

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention



I Putu Suardana Putra¹, I Made Artha Wibawa², I Gede Riana³, I Gusti Ayu Manuati Dewi⁴

^{1,2,3,4} Faculty of Economics and Business, Udayana University, Bali, Indonesia

ABSTRACT: This study aims to analyze and explain the role of psychological capital, Machiavellianism, psychopathy, and narcissism in mediating the effect of entrepreneurial attitude orientation on entrepreneurial intentions. The population in this study is included in the limited population because the number of population used has been determined, namely active undergraduate students Class of 2021 at the Badung Regency State University, the sample of this study was 388 people. Data collection methods used were interviews and distributing questionnaires. The data analysis technique used is SEM-PLS. The results of this study show that entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intentions, Machiavellianism, narcissism, psychopathy and psychological capital. Machiavellianism has a positive and significant effect on entrepreneurial intentions. Narcissism has a positive and significant effect on entrepreneurial intentions. Psychopathy does not have a significant effect on entrepreneurial intentions. Psychological capital has a positive and significant effect on entrepreneurial intentions. Entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intentions with Machiavellianism, narcissism and psychological capital as mediating variables. Psychopathy cannot mediate the effect of entrepreneurial attitude orientation on entrepreneurial intentions.

KEYWORDS: psychological capital, Machiavellianism, psychopathy, narcissism, entrepreneurial attitude orientation, entrepreneurial intention

INTRODUCTION

The field of entrepreneurship is one of the important fields in a country's economy and can encourage economic growth in Indonesia. Entrepreneurship is the ability to create a business activity, to do that activity well, it requires endless innovation and creativity so that something unique and different from what has existed before will be found (Kasmir, 2011: 21). Entrepreneurship according to Bosma et al. (2008) can promote national innovation and economic growth, accelerate economic restructuring, narrow the wealth gap between regions, solve problems related to employment, ethnicity, and poverty, and promote sustainable business development. Entrepreneurship in recent years has become a hot issue and is actively socialized in educational institutions at the regional, national and even international levels. This trend arises because of the belief that entrepreneurship can be the main key to alleviating unemployment, economic stability and technological modernization (Karyaningsih & Wibowo, 2017).

Based on data from the Global Entrepreneurship Index 2021, Indonesia is positioned 75 out of 137 countries listed in the Global Entrepreneurship Index. These results indicate that the field of entrepreneurship in Indonesia is less attractive or can be said to be low. The government is optimistic that people's interest in entrepreneurship will increase and targets that by 2022 it will be in position 60 out of 137 countries. The ratio of entrepreneurship in Indonesia is currently still very low, which is 3.47% of the total population of Indonesia and targets the ratio of entrepreneurship in 2024 to increase to 3.95% (BPS, 2022).

The government in this case seeks to foster entrepreneurial intentions in students in higher education as an alternative to reducing the unemployment rate, which is expected that students become entrepreneurs. The entrepreneurial intention of a student or individual can increase based on the intention of the individual himself. A theory that can examine the relationship between intention itself can be explained through the Theory of Planned Behavior.

Indrayanti & Iskandar (2020) said the Theory of Planned Behavior TPB is also widely used to research entrepreneurship. Entrepreneurial intention has a strong relationship to shape entrepreneurial behavior. Attitudes towards behavior are manifested in the form of entrepreneurial attitudes, individual feelings that arise on the basis of the beliefs they have to start a business. Subjective norms are strong encouragement from the environment for individuals to start a business. The environment in question

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

is family, close friends, and the community. Behavioral control relates to an individual's ability to shape entrepreneurial behavior to identify how and where to direct a strategy for behavior change and also to explain every important aspect of some human behavior. Based on that Theory of Planned Behavior is a theory that can be used to examine this research that focuses on the discussion of entrepreneurial intention or entrepreneurial intention.

Entrepreneurial intention is a reflection of a person's commitment to start a new business activity. The view of entrepreneurial intention was also first issued by Bird (1988) entrepreneurial intention plays a role in guiding individuals to focus their attention, experience, and actions on certain things with entrepreneurial goals. entrepreneurial intention plays a role in guiding individuals to focus their attention, experience, and actions on certain things with entrepreneurial goals.

The image of a student must have the courage to take risks in opening a business at every opportunity with the benefits of entrepreneurship also makes students able to have a very good future and can increase self-esteem as an individual. For this reason, it can be said that increasing entrepreneurial intentions for students is very important and one way is through developing the direct effect of Entrepreneurial attitude orientation on individual students.

Entrepreneurial attitude orientation is a concept that describes how an individual views entrepreneurial activities, so that the individual responds to activities related to entrepreneurship. To become an entrepreneur, individuals must have an entrepreneur-like attitude (Pratiwi & Oknaryana, 2023). Robinson et al., (1991) explained that entrepreneurial attitude orientation in their study uses the Entrepreneurial attitude orientation measurement scale to determine how much a person's attitude towards entrepreneurial orientation can be used to measure his tendency to carry out entrepreneurial activities in the future so that it can distinguish the attitude of an entrepreneur who has a higher achievement orientation, innovation, self-esteem, and internal locus of control than someone who is not an entrepreneur.

Based on the similarity of the attitudes of achievement orientation, innovation, self-esteem, and internal locus of control with psychology which discusses psychological capital or psychological capital is a part of the positive psychological aspects possessed by individuals that function to increase motivation, self-efficacy, optimism, hope and resilience oriented towards success and success and the dark triad which was originally a psychological personality theory that discussed three personality types called dark because each was considered to contain evil traits, namely Machiavellianism, psychopathy and narcissism have a relationship with high entrepreneurial attitude orientation correlated with the dark triad (Do & Dadvari, 2017), so machiavellianism, psychopathy, narcissism and psychological capital can indirectly effect to encourage an individual to become an entrepreneur or increase the entrepreneurial intention of a student.

The dark triad is originally a psychological personality theory, first published by Paulhus & Williams (2002), which describes three personality types called dark because each is considered to contain evil traits. namely machiavellianism, psychopathy, and narcissism and Specifically, Machiavellianism means emotional indifference to others and the absence of traditional morality (Christie & Geis, 1970). Psychopathy is represented by impulsivity and emotional indifference (Lilienfeld & Andrews, 1996), and narcissism is defined by self-centeredness, admiration of vanity, and enjoyment of superiority (Raskin & Hall, 1979). The entrepreneurial attitude that we usually know is classified as a positive personality is certainly a determining factor as a reference in determining entrepreneurial intention, but in this study we will try to include a personality that is considered negative in humans, namely the dark triad. The dark triad describes three styles of undesirable behavior and interpersonal problems: Machiavellianism, narcissism, and psychopathy (Paulhus & Williams, 2002).

