



Intrapreneur Intention in Surabaya, Indonesia: as the Impacts of Entrepreneurial Orientation

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ABSTRACT

In general, Indonesian people are more interested in becoming employees than entrepreneurs. Based on Google's search engine, the popularity of employee as an occupation is shown at 81 in a scale of 1-100. There is increasing demand for employees who are able to perform many functions at work. As an educational institution with a focus on entrepreneurship, Ciputra University established a Corporate Entrepreneurship (CE) guild. The increasing number of guild members indicates higher intrapreneurial intention, which is influenced by entrepreneurial orientation. Therefore, the purpose of this research is to determine the role of entrepreneurial orientation dimensions, which are Innovativeness, Need for Achievement, Networking, Proactiveness, and Risk Taking, on the intrapreneurial intention of Corporate Entrepreneurship students in Ciputra University. This research is a quantitative research with Multiple Linear Regression as analysis technique. The population of this study is the first and second generations of Corporate Entrepreneurship students with a sample of 118 respondents. Furthermore, questionnaire is used as a means to obtain research data. The outcome of this research indicates that Innovativeness, Need for Achievement, and Networking have significant effects on intrapreneurial intention. On the other hand, Proactiveness and Risk Taking have no significant effects on intrapreneurial intention.

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1. Introduction

Indonesia as one of the most populous countries in the world has a very low ratio of entrepreneurs compared to other countries, which was shown by data on the ratio of entrepreneurs to the total population of the country, Indonesia only has 1.6% entrepreneurs from the total population. The level of popularity of employees in the last 5 years in Indonesia got a score of 81 from a score range of 1-100, while the level of popularity of employers got a score of 33 from a range of scores 1-100.

This shows that the Indonesian people are more interested in being employees than entrepreneurs. One of the reasons why people want to become employees in entrepreneurs is because being an employee will avoid failure (Safa'at, 2016). Entrepreneurship has an important role in advancing the economy of a country, so that it is hoped that every citizen must have the intention to become an entrepreneur (Dewi & Nurcaya, 2017). However, Safa'at (2016) says that the nature of employees doing something based on what has been there before. Therefore, there is a need for someone who is able to carry out many functions to achieve entrepreneurship in a company/organization (Razavi & Ab Aziz, 2017). Someone who works using the concept of having an entrepreneurial spirit is called an intrapreneur (Herve, 2015).

Corporate Entrepreneurship or Intrapreneurship is a place for individuals to create innovation and turn it into a profitable and sustainable business within the scope of the company (Herve, 2015). According to Nicholson et al. (2016), intrapreneurship is entrepreneurship in a company (Nicholson, Shen, & Nicholson, 2016). Intrapreneurs are individuals in a company who work using skills, entrepreneurship concepts, have leadership qualities in company organizations, management skills in changing company conditions and a deep understanding of how to run a company well in order to continue to innovate in the market (Herve, 2015). Starting from this need, Ciputra University as an educational institution that prioritizes entrepreneurship education launched a new program, namely the Corporate Entrepreneurship (CE) guild.

As a guild that was first formed, the level of interest of students entering the CE guild was high. This can be seen from the number of students who joined from various majors at Ciputra University, totally 50 students.

Then, in the second year, the CE guild accepted an increasing number of students, even reaching a 136% increase, totally 118 people (see Figure 3) when compared to the first year. The increase in acceptance of the number of CE students shows that students have intention to be intrapreneurs or what is called intrapreneurial intention. Based on Razavi and Ab Aziz (2017), this intrapreneurial intention is influenced by entrepreneurial thinking or is called entrepreneurial orientation. Intrapreneurial intention is defined as an individual's intention to become an entrepreneur in a corporate organization that has a new project involving new opportunities and ideas (Razavi and Ab Aziz, 2017). According to Suryawirawan (2016), intrapreneurial intention is an individual's intention to create value through innovative, risky and proactive actions (Suryawirawan, 2016). Entrepreneurial orientation is defined as a fundamental attitude to achieve corporate entrepreneurship which is manifested in the entrepreneurial spirit of its founders and employees (Montoya, Martins, & Ceballos, 2017).

