

The Effect of Entrepreneurial Intentions and Resilience on Entrepreneurial Behavior in the Millennial Generation

Dinda Surya Pratiwi¹, Y. Bagus Wismanto², Lucia Trisni Widianingtanti³

¹Master Program, Psychology Professional Education Student, ^{2,3}Master Program, Psychology Professional Education, Universitas Katolik Soegijapranata Semarang, Kota Semarang, Indonesia

Corresponding Author: Dinda Surya Pratiwi

DOI: <https://doi.org/10.52403/ijrr.20230841>

ABSTRACT

Entrepreneurship is an alternative for the millennial generation to develop their careers. With *entrepreneurship*, individuals not only help themselves, but also help others by giving jobs. In managing a business, it must be accompanied by intention to do work, positive expectations for current and future success, expectations for success, and the ability to survive and progress in dealing with problems in all conditions. This study aimed to scientifically examine the influence of entrepreneurial intentions and resilience on entrepreneurial behaviour in the millennial generation in Semarang City. This type of research uses quantitative analysis methods. The data used is primary data collected through a questionnaire (questionnaire) from a total sample of 83 millennial generation *entrepreneurs* with purposive sampling as a data collection technique. The data analysis used is multiple linear regression with the help of the SPSS 23.0 program. The results of the study showed that all independent variables, both entrepreneurial intentions and resilience, have a significant effect on entrepreneurial behaviour in the millennial generation in Semarang City. This is evidenced from the results of data processing using SPSS version 23.0, it can be analysed based on the sig column. in the coefficients table it is known that each of the independent variables had a significance value of less than 0.05 (0.000 < 0.05). Because the significance value is 0.000, there is an influence on entrepreneurial behaviour. The results of the correlation coefficient values of each

independent variable were 0.317 and 0.420 with a positive (+) sign that there was a positive relationship between the independent variable and the dependent variable, meaning that the stronger the entrepreneurial intention and resilience, the better the entrepreneurial behaviour.

Keywords: Entrepreneurial Intention, Resilience, Entrepreneurial Behaviour, Millennial Generation

INTRODUCTION

The essence of *entrepreneurship* is the ability to *create something new and different* through creative thinking and innovative action to create opportunities in facing life's challenges (Fidya et al., 2022). In terms of behavioral characteristics, *entrepreneurs* (*entrepreneurs*) are those who establish, manage, develop, and institutionalize their own companies (Utami, 2021). Ifham & Helmi, (2002) added that an entrepreneur easily takes advantage of existing opportunities to create new businesses with large profit potential. Not only opportunities in positive (good) conditions, but also in bad conditions. *Entrepreneurs* can easily analyze the demand for goods or services needed by society, even in bad conditions such as disasters and scarcity. The type of business that is relatively involved in *entrepreneurs* can be the creation of new businesses or buying businesses that have been

established for a long time. Meanwhile, based on the Sakrnas concept, *entrepreneurs* are people who have the status of "business". The definition of doing business is working or trying to bear the risks economically, that is not returning production costs that have been invested in the framework of this business (Sumarsono & Supardi, 2021). There are three categories of businesses, there are self-employed, businesses assisted by temporary workers/unpaid workers, and businesses assisted by permanent workers. Formal *entrepreneurs* are residents who work assisted by paid workers or permanent workers (Chrismardani & Bondan, 2018). A formal entrepreneur is also most compatible with the concept of an entrepreneur put forward by BPS, namely someone who takes the risks needed to organize and manage a business and receives rewards or remuneration in the form of profit (profit) in financial and non-financial forms (Tony, 2021). In addition, *entrepreneurs* are able and courageous to create jobs for themselves and others, with the aim of earning income to meet their own needs and that of society in general. *Entrepreneurship* can increase economic growth and development of the country, besides that it also offers opportunities for *entrepreneurs* to achieve financial independence (Hasan, 2020).

Millennials are the generation born from 1980-2000. Compared to the number of other generations, currently the percentage of millennials in Indonesia is the largest number (33.75%), followed by the number of generations Z (29.23%), generation X (25.74%) and the least are baby boomers and veterans (11.27%) (Ali & Purwandi, 2017). The millennial generation at work has characteristics such as preferring to work in teams rather than working individually. Jobs that are challenging and provide a balance between work and personal life (work-life balance) (Ambarwati & Raharjo, 2018). In a study by Leuwol et al., (2023) it shows that the millennial generation has low commitment

because they like to move around, this is because they want to try new things and get bored easily at work. This generation is not disciplined with strict working hours because they want flexible working hours, but are more tolerant when they have to add working hours beyond the normal working hours if necessary.

In terms of technology, the millennial generation is unique compared to previous generations, for example in matters of expertise in technology. This millennial generation is more interested in digital marketing and also impressions including video or internet-based advertising. Minza & Febriani, (2022) said that the millennial generation is generally tech savvy, in general their millennial generation is sensitive to changes in technology or gadgets, and this generation is very exposed to technology, and has even experienced various revolutions in technology, starting with computers, information, and then the internet.

