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Determinants of Entrepreneurial Intention in Gender Perspective: Evidence from Indonesia

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ABSTRACT

This study aims to investigate entrepreneurial intention and its determinants in a gender perspective of professional pharmacists within the Greater Jakarta of Indonesia by referring to the theory of planned behavior (TPB). Research on entrepreneurial intention and its determinants in the field of 'pharmapreneurship' with professional pharmacists as research subjects is still not widely revealed. This research uses a quantitative approach with a cross-sectional survey model. The population of this study is all pharmacists registered with the Indonesian Pharmacists Association (IAI) in the area of the Greater Jakarta of Indonesia. Based on the Slovin formula (error 5%) obtained a sample number of 391 pharmacists, with proportional random sampling. The Independent t-test was conducted to investigate mean differences of the EI and its determinants between male and female of professional pharmacists. The results showed that the mean difference on entrepreneurial intention (EI), entrepreneurial attitude (EA) and entrepreneurial self-efficacy (ESE) between male and female of professional pharmacists are significantly rejected except for entrepreneurial education (EE). The paper provides evidence that equality between gender settings need to be considered in the design and delivery of the determinants except EE if they are to have the desired impact on entrepreneurial intention. The research findings are of interest to business, academia and policy makers.

INTRODUCTION

Based on the 2019 Global Entrepreneurship Index report which conducted a survey of 137 countries, Indonesia's global entrepreneurship index in 2019 (see table 1) before the Covid 19 pandemic occurred, Indonesia had a score of 26.0 and was ranked 75th globally. Regionally this position is far below other ASEAN 5 countries such as Singapore, Malaysia, Brunei, Thailand and Vietnam. Indonesia is only one rank above the Philippines (GEDI, 2019).

Table1. Indonesia and ASEAN5 Entrepreneurship Index (2019)

Global Ranking	Country	Score
27	Singapore	52,4
43	Malaysia	40,1
54	Thailand	33,5
73	Vietnam	26,0
75	Indonesia	26,0
86	Filipina	23,0

Source: GEDI, *Global Entrepreneurship Index* (2019)

The condition of entrepreneurship in Indonesia, which is generally still relatively low, is reinforced by data from the Ministry of Small and Medium Enterprises Cooperatives (Kemenkop UKM) of the Republic of Indonesia. The Ministry of Cooperatives and SMEs, which is the leading sector of the national entrepreneurship program, stated that the number of entrepreneurs in Indonesia in 2018 reached a ratio of 3.47% (Kemenkop UKM RI, 2020). The number of Indonesian entrepreneurs is still considered low and even lower compared to other ASEAN countries, such as Thailand (4.26%), Malaysia (4.74%), and Singapore (8.76%). Increasing and accelerating the number of entrepreneurs can be done through strategic fields including the mainstay industry. The pharmaceutical business sector is one of the mainstay and attractive business sectors in Indonesia, where pharmacists in their profession are an important subject in the supply chain of the pharmaceutical. In the current era of globalization, professionalism and entrepreneurship are two sides of the coin in professional life that can be synergized and integrated, and this phenomenon presents more challenges as well as opportunities.

The number of pharmacists in greater Jakarta by 2022 will total around 17,000 pharmacists (IAI, 2022). Of these, the exact number of pharmacists who practice independently and/or work in collaboration with capital/business owners has not been revealed. However, based on empirical research data from Suhartono (2015) it can at least show that 77.8 percent of pharmacists who carry out their profession practice working with capital owners and the remaining 22.2 percent of pharmacists practice independently. The independent practice pharmacist can be a simplified model of what is called an entrepreneurial pharmacist. The number of entrepreneurial pharmacists is still relatively low, in line with the ratio of entrepreneurship in Indonesia in general.

This phenomenon indicates that there is a problem with entrepreneurial behavior which is essentially related to the concept of entrepreneurial intention. Studies on the determinants of entrepreneurial intention based on the theory of Planned Behavior (Ajzen, 1991) have been widely discussed, including those related to the concept of entrepreneurial education (EE) (Fayolle & Gailly, 2015); entrepreneurial attitude (EA) (Jena, R. K., 2020) and entrepreneurial self-efficacy (ESE) (Jena, R. K., 2020).