Razavi and Ab Aziz (2017) aimed to find out the relationship between entrepreneurial orientation and entrepreneurial intention among Iranian workers in the research and development sector. The results showed that entrepreneurial orientation, except for the need for appreciation, had a significant positive effect on entrepreneurial intentions. There are 5 dimensions of entrepreneurial orientation which have been summarized by Razavi and Ab Aziz (2017), those are (1) Innovativeness is defined as the tendency of individuals to participate in the creative process in generating new ideas to obtain new products or services to the market, (2) Proactiveness is defined as behavior in an organization that involves managing new and upcoming trends, analyzing new opportunities, forecasting future needs and demands and identifying possible challenges, (3) Risk taking is a company's risk taking which makes the company a risky business by utilizing its resources optimally and having obligations with large loan funds, (4) Need for achievement (NFA) refers to the desire to gain victory by persevering in difficult obstacles, so that can causes a person to be more motivated to achieve success, (5) Networking is defined as a person's tendency to relate and interact with other individuals. The purpose of this study was to determine the role of the entrepreneurial orientation dimensions, which are Innovativeness, Need for Achievement, Networking, Proactiveness, and Risk Taking, on intrapreneurial intention.

2. Methods

Fini and Toschi's research (2016) aims to study the extent to which corporate entrepreneurial intention is used by academic and non-academic entrepreneurs (Fini & Toschi, 2016). The results of this study indicate that academic entrepreneurs compared to non-academics have significantly increased awareness of technical competencies while the level of awareness of managerial and entrepreneurial skills is less. Nicholson et al. (2016) determined the effect of the technology entrepreneurship course (NEBIC) in increasing students' entrepreneurial intention. This study uses a quantitative approach by distributing questionnaires to 28 students who take technology entrepreneurship. The results showed that after students took a technology entrepreneurship course (NEBIC) which focused more on the innovative dimension, students' interest in becoming

intrapreneurs increased. The research of Montoya et al. (2017) aims to determine the effect of entrepreneurial orientation as an intention to action in corporate entrepreneurship. This study uses a quantitative approach with multivariate analysis methods and structural equations on 137 respondents at The Chamber of Commerce of Medellin. The results show that the results of the actions of corporate entrepreneurship can be more effective when an individual has an entrepreneurial orientation. Suryawirawan's research (2016) aims to determine the effect of corporate entrepreneurial intention on entrepreneurial intention which is moderated by self-efficacy in Citraland Surabaya. This study uses a quantitative approach with partial least squares analysis method on 49 samples of employees who work at Citraland Surabaya. The results showed that there was an insignificant negative effect of corporate entrepreneurial intention on entrepreneurial intention and self-efficacy was unable to moderate the effect of corporate entrepreneurial intention on entrepreneurial intention.

TABLE 1
VARIABLES AND INDICATORS

VARIABLES	INDICATORS
Proactiveness (X_2) Proactiveness is defined as behavior in organizations that involves managing new and upcoming trends, analyzing new opportunities, forecasting future needs and demands and identifying possible challenges	<ol style="list-style-type: none"> 1. Responding to competitors' actions 2. Be the first to introduce something 3. Likes to be competitive to build an organization 4. Active tendencies without having to be led 5. Doing work remotely
Risk Taking (X_3) Risk taking is taking the risk of a company that makes the company a risky business by utilizing resources optimally and having obligations with large loans	<ol style="list-style-type: none"> 1. Strong propensity for high-risk projects 2. Be careful about making uncertain decisions 3. Avoid dangerous situations 4. Dare to invest in high risk 5. Stick to the rules
Need For Achievement (X_4) NFA refers to the desire to gain victory by enduring difficult odds. This causes a person to be more motivated to achieve success	<ol style="list-style-type: none"> 1. Often compete 2. Striving for success 3. Concentrate on tasks 4. Doing a lot of work 5. Making time for work 6. Motivated to succeed 7. Not avoiding tasks
Networking (X_5) Networking is defined as a person's tendency to relate and interact with other individuals	<ol style="list-style-type: none"> 1. Spending time connecting with other people 2. Get to know and connect well with many people 3. Make use of connections 4. Develop network 5. Give a lot of time to work 6. Good at building relationships with people

a. The Effect of Innovativeness on Intrapreneurial Intention

According to Razavi and Ab Aziz (2017), there is a significant positive influence between innovativeness on the intentions of someone who has an entrepreneur personality, intrapreneurs on Iranian workers in the research and development sector (Razavi & Ab Aziz, 2017). Therefore, it is possible that there is an effect of innovativeness on intrapreneurial intention in CE guild students at Ciputra University.