The dark triad is considered a shortterm, self-serving, explosive social strategy that is positively correlated with the use of manipulative behaviors (Jonason & Webster, 2010). From a social psychological perspective, although the dark triad is generally considered an unfortunate and dysfunctional behavior, recent research in a managerial context suggests that individuals may benefit from this personality attribute. In other words, despite the stereotype of the dark triad as counterproductive, it can be helpful in securing a successful career. For example, Machiavellians are highly results-oriented and determined to pursue their goals (Zettler et al., 2011). Narcissism is good at creating and exploiting opportunities, and psychopathy can achieve high social status as being recognized as an intelligent, charismatic, and more effective leader (Brunell et al., 2008). Based on that, the dark triad has a relationship with entrepreneurial attitude orientation related to the need for achievement, self-esteem, innovation, and personal control of an individual (Lumpkin & Dess, 1996; Robinson et al., 1991).

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Do & Dadvari (2017) explained that entrepreneurial attitude orientation affects individual entrepreneurial intention. So, to increase the level of entrepreneurial intention, it may be useful to promote a positive attitude towards entrepreneurship. Entrepreneurial attitude orientation is a predictor of entrepreneurial possibility. Entrepreneurial attitudes are considered a better approach to describing entrepreneurs than other demographic characteristics or variables, because attitudes will measure the

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

extent to which individuals are positively or negatively inclined to do something (Faidul & Nurlina, 2019). Research conducted by (Mart et al., 2020); (Wathanakom et al., 2020) and (Suryani & Megawati, 2022) shows that entrepreneurial attitude orientation has a positive effect on entrepreneurial intention.

H1: entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention.

Machiavellianism is one of the traits incorporated in the dark triad, where in general this trait is considered a negative attitude. However, for the sake of running a business, it turns out that Machiavellianism is an important trait. This trait is indicated to appear if someone has an orientation in entrepreneurship, then the dominant traits will appear, one of which can form Machiavellianism (Cai et al., 2021). The results of research conducted by Bouncken et al., (2020); Faidul & Nurlina (2019); Do & Dadvari (2017); Wu et al., (2019) show that entrepreneurial attitude orientation has a positive effect on machiavellianism.

H2 : Entrepreneurial attitude orientation has a positive and significant effect on Machiavellianism.

Entrepreneurial attitude orientation as an entrepreneurial orientation is an attitude that shows how a person has a tendency to respond to a business opportunity, so that this orientation will lead to self-centered attitudes as an individual (Ngwenya & Pelser, 2020). Based on this, the orientation of entrepreneurial attitudes is indicated to form narcissism in a person. The results of research conducted by Yu et al., (2020); Burger et al., (2023); Bouncken et al., (2020); Do & Dadvari (2017) show that entrepreneurial attitudes have a positive effect on one's narcissistic attitude.

H3 : Entrepreneurial attitude orientation has a positive and significant effect on Narcissism.

Entrepreneurial attitude orientation as previously explained shows that a person has views about starting a business activity. Therefore, personal interests will be placed above all, this is indicated to cause the emergence of psychopathy where this trait is indicated by a low level of concern, but focuses on oneself and the goals to be achieved. The results of research conducted by Husna (2017); Bouncken et al., (2020); Suryani & Megawati (2022); Ngwenya & Pelser (2020); Esfandabadi et al., (2018) show that entrepreneurial attitude orientation has a positive effect on psychopathy.

H4 : Entrepreneurial attitude orientation has a positive and significant effect on psychopathy.

Good psychological capital, such as self-confidence and optimism, can be built from knowing and understanding what one wants to do. Ermawati & Widodo (2015) revealed that entrepreneurial knowledge is one of the factors that can build an individual's psychological mentality in running a business. Increased psychological capital will directly affect entrepreneurial orientation and at the same time improve performance (Esfandabadi et al., 2018). The results of research by Suryani & Megawati (2022); Ngwenya & Pelser (2020); Mahfud et al., (2020) revealed that entrepreneurial attitude orientation affects students' psychological capital. Based on this explanation, the authors propose the following research hypothesis:

H5: entrepreneurial attitude orientation has a positive and significant effect on psychological capital.

Previous research Dark Triad has a negative relationship to both Entrepreneurial Attitude Orientation and Entrepreneurial Intention (Faidul & Nurlina, 2019). Husna's research (2017) suggests that in a larger context, certain personality traits can have negative implications for entrepreneurs, such as traits that are negative from the start such as Machiavellism. These negative traits can support ambitions for success but by ignoring the welfare of others or destroying competitors. Research from Leonelli et al., (2020); Rapp-Ricciardi et al., (2018); Cai et al., (2021) shows that Machiavellism has a positive effect on entrepreneurial intention.

H6: Machiavellianism has a positive and significant effect on entrepreneurial intention.

Narcissism is basically an attitude that has a negative stigma in society, but the narcissistic nature itself can actually give someone motivation and direction, towards what they want. The strength of narcissism is a sense of self-love and an attitude of wanting to appear to be the best (Brownell et al., 2021). This narcissistic attitude is indicated to cause a person to be stronger in building entrepreneurial desire in himself. This is explained by Rapp-Ricciardi et al., (2018); Cai et al., (2021); Schippers et al., (2019); Burger et al., (2023) that narcissism can affect entrepreneurial desire.

H7: Narcissism has a positive and significant effect on entrepreneurial intention.

Psychopathy is one of the traits in the dark triad, where this trait is one that shows no empathy for the surrounding environment. In a broader context, this attitude is needed by an entrepreneur because business profits are the most important thing even though the business can bring down its competitors. The results of research conducted by Mart et al., (2020); Rapp-Ricciardi et al., (2018); Cai et al., (2021); Suryani & Megawati (2022); Do & Dadvari (2017) show that psychopathy can foster the desire for entrepreneurship from a person.

H8: Psychopathy has a positive and significant effect on entrepreneurial intention.

Psychological Capital (PsyCap) is a positive individual psychological development condition characterized by four psychological attributes: self-efficacy, optimism, hope, and resilience (Çavuş & Gökçen, 2015; Luthans & Youssef-Morgan, 2017). This implies that the stronger the individual's perception of their behavior controlling the goals they want to achieve, the more likely their

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

behavior will achieve success and the control of individual behavior is closely related to psychological aspects, so we interpret this as meaning that psychological capital is a form of perceived behavioral control (Mahfud et al., 2020).

Another study by Jin (2017) also had similar findings that hope, resilience, and self-efficacy had a positive effect on start-up intentions, while optimism had no significant impact on these intentions. The results of research (Suryani & Megawati, 2022) are contradictory which reveals that psychological capital does not affect student entrepreneurial intention. This finding confirms that positive psychological capital among budding entrepreneurs is closely related to their business start-up intentions.

H9: psychological capital has a positive and significant effect on entrepreneurial intention.

The effect of entrepreneurial attitude orientation on entrepreneurial intention has been explained from various previous studies, but the mediating role that can strengthen this effect can be explained more deeply that one of the dark triads can bridge this effect. The results of research conducted by Faidul & Nurlina (2019); Do & Dadvari (2017); Cai et al., (2021); Rapp-Ricciardi et al., (2018); Leonelli et al., (2020) show that the traits in the dark triad are indicated to bridge the effect of entrepreneurial attitude orientation on entrepreneurial intention.

