepreneur

	Sum of Squares	df	Mean Square	F	Sig.. (k)
Between Groups	1.402	1	1.402	4.305	.041
Within Groups	39.908	98			
Total	33.310	99			

Significant, if $k < 0.05$

4.4.2 Correlation Analysis Between Locus of Control and Intention to Becoming an Entrepreneur

Researcher has also tested the correlations between the Locus of Control and intention to become an entrepreneur by using Correlation Analysis. The result of the correlations has presented in Table 4V below. The result of the analysis is same with the earlier One Way ANOVA. There is a significant relationship between Locus of Control and the intention to become an entrepreneur. Therefore, the Null

Hypothesis is rejected and the Alternative Hypothesis is accepted here. The significant value (2-tailed) shown in Table 4V is 0.041 which indicated significance. This statistical result is similar with most of the research study before, for instance, a study from Tan (1999) that Locus of Control has significant relationship with intention to become an entrepreneur.

Table 4V : Correlation Analysis for Hypothesis

		Locus of Control	Intention to Becoming an Entrepreneur
LOC	Pearson Correlation	1.000	.205
	Sig. (2-tailed)		.041*
	N	100	100
Intention	Pearson Correlation	.205	1.000
	Sig. (2-tailed)	.041*	
	N	100	100

* Correlation is significant at the 0.05 level (2-tailed)

4.4.3 Hypothesis 2 - For Internal and External Locus of Control And Intention of Being an Entrepreneur

Referring to Table 4W, the significance value is 0.041 which is slightly lower than the standard alpha value $\alpha < 0.05$. Therefore, there is a significant difference between Internal or External Locus of Control towards the intention of being an entrepreneur. Furthermore, the mean value of Internal Locus of Control is less than the External Locus of Control. This indicated that Internal Locus of Control has

effect towards the intention of being an entrepreneur. Therefore, the result of this study rejected null hypothesis of Hypothesis 2 and has accepted the alternative hypothesis.

Hypothesis 2:

Ho : An Internal Locus of Control individual has no relationship with the intention of being an entrepreneur among FDAM managers.

Hi :An Internal Locus of Control individual has a significant relationship with the Intention of being an entrepreneur among FDAM managers.

Result ; *An internal Locus of Control individual has significant relationship with the intention of being an entrepreneur among FDAM managers.*

Table 4W : T-Test for Locus of Control and Intention of Being an Entrepreneur

Item	Mean Value		Significance
	Internal Locus of Control	External Locus of Control	
Intention of Being an Entrepreneur	1.7250	1.9667	.041

4.4.4 : Chi-Square Test for Locus of Control and Intention of Being an Entrepreneur

The Chi-square test has significant value equal to 0.046 which is lower than the alpha value of 0.05 (Table 4X) .

Table 4X : Chi-Square Test for Locus of Control and Intention of Being an Entrepreneur

Test Statistics

	locus of control	intention being entrepreneur
Chi-Square	4.000	47.660
df	1	2
Asymp. Sig.	.046	.000

a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 50.0.

b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 33.3.

4.4.5 Hypothesis 3 - Intention of Being an Entrepreneur and Ethnic Group

This study further analyzed the relationship between ethnic group and intention of being an entrepreneur using One Way Anova, which presented in Table 4Y. Based on the result, $k=0.036$ is lower than the alpha value. Therefore, ethnic group has a significant effect to the intention of being an entrepreneur among FDAM managers.