LITERATURE REVIEW

Entrepreneurship and Gender

Entrepreneurship refers to the identification, evaluation, and exploitation of new business opportunities (Shane & Venkataraman, 2000). Cho, Y et al. (2020) define entrepreneurs as those who start, own, and/or manage startups and small–medium enterprises (SMEs) on products, processes, or markets with innovation and risk-taking. Entrepreneurship can be viewed from various perspectives, both from the business, political and social sides. In this study, entrepreneurship is seen from a business perspective. Global Entrepreneurship Monitor (GEM, 2022) provides a more straightforward limitation on the ownership aspect (own business) of entrepreneurship that being an entrepreneur means starting or running your own business. From the various limitations above, we synthesize it as the ability and

behavioral process of starting a new business through the managemalet of resources, opportunities, risks and superior value creation.

Welter (2011) emphasizes the importance of context for entrepreneurship to understand when, how and why people become entrepreneurs. In particular, the social context (i.e. traditions and norms) is important because it helps explain gender-specific behaviors in entrepreneurship by defining gender roles (Welter, 2011). Entrepreneurship research is full of a number of entrepreneurial attributes, which can vary over time, space and across genders (Ahmed, G. et al., 2019). Gender issues in entrepreneurship research have been adopted and many studies have proven their association with gender. Liñán & Fayolle (2015) in their meta-analysis found that 30 out of 409 papers published between 2004 and 2013 (inclusive) on EI were related to gender issues. The increasing number of studies investigating gender differences in entrepreneurial processes underscores the growing interest in gender roles in entrepreneurship (Verheul et al., 2009. The growing interest in entrepreneurship-focused research related to gender perspectives is due to entrepreneurship is also a gender phenomaleon (Henry et al. 2016). Thus, gender is strongly related to entrepreneurial issues.

Planned behaviour Theory and Entrepreneurial Intention

The Theory of Planned Behavior (TPB) first formulated by Ajzen (1991) predicts individual intentions to behave at a certain time and place. It is asserted that intention is a strong predictor of actual behavior. In this theory, Ajzen assumes that human behavior is reasoned, controlled and planned because he considers the possible consequences of the behavior under consideration (Ajzen, 1991). According to the TPB, individuals engage in an activity (such as starting a business) as a deliberate or planned act that is equated with an individual's intention toward this behavior. Being an entrepreneur involves a planned process of bringing an idea to fruition by creating and developing the idea. According to the Theory of Planned Behavior, intention or in this study entrepreneurial intention is the result of three conceptual deterministic factors, namely:

a. The attitude toward the behavior: It designates an individual's favorable or unfavorable evaluation or judgmalet about the behavior (Ajzen, 1991). In the context of entrepreneurship, some experts and we use the term The attitude toward the behavior as an entrepreneurial attitude (Liñán and Chen, 2009; Lee-Ross, 2017).

b. The Subjective Norms: These correspond to an individual's perception of the social norms of relatives, family and friends, etc. and what they think about his decision to start a business (Ajzen, 2001). Called subjective norms because of their subjective nature, that is, views considered important by individuals that advise individuals to do or not to perform behaviors. Education is an important norm (Wei Xingjian et al., 2019) and in the context of entrepreneurship is known as entrepreneurship education.

c. The perceived behavioral control (PBC=Control of perceived behavior): This refers to the perceived ease or difficulty of performing a particular behavior. According to (Ajzen, 1991), PBC is most compatible with the concept of self-efficacy by Bandura (1999) which is related to self-confidence that he has the ability to perform expected actions. In the context of entrepreneurship, some experts and we also use the term PBC as entrepreneurial self-efficacy (ESE) (Amofah, K. et al., 2020), namely self-confidence as a result of an assessmalet of one's ability to succeed in entrepreneurship.

The justification for the adoption of the TPB is based on its power to explain human attitudes toward a behavior (Gieure, et al., 2019). Likewise, Amofah, K. & Saladrigues R. (2022) have proven the use of TPB in the Entreprneurial Intention (EI) model. Fayolle et al. (2015) used the TPB framework with three main factors used to explain intentions, namely: attitude towards the behavior, subjective

norms (entrepreneurial attitude) and perceived behavioural control (awareness through self-efficacy). The above studies support Ajzen's (1991) argumalet that all three determinants are significant; however, they also show that their relative importance is not the same in every situation and region and the magnitude of their influence (Karimi, 2019). Based on the explanation of previous theories and research above, it can be argued that the Theory of Planned Behavior (TPB) theoretically and empirically is very strongly used to base the Entrepreneurial Intention (EI) model in a gender perspective and therefore relevant and robust as a grand theory to trace the determinants of EI in this study.

Here is in figure 1. is an Intention model based on TPB consisting of its determinants.