H10: Entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention with Machiavellianism as a mediating variable.

The attitude of narcissism in the dark triad is indicated as one of the important traits in building entrepreneurial desire and entrepreneurial attitude orientation. The results of research conducted by Faidul & Nurlina (2019); Do & Dadvari (2017); Cai et al., (2021); Rapp-Ricciardi et al., (2018); Leonelli et al., (2020) show that the traits in the dark triad are indicated to bridge the effect of entrepreneurial attitude orientation on entrepreneurial intention.

H11: Entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention with Narcissism as a mediating variable.

Intention does not always turn into immediate action, factors that can motivate or facilitate the transition can effect the process. Do & Dadvari (2017) Dark Triad serves as a partial mediator. Given concerns about the mediating role of the dark triad, it has been argued that a mediator can also be a moderator (Brunell et al., 2008). The opinion about the Dark Triad acting as a partial mediator in the relationship between Entrepreneurial Attitude Orientation and Entrepreneurial Intention in college students is agreed by (Faidul & Nurlina, 2019); (Cai et al., 2021); (Rapp-Ricciardi et al., 2018); (Leonelli et al., 2020).

H12: Entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention with Psychopathy as a mediating variable.

Ajzen's TPB shows that attitudes, perceived behavioral control, and social norms effect entrepreneurial intentions (Zaremohzzabieh et al., 2019). Mahfud et al. (2020) explained that psychological capital is also part of the study of motivation theory, which examines the variables of optimism, hope, self-efficacy, and resilience. Therefore, in our understanding, psychological capital has the same function as desire and perceived feasibility and is believed to mediate the relationship between attitude towards behavior and entrepreneurial intention. Suryani & Megawati (2022) stated that psychological capital does not affect students' entrepreneurial intention. However, the results of this study are consistent with research conducted by (Margaça et al., 2021), confirming that the effect of psychological capital on entrepreneurial intention is not directly but through financial, human, and social capital to effect student entrepreneurial intention. Then, research conducted by Chevalier et al., (2022) found that psychological capital does not directly affect entrepreneurial intention but has an indirect relationship. It makes sense that psychological capital is believed to be able to mediate the effect of social capital on entrepreneurial intention.

H13: Entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention with psychological capital as a mediating variable.

METHODS

The location of this research is in public universities in Badung Regency. This location was chosen because there is data & information about the entrepreneurial intentions of students in the environment in public universities in Badung Regency which is said to be less high. The time used from the date of issuance of the research permit within three months, two months of data collection, and one month of data processing. Total of sample that used are 388. Data collection was collected by questionnaire Likert scale 1-5. Inferential statistical analysis in this study was measured by the Structural Equation Modeling (SEM) method using Partial Least Square (PLS).

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

RESULT AND DISCUSSION

1) Convergent Validity

Convergent validity on the measurement scale is measured through the outer model. A good measurement scale has an outer loading value of at least 0.70, but an outer loading value of 0.50 is still considered safe (Ghozali, 2018: 28). The minimum outer loading value used in this study is 0.50. Items that have an outer loading value less than 0.50 (<0.50) will be removed from the model. The outer loading value in the convergent validity test of the research scale is presented in Table 1.

Table 1. Convergent Validity

Variable	Dimension	Outer Loading	Result
Entrepreneurial Attitude Orientation (X)	Achievements	0,721	Valid
	Inovation	0,768	Valid
	Self-Control	0,773	Valid
	Self-Esteem	0,779	Valid
Machiavellianism		0,896	Valid
Narsisme		0,905	Valid
Psikopati		0,793	Valid
Psychological Capital		0,752	Valid
Entrepreneurial Intention (Y)		0,692	Valid

Primary Data, 2023

Based on Table 1, it shows that the outer loading value for each dimension is more than 0.50 (>0.50). This shows that all dimensions used in the study have met the convergent validity criteria and are valid for use in measuring variables in the study.

2) Discriminant Validity

Discriminant validity can also be measured by comparing the square root average variance extracted (root AVE) value in the Fornell Larcker test for each latent variable with the correlation between variables in the measurement model. The model is said to have good discriminant validity if the square root average variance extracted (root AVE) value of each variable is greater than the correlation value between variables. Measurement of discriminant validity using the AVE root value can be seen in Table 2.

Table 2. Discriminant Validity Fornell Larcker

	X	Y	X4	X2	X3	Z1	Z2	X1	Z3	Z4
Entrepreneurial Attitude Orientation (X)	0,709									
Entrepreneurial Intention (Y)	0,726	0,832								
Self-esteem (X4)	0,721	0,573	0,882							
Inovation (X2)	0,805	0,593	0,509	0,877						
Self-control (X3)	0,829	0,619	0,663	0,581	0,879					
Machiavellianism (Z1)	0,661	0,651	0,468	0,549	0,586	0,887				
Narsisme (Z2)	0,470	0,558	0,273	0,368	0,378	0,436	0,903			
Prestasi (X1)	0,862	0,589	0,449	0,507	0,605	0,542	0,441	0,849		
Psikopati (Z3)	0,598	0,553	0,499	0,447	0,532	0,507	0,482	0,494	0,890	
Psychological Capital (Z4)	0,534	0,617	0,407	0,441	0,475	0,428	0,399	0,426	0,561	0,867

Primary Data, 2024

Based on Table 2, it is known that the square root average variance extracted (root AVE) value for each latent variable is higher than the correlation value between variables. This shows that all variables in this study have met the discriminant validity requirements.

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

3) Composite Reliability

Composite reliability, which is a block indicator that measures the internal consistency of the construct-forming indicators, shows the degree that identifies the common latent (unobserved). The accepted limit value for the level of composite reliability is 0.7. In this study, to test the reliability of the data, a reliability test was carried out on an instrument with a Cronbach's Alpha coefficient greater than 0.70, so the instrument used was reliable (Ghozali, 2018: 48). The composite reliability value ranges from 0 to 1, with the criteria for a good and acceptable value for research is more than 0.6 (>0.60) (Hair et al., 2017: 126). The results of the research internal consistency reliability test are presented in Table 3.

Table 3. Composite Reliability

Variable	Composite Reliability	Cronbach Alpha	rho-A	Result
Entrepreneurial Attitude Orientation (X)	0,948	0,941	0,942	Valid
Entrepreneurial Intention (Y)	0,900	0,852	0,852	Valid
Harga Diri (X4)	0,913	0,857	0,856	Valid
Inovasi (X2)	0,943	0,924	0,925	Valid
Kontrol Pribadi (X3)	0,911	0,853	0,858	Valid
Machiavellianism (Z1)	0,936	0,909	0,914	Valid
Narsisme (Z2)	0,947	0,925	0,926	Valid
Prestasi (X1)	0,948	0,935	0,937	Valid
Psychopathy (Z3)	0,939	0,913	0,914	Valid
Psychological Capital (Z4)	0,924	0,890	0,900	Valid

Primary Data, 2023

Based on Table 3, it is known that the Cronbach's alpha and composite reliability values of each variable have values greater than 0.60 (>0.60). This shows that the variable scale used in the study meets the criteria.