H1: Innovativeness has an effect on intrapreneurial intention.

b. The Effect of Proactiveness on Intrapreneurial Intention

Razavi and Ab Aziz (2017) argue that there is a significant positive effect between proactiveness on the intentions of someone who has an entrepreneur personality, namely an intrapreneur on Iranian workers in the research and development sector (Razavi & Ab Aziz, 2017). Therefore, it is possible that there is also an effect of proactivity on intrapreneurial intention in CE guild students at Ciputra University.

H2: Proactiveness has an effect on intrapreneurial intention.

c. The Effect of Risk Taking on Intrapreneurial Intention

According to Razavi and Ab Aziz (2017) there is a significant positive effect between risk taking on the intentions of someone who has an entrepreneur personality, namely intrapreneurs on Iranian workers in the research and development sector (Razavi & Ab Aziz, 2017). Therefore, it is possible that there is also the effect of risk taking on intrapreneurial intention in CE guild students at Ciputra University.

H3: Risk taking has an effect on intrapreneurial intention.

d. The Effect of Need for Achievement on Intrapreneurial Intention

Razavi and Ab Aziz (2017) found that there was no positive influence between need for achievement and intrapreneurial intention in Iranian workers in the research and development sector (Razavi & Ab Aziz, 2017). This is possible because the culture, structure and management do not encourage a person's achievement. However, the researcher wanted to examine this dimension because of the differences in the subject and the place of research so that it is possible that there is an influence of innovativeness on intrapreneurial intention in CE guild students at Ciputra University.

H4: Need for achievement has an effect on intrapreneurial intention.

e. The Effect of Networking on Intrapreneurial Intention

According to Razavi and Ab Aziz (2017) there is a positive influence between networking on one's intention to become an intrapreneur for Iranian workers in the research and development sector (Razavi & Ab Aziz, 2017). Therefore, it is possible that there is an effect of innovativeness on intrapreneurial intention in CE guild students at Ciputra University.

H5: Networking affects intrapreneurial intention.

This study uses a quantitative approach. According to Hamdi and Bahruddin (2014) the quantitative approach emphasizes objective phenomena using statistical processing, structure and controlled experiments (Hamdi & Bahruddin, 2015). The population used in this study were students of the University of Ciputra guild Corporate Entrepreneurship, amounting to 168 people. Determination of the research sample using the Slovin formula. After using the Slovin formula, the number of samples obtained is 118.30 samples and is rounded up to 118 samples that will be involved in this study. The sampling technique used is Probability Sampling using a random sampling system that provides equal opportunities for the population to be sampled in this study (Suryani, 2015). Sources of data obtained in this study is primary data that comes directly from sources that are collected specifically and has a direct relationship with the problems studied (Sunyoto, 2013). The primary data used in this study are the answers from respondents who have filled out the questionnaires distributed by the researchers. The measurement scale for all indicators on each variable uses a Likert scale of 1 – 5 in the order: (1) strongly disagree; (2) disagree; (3) quite agree; (4) agree; (5) strongly agree to be filled out by CE students.

Validity is to determine the extent to which a measuring instrument is precise and accurate in carrying out its measuring function (Azwar, 2012). (Kuncoro, 2013) also said that a measurement can be said to be valid if it does what it should do and measures what it should measure. A questionnaire can be said to be valid if the significance value is less than 0.05. Significant values can be determined by two testing methods, the first using the Bivariate Pearson formula and the second using the Correlated Item-Total Correlation. Testing is done using the SPSS application. According to Priyatno (2014), to find out the consistency of the measuring instrument, if it is repeated again, it is necessary to do a reliability test (Priyatno, 2014). The method used by researchers using the SPSS program is Cronbach's

Alpha to ensure that the data obtained are reliable. If the value of Cronbach's Alpha < 0.6 then the reliability is not good, whereas if 0.7 is acceptable and above 0.8 is good.

This study applied classic assumption test, that are consist of normality test to determine whether the residual value of the resulting data is normally distributed or not than the residuals are normally distributed if the significance value is more than 0.05 ; multicollinearity test was carried out to determine the relationship between independent variables in the regression model, which a good regression model should not have a correlation between independent variables and the indicators used to determine the presence of multicollinearity are the Variance Inflation Factor (VIF) and Tolerance values, if the VIF value is less than 10 and the Tolerance value is more than 0.1 , then there is no multicollinearity; heteroscedasticity test aims to determine whether there is an inequality of variance from the residual of an observation to another observation in the regression model, then a regression is said to have no heteroscedasticity if the significance value between the independent variable and the absolute residual is more than 0.05 ; linearity test aims to determine whether there is linearity in the data between two variables The test was carried out using the Test for Linearity test tool at a significance level of 0.05 , if the significance value is less than 0.05 , it can be said that the two variables have a linear relationship (Ghozali, 2013).