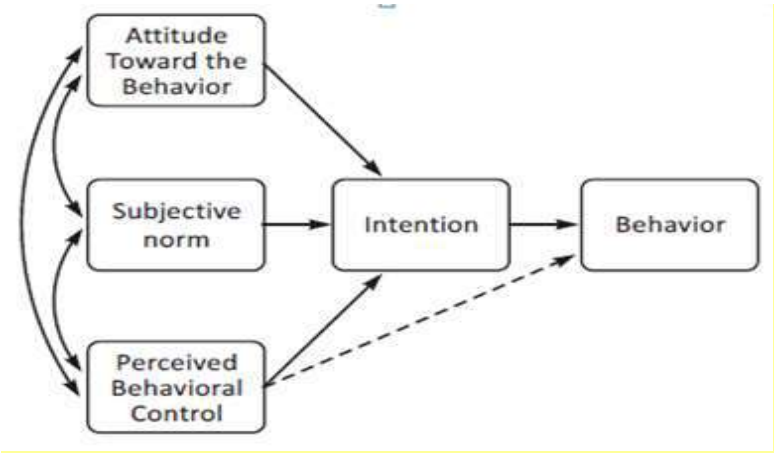

Figure1. Model of Theory of Planned Behavior (Ajzen, 1991)

Entrepreneurial Intention and Gender Differences

Entrepreneurship has a core, as noted by Krueger (2017), namely Entrepreneurial Intention (entrepreneurial intention). Empirical facts prove that entrepreneurial success is largely attributed to Entrepreneurial Intention (Jang, Y., et al., 2019). Previous research results related to the EI model and its determinants in a gender perspective have provided inconsistent results. Previous studies have shown that female have lower EI than male (Wilson et al., 2007). Furthermore, the idea that male have stronger EI than female has been accepted (Fragoso et al., 2019). Despite this, other we argue that gender similarity is much higher than difference (Garcıa & Moreno, 2010); that male and female show the same strong tendency to become future entrepreneurs (Ahmed, G. et al., 2019). Based on the description above, we prefer to propose hypothetical propositions as follows:

H1. There is a mean difference of EI between male and female pharmacists

Entrepreneurial Attitude and Gender Differences

Research related to entrepreneurial attitude (EA) in a gender perspective the results still vary. Female tend to show a lower entrepreneurial attitude (EA), compared to male (Haus et al., 2013). That male show a more positive attitude towards entrepreneurship is much more concrete. This implies that it is necessary to distinguish between female and male when there is equal support to prospective entrepreneurs. Sidanius and Pratto (2001) argue that male are more assertive and independent and rely more on their own beliefs than female, who are affiliative and communal and rely more on the opinions of friends and family when making important decisions about careers. Differences in outcomes between male and female related to entrepreneurial attitudes also occurred diametrically where it was found that the male gender (Sánchez-Escobedo et al., 2011) showed a higher level of entrepreneurial attitude (EA). On the other hand, Ahmed, G. et al., 2019 underlined that there are no significant gender-specific differences between male and female in entrepreneurial attitudes.

Based on the description above, the researcher proposed the following hypothetical proposition.

H2: There is a mean difference of EA between male and female pharmacist

Entrepreneurial Self-Efficacy and Gender Differences

Previous studies have shown that female not only have lower EI than male but also have lower ESE (Wilson et al., 2009; Dempsey and Jennings, 2014); and that female tend to show lower entrepreneurial self-efficacy (ESE) compared to male (Haus et al., 2013). This study showed that male showed higher self-efficacy (ESE) and higher risk-taking behavior (Wilson et al., 2009). It is maletioned that male and female choose job characteristics that are in accordance with their respective characteristics. Nevertheless, female feel a mismatch between their characteristics and the characteristics necessary to be successful entrepreneurs. As a result, female have lower self-confidence and see more obstacles in starting a business. Wilson et al. (2009) showed that male showed higher levels of self-efficacy, which is similar to PBC (Ajzen, 2002), when starting a business. In contrast to male, female exhibit different behaviors depending on whether they know more or less about the upcoming task, and evaluate skill deficiencies better than male (Bandura, 1997). Therefore, the rate of ESE in female is lower than in male.
Based on the description above, the researcher proposed the following hypothetical proposition.
H3: There is a mean difference of ESE between male and female pharmacists

Entrepreneurial Education and Gender Differences

Previous studies have shown that female tend to show lower subjective norms (entrepreneurial education) compared to male (Haus et al., 2013). Gupta et al. (2009) maletioned that starting a business is culturally associated with masculine characteristics. This gender perspective underscores on family and work roles and creates a social environmalet in which male, not female, are seen as entrepreneurs (Baron et al., 2001). Thus, entrepreneurship for female is considered less desirable and lacks normative support from society (Baughn et al., 2006); also because female are more conditioned by social norms and specific roles as female (Welter et al., 2007); And they constantly feel inadequate and find it difficult to break out of negative stereotypes. Therefore, female exhibit a lower average subjective norm (EE) than male.
Based on the description above, we proposed the following hypothetical proposition:
H4: There is a mean difference of EE between male and female pharmacists