Inner Model Evaluation

Inner model or structural model testing is carried out with the aim of measuring the causal relationship between research constructs. Structural model evaluation can be done by analyzing the R2 value for the dependent construct, as well as the path coefficient value or t-value in testing the significance of the construct.

R-Square (Coefficient of Determination)

R-Square analysis aims to measure the level of variation in changes in the independent variable on the dependent variable. The higher the R2 value means that the better the prediction model of the research model (Hair, et al., 2017). The results of R2 can be seen in the table below:

Table 4. R-Square

Variable	R-Square (R ²)
Entrepreneurial Intention (Y)	0,667
Machiavellianism (Z1)	0,436
Narsisme (Z2)	0,221
Psychopathy (Z3)	0,358
Psychological Capital (Z4)	0,285

Primary Data, 2023

Based on Table 4, the model of the effect of entrepreneurial attitude orientation, achievement, innovation, personal control and self-esteem on entrepreneurial intention has an R-Square (R2) value of 0.667. It can be interpreted that the variability of entrepreneurial intention variables can be explained by the variability of entrepreneurial attitude orientation, achievement, innovation, personal control and self-esteem variables by 66.7% and 33.3% is explained by other variables outside the study. The effect of entrepreneurial attitude orientation, achievement, innovation, personal control and self-esteem on machiavellianism

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

has an R-Square (R²) value of 0.436. It can be interpreted that the variability of the machiavellianism variable can be explained by the variability of the entrepreneurial attitude orientation, achievement, innovation, personal control and self-esteem variables by 43.6% and 56.4% is explained by other variables outside the study. The effect of entrepreneurial attitude orientation, achievement, innovation, personal control and self-esteem on narcissism has an R-Square (R²) value of 0.221. It can be interpreted that the variability of narcissism variables can be explained by the variability of entrepreneurial attitude orientation, achievement, innovation, personal control and self-esteem variables by 22.1% and 77.9% is explained by other variables outside the study. The effect of entrepreneurial attitude orientation, achievement, innovation, personal control and self-esteem on psychopathy has an R-Square (R²) value of 0.358. This can be interpreted that the variability of the psychopathy variable can be explained by the variability of the entrepreneurial attitude orientation, achievement, innovation, personal control and self-esteem variables of 35.8% and 64.2% is explained by other variables outside the research. The effect of entrepreneurial attitude orientation, achievement, innovation, personal control and self-esteem on psychological capital has an R-Square (R²) value of 0.285. This can be interpreted that the variability of the psychological capital variable can be explained by the variability of the variables entrepreneurial attitude orientation, achievement, innovation, personal control and self-esteem by 28.5% and 71.5% is explained by other variables outside the research.

b. Q-Square

The Q-Square (Q²) value is calculated to determine the observation value produced by the model and parameter estimates. The Q-Square (Q²) value is calculated as follows:

$$\begin{aligned}
 Q^2 &= 1 - (1 - R_1^2) (1 - R_2^2) (1 - R_3^2) (1 - R_4^2) (1 - R_5^2) \\
 &= 1 - (1 - 0,667) (1 - 0,436) (1 - 0,221) (1 - 0,358) (1 - 0,285) \\
 &= 1 - (0,333) (0,564) (0,779) (0,642) (0,715) \\
 &= 1 - 0,067 \\
 &= 0,933
 \end{aligned}$$

The Q-Square (Q²) value obtained was 0.933. This value is greater than 0 (>0). This shows that 93.3% of the variation in entrepreneurial intention is effected by entrepreneurial attitude orientation, achievement, innovation, personal control and self-esteem, while 6.7% is explained by other variables outside the research variables.

Hypothesis testing in this research was carried out by measuring the path coefficient value which shows the level of significance. The path coefficients or model values in this research were carried out through the bootstrapping process in SmartPLS 3.2.9. The following is a description of the results of hypothesis testing using SEM-PLS:

Direct Effect

In testing the direct effect, there are two values that must be met, namely the p-value is less than the alpha value of 1% (<0.1) and the t-statistic value has a value greater than 1.96 (>1.96). The results of calculating the significance of each relationship between variables are presented in Table 5.13.

Table 5. Direct Effect

Direct Effect	Path Coefficient	T Statistics	P Values	Result
Entrepreneurial Attitude Orientation (X) -> Entrepreneurial Intention (Y)	0,343	8,435	0,014	Significant
Entrepreneurial Attitude Orientation (X) -> Machiavellianism (Z1)	0,654	28,786	0,001	Significant
Entrepreneurial Attitude Orientation (X) -> Narsisme (Z2)	0,469	36,791	0,001	Significant
Entrepreneurial Attitude Orientation (X) -> Psikopati (Z3)	0,580	3,225,565	0,000	Significant
Entrepreneurial Attitude Orientation (X) -> Psychological Capital (Z4)	0,510	6,687	0,022	Significant
Machiavellianism (Z1) -> Entrepreneurial Intention (Y)	0,239	5,452	0,032	Significant
Narsisme (Z2) -> Entrepreneurial Intention (Y)	0,167	3,254	0,083	Significant

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

Psikopati (Z3) -> Entrepreneurial Intention (Y)	0,010	0,531	0,649	Not Significant
Psychological Capital (Z4) -> Entrepreneurial Intention (Y)	0,272	10,611	0,009	Significant

Primary Data, 2023

Entrepreneurial Attitude Orientation on Entrepreneurial Intention

The results of the analysis of the effect of entrepreneurial attitude orientation on entrepreneurial intention show a path coefficient value of 0.343 (positive) and a p-value of 0.014 which is less than the alpha value of 0.1 ($p\text{-value} < \alpha$). This shows that entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention. Based on these results, the hypothesis in the research is accepted, namely entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention.

Entrepreneurial Attitude Orientation on Machiavellianism

The results of the analysis of the effect of entrepreneurial attitude orientation on Machiavellianism show a path coefficient value of 0.654 (positive) and a p-value of 0.001 which is less than the alpha value of 0.1 ($p\text{-value} < \alpha$). This shows that entrepreneurial attitude orientation has a positive and significant effect on Machiavellianism. Based on these results, the hypothesis in the research is accepted, namely entrepreneurial attitude orientation has a positive and significant effect on Machiavellianism.

Entrepreneurial Attitude Orientation on Narcissism

The results of the analysis of the effect of entrepreneurial attitude orientation on narcissism show a path coefficient value of 0.469 (positive) and a p-value of 0.001, which is less than the alpha value of 0.1 ($p\text{-value} < \alpha$). This shows that entrepreneurial attitude orientation has a positive and significant effect on narcissism. Based on these results, the hypothesis in the research is accepted, namely entrepreneurial attitude orientation has a positive and significant effect on narcissism.