Multiple linear regression analysis aims to determine the effect or relationship between two or more independent variables with one dependent variable linearly (Ferdinand, 2014). This study uses the following equation:

$$Y = a + b_1x_1 + b_2x_2 + b_3x_3 + b_4x_4 + b_5x_5$$

Description:

Y : Intrapreneurial Intention

A : Constant

b : regression coefficient

x 1: Innovativeness

x 2 : Proactiveness

x 3 : Risk taking

x 4 : Need for achievement

x 5 : Network

The F test is used to test the effect of all independent variables together on the dependent variable (Sugiyono, 2016). This test uses a significance level of 0.05 . If the significance value is less than 0.05 , then the independent variable simultaneously affects the dependent variable. The correlation coefficient is a multiple correlation between two or more independent variables on the dependent variable (Priyatno, 2014). The coefficient of determination is used to measure how far the model's ability to explain the dependent variable (Kuncoro, 2013). The value of R^2 is between zero and one. If the value of R^2 approaching one independent variable means provide almost all the information needed to predict the dependent variable. The t test is totest how far the influence of the independent variables individually in explaining the variation of the dependent variable (Kuncoro, 2013). This test uses a significance level of 0.05 . If the significance value is less than or equal to 0.05 , then the independent variable partially has a significant effect on the dependent variable.

3. Result and Discussion

3.1 Result

Here is table 2 that describe about the mean and standard deviation of each item in the questionnaire.

TABLE 2
ANSWERS FOR ALL RESEARCH VARIABLES

Variables	Items	Mean	S.D
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Variables	Items	Mean	S.D
<i>Innovativeness</i> (X ₁)	X1.1	4,20	0,711
	X1.2	3,83	0,799
	X1.3	4,06	0,820
	X1.4	3,80	0,833
	X1.5	3,73	0,834
	X1.6	4,12	0,706
	X1.7	3,67	0,817
<i>Proactiveness</i> (X ₂)	X2.1	3,81	0,860
	X2.2	3,51	1,036
	X2.3	3,77	0,871
	X2.4	3,92	0,769
	X2.5	3,51	1,068
<i>Risk Taking</i> (X ₃)	X3.1	3,44	0,983
	X3.2	3,95	0,846
	X3.3	3,81	0,963
	X3.4	3,22	0,997
	X3.5	4,09	0,762
<i>Need for Achievement</i> (X ₄)	X4.1	3,80	0,902
	X4.2	4,33	0,654
	X4.3	3,75	0,805
	X4.4	3,90	0,684
	X4.5	3,97	0,771
	X4.6	4,44	0,661
	X4.7	4,19	0,727
<i>Networking</i> (X ₅)	X5.1	4,02	0,847
	X5.2	3,86	0,846
	X5.3	3,75	0,915
	X5.4	3,75	0,826
	X5.5	4,05	0,726
	X5.6	3,77	0,831
<i>Intrapreneurial Intention</i> (Y)	Y1.1	3,97	0,762
	Y1.2	3,80	0,833
	Y1.3	3,78	0,898
	Y1.4	3,64	0,757
	Y1.5	3,78	0,797
	Y1.6	3,87	0,699
	Y1.7	3,97	0,666
	Y1.8	3,86	0,666
	Y1.9	3,78	0,764
	Y1.10	3,85	0,735

The results of SPSS calculations show that all statements filled out by respondents are valid statements. It is declared valid if the significance value of each statement is less than 0.05. The reliability test shows that all statements in each variable are declared reliable because the Cronbach's Alpha value is in the range of 0.518-0.901. The results of the normality test show a significance value of more than 0.05, namely 0.075, so it can be concluded that the residual value obtained from the regression is normally distributed. The VIF value for the five independent variables is less than 10 and the tolerance value for the five independent variables is more than 0.1 so it can be concluded that there is no multicollinearity in the five independent variables. The five variables have a significance of more than 0.05, which means that there is no heteroscedasticity. The five independent variables have a significance value of less than 0.05, which is 0.000, so it can be concluded that the independent variables innovativeness, proactiveness, risk taking, need for achievement, and networking have a linear relationship with the dependent variable intrapreneurial intention.