METHOD

Sample

In determining the sample, we use the sampling frame approach, sample unit, sample size and sampling techniques. Sampling Frame according to Sekaran and Bougie (2017) is a (physical) representation of all elemalets in the population where the sample is drawn. The sampling frame in this study is a pharmacist member of the Indonesian Pharmacists Association (IAI) in the Greater Jakarta area. Therefore, the sampling unit or unit of analysis in this study is a professional pharmacist registered with IAI in the region. The sample size in this study was determined based on the Slovin formula from the population of Pharmacists in Greater Jakarta which amounted of approximately17.000 professional Pharmacists (IAI, 2022) by taking a 5% error, the number of samples was obtained at 391 respondents.

In this quantitative method sampling technique, we use a probability sampling approach with a proportional random sampling method. We chose this sampling technique by considering the characteristics of the Pharmacist population in Greater Jakarta in general has relatively homogeneous

professional behavior characteristics, because it is regulated by the same regulations and professional competency development by the same institution, namely the Indonesian Pharmacists Association (IAI). However, because Greater Jakarta was formed from 3 main regional sources, we divided 3 source areas proportionally, those are from DKI Jakarta Province (46.6%), then sourced from Banten Province (16.7%): Tangerang and South Tangerang, and from West Java Province sources (36.7%): Bekasi, Bogor and Depok.

Questionnaires are used as an instrument for data collection. The questionnaire consists of 42 research questions covering all aspects of the study. All research questions use a 5-point Likert scale from strongly agree (SA), Agree (A), Neutral (N), Disagree (DA) to strongly disagree (SDA) with each point given the following scores: SA = 5, A = 4, N = 3, DA = 2, SDA = 1. The questionnaire was used to measure four constructs, namely Entrepreneurial intention (EI), Entrepreneurial Attitude (EA) and Entrepreneurial Self-efficacy (ESE) and Entrepreneurial Education (EE),

In this study, data collection was carried out through the distribution of online questionnaires. The questionnaire was distributed to pharmacists in Jakarta, Bogor, Depok, Tangerang and Bekasi with the help of the managemalet of the Indonesian Pharmacists Association through its social media in the form of a google form, so that all pharmacists registered as members of the profession in the region have the same opportunity to fill out the questionnaire. The questionnaires used as an analysis database totaled 391 from the Jakarta area (182 pieces), Bekasi, Bogor, Depok (144 pieces), and Tangerang (65 pieces).

Measurement

All the measurement was performed from pre-tested item and inspired from literature with slight adjustments in the Indonesia context. We elaborated 3 dimensions of EI in this study adopted from Thompson (2009); Vamvaka et al. (2020) namely: Choice Intention, Commitment to entrepreneurship, Nascent Entrepreneurship. The selection of this dimension is based on reasons as said by Vamvaka et al. (2020) that these factors have been widely used by experts in prior, and in the context of this study are in line with the concept of entrepreneurship adopted as a behavioral process and in line with the definition of EI synthesis. These dimensions are then operationalized into 9 (nine) measurement items. While the measurement items were adapted from the questionnaires of several previous experts which were then developed contextually from Liu et al. (2019); Vamvaka et al. (2020); Wu et al. (2022); Linan &Chen (2009); Thompson (2009); Fragoso et al. (2019); Jena et al. (2020).

The EA dimensions in this study refer to those that have been used by Fenech et al. (2019); Masele, J. J., (2019); Jena et al. (2020): cognition, affection and conation. The selection of these dimension in this study is based on the reason that this dimension has been widely used by experts before, and in the context of this study is in line with the concept of entrepreneurship adopted as a behavioral process, and in line with the definition of EA synthesis results that are used today, especially in accordance with phenomenon that occur in the field. These dimensions are then operationalized into 9 (nine) measurement items. Measurement items were inspired from questionnaires of several previous experts which were then developed contextually from Liu et al. (2019); Fragoso et al. (2019); Jena et al. (2020).

We employed three dimension of EE in this study which have been applied by Jena et al. (2020); Bazkiaei et al. (2020) namely: knowledge, skill and experience. These dimensions are then operationalized into 9 (nine) measurement items. The measurement item was adapted from the questionnaire of several previous experts which was then developed contextually from Liu et al. (2019); Jena et al. (2020); Miranda et al. (2017).