Entrepreneurial Attitude Orientation on Psychopathy

The results of the analysis of the effect of entrepreneurial attitude orientation on psychopathy show a path coefficient value of 0.580 (positive) and a p-value of 0.000, which is less than the alpha value of 0.1 ($p\text{-value} < \alpha$). This shows that entrepreneurial attitude orientation has a positive and significant effect on psychopathy. Based on these results, the research hypothesis is accepted, namely that entrepreneurial attitude orientation has a positive and significant effect on psychopathy.

Entrepreneurial Attitude Orientation on Psychological Capital

The results of the analysis of the effect of entrepreneurial attitude orientation on psychological capital show a path coefficient value of 0.510 (positive) and a p-value of 0.022 which is less than the alpha value of 0.1 ($p\text{-value} < \alpha$). This shows that entrepreneurial attitude orientation has a positive and significant effect on psychological capital. Based on these results, the hypothesis in the research is accepted, namely entrepreneurial attitude orientation has a positive and significant effect on psychological capital.

Machiavellianism on Entrepreneurial Intention

The results of the analysis of the effect of Machiavellianism on entrepreneurial intention show a path coefficient value of 0.469 (positive) and a p-value of 0.001, which is less than the alpha value of 0.1 ($p\text{-value} < \alpha$). This shows that Machiavellianism has a positive and significant effect on entrepreneurial intention. Based on these results, the hypothesis in the research is accepted, namely that Machiavellianism has a positive and significant effect on entrepreneurial intention.

Narcissism on Entrepreneurial Intention

The results of the analysis of the effect of narcissism on entrepreneurial intention show a path coefficient value of 0.167 (positive) and a p-value of 0.083, which is less than the alpha value of 0.1 ($p\text{-value} < \alpha$). This shows that narcissism has a positive and significant effect on entrepreneurial intention. Based on these results, the research hypothesis which states that narcissism has a positive and significant effect on entrepreneurial intention is accepted.

Psychopathy on Entrepreneurial Intention

The results of the analysis of the effect of psychopathy on entrepreneurial intention show a path coefficient value of 0.010 (positive) and a p-value of 0.649 which is greater than the alpha value of 0.1 ($p\text{-value} > \alpha$). This shows that psychopathy does not have a significant effect on entrepreneurial intention. Based on these results, the research hypothesis which states that psychopathy has a positive and significant effect on entrepreneurial intention is rejected.

Psychological Capital on Entrepreneurial Intention

The results of the analysis of the effect of psychological capital on entrepreneurial intention show a path coefficient value of 0.272 (positive) and a p-value of 0.009, which is less than the alpha value of 0.1 ($p\text{-value} < \alpha$). This shows that psychological capital has a positive and significant effect on entrepreneurial intention. Based on these results, the research hypothesis is accepted, namely

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

that psychological capital has a positive and significant effect on entrepreneurial intention.

Indirect Effect

Testing the indirect influence of the mediating role of Machiavellianism, narcissism, psychopathy and psychological capital on the influence of entrepreneurial attitude orientation on entrepreneurial intention in this research is presented in Table 6.

Table 6. Indirect Effect

Indirect Effect	Path Coefficient	T Statistics	P Values	Result
Entrepreneurial Attitude Orientation (X) -> Machiavellianism (Z1) -> Entrepreneurial Intention (Y)	0,156	4,605	0,044	Significant
Entrepreneurial Attitude Orientation (X) -> Narsisme (Z2) -> Entrepreneurial Intention (Y)	0,078	3,788	0,063	Significant
Entrepreneurial Attitude Orientation (X) -> Psikopati (Z3) -> Entrepreneurial Intention (Y)	0,006	0,504	0,664	Not Significant
Entrepreneurial Attitude Orientation (X) -> Psychological Capital (Z4) -> Entrepreneurial Intention (Y)	0,139	4,127	0,054	Not Significant

Primary Data, 2023

Machiavellianism in Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

The results of the analysis of the influence of entrepreneurial attitude orientation on entrepreneurial intention through Machiavellianism show a path coefficient value of 0.156 and a p-value of 0.044, which is smaller than the alpha value of 0.1 ($p\text{-value} < \alpha$). This shows that entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention with Machiavellianism as a mediating variable. Based on these results, the hypothesis in the research, namely, entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention with Machiavellianism as a mediating variable is accepted.

Narcissism in Mediate the Influence of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

The results of the analysis of the effect of entrepreneurial attitude orientation on entrepreneurial intention through narcissism show a path coefficient value of 0.078 and a p-value of 0.063, which is smaller than the alpha value of 0.1 ($p\text{-value} < \alpha$). This shows that entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention with narcissism as a mediating variable. Based on these results, the hypothesis in the research, namely, that entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention with narcissism as a mediating variable is accepted.

Psychopathy in Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

The results of the analysis of the influence of entrepreneurial attitude orientation on entrepreneurial intention through psychopathy show a path coefficient value of 0.006 and a p-value of 0.664 which is greater than the alpha value of 0.1 ($p\text{-value} > \alpha$). This shows that psychopathy does not mediate the influence of entrepreneurial attitude orientation on entrepreneurial intention. Based on these results, the research hypothesis, namely that entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention with psychopathy as a mediating variable, is rejected.

Psychological Capital in Mediating the Influence of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

The results of the analysis of the influence of entrepreneurial attitude orientation on entrepreneurial intention through psychological capital show a path coefficient value of 0.139 and a p-value of 0.054 which is smaller than the alpha value of 0.1 ($p\text{-value} < \alpha$). This shows that entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention with psychological capital as a mediating variable. Based on these results, the research hypothesis, namely, that entrepreneurial attitude orientation has a positive and significant effect on entrepreneurial intention with psychological capital as a mediating variable, is accepted.

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

Determination of Mediation Effects

Table 7. Determination of Mediation Effects

Effect	Effect			Result
	P ₁	P ₂	P ₃	
Entrepreneurial Attitude Orientation (X) -> Machiavellianism (Z1) -> Entrepreneurial Intention (Y)	0,001 (Sig.)	0,032 (Sig.)	0,014 (Sig.)	Complementary partial mediation
Entrepreneurial Attitude Orientation (X) -> Narsisme (Z2) -> Entrepreneurial Intention (Y)	0,001 (Sig.)	0,083 (Sig.)	0,014 (Sig.)	Complementary partial mediation
Entrepreneurial Attitude Orientation (X) -> Psikopati (Z3) -> Entrepreneurial Intention (Y)	0,000 (Sig.)	0,649 (Tidak Sig.)	0,014 (Sig.)	No mediation
Entrepreneurial Attitude Orientation (X) -> Psychological Capital (Z4) -> Entrepreneurial Intention (Y)	0,022 (Sig.)	0,009 (Sig.)	0,014 (Sig.)	Complementary partial mediation

Primary Data, 2023

CONCLUSION

The research results of entrepreneurial attitude orientation, Machiavellianism and psychological capital show a positive and significant effect on entrepreneurial intention. These results are in accordance with the basic assumption of the Theory of Reasoned Action (TRA) that behavior carried out individually has an interest or desire to do it (behavior intention) or in other words behavioral interest will determine the behavior. This shows that students do or behave to achieve the goals that have been set. Then in the context of narcissism and psychopathy towards entrepreneurial intention, it shows that the relationship is not significant. This indicates that interest is not completely influenced by behavior.