Further, the type of work that provides challenges with flexible working hours is becoming an entrepreneur using digital technology and applications, which can be a career choice that many millennials should choose. This was reinforced by the results of Sea Group's research on 14,000 young Indonesians, which stated that 24% of respondents said they wanted to have their own business, 17% said they wanted to work in government, 16.5% wanted to continue their family business, and 3.2% wanted to work in start-up companies (warta Ekonomi online, 2019). In addition, BPS provides the fact that the millennial generation has the highest unemployment compared to other generations, which is around 9.84% or one in ten millennials is unemployed. This is in accordance with Arif's opinion, (2021) which stated that the millennial generation considers work as one of the priorities, but not the top priority. In line with the opinion of Madiistriyatno & Hadiwijaya, (2019) that the millennial generation works not only to receive a salary, but to pursue goals and the

possibility to develop themselves. So if the millennial generation does not get the opportunity to develop themselves and achieve their goals, it will make the millennial generation choose to change jobs because the millennial generation has low loyalty compared to the older generation. This research is important because according to research from The Center for Strategic and International Studies (CSIS) stated that the millennial generation in Indonesia prefers to be unemployed rather than having to work in the informal sector (BPS, 2018). This is reinforced by the research of Iswahyudi & Iqbal, (2018) which states that the millennial generation is less interested in becoming *entrepreneurs* even though they are unemployed, because being employees is considered more prestigious besides that they feel they do not have the guts and resilience to become *entrepreneurs*.

Entrepreneurial behavior is the ideal behavior that should be carried out by an entrepreneur when running his business (Iskandar & Sri, 2020). Attitudes shown in running a business (discipline, persistence, and diligent in running a business, have a commitment in doing business). Ability to manage a business, skills possessed by individuals (*entrepreneurs*) in running a business (able to take opportunities, face risks, be creative and innovative) (Astuti et al., 2019).

According to Ajzen, (1991) intention is the direct antecedent of behavior. It was further explained that behavior is not carried out without going through a thought process, but rather follows a thought process that involves relevant information about the behavior, and can be strengthened or weakened by events related to the behavior. In addition to intentions, entrepreneurial behavior is also influenced by the resilience of individuals. This is in accordance with the theory expressed by Manzano & Ayala, (2013) which reveals that resilience is an important factor that becomes a fundamental source and expertise for

entrepreneurs so that the business is run successfully.

Grotberg, (2003) described a person's ability to overcome difficulties or challenges that occur in life and not run away from difficulties as resilience. Grotberg further explained that resilience is the human capacity to face, overcome, become strong, and even change due to difficult experiences. Reivich & Shatte, (2002) added that resilience is needed to be able to go through difficulties that befall someone and get back up so they don't become discouraged. De Vries & Shields, (2006) stated that resilience makes skills, knowledge, and abilities work together to overcome challenges that occur in a business. In the *entrepreneurship* literature, resilience is considered an important trait that must be possessed by someone who wants to become an entrepreneur. Manzano & Ayala, (2013), state that the underlying assumption is that if a person has resilience, then that trait will be used to overcome the physical and psychological demands that must be faced later when they have to adapt to change. Therefore resilience is an important factor for someone who has entrepreneurial intentions, to be able to realize his desire to be able to open a new business with his abilities and be able to get out of all the pressures that will be faced. So that resilience will support the formation of entrepreneurial intentions.

Previous research discussing resilience and its effect on entrepreneurial intentions conducted in the city of Malang was conducted by two different researchers. interest in *entrepreneurship/ EI* (Fahmi, 2021; Idruz, 2018). The third study discussing resilience and its effect on EI, conducted in Afghanistan also showed that there was a positive and significant effect between resilience and EI (Bullough & Renko, 2013).

Previous research discussing how entrepreneurial intentions and resilience influence entrepreneurial behavior has been conducted on University of Indonesia students who have taken *entrepreneurship*

courses and on employees who have worked for at least 2 years with an age range of 25-55 years. The results of this study indicate that college students have scores of entrepreneurial intentions and higher resilience than employees. This is because students have taken courses on *entrepreneurship* which provide them with training and coaching on *entrepreneurship*.

The belief perspective is carried out through combining various characteristics, qualities, and certain information attributes which then help the will in behaving (Seni & Ratnadi, 2017). This is strengthened by Corsini, (1999) explanation that intention is a decision to behave in a desired way or a stimulus to carry out an act, whether consciously or not. This intention is the initial formation of a person's behavior. In this study the behavior that requires planning is entrepreneurial behavior.