The dimension of ESE in this study refer to the dimensions that have been employed by Chen, C et al. (1998); Hsu et al. (2017) and Newman et al. (2019) are: Marketing ESE, Innovation ESE, Management ESE, Risk taking ESE, Financial control ESE. These dimensions are then operationalized into 15 (fifteen) measurement items. Measurement items were adapted from questionnaires of several

previous experts which were then developed contextually from Liu et al. (2019); Jena et al. (2020); Miranda et al. (2017).

RESULT AND DISCUSSION

We established the final results of the questionnaire were 391 questionnaires consisting of 84 male and 307 female pharmacists that can be engaged for the next analysis. The demographic composition corresponds to the actual conditions in which the dominant number is female. The entire dataset was divided by gender and subsequently, a multi-group comparison was made on the sub-dataset to check if there were possible gender differences regarding EI, EA, ESE and EE.

Validity and Reliability of the Measurement

Table2. Confirmatory Factor Analysis (CFA) Second Order

Construct	SLF	Error	CR	VE
EI			0,761	0,517
Cho	0,64	0,590	0,830	0,619
Com	0,74	0,452	0,808	0,584
Nas	0,77	0,407	0,825	0,612
ESE			0,701	0,565
Mar	0,72	0,482	0,770	0,528
Inn	0,67	0,551	0,778	0,538
Man	0,87	0,243	0,860	0,672
Ris	0,78	0,392	0,843	0,642
Fin	0,70	0,510	0,794	0,563
EE			0,875	0,701
Kno	0,86	0,260	0,846	0,647
Ski	0,86	0,260	0,804	0,578
Exp	0,79	0,376	0,830	0,620
EA			0,784	0,548
Cog	0,73	0,467	0,811	0,588
Aff	0,78	0,392	0,820	0,603
Con	0,71	0,496	0,794	0,563

Table3. Confirmatory Factor Analysis (CFA) First Order

Construct	Item	SLF	Error	Construct	Item	SLF	Error
	Cho	0,64	0,590		*Fin*	0,70	0,510
	Cho1	0,81	0,344		Fin1	0,76	0,422
	Cho2	0,78	0,392		Fin2	0,77	0,407
	Cho3	0,77	0,407		Fin3	0,72	0,482
Com		0,74	0,452	*Kno*		0,86	0,260
	Com1	0,80	0,360		Kno1	0,80	0,360
	Com2	0,78	0,392		Kno2	0.85	0,278
	Com3	0,71	0,496		Kno3	0,76	0,422
Nas		0,77	0,407	*Ski*		0,86	0,260
	Nas1	0,74	0,452		Ski1	0,77	0,407
	Nas2	0,86	0,260		Ski2	0,72	0,482
	Nas3	0,74	0,452		Ski3	0,79	0,376
Mar		0,72	0,482	*Exp*		0,79	0,376
	Mar1	0,73	0,467		Exp1	0,82	0,328
	Mar2	0,73	0,467		Exp2	0,79	0,376
	Mar3	0,72	0,482		Exp3	0,75	0,438

Construct	Item	SLF	Error	Construct	Item	SLF	Error
Inn		0,67	0,551	*Cog*		0,73	0,467
	Inn1	0,75	0,438		Cog1	0,78	0,392
	Inn2	0,75	0,438		Cog2	0,78	0,392
	Inn3	0,70	0,510		Cog3	0,74	0,452
Man		0,87	0,243	*Aff*		0,78	0,392
	Man1	0,82	0,328		Aff1	0,77	0,407
	Man2	0,83	0,311		Aff2	0,78	0,392
	Man3	0,81	0,344		Aff3	0,78	0,392
Ris		0,78	0,392	*Con*		0,71	0,496
	Ris1	0,79	0,376		Con1	0,74	0,452
	Ris2	0,86	0,260		Con2	0,79	0,376
	Ris3	0,75	0,438		Con3	0,72	0,482

SLF: Standardized Loading Factor; CR: Construct Reliability; VE: Variance Extracted

Validity and reliability test of this research instruments using the confirmatory factor analysis (CFA) method through a 2-stage approach (second order CFA) by using the Lisrel application. The CFA second order can be seen in table 2. Construct Reliability (CR) and Variance Extracted (VE) calculations based on Standardized Loading Factor (SLF) and their errors from the model are summarized in table 2. The research constructs were noted that all of them each have the CR values ≥ 0.70 and VE values ≥ 0.50 and thus it can be concluded that the reliability of the measurement model (construct) is reliable. Confirmatory Factor Analysis (CFA) First Order can be seen in table 3 and all the measurement items (observed variables) are recorded as having SLF values ≥ 0.5 and it can be concluded that the validity of all items the observed variable to the latent variable is valid.