Furthermore, entrepreneurial orientation attitude has a positive and significant effect on Machiavellianism, narcissism, psychopathy and psychological capital. These results are in accordance with the Theory of Planned Behavior (TPB) where student intentions are a dimension of subjective probability in the relationship between self and behavior. This indicates that students' intentions in achieving their goals will have an influence on the attitudes and behavior carried out by students.

It is also hoped that the results of this research can contribute to the development of human resource management science, especially regarding entrepreneurial intention and its relationship with entrepreneurial attitude orientation, Machiavellianism, narcissism, psychopathy, and psychological capital. This research provides valuable insight for practitioners in understanding the factors that influence entrepreneurial intention. Apart from that, these results also support the findings of other empirical studies that are relevant to the Theory of Reasoned Action (TRA) and the Theory of Planned Behavior (TPB).

REFERENCES

- 1) Ajzen, I. (1991). The theory of planned behavior. *Organizational Behavior and Human Decision Processes*, 50(2), 179–211.
- 2) Ajzen, I. (2011). The theory of planned behaviour: Reactions and reflections. *Psychology & Health*, 26(9), 1113–1127.
- 3) Ajzen, I., & Fishbein. (1975). *Belief, Attitude, Intention, and Behavior: An Introduction to Theory and Research*. Adison-Wesley.
- 4) Autio, E., H. Keeley, R., Klofsten, M., G. C. Parker, G., & Hay, M. (2001). Entrepreneurial Intent among Students in Scandinavia and in the USA. *Enterprise and Innovation Management Studies*, 2(2), 145–160. <https://doi.org/10.1080/14632440110094632>
- 5) Azwar, & Subekan, A. (2016). Analisis Determinan Kemiskinan Di Sulawesi Selatan (Determinant Analysis of Poverty in South Sulawesi). *Jurnal Tata Kelola Dan Akuntabilitas Keuangan Negara*, 2(1), 1–26. <https://doi.org/10.28986/jtaken.v2i1.36>
- 6) Bird, B. (1988). Implementing Entrepreneurial Ideas: The Case for Intention. *The Academy of Management Review*, 13(3), 442. <https://doi.org/10.2307/258091>
- 7) Bosma, N., Acs, Z. J., Autio, E., Coduras, A., & Levie, J. (2008). Global Entrepreneurship Monitor - Executive Report 2008. In *Gem*. <http://www.gemconsortium.org/report>
- 8) Bouncken, R., Cesinger, B., & Tiberius, V. (2020). Narcissism, machiavellianism, and psychopathy of top managers: Can entrepreneurial orientation secure performance? *International Journal of Entrepreneurial Venturing*, 12(3), 273–302. <https://doi.org/10.1504/IJEV.2020.107932>
- 9) BPS. (2022a). *Data Jumlah Penduduk Indonesia Tahun 2022*.

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

- 10) BPS. (2022b). *Data Jumlah Pengangguran Terbuka Indonesia 2022*.
- 11) Brownell, K. M., McMullen, J. S., & O'Boyle, E. H. (2021). Fatal attraction: A systematic review and research agenda of the dark triad in entrepreneurship. *Journal of Business Venturing, 36*(3), 106106. <https://doi.org/10.1016/j.jbusvent.2021.106106>
- 12) Brunell, A. B., Gentry, W. A., Campbell, W. K., Hoffman, B. J., Kuhnert, K. W., & Demarree, K. G. (2008). Leader emergence: The case of the narcissistic leader. *Personality and Social Psychology Bulletin, 34*(12), 1663–1676. <https://doi.org/10.1177/0146167208324101>
- 13) Burger, B., Kanbach, D. K., & Kraus, S. (2023). The role of narcissism in entrepreneurial activity: a systematic literature review. *Journal of Enterprising Communities, 1*(1), 1–25. <https://doi.org/10.1108/JEC-10-2022-0157>
- 14) Cai, L., Murad, M., Ashraf, S. F., & Naz, S. (2021). Frontiers of Business Research in China Impact of dark tetrad personality traits on nascent entrepreneurial behavior : Mediating role of entrepreneurial intention. *Frontiers of Business Research in China, 15*(7), 1–19.
- 15) Çavuş, M., & Gökçen, A. (2015). Psychological Capital: Definition, Components and Effects. *British Journal of Education, Society & Behavioural Science, 5*(3), 244–255. <https://doi.org/10.9734/bjesbs/2015/12574>
- 16) Chevalier, S., Calmé, I., Coillot, H., Le Rudulier, K., & Fouquereau, E. (2022). How can students' entrepreneurial intention be increased? The role of psychological capital, perceived learning from an entrepreneurship education program, emotions and their relationships. *Europe's Journal of Psychology, 18*(1), 1–84.
- 17) Christie, R., & Geis, F. L. (1970). Why Machiavelli. In *Studies in Machiavellianism* (pp. 1–9). Elsevier. <https://doi.org/https://doi.org/10.1016/C2013-0-10497-7>
- 18) Covin, J. G., & Wales, W. J. (2012). The measurement of entrepreneurial orientation. *Entrepreneurship Theory and Practice, 36*(4), 677–702.
- 19) Dahling, J. J., Whitaker, B. G., & Levy, P. E. (2009). The development and validation of a new Machiavellianism Scale. *Journal of Management, 35*(2), 219–257. <https://doi.org/10.1177/0149206308318618>
- 20) Do, B. R., & Dadvari, A. (2017). The influence of the dark triad on the relationship between entrepreneurial attitude orientation and entrepreneurial intention: A study among students in Taiwan University. *Asia Pacific Management Review, 22*(4), 185–191. <https://doi.org/10.1016/j.apmr.2017.07.011>
- 21) Ermawati, E., & Widodo, J. (2015). Pengaruh Pengetahuan Wirausaha Dan Kepercayaan Diri Terhadap Minat Berwirausaha Siswa Kelas Xi Jurusan Pemasaran Smk Negeri 2 Semarang Tahun Ajaran 2014/2015. *Economic Education Analysis Journal, 4*(3), 876–887.
- 22) Esfandabadi, H. M., Abdolvahab, S., Akbari, M. T., & Esfandabadi, A. M. (2018). Investigating the effect of entrepreneurial orientation and psychological capital on the performance. *Case Studies Journal, 4*(9), 47–57.
- 23) Faidul, F. J., & Nurlina. (2019). Pengaruh Dark Triad terhadap Hubungan Antara Entrepreneurial Attitude Orientation dan Entrepreneurial Intention pada Mahasiswa S1 Fakultas Ekonomi Dan Bisnis Universitas Syiah Kuala. *Jurnal Ilmiah Mahasiswa Ekonomi Manajemen, 4*(1), 191–205.
- 24) Ghozali, I. (2016). *Aplikasi Analisis Multivariate dengan Program SPSS*. Universitas Diponegoro.
- 25) Hair, J., Hult, G., Ringle, C., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) (Second Edition)*. SAGE.
- 26) Husna, A. (2017). Psikologi Kewirausahaan : Potensi Riset dalam Konteks Indonesia. *The 6th University Research Colloquium, September*, 1–11. <https://www.researchgate.net/publication/319622826>
- 27) Indrayanti, W., & Iskandar, D. D. (2020). Teori Perilaku Terencana dan Minat Wirausaha Pemuda di Kabupaten Tegal. *ASSET: Jurnal Manajemen Dan Bisnis, 3*(1), 3–6. <https://doi.org/10.24269/asset.v3i1.2673>
- 28) Jin, C.-H. (2017). The effect of psychological capital on start-up intention among young start-up entrepreneurs: A cross-cultural comparison. *Chinese Management Studies, 11*(4), 707–729.
- 29) Jogiyanto. (2007). *Sistem Informasi Keperilakuan*. Andi.
- 30) Jonason, P. K., & Webster, G. D. (2010). The dirty dozen: A concise measure of the dark triad. *Psychological Assessment, 22*(2), 420–432. <https://doi.org/10.1037/a0019265>
- 31) Judge, T. A., LePine, J. A., & Rich, B. L. (2006). Loving yourself abundantly: Relationship of the narcissistic personality to self- and other perceptions of workplace deviance, leadership, and task and contextual performance. *Journal of Applied Psychology, 91*(4), 762–776. <https://doi.org/10.1037/0021-9010.91.4.762>
- 32) Karyaningsih, R. P. D., & Wibowo, A. (2017). Hubungan Kreativitas, Efikasi Diri dan Intensi Berwirausaha pada Mahasiswa. *Jurnal Pendidikan Ekonomi Dan Bisnis (JPEB), 5*(2), 162–175. <https://doi.org/10.21009/jpeb.005.2.4>