TABLE 3
MULTIPLE LINEAR REGRESSION ANALYSIS TEST RESULTS

Model	Unstandarized Coefficients	
	B	Std. Error
Constan)	0,361	0,290
Innovativeness (X ₁)	0,257	0,080
Proactiveness (X ₂)	0,126	0,066
Risk Taking (X ₃)	0,074	0,076
Need for Achievement (X ₄)	0,279	0,092
Networking (X ₅)	0,152	0,064

Based on table 3, the resulting multiple linear regression equations are
 $Y = 0,361 + 0,257X_1 + 0,126X_2 + 0,074X_3 + 0,279X_4 + 0,152X_5$

The significance value of the F statistical test is less than 0.05, which is 0.000 so it can be concluded that the variables innovativeness (X₁), proactiveness (X₂), risk taking (X₃), need for achievement (X₄), and networking (X₅) towards Intrapreneurial intention of CE guild students at Ciputra University is suitable for use as research. R value or correlation coefficient has a value of 0.780 or 78% indicating that there is a strong positive relationship between the independent variables and the dependent variable. The value of R² or the coefficient of determination of 0.608 or 60.8% indicates that the ability of the five independent variables to explain the dependent variable is 60.8% while the remaining 39.2% is explained by other variables not examined in this study.

TABLE 3
T-TEST

Model	Koefisien	t	Sig.	Conclusion
<i>Innovativeness (X₁)</i>	0,257	3,197	0,002	H ₁ accepted
<i>Proactiveness (X₂)</i>	0,154	1,928	0,056	H ₂ rejected
<i>Risk Taking (X₃)</i>	0,079	0,967	0,335	H ₃ rejected
<i>Need for Achievement (X₄)</i>	0,269	3,047	0,003	H ₄ accepted
<i>Networking (X₅)</i>	0,208	2,361	0,020	H ₅ accepted

The significance value of the t-test on the innovativeness variable is less than 0.05, which is 0.002, so it can be concluded that the innovativeness variable has a partially significant effect on the intrapreneurial intention of CE guild students at Ciputra University. The significance value of the t-test on the proactiveness variable is more than 0.05, i.e. 0.056, so it can be concluded that the proactiveness variable has no partial significant effect on the intrapreneurial intention of CE guild students at Ciputra University.

The significance value of the t-test on the risk-taking variable is more than 0.05, which is 0.335, so it can be concluded that the risk-taking variable has no partial significant effect on the intrapreneurial intention of CE guild students at Ciputra University. The significance value of the t test on the need for achievement variable is less than 0.05, which is 0.003 so it can be concluded that the need for achievement variable has a partially significant effect on the intrapreneurial intention of CE guild students at Ciputra University. The significance value of the t-test on the networking variable is less than 0.05, which is 0.020, so it can be concluded that the networking variable has a partially significant effect on the intrapreneurial intention of CE guild students at Ciputra University.

3.2 Analysis

The findings in this study show that the variable innovativeness has a positive and partially significant effect on the variable intrapreneurial intention of CE guild students at Ciputra University. The first statement "I like to try new activities that are not usually done but are not too risky" has the largest mean of 4.20 which means that the majority of respondents have innovativeness because they like to try new activities that are not usually done. This has been implemented in CE class learning by holding new activities such as holding events organized by students independently. The sixth

statement which states "I usually find out ideas by using technology to find out or create new products" has the lowest standard deviation with a value of 0.706 (see table 2) which indicates that the statement has the most consistent answer. This shows that students who are entirely young people use technology in this modern era as a means to find new ideas and then do it so that it can lead to intrapreneurial intention. This statement supports previous research by Razavi and Ab Aziz (2017) which stated that there was a positive effect of innovativeness on intrapreneurial intention in Iranian workers in the research and development sector. The findings in this study showed that there was no significant effect between the proactiveness variable on intrapreneurial intention. In the fifth statement, "I always do work from far away" has the lowest mean value of 3.51 and the highest standard deviation with a value of 1.068 (see table 4), which means that most of the CE guild students do not always work remotely. days due to the characteristics of Ciputra University students, especially the CE guild, working on tight assignments with deadlines. Therefore, this is one of the reasons why CE students lack proactiveness so that they do not support the emergence of intrapreneurial intention. This finding is not in line with previous research, namely Razavi and Ab Aziz (2017) which stated that there was a positive effect of proactiveness on intrapreneurial intention. This is because Iranian workers who have experience working are required to be proactive in their work, while CE students do not have experience working in an institution that demands proactiveness.