Hypothesis testing

We employed independent-t test to examine the hypothesis-1 to the hypothesis-4 (H1 – H4) by means of mean difference test of two independent samples (male and female). The results are as follows (see table 4 and 5):

Tabel 4. Independent t –test Result

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
EE	Equal variances assumed	1.510	.220	1.972	389	.049	.10044	.05092	.00033	.20055
	Equal variances not assumed			1.988	133.372	.049	.10044	.05053	.00050	.20037
ESE	Equal variances assumed	.081	.776	1.327	389	.185	.06220	.04686	.02993	.15434
	Equal variances not assumed			1.341	133.796	.182	.06220	.04639	.02956	.15396
EA	Equal variances assumed	.376	.540	.759	389	.448	.03635	.04788	.05779	.13049
	Equal variances not assumed			.750	129.808	.455	.03635	.04847	.05955	.13224
EI	Equal variances assumed	3.586	.059	1.631	389	.104	.07560	.04634	.01551	.16671
	Equal variances not assumed			1.507	119.581	.134	.07560	.05015	.02370	.17490

In the table 4, Lavene's test column noted that each variable EI, EA, ESE, EE recorded an F value with a significance of 059; 0,540; 0,776; 0,220 or each variable of EI, EE, EA and ESE has a significance value of above 0.05 which means that the data has fulfilled the assumption of homogeneity. Because it has met the assumption of homogeneity, it can be the basis for further testing, hypothesis testing by means of independent t-test.

Table 5. Mean of Variable Based on Gender

Variable	Gender	N	Mean	Std. Deviation	Std. Error Mean
EE	Male	84	4.16	.409	.045
	Female	307	4.06	.415	.024
ESE	Male	84	4.03	.375	.041
	Female	307	3.96	.382	.022
EA	Male	84	4.11	.395	.043
	Female	307	4.07	.387	.022
EI	Male	84	4.14	.418	.046
	Female	307	4.06	.364	.021

Regarding to the EE variable (see table 5), the mean value of male is 4.16 out of a maximum value of 5 and female 4.06. For the ESE variable, the mean value for male is 4.03 and female 4.03. The EA variable has a male mean value of 4.11 and female 4.07. The EI variable has a mean male value of 4.14 and female of 4.06.

The test results (see table 4) with independent t-test analysis found that the difference in the mean values of EI, ESE and EA between male and female pharmacists has a significant value 2-tailed of 0,104; 0,448; 0,182 (sig. > 0.05) which means that H1, H2, H3 is rejected and therefore there is no statistically significant difference. Meanwhile, the difference in the mean value between male and female pharmacists was noted to have a significance value of 0.049 (<0.05) which means H4 is accepted that the difference is statistically significant.

Discussion

There is no significant difference between the entrepreneurial intention (EI) of male and female pharmacists in Greater Jakarta.

The test results (see table 4) with independent t-test analysis found that the average EI value between male and female pharmacists had a significance value of 0.104 (p.sig. > 0.05) which means statistically there is no significant difference. In Greater Jakarta, the mean EI score of male pharmacists is 4.14 out of a maximum score of 5 (five) with a good category and a mean score of 4.06 with a good category. There is a mean difference of 0.076 where the mean value of male pharmacists has a relatively higher mean value of EI than female pharmacists, however, this difference is not statistically significant. It can be interpreted that male and female pharmacists have equal opportunities to improve and succeed in entrepreneurial intentions (EI).

The results of this independent t-test study support empirical results from Puyana, M., G et al. (2019) which shows that "There is a positive and similar relationship in male and female on entrepreneurial intention". The results of this study are in line with previous empirical results, that there are no differences in the results of gender differences even the similarity of the two is much more, as Garcıa & Moreno (2010) said; The same empirical result is shown by Ahmed, G. et al (2019) who revealed that male and female show a strong tendency to become future entrepreneurs because the average scores of all variables are similar for male and female respondents. Based on an independent sample, the t-test showed that there was no significant difference in the average entrepreneurial intention (EI) between male and female.

Related to the value of the score value (mean) of EI, the results of this study are in line with most of the results of previous studies that the mean value of EI of male is greater than female (Fragoso, R. et al., 2019; Nowinski, W. et al., 2017). However, from its significance, the results of this study are not in line with Fragoso, R. et al (2019) which is based on the TPBby involving 600 students from both countries and using mixed hypothesis testing methods, namely the SEM method and student t-test. The results proved that there was a significant difference between male and female EI in the research

subjects, namely students. Likewise, the results of this study are not in the same breath as Nowinski, W. et al (2017) who used a t-test to test for differences in EI in male and female, and the results were significant differences, male had higher EI than female.

