

## CHAPTER FIVE

### CONCLUSION AND RECOMMENDATIONS

The main objective of this research is to study the relationship between Locus of Control and the intention of being an entrepreneur among FDAM managers. Researcher has achieved his objective by looking into other researchers, gathered secondary and primary data. Primary data is gathered by using a survey research. The result of the survey has been tested statistically, which presented in Chapter 4.

In this research study, we studied the relationship between Locus of control and the intention to become an entrepreneur among FDAM managers. We examined the intention to become an entrepreneur among FDAM managers with respondent demographic profile as other variables, namely ethnic group, gender, education background, income, age, years of working experience and location respondent currently attached. Ethnic group and income level has a significant effect to the intention of being an entrepreneur among FDAM managers. However, gender and education level has no significant relationship with the intention of being an entrepreneur among FDAM managers.

#### 5.1 MAJOR FINDINGS

There is a significant relationship between Locus of Control and Intention of Being an Entrepreneur among Federal Development Authority Malaysia (FDAM) The degree of locus of control, whether towards internal or external locus of control do show effects on the intention of being an entrepreneur. Researcher has too found that the ethnic group and income level and the intention of being an entrepreneur have a strong relationship. Chinese FDAM managers have

stronger intention to become an entrepreneur as compared to managers of other races. Statistically, it has been proved that ethnic has significant effect to the intention of being an entrepreneur.

## **5.2 RECOMMENDATIONS FOR FURTHER STUDIES**

This study might be suffered from unavoidably sample selection bias and missing data bias, as the respondents selected are small group and restricted to convenience sampling. The sampling procedure by the researcher may be bias because researcher contacted respondents who are most convenient to them. Therefore, the researcher would suggest that a large group of respondents should be used to analyze for survey research. Furthermore, the ethnic and gender composition of FDAM population, do not reflect the actual ethnic composition of the general population.

To further study the intention of being an entrepreneur, researcher in the future would like to consider the upbringing and background of the respondents. This is because other than the internal or external Locus of Control, there are other factors contributed to the intention of being an entrepreneur among FDAM managers. Factors such as motivation, financial status, leadership, politic, government procedures and influence from friends, parent and relatives may contributed to the intention of being an entrepreneur.

The researcher has successfully showed that Internal Locus of Control has an effect to the intention of becoming an entrepreneur among FDAM managers. Therefore the paper provides another contribution to the study on Locus of Control of Malaysian notably on government employees.