Furthermore, the Semarang City Government has a Vision "The realization of an increasingly great Semarang City based on Pancasila within the framework of the Unitary Republic of Indonesia with Unity in Diversity". To realize this vision, it is described in 5 missions, one of which is to increase the potential of a competitive local economy and stimulate industrial development, based on research, and innovation based on Pancasila economic democracy. The mission includes 4 programs, namely: 1. Local Economic Empowerment Program, 2. Regional Products/Services Marketing Program, 3. Business Partnership Program, and 4. Increasing regional competitiveness. One of the strategic goals of the Semarang City economic pillar is to create creative and competitive MSMEs with the following achievement targets: increasing micro businesses that become *entrepreneurs* by 1%/year, the percentage of growth of new micro-*entrepreneurs* increasing by 5%/year, and the number of business actor's micro and small increased by 1%/year (Bambang, 2021).

This research is important to do because currently Indonesia is experiencing a

demographic bonus. This is in accordance with a statement from the National Family Planning Agency (BKKBN), Indonesia will experience a demographic bonus in the period between 2020-2030. At that time, the total age of the workforce (15-64 years) reached around 70%, while the remaining 30% were unproductive residents. This percentage will be even more ideal as soon as it enters the peak period between 2028-2030 (Arif, 2021). Demographic bonuses can provide a positive side, namely supporting the economic development of a country, because the basic capital of development is quality human resources. However, this condition can be seen as a double-edged sword, it can be a blessing or a disaster for the Indonesian nation. The demographic bonus becomes a demographic disaster when productive people become unemployed due to limited job opportunities resulting in increased competition among job seekers, causing mass unemployment and increasing the burden on the state. As a result of all of this, poverty increases and can ultimately increase crime rates and threaten national security (Melinda, 2022). To prevent the occurrence of a demographic disaster, it is hoped that many jobs will be created, namely by increasing the number of *entrepreneurs* so that they are able to absorb labor. This is in accordance with Dewi, (2020). who argued that *entrepreneurs* have a big role in creating jobs

Research on *entrepreneurship* in the city of Semarang revolves around efforts to empower youth *entrepreneurship* based on clusters carried out at the Social Service, Youth and Sports of the City of Semarang. Subsequent research is research with the aim of efforts to increase the spirit of *entrepreneurship* in the community in the Mangunharjo Village, Tembalang District, similar research was then also carried out to explore the entrepreneurial spirit of the fisherman residents of Tambak Lorok Semarang.

Based on previous research, researchers wanted to conduct similar research regarding the relationship between

entrepreneurial intentions and resilience to entrepreneurial behavior of millennials in locations that show a lower level of *entrepreneurship* than the regional average, namely in the city of Semarang.

MATERIALS & METHODS

This research was quantitative that presented in the form of numbers and statistical tests. Quantitative research is a type of research that uses statistical procedures or other methods to gain measurable results (Sugiyono, 2010). The quantitative approach is carried out by researchers in collecting numerical data, where the numerical data will be processed or processed using a working formula in statistics and derived operationalized variables using certain measuring scales such as ordinal, nominal, ratio, and interval scales. The data used in this research is primary data obtained through a questionnaire (questionnaire) from a total sample of 83 millennial generation *entrepreneurs* with purposive sampling as a data collection technique. Data analysis by carrying out multiple linear regression tests was applied in this study with the aim of describing phenomena numerically. The data collection technique used is a questionnaire. Instrument analysis through validity test, reliability test and classic

assumption test including normality test, heteroscedasticity test and multicollinearity test. The independent variables in this study include entrepreneurial intention as X1, resilience as X2. The dependent variable in this study is entrepreneurial behavior as Y. The data collection method used in this study is the questionnaire method or a scale measuring entrepreneurial intention, resilience, and entrepreneurial behavior. A questionnaire or scale is a collection of questions or statements submitted in writing to respondents to answer them (Sugiyono, 2010). This study uses a Likert scale. The Likert scale has four types of answer choices, there are, Very Appropriate (SS), Appropriate (S), Not Appropriate (TS), and Very Unsuitable (STS). This scale is structured with two types of questions, namely Favorable and Unfavorable.

RESULT & DISCUSSION

1. Reliability Test

The results of the research instrument reliability test showed that the Cronbach's alpha value was greater than 0.2159. This shows that the research instrument used has a consistent level of respondent's answers that can be trusted. The table below summarizes the reliability test findings in Table 1.

Table 1. Reliability Test Results

Variable	Cronbach Alpha	r-critical	Criteria
Entrepreneurial Intentions (X1)	0,848	0,2159	Reliable
Resilience (X2)	0,727	0,2159	Reliable
Entrepreneurial Behavior (X3)	0,866	0,2159	Reliable

2. Normality Test

Normality can determine whether the sample has a normal distribution or not (Quraisy, 2022). Analysis of the normality test using the Kolmogorov Smirnov test which compares the data examined for normality when the significance value

exceeds 5%, it is concluded that the data is normal. However, when the significance value is below 5%, it concluded that the data is not normal. The table below summarizes the normality test findings in Table 2.