There is no significant difference between the entrepreneurial self-efficacy (ESE) of male and female pharmacists in Greater Jakarta.

Testing the 2nd hypothesis (see table 4) with independent t-test analysis resulted in a mean ESE score between male and female pharmacists having a significance value of 0.185 (p.sig. > 0.05) which means that statistically there is no significant difference. In Greater Jakarta, the mean EE score of male pharmacists is 4.03 out of a maximum score of 5 (five) with a good category and a mean score of 3.96 with a good category. Among the EI determinants, ESE has the lowest mean score. There was a mean difference of 0.062 male pharmacists having a relatively higher average ESE score than female pharmacists, however, this difference was not statistically significant. This means that male and female pharmacists have an equal chance of improving their confidence in their ability to succeed in entrepreneurial roles and tasks (ESE).

The results of the hypothesis with this independent t-test support the results of previous studies that there are no differences in the results of gender differences, even the similarity of the two is much more as said by Garcıa & Moreno (2010); that male and female show the same strong tendency to become future entrepreneurs (Ahmed, G. et al., 2019). On the other hand, this study is not in line with the empirical results of Mohammad Arshad, et al. (2016) who used 371 students (222 male and 149 female) majoring in business in the final year of master's level in South Asia. With the help of AMOS interaction method, the result was "ESE has a greater effect on the attitude of males toward entrepreneurship than on the attitude of females." This difference can be understood through the presence of differences in the context of the subject, locus and/or dimension/indicators used.

There is no significant difference between the entrepreneurial attitude (EA) of male and female pharmacists in Greater Jakarta.

The test results (see table 4) with independent t-test analysis proved that the average EA value between male and female pharmacists had a significance value of 0.448 (p.sig. > 0.05) which means that statistically it was not significantly different. In Greater Jakarta, the mean score of male pharmacist EA is 4.11 out of a maximum score of 5 (five) with a good category and a mean score of 4.07 with a good category. Among the EI determinants, EA has a mean score of number two below EE and above ESE. There is a mean difference of 0.036 where the mean value appears that male pharmacists have a relatively higher average EA value than female pharmacists, but this difference is not statistically significant. It can be interpreted that male and female pharmacists have equal opportunities to improve entrepreneurial attitudes (EA).

The same empirical results were shown by Ahmed, G. Amponsah, C.T., Johnson, D.S. (2019) who revealed that male and female show a strong tendency to become future entrepreneurs because the average scores of all variables are similar for male and female respondents. Based on an independent sample of t-tests, Ahmed et al. (2019) showed that there was no significant difference in average attitudes between male and female. The results of research with independent t-test are in line with previous empirical results, that there is no difference in the results of gender differences even the similarity of the two is much more, as said by Garcıa & Moreno (2010); that male and female show the same strong tendency to become future entrepreneurs (Ahmed, G. et al., 2019). The results of research with independent t-test support empirical results from Jena, R. K. (2020) which is based on the theory of Planned Behavior (Ajzen, 1991) on managemalet students in India with purposive sampling and simple random sampling methods with the help of PLS-SEM and t-test. The result concluded "That means the gender of a student doesn't influence the relationship between attitude towards entrepreneurship and entrepreneurial intention".

There is a significant difference between entrepreneurial education (EE) of male and female pharmacists in Greater Jakarta

Testing hypothesis-1 (see table 4) with independent t-test analysis resulted in an EE mean value between male and female pharmacists having a significance value of 0.049 (p.sig. < 0.05) which means that there

is a statistically significant difference. In Greater Jakarta, the mean EE score of male pharmacists is 4.16 out of a maximum score of 5 (five) with a good category and a female mean score of 4.06 with a good category. Among the EI determinants, EE has the highest score. There is a mean difference of 0.100 where male pharmacists have relatively higher EE scores than female pharmacists, and the difference is statistically significant.

This current results of this hypothesis can be understood through the empirical statement that female need a higher level of education to assess themselves as capable of performing tasks related to entrepreneurship (Thébaud, 2010). Because of cultural self-beliefs about gender roles, female generally perceive themselves as less competent in tasks that are usually perceived as male, such as entrepreneurship. For this reason, they need a higher level of education to consider themselves competent enough and ready to take on an entrepreneurial career.