The findings in this study give the result that the risk taking variable does not partially significantly influence the intrapreneurial intention variable of CE guild students at Ciputra University. The fourth statement "I dare to make high-risk investments" has the smallest mean of 3.22 (see table 2), which means that the majority of respondents lack risk-taking abilities because they are not too brave to make high-risk investments. The decision-making indicators also show the results that CE guild students are more careful in making decisions because students have not yet entered the stage where students make decisions that have a big impact on others. This statement is not in line with previous research by Razavi and Ab Aziz (2017) which stated that there was a positive influence of innovativeness on intrapreneurial intention in Iranian workers in the research and development sector, so that new findings emerged on different research subjects, namely CE students at Ciputra University. This is natural because the research subjects Razavi and Ab Aziz are Iranian workers who are experienced in the world of work so that when faced with risky decisions, Iranian workers are ready to make decisions.

The findings in this study indicate that the variable need for achievement has a positive and partially significant effect on the variable intrapreneurial intention of CE guild students at Ciputra University. The second statement, "I strive for more success" has the lowest standard deviation value with a value of 0.654 (see table 2), which means that most of the CE student respondents from batches 1 and 2 agree that students struggle to achieve success for each individual and the achievement of success is a must for CE guild students. The sixth statement "I am motivated to succeed" has the highest mean score with a score of 4.44 (see table 2) which indicates that most of the CE guild students are motivated to succeed. Success is an important factor for CE guild students and students fighting for it. Therefore, the variable need for achievement has an effect on this research. This finding is not in line with the research results of Razavi and Ab Aziz (2017) which state that the need for achievement has no effect on intrapreneurial intention of Iranian workers in the research and development sector. This is due to differences in culture, structure and management which do not encourage the NFA.

The findings in this study give the results that the networking variable has a positive and partially significant effect on the variable intrapreneurial intention of CE guild students at Ciputra University. The fifth statement "I devote a lot of time to my work" has the largest mean of 4.05 and has the lowest

standard deviation of 0.726 (see table 2) which indicates that most of the CE guild students devote most of their time to working as students or organizations. who in fact interact with other people. Another average result also shows that CE guild students who are mostly active in organizations at the university like to build relationships with people around them. Therefore, the networking variable has an effect on this research. This statement is also supported by previous research by Razavi and Ab Aziz (2017) which stated that there was a positive influence of networking on intrapreneurial intention of Iranian workers in the research and development sector.

The majority of CE guild students already have innovative thoughts to generate intrapreneur intentions. The biggest factor for students' innovativeness is that they like to try new, unusual activities. This can be improved by holding a discussion forum that discusses case studies on a regular basis that can raise students' innovativeness. The main factor that causes proactiveness to not affect intrapreneurial intention is liking to do tight work with deadlines. This can be corrected by providing an additional value system for students who submit earlier than the specified deadline. The hope is that it will bring up proactiveness in each individual student. The CE guild students who were mostly from the management and business faculties did not yet have the courage to take risks. This can be corrected by using the chairman/coordinator rolling system in an activity so that each student will gain experience leading a group that requires decision making in order to create risk taking for students.

Need for achievement has the greatest influence on intrapreneurial intention. This shows that the majority of CE guild students are very ambitious to achieve an achievement or success. This can be improved through assignments or providing events that target students to reach a certain level. In addition, NFA can also be improved through an internship program for final semester students according to their respective duties at the internship company. Achievements at a certain level will get more appreciation in the form of material and non-material to students. The majority of CE guild students have good networking. Even though you already have good networking skills, it should still be improved by frequently doing activities in class and outside of class that involve the interaction of many people. For example, bringing in a role model from the company because networking is an important aspect of life.

4. Conclusions

Based on the research results that have been obtained, the conclusions of this study are innovativeness affects intrapreneurial intention, proactiveness has no effect on intrapreneurial intention, risk taking has no effect on intrapreneurial intention, need for achievement has an effect on intrapreneurial intention, networking has an effect on intrapreneurial intention. The limitation lies in the weakness of the risk-taking variable question items aimed at setting research on Iranian workers. Items cannot be understood by the resource persons, namely CE students, so the results are not significant. Questionnaires that are distributed online also cause the answers cannot be controlled by the researcher.

It is recommended to add activities or learning activities that can increase innovativeness, proactiveness, risk taking, need for achievement and networking such as increasing the duration of internship time, company visits to CE guild students in order to raise or increase intrapreneurial intention in each individual student. It is recommended to consider other variables besides innovativeness, proactiveness, risk taking, need for achievement, and networking if you want to know the factors that influence intrapreneurial intention.

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