Table 2. Normality Test

Variable	Asymp.Sig	Significance	Remark.
Entrepreneurial Intentions (X1)	0,948	0,05	Normal
Resilience (X2)	0,426	0,05	Normal
Entrepreneurial Behavior (X3)	0,383	0,05	Normal

3. Multicollinearity Test

Tolerance and VIF (Variance Inflation Factor) methods are used to detect the presence or absence of multicollinearity symptoms. Tolerance values greater than 0.10 indicate that multicollinearity did not occur, while VIF values were less than 10.00, meaning that multicollinearity does

not occur. The multicollinearity test results show that the tolerance value for all variables is greater than 0.10 and the VIF value was less than 10.00, meaning that multicollinearity does not occur. Data from the Multicollinearity test results are summarized in Table 3.

Table 3. Multicollinearity Test Results

Variable	Tolerance	VIF	Remark.
Entrepreneurial Intentions (X1)	0,822	1.216	There is no multicollinearity
Resilience (X2)	0,822	1.216	There is no multicollinearity

4. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. The criterion for the occurrence of heteroscedasticity in a regression model if the significance was < 0.05, and if the significance was > 0.05 then

there was no heteroscedasticity. The results of the heteroscedasticity test showed that each independent variable had a p-value (sig-t) > 0.05. it means that there is no heteroscedasticity. Data from the heteroscedasticity test results are summarized in Table 4.

Table 4. Heteroscedasticity Test Result

Variable	Asymp. Sig	Significance	Remark.
Entrepreneurial Intentions (X1)	0,948	0,05	There is no Heteroscedasticity
Resilience (X2)	0,426	0,05	There is no Heteroscedasticity

5. Multiple Linear Regression Test

Multiple linear regression analysis is used to determine the effect of two or more

independent variables on the dependent variable. The results of multiple regression analysis are presented in Table 5 below.

Table 5. Multiple Linear Regression Test Result

Coefficients				
Model	Unstandardized Coefficients		Standardized Coefficients	Sig.
	B	Std. Error	Beta	
(Constant)	-1.777	3.012		.590
Intentions	.317	.056	.466	.000
Resilience	.420	.084	.413	.000

a. Dependent Variable: Behaviour

6. Determination Coefficient Test (R² Test)

The Coefficient of Determination test is used to measure how far the model's ability to explain variations in the dependent

variable. In this study the coefficient of determination uses the R Square value. The results of the significance test analysis are shown in Table 6 below.

Table 6. Test Results for the Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.742 ^a	.550	.539	3.53540

a. Predictors: (Constant), Resilience, Intentions

7. The Effect of Entrepreneurial Intentions on Entrepreneurial Behavior of the Millennial Generation

The results of the study showed that entrepreneurial intentions have a positive and significant effect on entrepreneurial

behavior. This is proven from the results of data processing using SPSS version 23, then it analyzed based on the sig column. in the coefficients table it is known that the significance value of entrepreneurial intention was less than 0.05 ($0.000 < 0.05$). Because the significance value of entrepreneurial intention is 0.000, it can be concluded that there was a significant influence of entrepreneurial intention on entrepreneurial behavior. The constant value was -1,777 which meant that if entrepreneurial intention (X1) is 0, then entrepreneurial behavior was -1,777. The regression coefficient of the entrepreneurial intention variable (X1) is 0.317, which means that if entrepreneurial intention increases by 1, then entrepreneurial behavior (Y) will increase by 0.317 assuming the other independent variables are fixed. The sign of the positive correlation coefficient (+) states the direction of the relationship in the same direction where an increase or decrease in the independent variable (X) will result in an increase or decrease in the dependent variable (Y). The coefficient is positive, meaning that there is a positive relationship between entrepreneurial intentions and entrepreneurial behavior. The stronger the entrepreneurial intention, the better the entrepreneurial behavior. The results of the determination test show that the value of R2 is $0.550 \times 100\% = 55.0\%$. This means that the contribution of X1 entrepreneurial intention to entrepreneurial behavior Y is 55.0% and the remaining 45.0% is influenced by factors outside the research. Thus, the hypothesis which states that entrepreneurial intentions have a positive and significant effect on entrepreneurial behavior is accepted.

However, the influence to entrepreneurial intentions on the entrepreneurial behavior of the millennial generation is because most respondents prefer to become *entrepreneurs* because they want to create new types of businesses. When they open their own business, they will open new opportunities for the unemployed. Based on the

respondents' responses, most tend to give positive responses about *entrepreneurship*. Most of them agree to become *entrepreneurs* because they understand the rewards, they will get from it. When someone has a positive or negative response to certain things it will determine their intention to act.

Mihartinah & Coryanata, (2019) suggested that a person's intention towards a certain object can influence the person's behavior to take certain actions. Intention is determined by a combination of individual beliefs about the positive or negative consequences of the action to be taken and the individual's evaluation of the consequences he will get from a behavior. Intention has an important role in carrying out entrepreneurial actions. Intention is someone's view of something. Intention also comes from a person's feelings in determining something, both considered positive and negative that affect one's behavior towards it. The intention factor is the tendency to like or dislike objects, people, institutions, or events (Maurisni, 2021). This research defines entrepreneurial intention as a tendency to like or dislike involvement in entrepreneurial activities.