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

- 33) Kasmir. (2011). *Kewirausahaan Edisi-Revisi*. Rajawali Press.
- 34) Kim, S., & Kweon, Y. (2020). Psychological capital mediates the association between job stress and burnout of among Korean psychiatric nurses. *Healthcare (Switzerland)*, 8(3). <https://doi.org/10.3390/healthcare8030199>
- 35) Lee, K., & Ashton, M. C. (2005). Psychopathy, Machiavellianism, and Narcissism in the Five-Factor Model and the HEXACO model of personality structure. *Personality and Individual Differences*, 38(7), 1571–1582. <https://doi.org/10.1016/j.paid.2004.09.016>
- 36) Leonelli, S., Di Pietro, F., & Masciarelli, F. (2020). Narcissism, Machiavellianism and Psychopathy: How Do Displayed Entrepreneurs' Personality Dark Traits Influence Crowdfunding Success? *Entrepreneurial Behaviour: Unveiling the Cognitive and Emotional Aspects of Entrepreneurship*, 41–65. <https://doi.org/10.1108/978-1-78973-507-920201007>
- 37) Lilienfeld, S. O., & Andrews, B. P. (1996). Development and preliminary validation of a self-report measure of psychopathic personality traits in noncriminal population. *Journal of Personality Assessment*, 66(3), 488–524.
- 38) Lumpkin, G. T., & Dess, G. G. (1996). Clarifying the entrepreneurial orientation construct and linking it to performance. *Academy of Management Review*, 21(1), 135–172. <https://doi.org/10.5465/AMR.1996.9602161568>
- 39) Lundmark, E., & Westelius, A. (2019). Antisocial entrepreneurship: Conceptual foundations and a research agenda. *Journal of Business Venturing Insights*, 11. <https://doi.org/10.1016/j.jbvi.2018.e00104>
- 40) Luthans, F., & Youssef-Morgan, C. M. (2017). Psychological Capital: An Evidence-Based Positive Approach. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 339–366. <https://doi.org/10.1146/annurev-orgpsych-032516-113324>
- 41) Mahfud, T., Triyono, M. B., Sudira, P., & Mulyani, Y. (2020). The influence of social capital and entrepreneurial attitude orientation on entrepreneurial intentions: the mediating role of psychological capital. *European Research on Management and Business Economics*, 26(1), 33–39. <https://doi.org/10.1016/j.iedeen.2019.12.005>
- 42) Margaça, C., Hernández-Sánchez, B., Sánchez-García, J. C., & Cardella, G. M. (2021). The Roles of Psychological Capital and Gender in University Students' Entrepreneurial Intentions. *Frontiers in Psychology*, 11(January), 1–16. <https://doi.org/10.3389/fpsyg.2020.615910>
- 43) Mart, F., Mulyadi, R., & Zahra, I. (2020). Pengaruh Personalitas (Dark Triad), Religiusitas-Spiritualitas Terhadap Niat Kewirausahaan Pada Remaja Di DKI Jakarta Sementara itu berdasarkan Database Startup Indonesia tahun 2018 yang dihimpun oleh Masyarakat Industri Startup di Jabodetabek mencapai. *Jurnal IKRA-ITH Humaniora*, 4(3), 168–178. <https://journals.upi-yai.ac.id/index.php/ikraith-humaniora/article/download/826/623>
- 44) Mathieu, C., & St-Jean, É. (2019). Entrepreneurial Personality: The Role of Narcissism. *Personality and Individual Differences*, 55, 9–25.
- 45) Nguyen, A. T., Do, T. H. H., Vu, T. B. T., Dang, K. A., & Nguyen, H. L. (2019). Factors affecting entrepreneurial intentions among youths in Vietnam. *Children and Youth Services Review*, 99(1), 186–193.
- 46) Ngwenya, B., & Pelsler, T. (2020). Impact of psychological capital on employee engagement, job satisfaction and employee performance in the manufacturing sector in Zimbabwe. *SA Journal of Industrial Psychology*, 46(0), 1–12. <https://doi.org/10.4102/sajip.v46i0.1781>
- 47) O'Boyle, E. H., Forsyth, D. R., Banks, G. C., & McDaniel, M. A. (2012). A meta-analysis of the Dark Triad and work behavior: A social exchange perspective. *Journal of Applied Psychology*, 97(3), 557–579. <https://doi.org/10.1037/a0025679>
- 48) Paulhus, D. L., & Williams, K. M. (2002). The dark triad of personality: Narcissism, machiavellianism, and psychopathy. *Journal of Research in Personality*, 36(1), 556–563. <https://doi.org/10.1016/C2017-0-01262-4>
- 49) Pihie, Z. A. L. (2009). Entrepreneurship as a career choice: An analysis of entrepreneurial self-efficacy and intention of university students. *European Journal of Social Sciences*, 9(2), 338–349.
- 50) Pratiwi, S. A., & Oknaryana, O. (2023). Pengaruh Entrepreneurial Attitude Orientation, Lingkungan Keluarga dan Locus of Control Terhadap Intensi Berwirausaha Pada Mahasiswa Fakultas Ekonomi Universitas Negeri Padang. *Jurnal Pendidikan Tambusai*, 7(2), 5591–5602.
- 51) Rapp-Ricciardi, M., Widh, J., Barbieri, B., Amato, C., & Archer, T. (2018). Dark triad, locus of control and affective status among individuals with an entrepreneurial intent. *Journal of Entrepreneurship Education*, 21(1), 1–18.
- 52) Raskin, R. N., & Hall, C. S. (1979). A narcissistic personality inventory. *Psychological Reports*, 45(2). <https://doi.org/https://doi.org/10.2466/pr0.1979.45.2.590>
- 53) Robie, C., Brown, D. J., & Bly, P. R. (2008). Relationship between major personality traits and managerial performance: Moderating effects of derailing traits. *International Journal of Management*, 25(1), 31.
- 54) Robinson, P., Stimpson, D. V, Jonathan C., Huefner, & Hunt, H. K. (1991). An Attitude Approach to the Prediction of