The results of this statistical hypothesis based on the independent t-test support the results of empirical research from Westhead and Solesvik (2016) which resulted in the conclusion that the effect of EE on EI is more positive (or less negative) for male compared to female. Katharina Fellnhofer &; Sascha Kraus (2015) in their paper provide evidence that gender differences need to be considered in EE against entrepreneurial intentions (EI). His analysis highlights the fact that significant differences between the sexes need to be considered in future EE research. This result is also in line with Nowiński et al. (2017) who conducted research on students in several countries in Europe as research subjects, based on TPB and analysis methods with the help of PLS SEM, it was found that "revealed a positive correlation between EE and EI, showing this relationship to be moderated by gender".

Contribution

The results of this research can be used for the academic world and for other we in the development of science, especially management science. For the academic world, the results of this study provide empirical confirmation results and contribute to a better understanding of the comparison of EE, ESE, EA and EI variables in a gender perspective. It can be a reference for other to develop the results of this entrepreneurial pharmacist entrepreneurial intention (EI) model research and contribute to a better theoretical understanding of the role of TPB in the context of the pharmaceutical entrepreneurship (pharmapreneurship) in a gender perspective.

The results of this research can be used for problem solving in business for pharmacists, and can be a recommendation in policies for stakeholders of the pharmaceutical entrepreneurship ecosystem, especially the Indonesian Pharmacists Association (IAI). With the results of this study, it is expected to be an input to the Ministry of Cooperatives and SMEs which is authorized as the leading sector in the program to increase and accelerate the number of Indonesian entrepreneurs and the ministry of women's empowerment considering that 79% of pharmacists are female.

CONCLUSION

The mean difference between the EI scores of male and female pharmacists in Greater Jakarta is significantly rejected. Evidenced by the results of an independent T-test with a mean difference (0.076) with sig. 2 tailed (0.104) > 0.05. Male pharmacists has higher EI scores than female pharmacists but the difference is not statistically significant.

The mean difference between the ESE scores of male and female pharmacists in Greater Jakarta is significantly rejected. Evidenced by the results of an independent T-test with a mean difference (0.062) with sig. 2 tailed (0.185) > 0.05. Male pharmacists has higher ESE scores than female pharmacists but the difference is not statistically significant.

The mean difference between the EA scores of male and female pharmacists in Greater Jakarta is significantly rejected. Evidenced by the results of an independent T-test with a mean difference (0.036) with sig. 2 tailed (0.448) > 0.05. Male pharmacists has higher EA scores than female pharmacists but the difference is not statistically significant.

The mean difference between the EE scores of male and female pharmacists in Greater Jakarta is significantly accepted. Evidenced by the results of an independent T-test with a mean difference (0.100) with sig. 2 tailed (0.049) < 0.05. Male pharmacists has higher EE scores than female pharmacists and the difference is statistically significant.

Theoretical Implications

The importance of paying attention to gender perspectives in improving Entrepreneurial Education. Furthermore, male and female have equal chances of results in order to increase Entrepreneurial Self-Efficacy, Entrepreneurial Attitude and Entrepreneurial Intention.

Practical Implications:

If Pharmacists in Greater Jakarta and the stakeholders in the pharmaceutical entrepreneurship ecosystem want to increase Entrepreneurial Intention, Entrepreneurial Self-Efficay, Entrepreneurial Attitude of Pharmacists to become entrepreneurial Pharmacists, then pharmacist gender differences are not an obstacle or equal effort for male and female pharmacists to have the same chance of results. However, in an effort to improve Entrepreneurial Education, it is important to pay attention to gender differences. Efforts to improve ESE, EA and EI pharmacists in a gender perspective can be done through the same managerial strategies for both male and female pharmacists with equal chances of outcomes. This opportunity strengthens the confidence of pharmacists and the pharmaceutical entrepreneurship stakeholders to increase the level of activity of female entrepreneurs so that they are closer to male as it will substantially increase the number of new businesses. The Pharmaceutical entrepreneurship stakeholders can include the promotion of female entrepreneurship in the policy portfolio to increase and accelerate the number of entrepreneurial pharmacists in Greater Jakarta (case of Indonesia).

Limitations and Research Suggestion

The gender perspective in this study only examines the difference in the average (mean) of variables using the independent t-test method, and therefore the need for comparison results with other methods. The population used is limited to the Greater Jakarta area, so it does not yet reflect thegeneralization of conclusions to the wider population in Indonesia.EI measurement as the core of entrepreneurial behavior uses a pharmacist analysis unit incorporated in its professional organization, the Indonesian Pharmacists Association (IAI) in Greater Jakarta, so it does not yet represent the entire profile of the profession / non-profession in general.

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