Young people or the millennial generation tend to start their business with the intention of being successful. They desire to be financially independent and self-employed, and to create jobs and build careers for the next generation. In fact, the most important factor is not the idea but the will that is intended. If young people start a business with careful planning on purpose, even if they fail at one initial idea, they can also succeed with another. However, the desire to be successful in the business world must always be instilled in oneself (Alfiyan et al., 2019).

The results of this study support the results of previous research conducted by Novita, (2017) which explained that entrepreneurial intention is a predictor that has a positive effect on entrepreneurial behavior. However, the difference is that Wijaya conducted research on business actors, that

was DIY UKM. Whereas this research was carried out at the millennial generation level, so of course it will also provide different results. Aligned with research conducted by Walipah & Naim, (2016) in the results of this study it was explained that the intention factor has a positive and significant influence on entrepreneurial behavior. The stronger one's intention, the greater the

The findings in this study indicate that entrepreneurial intentions are proven to be able to make a positive contribution to the potential for entrepreneurial behavior in the millennial generation. Therefore, according to Thomas & Znaniecki, (1920) explained that through intention, we can understand the conscious process that determines the real actions that individuals may take in their social life.

It concluded that in this study Ajzen and Fishbein's theory "The Theory of Planned Behavior" Baron & Byrne, (2004) which revealed that entrepreneurial intention is one of the important elements that can influence entrepreneurial behavior is proven. Entrepreneurial intention can prove to be a predictor that influences entrepreneurial behavior in the millennial generation.

8. The Effect of Resilience on the Entrepreneurial Behavior of the Millennial Generation

The process of starting a new business or business is a stressful and high demanding situation in the life of an entrepreneur. To be able to survive and develop in achieving what they want, an entrepreneur must have access to resources that allow them to be able to adapt to changes that occur, both in business and in family life (Dwiastanti & Gusnar, 2020). This ability to adapt is called resilience. Various studies related to the problem of *entrepreneurship* show the importance of resilience in the process. Resilience in the entrepreneurial literature is considered an important trait that must be possessed by *entrepreneurs* (Anwar, 2018). The results of the study showed that resilience has a positive and significant

effect on entrepreneurial behavior. This is proven from the results of data processing using SPSS version 23, so it can be analyzed based on the sig column. in the coefficients table it is known that the significance value of resilience is less than 0.05 ($0.000 < 0.05$). Because the significance value of resilience is 0.000, it can be concluded that there is a significant influence of resilience on entrepreneurial behavior. The constant value is 5.168 which means that if resilience (X2) was 0, then entrepreneurial behavior is 5.168. The regression coefficient of the resilience variable (X2) was 0.620, which means that if resilience increases by 1, then entrepreneurial behavior (Y) will increase by 0.620 assuming the other independent variables have a fixed value. The sign of the positive correlation coefficient (+) states the direction of the relationship in the same direction where an increase or decrease in the independent variable (X) will result in an increase or decrease in the dependent variable (Y). The coefficient is positive, meaning that there was a positive relationship between resilience and entrepreneurial behavior. The stronger the resilience, the better the entrepreneurial behavior. The results of the determination test show that the R2 value was $0.371 \times 100\% = 37.1\%$. This meant that the contribution of X2 resilience to entrepreneurial behavior Y was 37.1% and the remaining 62.9% is influenced by factors outside the research. Thus, the hypothesis which states that resilience has a positive and significant effect on entrepreneurial behavior is accepted.

The influence of resilience on the entrepreneurial behavior of the millennial generation can assume that, if someone has resilience, then that trait will be used to overcome the physical and psychological demands that must be faced by an entrepreneur when they must adapt to change. The process of resilience is the result of interaction between individuals and their environment. When business actors perceive the interactions that occur are

supportive and productive, then personal wellbeing will grow so that it will further increase their resilience and protect them from conflicting things (Munawaroh & Mashudi, 2018).

Fabiana, (2019) suggested that resilience can be seen from the personal strengths possessed by individuals. Personal strengths are individual characteristics commonly referred to as internal assets or individual competencies that are associated with healthy development and successful lives. Therefore, Campbell-Sills & Stein, (2007) suggests that resilience is an individual's ability to bounce back from the pressures faced, related to the development and life of the individual to be better than before facing the pressure which can be seen from the competence of the individual form of hardiness and persistence.