How Psychological Capital and Dark Triad Mediate the Effect of Entrepreneurial Attitude Orientation on Entrepreneurial Intention

- Entrepreneurship. *Entrepreneurship Theory and Practice*, 15(4), 13–31.
- 55) Schippers, M. C., Rauch, A., Belschak, F. D., & Hulsink, W. (2019). Entrepreneurial Intentions of Teams: Sub-Dimensions of Machiavellianism Interact With Team Resilience. *Frontiers in Psychology*, 10(November), 1–15. <https://doi.org/10.3389/fpsyg.2019.02607>
- 56) Setiawan, J. L., Kasim, A., & Ardyan, E. (2022). Understanding the Consumers of Entrepreneurial Education: Self-Efficacy and Entrepreneurial Attitude Orientation among Youths. *Sustainability (Switzerland)*, 14(8). <https://doi.org/10.3390/su14084790>
- 57) Solimun, Fernandes, A. A. R., & Nurjannah. (2017). *Pemodelan Persamaan Struktural (SEM) Pendekatan Warp PLS*. UB Press.
- 58) Suardana, P. I. P., Gede, R. I., & Kartika, D. S. (2020). Career Adaptability Mediating The Effect of Self-Efficacy on Entrepreneurial Intention. *Russian Journal of Agricultural and Socio-Economic Sciences*, 11(107), 192–205.
- 59) Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*. Alfabeta.
- 60) Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif dan R&D. Bandung: PT Alfabet*. Alfabeta. <https://doi.org/10.1017/CBO9781107415324.004>
- 61) Suharti, L., & Sirine, H. (2012). Faktor-Faktor yang Berpengaruh Terhadap Niat Kewirausahaan (Entrepreneurial Intention). *Jurnal Manajemen Dan Kewirausahaan*, 13(2). <https://doi.org/10.9744/jmk.13.2.124-134>
- 62) Sukmaningrum, S., & Rahardjo, M. (2017). Faktor-faktor yang Mempengaruhi Niat Berwirausaha Mahasiswa Menggunakan Theory Of Planned Behavior. *Diponegoro Journal Of Management*, 6(3), 2337–3792. <http://ejournal-s1.undip.ac.id/index.php/dbr>
- 63) Sumarsono, H. (2013). Faktor-Faktor yang Mempengaruhi Intensi Wirausaha Mahasiswa Universitas Muhammadiyah Ponorogo. *Jurnal Ekuilibrium*, 11(2), 106.
- 64) Suryani, A. I., & Megawati, M. (2022). The Analysis of Entrepreneurial Intention at Undergraduate Students of Universitas Syiah Kuala during the COVID–19 Pandemic: Entrepreneurial Capital Building. *Jurnal Manajemen Bisnis*, 13(2), 338–359. <https://doi.org/10.18196/mb.v13i2.14529>
- 65) Thompson, E. R. (2009). Individual entrepreneurial intent: Construct clarification and development of an internationally reliable metric. *Entrepreneurship: Theory and Practice*, 33(3), 669–694. <https://doi.org/10.1111/j.1540-6520.2009.00321.x>
- 66) Walker, B. R., Jackson, C. J., & Sovereign, G. (2020). Disinhibition predicts both psychopathy and entrepreneurial intentions. *Journal of Business Venturing Insights*, 14(October), e00208. <https://doi.org/10.1016/j.jbv.2020.e00208>
- 67) Wathanakom, N., Khlaisang, J., & Songkram, N. (2020). The study of the causal relationship between innovativeness and entrepreneurial intention among undergraduate students. *Journal of Innovation and Entrepreneurship*, 9(1). <https://doi.org/10.1186/s13731-020-00125-5>
- 68) Wu, W., Su, Y., Huang, X., Liu, W., & Jiang, X. (2020). The Dark Triad, Moral Disengagement, and Social Entrepreneurial Intention: Moderating Roles of Empathic Concern and Perspective Taking. *Frontiers in Psychology*, 11(July), 1–13. <https://doi.org/10.3389/fpsyg.2020.01520>
- 69) Wu, W., Wang, H., Zheng, C., & Wu, Y. J. (2019). Effect of narcissism, psychopathy, and machiavellianism on entrepreneurial intention-the mediating of entrepreneurial self-efficacy. *Frontiers in Psychology*, 10(FEB), 1–14. <https://doi.org/10.3389/fpsyg.2019.00360>
- 70) Yu, M. C., Wang, G. G., Zheng, X. T., & Shi, W. J. (2020). Entrepreneur narcissism and unethical pro-organizational behaviour: an examination of mediated-moderation model. *Economic Research-Ekonomika Istrazivanja*, 33(1), 501–520. <https://doi.org/10.1080/1331677X.2020.1718525>
- 71) Zaremohzzabieh, Z., Ahrari, S., Krauss, S. E., Samah, A. B. A., Meng, L. K., & Ariffin, Z. (2019). Predicting social entrepreneurial intention: A meta-analytic path analysis based on the theory of planned behavior. *Journal of Business Research*, 96(2019), 2447–2460. <https://doi.org/10.1016/j.procs.2019.09.420>
- 72) Zettler, I., Friedrich, N., & Hilbig, B. E. (2011). Dissecting work commitment: The role of Machiavellianism. *Career Development International*, 16(1), 20–35.
- 73) Zettler, I., & Solga, M. (2013). Not enough of a ‘dark’ trait? Linking Machiavellianism to job performance. *European Journal of Personality*, 27(6), 545–554.



There is an Open Access article, distributed under the term of the Creative Commons Attribution – Non Commercial 4.0 International (CC BY-NC 4.0 (<https://creativecommons.org/licenses/by-nc/4.0/>)), which permits remixing, adapting and building upon the work for non-commercial use, provided the original work is properly cited.