Table 4Y : One way Anova for Intention being Entrepreneur and Ethnic Group

Anova

	Sum of Square	df	Mean square	f	Sig.
Between Groups	1.463	1	1.502	4.502	.036
Within Group	31.847	98	.325		
Total	33.310	99			

- a Predictors: (Constant), ethnic group of respondent
b Dependent Variable: intention being entrepreneur

Researcher has also tested the correlation between the intention of being entrepreneur and gender by using Correlation Analysis. The result of the correlations has presented in Table 4Z below. The result of the analysis is the same than with the One Way ANOVA. Correlation is significant at the 0.05 level (2-tailed) with $k = 0.036$ indicating a significant relationship between gender and intention to become an entrepreneur (Table 4Z). This result rejected the null hypothesis and accepted alternative hypothesis of Hypothesis 3 that there is a significant relationship between gender and intention to become an entrepreneur

Table 4Z : Correlation Analysis for Intention being Entrepreneur and Ethnic Group

		Intention	Education
Intention	Pearson Correlation	1.000	-.210*
	Sig. (2-tailed)		.036
	N	100	100
Gender	Pearson Correlation	-.210	1.000
	Sig. (2-tailed)	.036	
	N	100	100

* Correlation is significant at the 0.05 level (2-tailed).

Hypothesis 3:

Ho :Ethnic Group does not give significant effect towards the intention of being an entrepreneur among FDAM managers.

Hi : Ethnic Group gives significant effect towards the intention of being an entrepreneur among FDAM managers.

Result : *Ethnic Group gives significant effect towards the intention of being an entrepreneur among FDAM managers.*

4.4.6 Hypothesis 4 - Intention of Being an Entrepreneur and Gender.

Referring to Table 4AA, the significance value is 0.070 which is more than the standard alpha value $k < 0.05$. Therefore, there is no significant difference between Intention being an entrepreneur and

gender. This indicated that gender has no effect towards the intention to become an entrepreneur.

Table 4AA : One way Anova for Intention Being an Entrepreneur and Gender

Anova

	Sum of Square	df	Mean square	f	Sig.
Between Groups	1.105	1	1.105	3.363	.070
Within Group	32.205	98	.329		
Total	33.310	99			

Researcher has also tested the correlation between the intention of being entrepreneur and gender by using Correlation Analysis. The result of the correlations has presented in Table 4AB below. The result of the analysis is same with the One Way ANOVA There is no significant relationship between intention of being an entrepreneur and gender (Table 4AB). Therefore the null hypothesis of Hypothesis 4 is accepted and the alternative hypothesis is rejected.

Hypothesis 4:

Ho : Gender does not give significant effect towards the intention of being an entrepreneur among FDAM managers.

Hi : Gender gives significant effect towards the intention of being an entrepreneur among FDAM managers.

Result; *Gender does not give significant effect towards the intention of being an entrepreneur among FDAM managers.*

Table 4AB: Correlation Analysis for Intention of Being an Entrepreneur and Gender.

		Intention	Gender
Intention	Pearson Correlation	1.000	.182
	Sig. (2-tailed)		.070
	N	100	100
Gender	Pearson Correlation	.182	1.000
	Sig. (2-tailed)	.070	
	N	100	100

4.4.7 Hypothesis 5 - Intention of Being an Entrepreneur and Education level

Referring to Table 4AC, the significance value is 0.682 which is more than the standard alpha value $k < 0.05$. Therefore, there is no significant effect of education level towards Intention being an entrepreneur.

Table 4AC : One way Anova for Intention Being an Entrepreneur and Education level

Anova

	Sum of Square	df	Mean square	f	Sig.
Between Groups	5.727E-02	1	5.727E-02	.169	.682
Within Group	33.253	98	.339		
Total	33.310	99			

a Predictors: (Constant), Education levels of respondent

b Dependent Variable: Intention being entrepreneur

Researcher has also tested the correlation between the intention of being entrepreneur and education level by using Correlation Analysis. The result of the correlations has presented in Table 4AD below. The result of the analysis is same with the One Way ANOVA. There is no significant relationship between intention of being an entrepreneur and education level (Table 4AD). Therefore the null hypothesis of Hypothesis 5 is accepted and the alternative hypothesis is rejected.

Hypothesis 5:

Ho : Education level does not give significant effect towards the intention of being an entrepreneur among FDAM managers.