Personal strengths possessed by individuals to increase resilience are hardiness and persistence. Endurance is defined as the ability to adapt to the changes that occur, while persistence is the individual's confidence to keep doing their best when conditions are down Campbell-Sills & Stein, (2007). This is consistent with the results of the resilience analysis influencing the entrepreneurial behavior of the millennial generation with a Cronbach alpha value of 84.3% and tcount 17.428 > t table 1.999. The high level of resilience possessed by individuals makes individuals have a resilient and persistent character. In line with research conducted by Aprilia, (2018) it was found that individuals who engage in entrepreneurial behavior have higher resilience compared to individuals who do not engage in entrepreneurial behavior, because *entrepreneurs* who have high resilience adapt easily and do not easily give up in the face of failure. In addition, according to Rhanika & Dwi, (2018) the results show that resilience helps the entrepreneur's adaptation process.

Finally, the more resilient a person will be it will be easier to face and overcome obstacles, obstacles, and difficulties in running a business, especially for the

millennial generation, because they are more resilient and more persistent. This is in line with Sofyan's opinion, (2021) that resilience can help overcome difficulties when running a business, and the opinion of (Rahma et al., 2023) which states that resilience helps to build, maintain, and develop the business.

Resilience is not a miracle; it is not only found in some humans and is not something that comes from an unknown source. Every human being could be resilient and everyone is able to learn how to deal with obstacles and obstacles in their life, especially in running a business for the millennial generation. Thus, it can be concluded that resilience is one of the important elements that can influence proven entrepreneurial behavior. Resilience can prove to be a predictor that influences entrepreneurial behavior in the millennial generation.

CONCLUSION

Based on the results and discussion of the research, it concluded that the results of the study showed that all independent variables, both entrepreneurial intentions and resilience, have a significant effect on entrepreneurial behavior in the millennial generation in Semarang City. This is evidenced from the results of data processing using SPSS version 23.0, it can be analyzed based on the sig column. in the coefficients table it is known that each of the independent variables has a significance value of less than 0.05 (0.000 < 0.05). The results of the correlation coefficient values of each independent variable were 0.317 and 0.420 with a positive (+) sign that there is a positive relationship between the independent variable and the dependent variable, meaning that the stronger the entrepreneurial intention and resilience, the better the entrepreneurial behavior. From the research results, most millennials who are *entrepreneurs* in the city of Semarang have strong entrepreneurial intentions in every effort to achieve success, are optimistic about success in the present or

the future, are diligent in achieving goals and can think of ways to achieve goals, and are able to survive and bounce back when faced with an obstacle and pressure.

Declaration by Authors

Acknowledgement: None

Source of Funding: None

Conflict of Interest: The authors declare no conflict of interest.

REFERENCES

1. Ajzen, I. (1991). The theory of planned behavior. *Organizational Behavior and Human Decision Processes*, 50(2), 179–211. <https://doi.org/10.47985/dcdj.475>
2. Alfijan, A. R., Qomaruddin, M., & Alamsyag, D. P. (2019). Pengaruh Pendidikan Kewirausahaan dan Dukungan Akademik Terhadap Niat Kewirausahaan Mahasiswa. *Jurnal Kajian Ilmiah*, 19(2), 175–181. <https://doi.org/10.31599/jki.v19i2.428>
3. Ali, H., & Purwandi, L. (2017). *Milenial nusantara*. Gramedia Pustaka Utama.
4. Ambarwati, A., & Raharjo, S. T. (2018). Prinsip Kepemimpinan Character of A Leader pada Era Generasi Milenial. *PHILANTHROPY: Journal of Psychology*, 2(2), 114–127. <https://doi.org/10.26623/philanthropy.v2i2.1151>
5. Anwar, H. S. (2018). Resilience Pada Generasi Millennial Dalam Berwirausaha Di Kota Surabaya. *Proceeding National Conference Psikologi UMG*, 1(1), 205–229. <http://journal.umg.ac.id/index>
6. Aprilia, W. (2018). Resiliensi dan Dukungan Sosial pada Orang Tua Tunggal (Studi Kasus pada Ibu Tunggal di Samarinda). *Psikoborneo: Jurnal Ilmiah Psikologi*, 1(3), 157–163. <https://doi.org/10.30872/psikoborneo.v1i3.3326>
7. Arif, M. (2021). *Generasi Millennial Dalam Internalisasi Karakter Nusantara*. IAIN Kediri Press.
8. Astuti, R. P., Bahtera, N. I., & Atmaja, E. J. J. (2019). Karakteristik dan Perilaku Kewirausahaan Petani Lada Putih Muntok. *Society*, 7(2), 109–124.
9. Bambang, S. (2021). *Rencana Strategis (Renstra) 2021-2026*. Dinas Koperasi & Usaha Mikro Kota Semarang.
10. Baron, R. A., & Byrne, D. (2004). *Psikologi Sosial. Jilid 1: Edisi Kesepuluh*. Erlangga: PT Gelora Aksara Pratama.
11. BPS. (2018). *Statistik Tematik: Profil Generasi Milenial Indonesia*. publikasi online.
12. Bullough, A., & Renko, M. (2013). Entrepreneurial resilience during challenging times. *Business Horizons*, 56(3), 343–350. <https://doi.org/10.1016/j.bushor.2013.01.001>
13. Campbell-Sills, L., & Stein, M. B. (2007). Psychometric analysis and refinement of the connor davidson resilience scale (CD-RISC): Validation of a 10-item measure of resilience. *Journal of Traumatic Stress*, 20(6), 1019–1028. <https://doi.org/10.1002/jts.20271>
14. Chrismardani, Y., & Bondan, S. (2018). Tenaga Kerja Sektor Formal Dan Informal Di Kabupaten Bangkalan. *Media Trend*, 13(1), 158–166. <https://doi.org/10.21107/mediatrend.v13i1.3665>
15. Corsini, R. J. (1999). *The dictionary of psychology*. Psychology Press.
16. De Vries, H. E. R. B., & Shields, M. (2006). Towards a theory of entrepreneurial resilience: A case study analysis of New Zealand SME owner operators. *New Zealand Journal of Applied Business Research*, 5(1), 33–43. <https://www.researchgate.net>
17. Dewi, M. (2020). *Psikologi Kewirausahaan*. Padang: Muharika Rumah Ilmiah.
18. Dwiastanti, A., & Gusnar, M. (2020). Pengaruh Karakteristik Wirausaha, Lingkungan Eksternal dan Strategi Bertahan Umkm. *Business and Accounting Education Journal*, 1(3), 228–240. <https://doi.org/10.15294/baej.v1i3.42740>
19. Fabiana, M. F. (2019). Studi Deskriptif Mengenai Personal Strengths pada Siswa Miskin Kelas 2 SMAN 1 Margahayu Kabupaten Bandung. *Prosiding Psikologi*, 116–123.
20. Fahmi, M. L. (2021). Pengaruh Pendidikan Kewirausahaan, Resiliensi, dan Motivasi Terhadap Minat Berwirausaha. *Fakultas Psikologi: Universitas Muhammadiyah Malang*.
21. Fidya, A. P., Muslimat, K., Ratna, D., & Rahmasari, A. S. (2022). Membangun Jiwa

- Entrepreneurship* dalam Pendidikan Berbasis Agama, Filsafat, Psikologi dan Sosiologi. *Eduprof: Islamic Education Journal*, 4(1), 181–194. <https://doi.org/10.47453/eduprof.v4i1.128>
22. Grotberg, E. H. (2003). *Resilience for today: Gaining strength from adversity*. Greenwood Publishing Group.
23. Hasan, H. A. (2020). Pendidikan Kewirausahaan: Konsep, Karakteristik, dan Implikasi Dalam Memandirikan Generasi Muda. *Jurnal Kajian Islam Kontemporer*, 11(1), 99–111. <https://journal.unismuh.ac.id/index>
24. Idruz, M. N. (2018). Pengaruh Resiliensi Terhadap Minat Berwirausaha Pada Mahasiswa. *Fakultas Psikologi: Universitas Muhammadiyah Malang*.
25. Ifham, A., & Helmi, A. F. (2002). Hubungan Kecerdasan Emosi Dengan Kewirausahaan Pada Mahasiswa. *Jurnal Psikologi*, 000(2), 89–111. <https://doi.org/10.22146/JPSI.7018>
26. Iskandar, & Sri, M. (2020). Perilaku Kewirausahaan Mahasiswa: Faktor-Faktor Yang Mempengaruhi Dan Hambatan Yang Dialami Mahasiswa Pewirausaha. *Jurnal Ilmu Manajemen Dan Bisnis*, 9(1), 45–52. <https://doi.org/10.17509/jimb.v9i1.19748>
27. Iswahyudi, M., & Iqbal, A. (2018). Minat Generasi Milenial Untuk Berwirausaha. *Assets: Jurnal Akuntansi Dan Pendidikan*, 7(2), 95–104. <https://doi.org/10.25273/jap.v7i2.3320>
28. Leuwol, N. V., Gaspersz, S., Tupamahu, M. S., & Wonmaly, W. (2023). Karakteristik Kepemimpinan Ideal di Era Generasi Milenial. *Journal on Education*, 5(2), 4292–4302. <https://doi.org/10.31004/joe.v5i2.1144>
29. Madiistriyatno, & Hadiwijaya, D. (2019). *Generasi Milenial: Tantangan Membangun Komitmen Kerja/ Bisnis dan Adversity Quotient (AQ)*. Indigo Media.
30. Manzano, G. G., & Ayala, C. J. C. (2013). Propiedades psicométricas de la Escala de Resiliencia de Connor-Davidson en una muestra de emprendedores españoles. *Psicothema*, 25(2), 245–251. <https://doi.org/10.7334/psicothema2012.183>
31. Maurisni, P. (2021). Sikap, Motivasi, dan Sosial Media Berpengaruh Terhadap Niat Berwirausaha Pada Generasi Milenial Kabupaten Rokan Hulu. *Hirarki: Jurnal Ilmiah Manajemen Dan Bisnis*, 3(3), 403–417. <https://doi.org/10.30606/hirarki.v3i3.1452>
32. Melinda, E. P. (2022). Pengaruh Bonus Demografi dan Upah terhadap Urbanisasi di Provinsi Jawa Timur. *Universitas Jember*.
33. Mihartinah, D., & Coryanata, I. (2019). Pengaruh Sikap Terhadap Perilaku, Norma Subjektif, dan Kontrol Perilaku Persepsian Terhadap Niat Mahasiswa Akuntansi Untuk Mengambil Sertifikasi Chartered Accountant. *Jurnal Akuntansi*, 8(2), 77–88. <https://doi.org/10.33369/j.akuntansi.8.2.77-88>
34. Minza, W. M., & Febriani, A. (2022). *Dari Milenial Tentang Milenial: Perspektif Psikologi*. PT Kanisius.
35. Munawaroh, E., & Mashudi, E. A. (2018). *Resiliensi; Kemampuan Bertahan dalam Tekanan, dan Bangkit dari Keterpurukan*. CV. Pilar Nusantara.
36. Novita, N. I. (2017). Pengaruh Sikap Kewirausahaan, Norma Subyektif, Dan Efikasi Diri Terhadap Perilaku Berwirausaha Melalui Intensi Berwirausaha Mahasiswa. *Jurnal Ekonomi Pendidikan Dan Kewirausahaan*, 3(1), 5. <https://doi.org/10.26740/jepk.v3n1.p5-20>
37. Quraisy, A. (2022). Normalitas Data Menggunakan Uji Kolmogorov-Smirnov dan Saphiro-Wilk. *J-HEST Journal of Health Education Economics Science and Technology*, 3(1), 7–11. <https://doi.org/10.36339/jhest.v3i1.42>
38. Rahma, W., Yayuk, Y., & Asihing, K. (2023). Resiliensi Pelaku UMKM Tahu dalam Menghadapi Dampak Pandemi Covid-19 di Kabupaten Kediri. *Jurnal Ekonomi Pertanian Dan Agribisnis*, 7(2), 769–782. <https://doi.org/10.21776/ub.jepa.2023.007.02.29>
39. Reivich, K., & Shatte, A. (2002). *The Resilience Factor: 7 Keys to Finding Your Inner Strength and Overcoming Life's Hurdles*. New York: Random House.Inc.
40. Rhanika, & Dwi, D. (2018). Resiliensi Pada Wirausahawan Minangkabau Selama Masa Pandemi Covid-19 Di Sungai Lilin. *Proceeding Conference on Genuine Psychology*, 2(1), 256–267.
41. Seni, N. N. A., & Ratnadi, N. M. D. (2017). Theory of Planned Behavior Untuk Memprediksi Niat Berinvestasi. *E-Jurnal Ekonomi Dan Bisnis Universitas Udayana*,