Hi : Education level gives significant effect towards the intention of being an entrepreneur among FDAM managers.

Result; *Education level does not give significant effect towards the intention of being an entrepreneur among FDAM managers.*

Table 4AD: Correlation Analysis for Intention of Being an Entrepreneur and Education level.

		Intention	Education
Intention	Pearson Correlation	1.000	-.041
	Sig. (2-tailed)	.	.682*
	N	100	100
Education	Pearson Correlation	-.041	1.000
	Sig. (2-tailed)	.682*	.
	N	100	100

*Correlation is significant at the 0.05 level (2-tailed)

4.4.8 Hypothesis 6 - Intention of Being an Entrepreneur and Income level.

Referring to Table 4AE, the significance value is 0.038 which is less than the standard alpha value $\alpha < 0.05$. This indicated that income level has effect towards the intention of being an entrepreneur.

Table 4AE : One way Anova for Intention Being an Entrepreneur and Income level.

Anova

	Sum of Square	df	Mean square	f	Sig.
Between Groups	1.438	1	1.438	4.421	.038
Within Group	31.8720	98	.325		
Total	33.310	99			

a Predictors: (Constant), Income levels of respondent

b Dependent Variable: Intention being entrepreneur

Researcher has also tested the correlation between the intention of being entrepreneur and income level by using Correlation Analysis.

The result of the correlations has presented in Table 4AF below. The result of the analysis is same with the One Way ANOVA There is a significant relationship between intention of being an entrepreneur and income level (Table 4AF). Therefore the null hypothesis of Hypothesis 6 is rejected and the alternative hypothesis is accepted.

Hypothesis 6:

Ho : Income level does not give significant effect towards the intention of being an entrepreneur among FDAM managers.

Hi : Income level gives significant effect towards the intention of being an entrepreneur among FDAM managers.

Result; *Income level give significant effect towards the intention of being an entrepreneur among FDAM managers.*

Table 4AF: Correlation Analysis for Intention of Being an Entrepreneur and Income level.

		Intention	Income
Intention	Pearson Correlation	1.000	-.208
	Sig. (2-tailed)		.038
	N	100	100
Income	Pearson Correlation	-.208	1.000
	Sig. (2-tailed)	.038	
	N	100	100

* Correlation is significant at the 0.05 level (2-tailed).

4.5 SUMMARY OF RESEARCH RESULT

The result of this study confirmed with our expectation that Internal Locus of Control will lead to higher intention of being an entrepreneur among FDAM managers. From the researcher statistical test, Null Hypotheses of Hypothesis 1 is accepted. Therefore, the Locus of Control has significant relationship to the intention of being an entrepreneur. This result supports the findings by Tan (1999). However the result is contradictory to finding by Munira Bt Wahab (1999/2000) and Lam Yoke Kam (2001).

The result of testing of Hypothesis 2 shows that there is a significant relationship between the internal locus of control and the external locus of control with the intention of being an entrepreneur.

On Hypothesis 3, the result indicated that there is a significant relationship between the intention of being an entrepreneur and the ethnic group of the respondents. Statistical testing indicate there is a relationship between ethnic group (Malay, Chinese, Indian and others) and the intention of being an entrepreneur.

On Hypothesis 4 , the result indicated there is no significant relationship between the intention of being an entrepreneur and gender of the respondents.. This shows, therefore, there is no significant relationship between gender and the intentions of being an entrepreneur among FDAM managers.

On Hypothesis 5 , the result indicated there is no significant relationship between the intention of being an entrepreneur and education level of the respondents.. This shows, therefore, there is no significant relationship between education level and the intentions of being an entrepreneur among FDAM managers.

On Hypothesis 6 , the result indicated there is a significant relationship between the intention of being an entrepreneur and income level of the respondents.. This shows, therefore, there is a significant relationship between income level and the intentions of being an entrepreneur among FDAM managers.