- 12(6), 4043–4068.
<https://doi.org/10.24843/eeb.2017.v06.i12.p01>
42. Sofyan, A. T. (2021). Resiliensi Dan Inovasi Umkm Sebagai Penggerak Pemulihan Ekonomi. *Jurnal Visionary: Penelitian Dan Pengembangan Dibidang Administrasi Pendidikan*, 9(2), 57. <https://doi.org/10.33394/vis.v9i2.4828>
43. Sugiyono. (2010). *Metode Penelitian Pendidikan; Pendekatan Kuantitatif dan R&D*. Bandung: Al-Fabeta.
44. Sumarsono, T. G., & Supardi, H. (2021). *Kewirausahaan Teori dan Praktik*. Media Nusa Creative (MNC Publishing).
45. Thomas, W. I., & Znaniecki. (1920). *The Polish Peasant in Europe and America. Monograph of an Immigrant Group. Vol. 5, Organization and Disorganization in America*. Boston: The Gorham Press.
46. Tony, W. (2021). Kajian Model Empiris Perilaku Berwirausaha UKM DIY dan Jawa Tengah. *Jurnal Manajemen Dan Kewirausahaan*, 10(2), 93–104. <https://doi.org/10.9744/jmk.10.2.pp.%2093-104>
47. Utami, N. N. (2021). Analisis Perilaku Wirausaha Masyarakat. *Jurnal Administrasi Dan Bisnis*, 15(1), 52–65. <https://doi.org/10.33795/adbis.v15i1.1841>
48. Walipah, & Naim. (2016). Faktor Faktor Yang Mempengaruhi Niat Berwirausaha Mahasiswa. *Jurnal Ekonomi Modernisasi*, 12(3), 138–144. <https://doi.org/10.21067/jem.v12i3.1461>

How to cite this article: Dinda Surya Pratiwi, Y. Bagus Wismanto, Lucia Trisni Widianingtanti. The effect of entrepreneurial intentions and resilience on entrepreneurial behavior in the millennial generation. *International Journal of Research and Review*. 2023; 10(8): 333-344. DOI: <https://doi.org/10.52403/ijrr.20230841>
